

Proceedings of “Gender in the Academia Workshop” held on 28 May 2016 by the Women Commission of Eğitim-Sen Universities Branch no. 6

1. Gender equality impact assessments must be made to reconstruct physical infrastructures and buildings to meet the different needs of individuals (students and employees) in universities.
2. “Childcare support” must be included among the funding titles supplied by universities within the frame of Scientific Research Projects (BAPs) and domestic/international research travels.
3. Number and conditions of daycare centers must be improved for students and employees (permanent and subcontracted). Accessible childcare service must be given to all. Accordingly, talks must be made with the relevant university units to identify employees and students with 0-3 and 3-5 year-old children, and to record whether those individuals need childcare support.
4. We must follow-up closely whether men use the right to parental leave which was legislated in February.
5. In line with the Prime Minister’s Circular no. 2010/10, in every university, Gender Equality Units must be formed and Gender Sensitive Budgeting must be demanded and followed-up.
6. Positive discrimination and quotas must be observed in favor of women in hiring processes.
7. Policies must be implemented to effect greater public visibility of LGBTI individuals.
8. Regarding pregnancy and childbearing, duration of maternal leave must be deducted from the duration of doctoral study.
9. Point scoring system in the Associate Professorship applications must be restructured in favor of women with children so as to lessen the negative impact on their academic studies of the childcare labor they are burdened with because of gender roles they are made to bear. (One point could be given for each child or the point threshold could be lowered.)
10. Harassment and Mobbing Regulations must be developed and approved in all universities against cases of sexual, physical, psychological assault, harassment and mobbing that can take place among students and administrative as well as academic personnel.
11. No single-married distinction must be used and women employees must be prioritized when assigning housing to university employees. Number of 1+1 housing units must be increased.
12. Student dorms must be physically and spatially reconstructed on the basis of the needs and priorities of women residents such as security, lighting, etc.
13. Steps must be taken to ensure that the medical and medico-social centers in all universities have sexual rights and reproductive health units as well as gynecology clinics.
14. Research projects proposing topics of gender equality must be prioritized in support given to BAPs and theses/dissertations.
15. In universities and faculties, gender equality units must be established at the level of departments and gender equality must be included in curriculum.

16. Gender equality must be included as a field into the Associate Professorship applications made to the Higher Education Council.
17. A gender equality unit must be formed within the Eđitim-Sen Central Office that will create policies on gender equality in primary, middle and higher education, on the rights of LGBTI individuals, hate discourse and discrimination. One of the tasks of this unit should be determining through interviews made with university partners what fields of gender equality need to be addressed with policies and projects, and which of those should be given priority.
18. Eđitim-Sen Administrative Board and Central Office personnel must be given training on Gender Sensitive Budgeting.
19. A training module for trainers on "Egalitarian Budgeting and Planning in the Education Sector" must be created and shared in the Women's Congress, and we must make sure that it is realized.
20. Steps must be taken to give schoolteachers training in gender equality in tandem with the local Directorates of National Education. A commission must be formed or elected at the Women's Congress to prepare that module.
21. Campaigns and brochures must be created in order to encourage and motivate female students in primary and middle schools to enter the technical departments in universities, thereby increasing the number of women studying in those fields.