



KONYA TECHNICAL UNIVERSITY

GENDER EQUALITY PLAN

2026–2030

1. Our Commitment

Konya Technical University (KTUN) is committed to providing an academic and working environment in which all members of its community have fair opportunities to participate, develop and contribute.

As a technical university, we are particularly aware that gender representation may differ considerably across disciplines, academic career stages and areas of decision-making. Our approach is therefore not simply to state a principle of equality, but to understand where inequalities or barriers may occur within the University and to respond to them through practical and measurable action.

This Gender Equality Plan (GEP) covers the period **2026–2030** and provides a common framework for strengthening gender equality across the University. It applies to academic and administrative staff, researchers and students and is intended to inform institutional policies, practices and decision-making.

The Plan has been prepared in line with the Gender Equality Plan requirements of Horizon Europe and will be published on the University website following formal approval by the Rectorate.

2. Governance and Responsibility

Implementation of the Plan is a shared institutional responsibility.

Overall responsibility rests with the Rectorate of Konya Technical University. A Gender Equality Monitoring Group will coordinate implementation and bring together representatives from relevant administrative and academic units, including human resources/personnel services, academic units, research and project structures, student-related units and other relevant offices.

Rather than creating a parallel administrative system, KTUN will integrate gender equality considerations into existing institutional processes wherever possible.



The University will allocate appropriate staff time and administrative support for the implementation and monitoring of the Plan. Where necessary, relevant academic expertise will also be involved in training, consultation and evaluation activities.

The Gender Equality Monitoring Group will meet at least twice a year to review progress and identify areas requiring further action.

3. Data Collection, Monitoring and Reporting

Reliable data is essential for understanding whether institutional practices produce equitable outcomes.

During the 2026–2030 period, KTUN will progressively strengthen the collection and analysis of sex/gender-disaggregated data relating to staff and students, within the limits of applicable national legislation and data-protection requirements.

The University will monitor, where relevant and data are available:

- academic and administrative staff by gender and position;
- students by gender and level of study;
- recruitment and appointment outcomes;
- academic promotion and career progression;
- representation in senior management and decision-making bodies;
- participation in research projects and project leadership;
- participation in professional development and training activities.

A short annual Gender Equality Monitoring Report will review the principal indicators and progress made under this Plan. Findings will be used to adjust actions where necessary rather than treating monitoring as a purely statistical exercise.

4. Training and Awareness

Gender equality depends not only on rules and procedures but also on everyday institutional practices.



KTUN will therefore organise awareness-raising and training activities for academic and administrative staff during the implementation period. Particular attention will be given to staff involved in recruitment, promotion, evaluation and management.

Training will address topics such as:

- gender equality in higher education;
- unconscious gender bias;
- fair and transparent recruitment and assessment;
- inclusive academic and workplace practices;
- prevention of discrimination, harassment and gender-based violence;
- the gender dimension in research, where relevant.

Gender equality and unconscious bias will also be incorporated, where appropriate, into orientation and professional development activities.

5. Priority Areas and Actions

5.1 Work-Life Balance and Organisational Culture

KTUN recognises that caring responsibilities and different life circumstances may affect participation in academic and professional life.

The University will seek to develop a working culture in which professional responsibilities can be combined reasonably with family and personal responsibilities, within the framework of national legislation and institutional regulations.

Actions for 2026–2030

- Review institutional practices that may unintentionally disadvantage staff with caring responsibilities.
- Encourage reasonable scheduling of meetings and institutional activities.
- Promote awareness of existing leave, maternity, paternity and family-related rights.
- Consider work-life balance when developing institutional working practices.



- Encourage a respectful organisational culture in which gender equality is understood as a shared responsibility.

Indicators: staff feedback, participation in awareness activities and identification of work-life balance issues through institutional monitoring.

5.2 Gender Balance in Leadership and Decision-Making

KTUN recognises the importance of diverse perspectives in academic governance and institutional decision-making.

The University will monitor gender representation in senior management, boards, committees and other decision-making structures and will seek to identify areas of persistent under-representation.

Actions for 2026–2030

- Collect annual data on gender representation in decision-making bodies.
- Encourage balanced representation in committees and working groups where appointments and the available candidate pool allow.
- Encourage qualified staff from under-represented groups to participate in leadership and institutional governance.
- Include gender balance among the factors considered when forming new committees and working groups.

Indicator: annual change in gender representation across leadership and decision-making structures.

The purpose is not to impose automatic numerical outcomes, but to ensure that institutional practices do not create unnecessary barriers to participation.

5.3 Recruitment and Career Progression

Recruitment, appointment and promotion should be based on transparent criteria and professional merit while providing equal opportunity to all candidates.

KTUN will review relevant processes periodically to identify patterns that may indicate unintended gender inequalities.



Actions for 2026–2030

- Promote clear and gender-neutral language in recruitment announcements.
- Increase awareness of unconscious bias among staff involved in recruitment and evaluation.
- Monitor recruitment and career progression data by gender where legally and administratively possible.
- Encourage transparent communication of promotion and career-development opportunities.
- Support equal access to mentoring, professional development, research opportunities and international mobility.
- Review identified gender gaps and develop targeted responses where persistent inequalities are observed.

Indicators: gender distribution among applicants, appointments and promotions; participation in professional-development opportunities; and identified trends over the implementation period.

5.4 Gender Dimension in Research and Teaching

Gender equality in research concerns both who participates in research and, where scientifically relevant, how research itself is designed.

KTUN will encourage researchers to consider whether sex and/or gender are relevant variables in research questions, methodology, data collection, analysis and dissemination.

This is particularly relevant in fields where technologies, products, environments, systems or services may affect groups differently.

Actions for 2026–2030

- Provide guidance on the gender dimension in research, particularly for Horizon Europe and other international projects.



- Include gender considerations in research and project-development training where relevant.
- Encourage researchers to explain either how sex/gender dimensions are addressed or why they are not relevant to a particular study.
- Promote inclusive examples, perspectives and learning environments in teaching.
- Share European and international good practices concerning gender-responsive research and innovation.

Indicators: number of relevant training activities, participation rates and evidence of gender-dimension considerations in research proposals where applicable.

5.5 Prevention of Gender-Based Violence and Sexual Harassment

Konya Technical University is committed to an academic and working environment based on dignity, respect and safety.

Discrimination, intimidation, sexual harassment and gender-based violence are incompatible with this principle.

During the Plan period, KTUN will strengthen awareness of existing institutional and legal procedures and seek to ensure that staff and students know where they can obtain information and support.

Actions for 2026–2030

- Provide clear information on institutional procedures for reporting harassment and inappropriate behaviour.
- Increase awareness of sexual harassment and gender-based violence through information and training activities.
- Ensure that reports are handled with appropriate confidentiality and respect for the rights of all parties.
- Provide clear information about available institutional support and referral mechanisms.
- Periodically review procedures to identify areas where accessibility, confidentiality or awareness can be improved.



Indicators: availability and visibility of reporting information, number of awareness activities, participation in training and periodic review of procedures.

6. Implementation Framework 2026–2030

Period Main Focus

2026	Formal adoption and publication of the GEP; establishment of the Gender Equality Monitoring Group; baseline data collection
2027	First full monitoring cycle; staff awareness and unconscious-bias training; review of recruitment and decision-making data
2028	Mid-term review of the Plan; strengthening of gender considerations in research and project development
2029	Follow-up actions based on monitoring results; further training and review of institutional procedures
2030	Final evaluation of the 2026–2030 Plan and preparation of the next Gender Equality Plan

7. Evaluation and Review

This Plan is intended to remain responsive to evidence and institutional experience.

Progress will be reviewed annually by the Gender Equality Monitoring Group. Where monitoring reveals a persistent imbalance or an institutional barrier, the University will consider additional measures appropriate to the issue identified.

A more comprehensive mid-term review will be conducted in 2028, followed by a final evaluation in 2030. The findings of the final evaluation will inform the preparation of the University's subsequent Gender Equality Plan.

The Plan may be reviewed and updated during the 2026–2030 implementation period where changes in legislation, institutional priorities, governance structures or European research and innovation requirements make revision necessary. Changes in the University's senior management or administrative structure may also require adjustments to responsibilities, implementation arrangements or specific actions set out in this Plan. Any such revisions will be



formally approved by the competent University authority and will not affect the University's continuing commitment to the principles and objectives of gender equality plan.

8. Publication and Institutional Endorsement

The **Konya Technical University Gender Equality Plan 2026–2030** is an official institutional document.

Following approval, it will be made publicly available through the official Konya Technical University website and communicated to the University community.

Through this Plan, Konya Technical University confirms its commitment to developing an academic environment in which opportunities, participation and professional development are not limited by gender and in which equality is treated as an integral part of institutional quality.

Approved by:

Prof. Dr. Osman Nuri Çelik
Rector
Konya Technical University

