

ÇUKUROVA UNIVERSITY GENDER EQUALITY PLAN

INTRODUCTION

Gender Equality is for everyone to benefit equally from human rights, social, cultural, economic and political rights without gender discrimination. Today, Gender Equality is one of the most important issues in terms of justice and human rights. In order to achieve Gender Equality, the level of awareness on the subject should be raised. In order to achieve this goal, universities have very important roles. Çukurova University, an academic institution that adopts universal values, is one of reputable universities preferred by students at all levels from home and abroad with its institutional identity. Çukurova University, which is one of the 20 state universities in the Research-Oriented Mission Differentiation Program, has an important responsibility and obligation to create social awareness and raise the level of awareness at both regional, national and international levels.

Aiming to prevent inequality between individuals, Çukurova University has determined a policy of reducing inequalities and has established the Gender Equality Institutional Strategy of our university.

Çukurova University Gender Equality Institutional Strategy is gathered under the following headings:

1. Work-Life Balance and Organizational Culture,
2. Gender Balance in Leadership and Decision Making,
3. Gender Equality in Recruitment and Career Development,
4. Integration of Social Gender into Research and Teaching Content,
5. Prevention of Gender-Based Violence.

Under these headings, targets, actions, indicators, responsible unit and a target period have been determined and it is recommended for the academic and administrative staff within Çukurova University to receive Gender Equality trainings through in-service training; to open major/non-major elective courses at associate, undergraduate and post-graduate levels; to ensure Gender Equality balance in recruitment, management, decision-making mechanisms, research and project evaluation processes; and to ensure that the University Quality System is improved in relation to the objectives of Gender Equality.

Abbreviations

BAP : Scientific Research Projects

CTS : Unit for Combating Sexual Harassment and Sexual Assault

KADAUM : Women's Problems Research and Implementation Center

SEM : Continuing Education Application and Research Center

NGO : Non-Governmental Organizations

GEP : Gender Equality Plan

1. WORK-LIFE BALANCE AND ORGANIZATIONAL CULTURE

Work-life balance varies according to title, marital status, child custody, seniority, field of work and above all in terms of gender and is especially important for people with parenting and care responsibilities. For this reason, strategic plans related to both work-life balance and organizational culture should be created from a gender perspective. There was a need to reorganize existing opportunities to ensure a work-life balance benefiting the academic and administrative staff and students, to develop strategies to overcome the shortcomings and to create action plans in this direction. The first step to be taken for these goals is the establishment of the GE Unit, which will serve as a guide to achieving all goals.

Target	Action	Indicators	Responsible Unit	Target Period
1. To create and monitor work-life balance and organizational culture in the context of GE	<ul style="list-style-type: none"> • GE at KADAUM Establishment of the unit	<ul style="list-style-type: none"> • Studies on GE a unit that executes	<ul style="list-style-type: none"> • Rectorate • KADAUM 	2022-2025
	<ul style="list-style-type: none"> • Establishment of Psychological Support Unit 	<ul style="list-style-type: none"> • A unit that provides psychological support to university staff and students 	<ul style="list-style-type: none"> • Rectorate 	
	<ul style="list-style-type: none"> • Establishment of Corporate Communication Unit (for information, publicity, effectiveness, visibility, etc.) 	<ul style="list-style-type: none"> • A corporate communication unit that carries out activities such as information and communication management of the university 	<ul style="list-style-type: none"> • Rectorate • Department of Information Technologies • News Center 	
	<ul style="list-style-type: none"> • Continuation of CTS Unit activities 	<ul style="list-style-type: none"> • Events to generate publicity for the CTS unit within all units of the university 	<ul style="list-style-type: none"> • KADAUM • CTS Unit 	
	<ul style="list-style-type: none"> • To do and monitor annual analyses related to Organizational Culture and GE 	<ul style="list-style-type: none"> • GE Annual reports on the Empowerment Index • Annual reports on Work-Life Balance, Career Satisfaction, Job Stress, Workload, Organizational Culture and Organizational Loyalty level indicators 	<ul style="list-style-type: none"> • GE Unit • KADAUM 	
2. to instill GE into work-life balance and organizational culture and to raise awareness of GE	<ul style="list-style-type: none"> • Organizing GE activities and trainings, adopting an awareness of organizational culture 	<ul style="list-style-type: none"> • Status reports following current situation analysis 	<ul style="list-style-type: none"> • Rectorate • KADAUM • GE Unit 	2022-2025
	<ul style="list-style-type: none"> • Organizing social events related to GE 	<ul style="list-style-type: none"> • Indicators of the level of participation in social events 	<ul style="list-style-type: none"> • Rectorate • Faculty/Graduate School/ School/ Vocational School • GE Unit 	

	<ul style="list-style-type: none"> ● Encouraging students and staff who are studying and working on GE 	<ul style="list-style-type: none"> ● Number of studies on the subject of GE 	<ul style="list-style-type: none"> ● Rectorate ● GE Unit 	
	<ul style="list-style-type: none"> ● Training on GE with Non-Governmental Organizations (to create organizational culture) and encouraging collaboration for projects 	<ul style="list-style-type: none"> ● Number of trainings and projects in cooperation with NGOs 	<ul style="list-style-type: none"> ● Rectorate ● Faculty/Graduate School/School/ Vocational School ● BAP Coordination Unit ● SEM 	
3. To deal with GE incompatible practices and develop GE compatible practices in terms of recruitment, job security and career development	<ul style="list-style-type: none"> ● To monitor recruitment, job security and career development indicators 	<ul style="list-style-type: none"> ● Reporting of gender distribution and doing necessary follow-ups 	<ul style="list-style-type: none"> ● Rectorate ● Directorate of Personnel Affairs 	2022-2025
	<ul style="list-style-type: none"> ● Aligning kindergarten service hours with Cukurova University personnel's working hours 	<ul style="list-style-type: none"> ● A kindergarten with 12 months of uninterrupted service 	<ul style="list-style-type: none"> ● Rectorate ● Directorate of Health, Culture and Sports 	
	<ul style="list-style-type: none"> ● Improving the physical infrastructure in line with needs (kindergarten, social life centers, recreational activities, etc.) 	<ul style="list-style-type: none"> ● Number of social living areas that staff and students can benefit from 	<ul style="list-style-type: none"> ● Rectorate ● Directorate of Health, Culture and Sports ● Directorate of Construction and Technical Works 	
4. Providing supportive conditions for staff with children to help them establish a work-life balance	<ul style="list-style-type: none"> ● Improving Kindergarten services based on staff working Hours 	<ul style="list-style-type: none"> ● Satisfaction rates of staff using Kindergarten services 	<ul style="list-style-type: none"> ● Rectorate ● Directorate of Health, Culture and Sports 	2022-2025
	<ul style="list-style-type: none"> ● Making the necessary arrangements for the provision of child care services for personnel with children in the 0-3 age group 	<ul style="list-style-type: none"> ● Innovations in the physical conditions of the existing nursery/kindergarten ● Provision of 0-3 age nursery care service 	<ul style="list-style-type: none"> ● Rectorate ● Directorate of Health, Culture and Sports ● Directorate of Construction and Technical Works 	
	<ul style="list-style-type: none"> ● Improving kindergarten conditions and providing separate rooms for sleep and play 	<ul style="list-style-type: none"> ● Setting up rooms for sleep and play 	<ul style="list-style-type: none"> ● Rectorate ● Directorate of Health, Culture and Sports ● Directorate of Construction and Technical Works 	

2. GENDER BALANCE IN LEADERSHIP AND DECISION-MAKING

Our university has a balanced gender distribution rate at the management level. While it is important for our university to gain an institutional identity with Gender Equality sensibility in order to ensure the sustainability of this balanced approach in the coming years, there is a need for strategies to make the necessary arrangements for the Gender Equality sensible perspective to be carried out in all stages of institutional leadership and management.

Target	Action	Indicators	Responsible Unit	Target Period
1. To achieve and maintain current gender distribution in units at the management level	<ul style="list-style-type: none"> Carry out necessary efforts to ensure the sustainability of the current balanced distribution rate in the coming years 	<ul style="list-style-type: none"> Legislative arrangements to ensure GE-compliant structuring in the coming years 	<ul style="list-style-type: none"> Rectorate Departments Faculty/Graduate School/School/ Vocational School 	2022-2025
	<ul style="list-style-type: none"> To inform the units in order to create awareness within the management and sub-units 	<ul style="list-style-type: none"> The number of meetings on management structure with GE awareness 		
	<ul style="list-style-type: none"> Observance of GE by persons in managerial positions in the units 	<ul style="list-style-type: none"> Proportion of gender distributions in units 		
2. To create awareness of GE in people with leadership and decision-making authority	<ul style="list-style-type: none"> Create awareness about GE by providing training to people with leadership and decision-making authority 	<ul style="list-style-type: none"> Internal GE awareness for people with leadership and decision-making authority number of trainings 	<ul style="list-style-type: none"> Rectorate Departments Faculty/Graduate School/School/ Vocational School KADAUM GE Unit 	2022-2025
	<ul style="list-style-type: none"> Make announcements about candidacy applications for elected positions, conducting the selection process in a transparent manner 	<ul style="list-style-type: none"> Monitor institutional arrangements for candidacy applications and selection processes and monitor gender equality balance in all commissions 		
3. To embed the GE concept into the corporate culture; to ensure gender balance in making decisions; observance of GE in all kinds of decision making mechanisms	<ul style="list-style-type: none"> Faculty/School/Vocational School Determination of current rates in the context of GE in student representative selection 	<ul style="list-style-type: none"> Monitoring gender equality in student representations 	<ul style="list-style-type: none"> Rectorate Faculty/Graduate School/School/ Vocational School Students Office GE Unit 	2022-2025
	<ul style="list-style-type: none"> Providing support and training to all students, guaranteeing and encouraging their rights and freedoms 	<ul style="list-style-type: none"> Due diligence reports covering individuals in disadvantaged groups 		

	<ul style="list-style-type: none">• In the process of evaluating the applications for any open staff, the decision is made in accordance with the GE	<ul style="list-style-type: none">• Monitoring the gender equality balance between the candidates whose criteria are equal in the staff applications	<ul style="list-style-type: none">• Rectorate• Personnel Department• Faculty/Graduate School/School/ Vocational School	
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3. GENDER EQUALITY IN RECRUITMENT AND CAREER ADVANCEMENT

Çukurova University aims to be an exemplary institution and to lead the society in achieving gender equality, and aims to create and sustain a safe and supportive working environment based on Gender Equality for academic/administrative staff and students. While Çukurova University needs strategies for the cooperation of internal and external stakeholders while achieving these goals, it adheres to the principles of transparent, fair and gender-sensitive structuring.

3.1. Recruitment Processes				
Target	Action	Indicators	Responsible Unit	Target Period
1. To ensure that personnel recruitment processes are managed in a transparent, fair and objective manner within the framework of relevant legal regulations	<ul style="list-style-type: none"> ● Implementation of the necessary control and supervision mechanisms for gender equality in recruitment processes 	<ul style="list-style-type: none"> ● Control and supervision required for gender equality in recruitment processes ● Creation of an evaluation report on the applications of the mechanisms 	<ul style="list-style-type: none"> ● Rectorate ● Directorate of Personnel Affairs 	2022-2025
2. To maintain gender balance in the recruitment processes where the interview processes are applied within the scope of legal regulations	<ul style="list-style-type: none"> ● Designing in-house incentives and maintaining their sustainability in order to ensure gender balance during recruitment processes 	<ul style="list-style-type: none"> ● Number of arrangements made in relation to in-house incentive systems for recruitment processes ● Gender equality distribution rate in administrative and academic staff 	<ul style="list-style-type: none"> ● Rectorate ● Directorate of Personnel Affairs 	2022-2025
3. To ensure GE sensibility when taking into account the nature of the job in job advertisements	<ul style="list-style-type: none"> ● Ensuring that the language used in the announcement texts posted for the employment of personnel is required to be in a way that allows for review under the framework of GE and is gender neutral 	<ul style="list-style-type: none"> ● Announcement texts for personnel employment ● Reporting on recruitment of personnel 	<ul style="list-style-type: none"> ● Rectorate ● Directorate of Personnel Affairs 	2022-2025

<p>4. Cooperation and projects with local, national and international organizations and NGOs operating in the field of GE in the employment and career progression of employees Cooperation within the framework of</p>	<ul style="list-style-type: none"> ● Providing awareness-raising trainings for local people in cooperation with other institutions, organizations and NGOs within the scope of lifelong learning 	<ul style="list-style-type: none"> ● Number of collaborating projects ● Number of trainings for the community 	<ul style="list-style-type: none"> ● Rectorate ● Faculty/Graduate School/YO /MYO ● KADAUM ● SEM 	<p>2022-2025</p>
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3.2. Career Advancement of Personnel

Target	Action	Indicators	Responsible Unit	Target Period
<p>1. Ensuring that the personnel use the maternity/paternity/marriage/milk leave within the framework of the provisions of the relevant legislation</p>	<ul style="list-style-type: none"> ● Staff informing about maternity/paternity/marriage/milk leave and encouraging the use of these permits 	<ul style="list-style-type: none"> ● Publication of legislation and guidelines on the subject on the Web page 	<ul style="list-style-type: none"> ● Rectorate ● Directorate of Personnel Affairs ● Department of Information Technologies 	<p>2022-2025</p>
<p>2. Gender equality in career planning for the institution's staff provision of supporting services</p>	<ul style="list-style-type: none"> ● Organizing in-service training programs for administrative and academic staff to support career development. ● Career of the staff allocation of a certain proportion of the budget for the preparation of training programs for its progress, and Making the necessary arrangements in this direction in the Strategic Plan 	<ul style="list-style-type: none"> ● Organized in-service number of training programs ● Rate allocated from the budget for the financing of activities 	<ul style="list-style-type: none"> ● Rectorate ● Directorate of Personnel Affairs ● Department of Strategy Development ● Career Planning Application and Research Center ● SEM 	<p>2022-2025</p>
<p>3. Reinforce gender equality in the workplace support of applications</p>	<ul style="list-style-type: none"> ● Determination of Corporate Communication Strategy based on GE 	<ul style="list-style-type: none"> ● A corporate strategy plan based on GE 	<ul style="list-style-type: none"> ● Rectorate ● News Center 	<p>2022-2025</p>

3.3. Students' Career Progression

Target	Action	Indicators	Responsible Unit	Target Period
1. To balance gender equality in programs where gender distribution is unbalanced and carrying out awareness activities to eliminate gender stereotypes in career selection	<ul style="list-style-type: none"> ● Providing GE awareness trainings for students ● Organizing interviews inviting graduates who have been successful in the relevant field in order to balance GE and eliminate stereotypes in choosing a profession ● Establishment of a student club to operate in the field of GE 	<ul style="list-style-type: none"> ● Number of activities organized for students during the year; number of interviews with graduates working in the field of GE ● A student club operating in the field of GE 	<ul style="list-style-type: none"> ● Rectorate ● Directorate of Health, Culture and Sports ● Students Office ● Career Planning Research and Application Center ● Faculty/Graduate School/School /VS 	2022-2025
2. To provide specific supportive services to disadvantaged student groups in the context of GE in their career progression	<ul style="list-style-type: none"> ● Preparing a program for career planning and mentoring services for all disadvantaged groups ● Making the necessary arrangements for the provision of additional support(part-time student employment/meal scholarship) in order to ensure the attendance of students with low income levels 	<ul style="list-style-type: none"> ● Mentoring program prepared for all disadvantaged groups ● GE-sensitive institutional arrangements in opportunities such as part-time student employment and scholarships ● Number of students receiving additional support to ensure the attendance of students with low income levels 	<ul style="list-style-type: none"> ● Rectorate ● Career Planning Research and Application Center ● Directorate of Health, Culture and Sports 	2022-2025

4. GENDER EQUALITY PLANS INTEGRATION INTO RESEARCH AND TEACHING CONTENT

Cukurova University strives to keep its institutional duties in the most effective manner feasible.

Particularly, establishing the institutional principles, organizational structure, and direction of the Scientific Research Projects Coordination Unit with Gender Equality in mind would be a crucial step in satisfying the required criteria.

In addition, there is a need for methods to improve the current mechanisms that assist academics and students in adopting the university's anti-discrimination and gender-sensitive research and education policy, to reorganize the ones that are absent, and to monitor this transformation.

4.1. Research				
Target	Action	Indicators	Responsible Unit	Target Period
1. The BAP Coordination Unit's institutional and organizational structure is GE-sensitive.	<ul style="list-style-type: none"> BAP Coordination Unit has GE-sensitive principles. 	<ul style="list-style-type: none"> GE sensitive BAP Coordination Unit vision, mission, values and principles 	<ul style="list-style-type: none"> Rectorate BAP Coordination Unit 	2022-2025
	<ul style="list-style-type: none"> The team working in research and development units such as the BAP commission is sensitive to GE restructuring, 	<ul style="list-style-type: none"> Appointment of members to the BAP commission and TTO boards of directors, taking the GE into consideration. 		
	<ul style="list-style-type: none"> Work on the subject for proposed projects on GE and related topics a team of experts establishment of a specialist group 	<ul style="list-style-type: none"> Establishment of a gender specialization group distinct from faculty specialization groups within the BAP. 		
2. Keeping track of gender-sensitive research	<ul style="list-style-type: none"> Monitoring gender equality with regard to funded project teams Number of research focusing on gender Monitoring the gender distribution of academic personnel receiving funding from research grants. 	<ul style="list-style-type: none"> Preparation of reports providing indications of GE and related matters. Indicators in the BAP Coordination Unit Activity Report Data shared annually on the BAPSIS project reports page 	<ul style="list-style-type: none"> Rectorate BAP Coordination Unit 	2022-2025

<p>3. To boost employment based on gender equality at the local level and to eliminate sexist attitudes to career growth, it is necessary to implement social awareness projects and organize training programs.</p>	<ul style="list-style-type: none"> ● Prioritizing social responsibility projects in the sphere of GE in Scientific Research Projects. 	<ul style="list-style-type: none"> ● Quantity of postgraduate and social responsibility projects in GE 	<ul style="list-style-type: none"> ● Rectorate ● Faculty/Graduate School/ School/ Vocational School ● BAP Coordination Unit ● KADAUM ● SEM ● Career Planning Application and Research Center 	<p>2022-2025</p>
<p>4. The Scientific Research Projects Coordination Unit direction is GE-sensitive to support GE-related research and researchers.</p>	<ul style="list-style-type: none"> ● Supporting programs related to Gender Equality, which is a priority topic for regional development. 	<ul style="list-style-type: none"> ● Launching at least one priority area call every year with a subject encompassing GE, anti-discrimination, or similar problems. 	<ul style="list-style-type: none"> ● Rectorate ● BAP Coordination Unit ● Project Coordination Unit 	<p>2022-2025</p>
	<ul style="list-style-type: none"> ● Promoting GE research and researchers by issuing solicitations or establishing grants 	<ul style="list-style-type: none"> ● At least one project financed by the yearly thematic call 		
	<ul style="list-style-type: none"> ● Conducting research on topics like project budget, project submission criteria, and project support constraints 	<ul style="list-style-type: none"> ● Locating funding for GE-related studies and relevant issues. 		
	<ul style="list-style-type: none"> ● Specialized for postgraduate thesis projects on GE and related themes; assisting researchers with concerns such as project budget, project submission requirements, and project support constraints. 	<ul style="list-style-type: none"> ● A BAP directive that includes special provisions for women researchers and GE concerns over the quantity, limit, and conditions of project funding. 		
<ul style="list-style-type: none"> ● Encouraging the gender-sensitive organization of project teams (researchers and scholarship recipients). 	<ul style="list-style-type: none"> ● Project team announcements and meetings concerning gender-sensitive structuring ● Quantity of projects meeting these criteria. 			
<p>4.2. Teaching processes</p>				
<p>Target</p>	<p>Action</p>	<p>Indicators</p>	<p>Responsible Unit</p>	<p>Target Period</p>

<p>1. Academic staff and student non-discrimination and GE indices are determined and monitored.</p>	<ul style="list-style-type: none"> ● Identification and monitoring of academic personnel and student knowledge of discrimination and GE 	<ul style="list-style-type: none"> ● Including survey and/or in-depth interview methodologies, a project report designed to determine the status. 	<ul style="list-style-type: none"> ● Rectorate ● KADAUM ● GE Unit ● Faculty/Graduate School/School/ Vocational School ● Registrar's Office 	<p>2022-2025</p>
	<ul style="list-style-type: none"> ● Conducting research to increase the anti-discrimination and GE indices of faculty and students 	<ul style="list-style-type: none"> ● Number of seminars, workshops, panels, and conferences intended to heighten academicians' and students' understanding and sensitivity 		
	<ul style="list-style-type: none"> ● Conducting and monitoring gender-specific qualitative and quantitative analyses of students' program selections 	<ul style="list-style-type: none"> ● Introducing the GE topic at the orientation event for all newly enrolled students ● Monitoring of Higher Education Program Atlas data based on units on an annual basis. 		
<p>2. The organization of education and training is sensitive to GE</p>	<ul style="list-style-type: none"> ● Developing and disseminating a roadmap for the creation of education-teaching approaches sensitive to GE 	<ul style="list-style-type: none"> ● Guide for the advancement of educational approaches 	<ul style="list-style-type: none"> ● Rectorate ● KADAUM ● Education Coordinatorship ● Department of Student Affairs ● Faculty/Graduate School / Schools /Vocational School 	<p>2022-2025</p>
	<ul style="list-style-type: none"> ● Encouraging the inclusion of intra/non-field electives on GE and related topics in the Associate, Undergraduate, and Graduate curriculum. 	<ul style="list-style-type: none"> ● Activities to raise awareness of the guide's application in course materials and planning ● Each Faculty/ School /Vocational School curriculum must have at least 1 in-field/out-of-field elective course ● Number of courses on GE and related subjects in the out-of-field course pool 		
	<ul style="list-style-type: none"> ● Integrating GE perspective into undergraduate/graduate mentorship procedures 	<ul style="list-style-type: none"> ● Informational sessions for faculty advisors 		
	<ul style="list-style-type: none"> ● Opening of a graduate education program for students and academicians who want to pursue or improve themselves in GE and related subjects 	<ul style="list-style-type: none"> ● A graduate program with or without thesis in GE and/or related subjects 		

<p>3. Sharing and enhancing the university's non-discrimination and GE-based policies with internal and external constituents.</p>	<ul style="list-style-type: none"> ● Developing and monitoring tools to guarantee that all academic units execute the university's GE institutional strategy ● Promoting GE-related student club and student society activities 	<ul style="list-style-type: none"> ● The units-based designation of GE monitoring representatives ● Student clubs' and associations' GE-related activities and events. 	<ul style="list-style-type: none"> ● Rectorate ● Student Council ● Faculty/ ● Graduate School/ School/Vocational School Representatives ● KADAUM 	<p>2022-2025</p>
	<ul style="list-style-type: none"> ● Raising awareness on the GE-sensitive organizational structure of the student government and student groups. 	<ul style="list-style-type: none"> ● ensuring gender parity in the composition of the student council and student organizations' administrative structures 		
	<ul style="list-style-type: none"> ● Engaging external stakeholders in the university's anti-discrimination and GE-sensitive programs and strengthening stakeholder interaction 	<ul style="list-style-type: none"> ● Consultations with NGOs and other external parties 		

5. PREVENTION OF GENDER-BASED VIOLENCE

The corporate identity of Cukurova University is sensitive to anti-discrimination and gender equality.

The Center for Application and Research on Women's Issues, which was founded in 1994, maintains its academic and social research on the avoidance of discrimination against women, both within the institution and beyond the region.

With its Support Unit for Sexual Harassment and Assault, formed in 2022, Cukurova University is among the top universities at the national level.

However, it needs rules to sustain and develop its present gender-sensitive systems.

Target	Action	Indicators	Responsible Unit	Target Period
1. Developing Institutional Policy	<ul style="list-style-type: none"> Policy document preparation 	<ul style="list-style-type: none"> The GE policy document is available on the GE website. 	<ul style="list-style-type: none"> Rectorate KADAUM 	2022-2023
2. Including indicators of gender-based violence in the strategic plan	<ul style="list-style-type: none"> Inclusion of violence against women indicators in the strategy plan 	<ul style="list-style-type: none"> Administration Activity Report 	<ul style="list-style-type: none"> Rectorate KADAUM 	2022-2025
3. To increase gender awareness among academics, graduates, and individuals	<ul style="list-style-type: none"> Opening of GE courses and programs at the associate, undergraduate, and graduate levels 	<ul style="list-style-type: none"> Education Program and lesson plans 	<ul style="list-style-type: none"> Faculty/ Graduate School/School/ Vocational School Registrar's Office 	2022-2025
4. Allocating funds to reduce violence against women.	<ul style="list-style-type: none"> Starting to work on allocating a budget for combating violence against women 	<ul style="list-style-type: none"> Budget of the University of Cukurova 	<ul style="list-style-type: none"> Rectorate Department of Strategy Development 	2022-2025
5. The development of a strategy to reduce violence against women	<ul style="list-style-type: none"> Determining short-, medium-, and long-term actions in accordance with the action plan and incorporating them into the strategic plan of the unit. 	<ul style="list-style-type: none"> Strategic planning and performance measures 	<ul style="list-style-type: none"> Rectorate Faculty/Graduate School /School/ Vocational School KADAUM 	2022-2025
6. Awareness Studies	<ul style="list-style-type: none"> Gender identity and its definition, gender features, gender identity, sexual orientation, and the definitions of gender-based violence. Conducting awareness and consciousness-raising trainings and creating instructive social media platforms 	<ul style="list-style-type: none"> Prepared and distributed pamphlets and brochures Number of organized trainings 	<ul style="list-style-type: none"> KADAUM GE Unit 	2022-2025

<p>7. Creating cooperative research with public institutions and non-governmental groups in the city, academic presentation, and similar subject-related contribution</p>	<ul style="list-style-type: none"> ● Participating actively in the provincial coordination, monitoring, and evaluation commissions of the anti-gender-based violence unit, ● Organizing frequent meetings with NGOs, search meetings, and developing material and a calendar (short, medium and long term) 	<ul style="list-style-type: none"> ● Number of external stakeholder and NGO meetings, events, and commission memberships 	<ul style="list-style-type: none"> ● Rectorate ● KADAUM 	<p>2022-2025</p>
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