

**Gender and Women's Studies
Research Center
Kadir Has University
Activity Report**

2018-2019





ABOUT THE CENTER

The Gender and Women's Studies Research Center at Kadir Has University aims to create an intellectual locus for interdisciplinary research, teaching and institutional change related to gender equality. As one of our goals, we seek to critically re-examine discussions of equality and gender as they pertain to the status of women, while bearing in mind that the field is not limited to male and female prototypes but also includes lesbian, gay, bisexual, transgender and intersex (LGBTI+) individuals. We are specifically interested in creating change that is systemic and sustainable.

Ours is a feminist organization. We define feminism as a social movement that seeks to end sexist and gender-based oppression. As such, simply adding more women to existing systems is not enough, rather our goal is a transformation of systems of power so that they value a diversity of peoples and create conditions of equality. To this end, men have a role to play in advancing gender equality and we believe that an interrogation of cultural ideas of masculinity is vital.¹



¹ This is heavily inspired by the work of bell hooks. "Feminism Theory: From Margin to Center". New York: South End Press, 2000.

Mission:

Our mission is to educate and produce research for academic communities and the public, primarily but not exclusively in Turkey, with the hope of ending sexism and dismantling gender-based oppression.

Vision:

Our vision is to be a significant change agent in transforming Kadir Has University into a leading institution in gender equality and to end gender-based oppression in society by:

- Producing high quality, scientifically driven research
- Organizing gender equality plans & activities
- Initiating active collaboration with the university (campaigns & workshops)
- Networking with other institutions
- Organizing and attending seminars
- Creating awareness campaigns
- Improving reputation management (communication skills, branding)
- Reaching out to men & work on masculinity issues
- Contributing to diversity.

KAGIDER Certificate



Kadir Has University was awarded with the KAGIDER (The Women Entrepreneurs Association of Turkey) Equal Opportunities Model Certificate in April 2019 for its commitment to equal opportunities for women and men in the workplace.

KHAS Ranked Among Top Universities for Tackling Gender Equality

Kadir Has University ranked 93 among top 100 universities for gender equality based on data collected for the Times Higher Education University Impact Rankings in 2019. Click [here](#) to access the full ranking.



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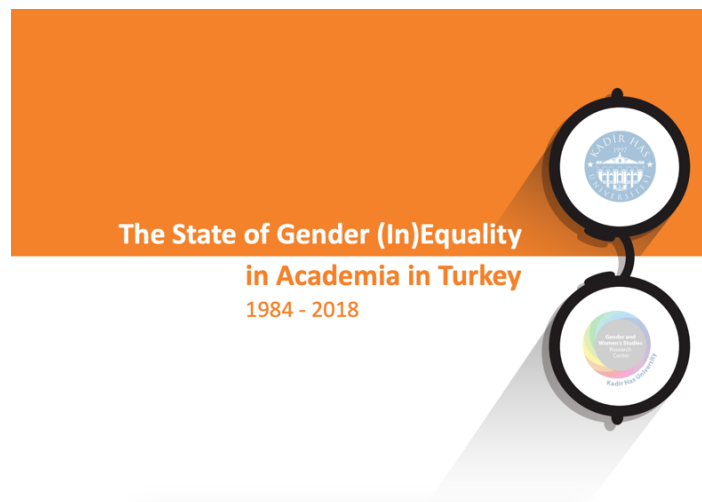
1. RESEARCH

Survey: Public Perceptions of Gender Roles and the Status of Women in Turkey 2018



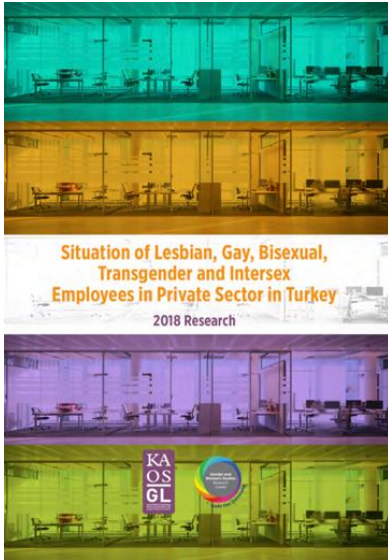
This annual survey is one of the hallmarks of the Center. Each year, the Center conducts this survey to monitor the general trends among people in Turkey regarding women and gender issues. The survey includes different parts focusing on questions related to: women, family and society; women and work life; equal opportunities in business; social roles and working relationships; approach on women and LGBTI rights; abortion; women and politics. The study was conducted with 1205 people 18 years old and older representing the urban population of Turkey. The 2018 survey results show that in general, there is progression in gender perceptions between women and men. However, equality perception is always more obvious in women than in men. Please click [here](#) to reach the Perception of Gender and Women in Turkey 2018 survey results.

The State of Gender (In)Equality in Academia in Turkey



The State of Gender (In)Equality in Academia in Turkey Report, published in April 2019, traces the percentages of men and women in academia in all ranks (upper management, full, associate and assistant professoriate, lecturer, research assistant) in Turkey between 1984-2018. There are more than seven and a half million students in Turkey today enrolled in some form of higher education. Expansion in higher education has occurred both in terms of numbers of students, and the number of academic staffs. The growth in the area of higher education in Turkey has included the entrance of many more women into the professoriate and yet gender inequality in academia in Turkey remains highly entrenched. The report shows that regardless of rank, school type or region, gender inequality is evident, and the gender differences are significant at all levels, nowhere more so than in upper management positions. Although some academic areas show a more equal balance of women and men including those where women are in the majority, the trend overall is for male dominance at all levels. Please click [here](#) for the report.

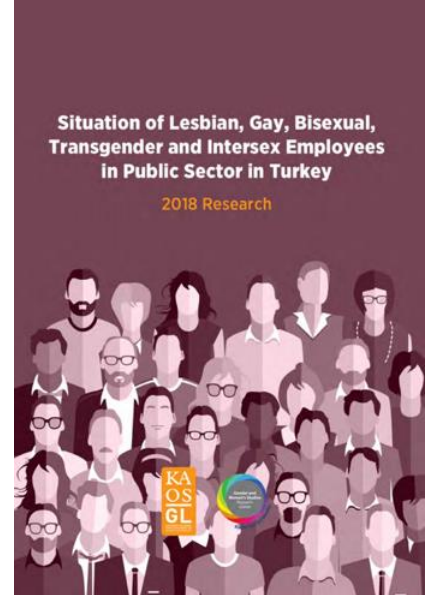
The Situation of LGBTI Employees in Private Sector in Turkey



The annual research entitled “The Situation of LGBTI Employees in Private Sector in Turkey” has been conducted by the Kaos GL Association since 2015. In 2018 the research was conducted by the Kaos GL Association in cooperation with Kadir Has University Gender and Women Studies Research Center. The 2018 research was carried out with 198 LGBTI participants working in the private sector. Please click [here](#) for the 2018 research.

The Situation of LGBTI Employees in Public Sector in Turkey

In 2018 the annual research entitled “The Situation of LGBTI Employees in Public Sector in Turkey” was conducted by the Kaos GL Association in cooperation with Kadir Has University Gender and Women Studies Research Center. Compared to the 2017 research which had 80 LGBTI participants working in the public sector, the 2018 research presents 89 participants. The number of public officials remained the same with 2017, the number of contracted personnel increased from 14% to 25% in 2018. The rate of subcontracted employees decreased by 9% in the same period. Please click [here](#) for the 2018 research.



2. PUBLICATIONS

- O'Neil, M.L. & Komut, S. (2019). Motherhood, Citizenship, and Rights: Illegal Abortions in Turkey. *Women's Studies*, 48(2): 81–96.
- O'Neil, M.L. (2018). Üniversitelerde Toplumsal Cinsiyete Dayalı Taciz ve Saldırıyla Mücadele: Kadir Has Üniversitesi Deneyimi. In G. Uygur & H. Şimşak (Eds.), *Üniversitelerde Cinsel Taciz ve Saldırıyla Mücadele: CTS Çalışmaları* (pp. 77-79). Eastern Mediterranean University Press.
- O'Neil, M.L., Bencivenga, R., Göker, Z.G., & Uçan Çabukçu, S. (2018). Perspectives on gender studies in Turkey. *AG About Gender - International Journal of Gender Studies*, 7(14): 208-226.
- O'Neil, M.L. & Toktaş, Ş. (2018). Women's Access to Property: a comparative study on Islamic and Kemalist women in Turkey. *Journal of Historical Sociology*, 30(3): 674-696.
- Selen, E. & O'Neil, M.L. (2018). An Oral History with Women Workers at the former Cibali Tekel Tobacco and Cigarette Factory. *Gender, Place and Culture*, 24(8): 1165-1184.

3. PROJECTS

SAGE (Systemic Action for Gender Equality)

SAGE (Systemic Action for Gender Equality) Project has been funded by the European Commission Horizon 2020 Programme between the years 2016-2019. The Project ended by the end of August 2019 with many accomplishments throughout the 2018-2019 academic year. Click the video on the right to see the new actions from our gender equality plan:



We Need to Talk Fieldwork in Sivas



Gender and Women's Studies Research Center has been collaborating with the We Need to Talk initiative that aims to provide sanitary materials to girls and young women in Turkey and to destroy the stigma around it. A series of fieldwork was done in Sivas in 2019 as a collaboration between the Center, We Need to Talk, TOÇEV, Orkid Turkey, and the Sivas Provincial Directorate of National Education as part of Orkid's "Okula Devam" project. Click [here](#) for the fieldwork report (in Turkish).

4. ACTIVITIES

A. Conferences / Events

International Day for the Elimination of Violence against Women



For the 25th of November, International Day for the Elimination of Violence against Women, the Center organized a series of events at Kadir Has University on November 21 and 22, 2018. Two panels presenting various guest speakers were held on these consecutive days: first focusing on “Types of Violence and Methods for Combating Them”, and second on “Inclusion and Violence”. Experts from different civil society organizations, academia, journalism and

media participated in the panels. The Center also organized a civil society fair in the main campus building where many civil society organizations working on combatting violence against women in Turkey came together and informed the students about their work.



International Women's Day



For the 8th of March, International Women's Day, the Center organized a panel on “Female Unemployment and Gender Inequality in Work” at Kadir Has University on March 4, 2019 within the framework of the SAGE Project. During the panel Gülsüm Kav, general representative of the We Will Stop Femicide Platform, shared recent data on the unemployment rate of women in Turkey and how economic inequality relates to violence against women. Selma

Değirmenci, researcher, continued with her presentation on the results of “The Situation of LGBTI Employees in Private and Public Sectors in Turkey 2018” research that was conducted by the Kaos GL Association in cooperation with Kadir Has University Gender and Women Studies Research Center. Following the panel, the Center awarded certificated to the ISS women workers at the university for the celebration of their work.



Training on Sexuality and Sexual Health – KHAS

Training on Sexuality and Sexual Health was organized by KHAS+ and Psychology Student Clubs on April 8, 2019.

Assoc. Prof. Dr. Aslı Çarkoğlu, Head of Psychology Department at Kadir Has University, made an introductory speech about CİTÖB (Unit for the Prevention of Sexual Harassment and Sexual Assault).

The training continued with presentations by Görkem Aypar and Doğukan Karahan from SpoD on the psychology of being LGBTI+; Bahar Aldanmaz from Gender and Women's Studies Research Center on young women's approaches to marriage, sex and equality in Turkey; and gynecologist Dr. Gülnihal Bülbül on sexually transmitted diseases and their treatment.



CAT Talks – 1: Türkiye’de Cinsiyet Geçiş Süreci



The CAT Talks* series was launched in April by Kadir Has University Gender and Women’s Studies Research Center and Sabancı University Gender and Women’s Studies Center of Excellence (SU Gender). The first CAT Talks event was held in Kadir Has University on April 12, 2019, focusing on access to gender reassignment process and legal recognition of gender identity in Turkey. Asst. Prof. Dr. Reyda Ergün from Kadir Has University Faculty of Law delivered a speech followed by Emirhan Çelebi’s presentation, who works as Training Coordinator at SU Gender.

*CAT is the acronym for “Cinsiyette Atamaya Takılanlar” in Turkish.



CAT Talks – 2: Movie Screening and Talk

The second CAT Talks* event, organized by Kadir Has University Gender and Women’s Studies Research Center and SU Gender, was held in Kadir Has University on May 9, 2019. The event started with the screening of “My Child” documentary, followed by a talk with Can Candan, director of My Child, and Emirhan Çelebi, Training Coordinator at SU Gender.



*CAT is the acronym for “Cinsiyette Atamaya Takılanlar” in Turkish.



SAGE Day – Panel on Gender Equality in Academia and Research



**Akademi ve Araştırma Alanlarında
Toplumsal Cinsiyet Eşitliği Paneli**
14 Mayıs 2019
10:00 - 13:00
Galata Salonu

Panelistler:
Prof. Dr. **Gülsüm Baydar**, Yaşar Üniversitesi, Mimarlık
Prof. Dr. **Serap Şahinoğlu**, Ankara Üniversitesi, Tıp
Prof. Dr. **Nazlı Eda Noyan**, Bahçeşehir Üniversitesi, Grafik Tasarım-Animasyon
Dr. Öğr. Üyesi **Reyda Ergün**, Kadir Has Üniversitesi, Hukuk

Moderatör:
Burcu Karakaş, Gazeteci, Deutsche Welle

Katılım* için son kayıt tarihi:
12 Mayıs 2019

*Panel katılımları herkese açıktır ve ücretsizdir. Giriş için son başvuru tarihi 12 Mayıs'ta Kadir Has Üniversitesi QR kodu aracılığıyla aşağıdaki form üzerinden kayıt yaptırmak gerekecektir. Panelin devamını takip etmek isteyen katılımcılara "Katılımcı Sertifikası" verilecektir.

Adres:
Kadir Has Üniversitesi Toplumal Çeşitlik ve Kadın Çalışmaları Merkezi
Çiğdem Mahallesi, Nispetiye Çarşıları Sokak, No: 7
Çiğdem/Beşiktaş

Numara: +90 (212) 533 43 27 4936
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QR Kodu

Logolar: Yaşar University, Ankara University, Bahçeşehir University, Kadir Has University, Deutsche Welle, SAGE, European Commission, Horizon 2020

The Center organized the SAGE Day Panel on Gender Equality in Academia and Research at Kadir Has University on May 14, 2019. SAGE Day was the flagship event of the SAGE Project that has been funded by the European Commission Horizon 2020 Programme. The panelists presented an overview of how gender (in)equality looks like in their own fields of work: Prof. Dr. Gülsüm Baydar from Yaşar University in architecture, Prof. Dr. Serap Şahinoğlu from Ankara University in medicine, Prof. Dr. Nazlı Eda Noyan from Bahçeşehir University in graphic design and animation, and Asst. Prof. Dr. Reyda Ergün from Kadir Has University in law. The panel was moderated by Burcu Karakaş, journalist for Deutsche Welle.

The panel was moderated by Burcu Karakaş, journalist for Deutsche Welle.



B. Workshops /Trainings

Gender Workshop for KHAS Students



In the beginning of 2018-2019 academic year on October 17, 2018, the Center organized a workshop on gender equality for first year students attending Turkish Language class. Bahar Aldanmaz, from the Center, made a presentation and introduced main concepts and discussions around gender issues and intersectionality.

GEP Workshop for CIES CSO Clinique

On November 15, 2018, Prof. Dr. Mary Lou O'Neil and Bahar Aldanmaz from the Center, presented an action plan on how to ensure gender equality in institutions following theoretical discussions on gender for CSO Clinique titled Gender and Conflict Resolution.



Presentation on Gender Equality at Terakki Foundation Schools



The Center was invited to do a presentation at Terakki Foundation Schools in Istanbul on March 1, 2019. The presentation addressed high school students on gender equality and equality of opportunity in education. Bahar Aldanmaz and Hilal Tekmen from the Center presented main concepts in gender studies, Sustainable Development Goals and Goal 5 “Gender Equality and Women’s Empowerment”, and opportunities for high school students to engage with voluntary work in the field of gender equality.

Training on Gender-Inclusive Language with MBFS Turkey



The Center organized a training on gender-inclusive language addressing the Human Resources and Corporate Communications Departments at Mercedes-Benz Financial Services (MBFS) Turkey office in Istanbul on March 7, 2019. Assoc. Prof. Dr. Suncem Koçer, faculty member at Kadir Has University Faculty of Communication, Bahar Aldanmaz and Hilal Tekmen from The Center ran the training with the aim of incorporating gender-inclusive and non-discriminatory language into MBFS’s corporate communication including the written and visual communication in internal and external public relations.

SosyalBen Foundation Volunteer Workshop

The Center organized a workshop on gender equality for the SosyalBen Foundation volunteers on April 24, 2019. The workshop



introduced several topics related to gender issues, sexual orientation, performativity etc. as well as information about gender-inclusive volunteering and points to take into consideration while volunteering with children. The training ended with a lively discussion with the young volunteers of the foundation.

SAGE Day – Workshop on Gender Equality Plans for Institutional Change

On May 14, 2019, SAGE Day, following the panel on Gender Equality in Academia and Research, workshop on Gender Equality Plans for Institutional Change was organized with selected participants from academia, civil society and



private sector. Participants divided into groups and worked on gender related problems they experience at the workplace under the guidance of the Center staff.

Training on Gender in Research



On May 21, 2019, Training on Gender in Research as part of SAGE Project, took place to address the integration of gender issues in the research practice, including the participation of women and

the gender dimension in research content by Katrien Van der Heyden, trainer from Yellow Window.

Gender Equality Seminars for Academic and Administrative Staff

On June 17, 19, 25 and 26, 2019, Gender Equality Seminars were held by Ece Öztan and Olcayto Ezgin for academic and administrative staff working in Kadir Has University to ensure gender equality in academia and working places within the scope of SAGE Project.



C. Other Activities

Pasaport TV Program on NTV



On October 8, 2018, Prof. Dr. Mary Lou O’Neil was a guest on the Passport TV Program with Mete Çubukçu on NTV, that sexual harassment and women’s reactions were discussed in the context of “Me Too” movement started in USA and then spread out all around the world. Click [here](#) for the program.

Conference on Gender Equality Mechanism at Universities by SU Gender

On November 9, 2018, Prof. Dr. Mary Lou O’Neil and Bahar Aldanmaz from the Center took part in a panel at the conference on gender equality mechanisms at universities organized by SU Gender.



Findings of the Situation of LGBTI Employees Research



Findings of the annual research reports of “The Situation of LGBTI Employees in Private Sector in Turkey” and “The Situation of LGBTI Employees in Public Sector in Turkey”, conducted by the Kaos GL Association in cooperation

with Kadir Has University Gender and Women Studies Research Center, were presented on December 10, 2018, Human Rights Day. The research team of Prof. Dr. Mary Lou O’Neil, Asst. Prof. Dr. Reyda Ergün, Selma Değirmenci, Doğançan Erkengel and Murat Köylü presented the results of the 2018 research, followed by a Q&A session with the audience.

Movie Screening and Talk with UNFPA Turkey

On December 12, 2018, UNFPA Turkey office organized a movie screening of Ekşi Elmalar followed by a talk with actress Songül Öden, in collaboration with the Center.



Panel on Gender Mainstreaming Actions and Plans of Universities in Turkey at Özyeğin University

On December 13, 2018, Prof. Dr. Mary Lou O’Neil was one of the speakers on the panel “Gender Mainstreaming Actions and Plans of Universities in Turkey” organized by Özyeğin University to



discuss new strategies to ensure gender equality in universities, promote women’s equal representation at decision making levels and increase the women’s role in academia.

Cibali Talks Event

On March 26, 2019, Assoc. Prof. Dr. Eser Selen from Kadir Has University Faculty of Communication, and member of the Executive Board of the Gender and Women’s Studies Research Center, and Prof. Dr. Mary Lou O’Neil, Director of the Gender



and Women’s Studies Research Center, made a presentation on the experiences of women who used to work at the tobacco factory before it was transformed into the Kadir Has University Cibali Campus. Among the audience there were women who had worked for the tobacco factory who shared their own stories and experiences at the end of the event.

Annual Science, Technology and Society Conference, Graz



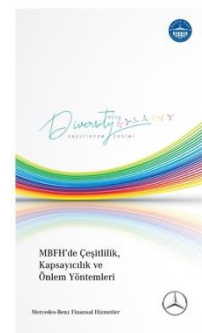
On May 6-7, 2019, Prof. Dr. Mary Lou O’Neil and Assoc. Prof. Dr. Olgun Akbulut attended the annual Science, Technology and Society (STS) Conference in Graz, Austria. They participated in a panel session titled “It’s time for structural change, sister!” and delivered information about the implementation of gender equality planning at KHAS.

Workshop on Masculinity Studies in Turkey: Challenges and Possibilities

Bahar Aldanmaz participated the Workshop on Masculinity Studies in Turkey: Challenges and Possibilities organized at Özyeğin University on May 10-11, 2019 where she presented the Center’s projects related to masculinity studies.

Diversity Handbook for Mercedes-Benz Financial Services

The Center prepared a handbook on “Diversity, Inclusion and Prevention Methods at MBFS” for Mercedes-Benz Financial Services Turkey which was published both in English and Turkish. The handbook includes information about main definitions regarding gender and diversity issues, guide for establishing an inclusive culture at the workplace, action plans to promote diversity and inclusion, guide for using gender-inclusive language, information about sexual harassment and assault as well as prevention methods.



5. INTERNS 2018 - 2019

Deniz Altuntaş



Deniz Altuntaş, received BA degree in Department of Political Science and Public Administration (French) in 2014 from Marmara University, Turkey and MA degree of Arts with a major in Gender Studies from University of Gothenburg, Sweden with Swedish-Turkish Scholarship of Swedish Institute. Her BA thesis was about Violence Against Women in Sweden, and MA thesis was about Collective Subjectivity in Feminist Activism Against Femicide in Turkey. During her studies she interested in gender, politics, media and cultural studies. She has interned at bugunbugece.com and İKSV (İstanbul Foundation for Culture and Arts). She also worked as corporate communications expert. For many years Deniz is feminist volunteer at Kadın Cinayetlerini Durduracağız Platformu and Kadın Meclisleri.

Despoina Kappi

I am from Athens, Greece. I am studying Sociology at the University of Crete. I have a special interest in Gender and Feminist Studies. At the moment, I am working on my Bachelor thesis about Gender and Tattoos, by using qualified methods of analysis like interviews etc. During the spring of the year 2019, I was an intern in Gender and Women's Studies Research Center in Istanbul. My internship lasted 3 months, during which I learned a lot about gender and also how to organize projects related to this issue. This period was determining for my future plans and now one of my future goals is to start, as soon as possible, a Master program in Gender Studies and Research.



Katerina Chirides



Katerina Chirides is from Cyprus. She completed her undergraduate studies at University of Cyprus in Turkish and Middle Eastern Studies and European Studies. She is interested in Gender Issues in Business and Management. She is a postgraduate student in the MBA program of University of Cyprus and member of the House of Representatives Youth's committee 'Gender Equality and Entrepreneurship.' Katerina was an Erasmus Intern at the Gender and Women's Studies Research Center, assisting the director and the project coordinators in their daily activities and on-going projects such as SAGE (Systematic Action for Gender Equality) Project and organizing activities and workshops (25th of November, 8th of March etc.). She is currently working as administration officer at Nexia Poyiadjis Cyprus.

Nathaniel Rose

Nathaniel was an intern with the Gender and Women's Studies Research Center from August - November 2018. Originally from Australia, Nathaniel graduated with a Master of International Relations from the University of Melbourne in 2018. He undertook work on two major projects with the Center; focusing on access to contraceptives in Istanbul, as well as research on creating LGBTQI+ inclusive material for university students in Turkey. Nathaniel previously undertook internships in Iraq, Thailand and Australia in the non-governmental sector.



Rafal Sowa



Rafał has a BA degree in Sociology. During his studies in Poland and the Netherlands he conducted an interdisciplinary research on the migration of non-heteronormative individuals. He worked for the Gender and Women's Studies Research Center for three months as a part of his Erasmus+ scholarship. His favourite task was making visual materials summarising the work of the Center. Currently he is pursuing his academic path at the Freie Universität in Berlin, but as he claims – he never truly left Istanbul.

İnsan Haklarına, Bireysel Haklara ve Herkes için
Eşitliğe İnanıyorsan

SEN DE FEMİNİSTSİN!

Feminizm: Cinsiyetçi ve toplumsal cinsiyet temelli baskıyı ortadan kaldırmayı amaçlayan düşünce akımı ve hareket.

@GenderKhas
#GenderKhas



SEXUAL RIGHTS ARE HUMAN RIGHTS.

More than 140 million women (married or in union) have an unmet need for family planning.¹

Everyone has the right to have a free and safe reproductive and sexual life without any discrimination on the grounds of sexual orientation.²

1 THE RIGHT TO LIFE

My life should not be put at risk or endangered by pregnancy, childbirth or gender.

2 THE RIGHT TO LIBERTY AND SECURITY OF THE PERSON

I am free to control my sexual and reproductive life.

3 THE RIGHT TO EQUALITY

I can never be discriminated against on the grounds of my sex or sexual orientation, marital status, family position, birth or other status.

4 THE RIGHT TO PRIVACY

I have the right to make autonomous decisions regarding my sexual and reproductive life, and to have the privacy to do so respected.

5 THE RIGHT TO FREEDOM OF THOUGHT

I have the right to seek, receive and impart information and ideas via any media.

6 THE RIGHT TO INFORMATION AND EDUCATION

I have the right of access to information and education on sexual and reproductive health and rights.

7 THE RIGHT TO CHOOSE WHETHER OR NOT TO MARRY AND PLAN A FAMILY

I have the right to choose voluntarily whether or not to marry and to found and plan a family.

8 THE RIGHT TO DECIDE WHETHER OR WHEN TO HAVE CHILDREN

I have the right to decide freely and responsibly on the number and spacing of my children and access to the means to exercise this right.

9 THE RIGHT TO HEALTHCARE AND HEALTH PROTECTION

I have the right to access all methods of fertility regulation including safe abortion, diagnosis and treatment for infertility and sexually transmitted infections, and pregnancy, confinement and post-natal services.

10 THE RIGHT TO THE BENEFITS OF SCIENTIFIC PROGRESS

I have the right to access all available reproductive health technology, provided they are safe and acceptable.

11 THE RIGHT TO FREEDOM OF ASSEMBLY AND POLITICAL PARTICIPATION

I have the right to individual advocacy in the field of sexual and reproductive health and rights, and to form and join a NGO to advance them.

12 THE RIGHT TO BE FREE FROM TORTURE AND ILL TREATMENT

I have the right not to be subjected to degrading treatment and to medical or scientific treatment without free and informed consent.

Sources:

1. Infographic, Human rights of women. UN Women, 2015.
 2. Charter on Sexual and Reproductive Rights. IPPF, 1995.
- Developing sexual health programmes: A framework for action. WHO, 2010.





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