



KAFKAS UNIVERSITY

KAUGEP

GENDER EQUALITY PLAN



European
Commission



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PROMOTION OF KAUGEP

The KAUGEP (Kafkas University Gender Equality Plan) offers a comprehensive strategy designed to enhance awareness of gender equality among employees and internal stakeholders at Kafkas University. This plan aligns with the European Commission and Horizon Europe's definition of Gender Equality Planning, which refers to “a set of commitments and actions intended to advance gender equality within an organization through systematic structural changes.” As per this definition, gender equality includes a range of awareness-raising trainings and their organization, aimed at promoting gender balance within an organization. At Kafkas University, a dedicated commission has been established to oversee gender equality initiatives, with a specific focus on the “Essential factors for gender equality in recruitment and career advancement” as outlined in studies conducted under the Horizon Europe framework. The implementation of KAUGEP, overseen by the Commission, encompasses a series of awareness-raising trainings aimed at fostering a university culture and academic environment where all individuals, irrespective of gender, feel secure, appreciated, and free from prejudice. Furthermore, KAUGEP highlights the significance of academic advancement and meritocracy, promoting the notion that individuals can contribute to the university’s progress based on their skills, knowledge, and performance, rather than being judged by their gender or other personal characteristics.



PROMOTION OF KAUGEP

Prioritising the principles of gender equality, KAUGEP actively contributes to creating a fairer and more inclusive academic society. Additionally, it collaborates with external stakeholders of Kafkas University to implement mutual practices concerning gender equality.

At Kafkas University, we commit to gender equality as a fundamental mission. Accordingly, the KAUGEP aims to enhance the personal development of human resources across all units within the institution, establishing and sustaining a culture of equality. Moreover, KAUGEP targets will be gradually rolled out between 2023 and 2027, with regular surveys planned to analyse the feasibility of these targets in alignment with the University's opportunities and needs. Subsequently, the action plan will be adjusted accordingly.



PROMOTION OF KAUGEP

Through the implementation of surveys and data collection initiatives within our university, the requisite needs of individuals encountering prejudices and institutional barriers will be discerned, thereby facilitating equitable access to opportunities for academic advancement. Subsequently, endeavours will be undertaken to identify and mitigate circumstances that may impede gender equality, campus security, and the harmonization of work-life balance. It is noteworthy that challenges obstructing the equilibrium between academic pursuits and personal obligations may equally hinder the active engagement of individuals in both professional and social spheres, irrespective of gender. Within the framework of KAUGEP, unified efforts will be directed towards strengthening the motivation levels of female academics and students, thereby promoting enhanced efficiency in their endeavours. KAUGEP will be sustained and updated through robust channels of communication and exchange of ideas within the scientific community, thus engendering a more egalitarian and conducive working milieu.



OBJECTIVE 1: Internal Data on Gender Equality

To assess and evaluate gender awareness at Kafkas University, a survey comprising questions on gender equality, gender balance, and gender perception will be conducted. Based on the findings from this data, our board will assess the necessary steps to promote gender equality within the institution. To achieve gender equality, efforts will focus on setting up information stands to raise awareness among internal stakeholders in accordance with these needs, along with organising various activities aimed at promoting gender equality awareness. The data and results of the pertinent survey will be analysed by experts in the field.

Within the framework of KAUGEPE, the questionnaires utilised to gather gender-related data within the institution were designed to mirror the gender composition of the respective individuals, considering their academic credentials and positions.



KAFKAS UNIVERSITY TOWARDS GENDER EQUALITY INTERNAL DATA RESULTS

Internal data results will be shared upon the completion of questionnaires that would include academic and administrative staff, as well as students at KAU.



OBJECTIVE 2: Promoting Awareness Among KAU Academic and Administrative Staff

Here the aim is to collect gender data annually using survey questions tailored to mirror the gender distribution among relevant individuals, considering academic qualifications and positions as envisioned by the European Commission. This survey will be administered to academic, administrative, and service personnel at Kafkas University. Following the evaluation of survey results, efforts will be directed towards conducting awareness-raising initiatives aimed at addressing identified issues. These endeavours will prioritise addressing the imbalance between career and social life, encompassing challenges ranging from those potentially detrimental to family dynamics to impediments affecting academic productivity.



OBJECTIVE 3: Awareness Raising Activities for Students at KAU

KAUGEP endeavours to engage Kafkas University students actively in gender equality initiatives, promoting their social development as integral components of our educational setting. To actualise these objectives, a diverse array of activities, seminars, and training sessions will be offered, informed by feedback taken from students via surveys, particularly conducted during orientation week. Furthermore, “The Gender Equality Student Club”, pioneered by the Department of Western Languages and Literatures, will provide our students with enlightening sessions on literary, cultural, and artistic aspects related to gender equality. Moreover, efforts are directed towards motivating and guiding students at master’s and doctoral levels to pursue scientific research on gender equality, under the supervision of academic staff.



OBJECTIVE 3: Awareness Raising Activities for Students at KAU

The objective is to promote student involvement in diverse academic platforms, including conferences, symposiums, and projects facilitated by academically proficient individuals with expertise in gender studies or those actively engaged in relevant projects. Additionally, the focus will be on exploring gender perceptions in rural areas through organized visits to villages in collaboration with students to explore and consider gender discrimination through the surrounding areas.



OBJECTIVE 4: National and International Recognition via KAUGEPE

The academic staff of Kafkas University will be requested to inform the pertinent commission of any ongoing or completed academic endeavours related to gender equality.

This initiative aims to assess the potential benefits that the university may derive from these studies. Furthermore, there will be an emphasis on supporting and advancing research in this domain, potentially transitioning them into project initiatives in subsequent phases. Informative sessions will be organised to promote projects addressing gender equality submitted to the Research Support Programme (BAP) commissions, contingent upon meeting adequate academic and research standards. The objective is to derive more effective solutions through data acquired from activities along with scholarly research on gender awareness.



OBJECTIVE 4: National and International Recognition via KAUGE

KAUGE holds significant implications for the international representation and acclaim of Kafkas University. Aligned with the university's international vision, the plan offers the ways to tackle diverse facets of gender awareness through online seminars featuring contributions from expert academics. The scope of this plan involves objectives such as promoting academic research and public engagement to be conducted in collaboration with international partners within the scientific domain, extending invitations to local and international scholars specialising in this area to our university, and facilitating workshops and agreements on the promotion of gender equality.