



TÜRKİYE BİLİMLER AKADEMİSİ  
TURKISH ACADEMY OF SCIENCES  
[www.tuba.gov.tr](http://www.tuba.gov.tr)

## TÜBA Gender Equality Plan (2025–2028)<sup>1</sup>

### Introduction

The TÜBA Gender Equality Plan (GEP) aims to firmly embed gender equality within the culture, governance and research activities of the Academy. As one of Türkiye's leading higher academic institutions, with **almost forty percent (38%)** of its workforce being women, TÜBA already holds a distinguished national position and exceeds many international benchmarks. This achievement reflects the Academy's long-standing commitment to inclusivity and fairness.

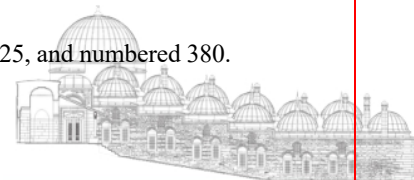
Building on this solid foundation, the TÜBA-GEP plan introduces reinforced measures to protect and promote gender equality across all areas of institutional life. Among the plan's thematic priorities are supporting work–life balance in our Academy, strengthening gender balance in leadership, ensuring equality in recruitment and career advancement, and integrating gender perspectives into research and teaching. In addition, the plan firmly opposes harassment and gender-based violence, while consistently fostering gender-sensitive communication.

In line with the Constitution of the Republic of Türkiye's provisions on the protection of the family and national strategic priorities, TÜBA recognizes the importance of family protection and considers gender equality to be a fundamental driving force of scientific excellence, innovation and social responsibility, as well as a matter of justice. TÜBA places the protection of the family at the heart of everything it does. It regards gender equality as a fundamental driving force of scientific excellence, innovation and social responsibility, as well as a matter of justice. By removing existing barriers, integrating equality into institutional structures and practices, and establishing clear targets and monitoring indicators, the Academy will safeguard the sustainability of its achievements and further strengthen its leadership in gender equality.

As a member of the [International Science Council \(ISC\)](#), [All European Academies \(ALLEA\)](#), [the InterAcademy Partnership \(IAP\)](#) and [The Association of Academies and Societies of Sciences in Asia \(AASSA\)](#), TÜBA actively serves on various executive boards and working groups, particularly in the AASSA–Women in Science and Technology, (2017–ongoing) and ALLEA–Task Force on Equity, Diversity, and Inclusion in Research (2025–ongoing). In this respect, the plan not only represents a compliance requirement within the Horizon Europe framework but also serves as a strategic tool that strengthens TÜBA's mission to advance science and research for the benefit of society.

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<sup>1</sup> TÜBA-GEP was discussed and approved at the Academy Council meeting dated August 29, 2025, and numbered 380.





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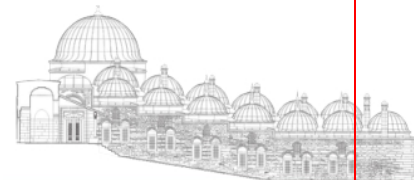
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## Governance and Resources

The TÜBA Academy Council will oversee the implementation of the TÜBA-GEP. The Council is composed of TÜBA members, administrative staff, and early-career researchers who represent different genders, age groups, and areas of responsibility. The Academy Council will monitor progress, develop recommendations and ensure continuity of action. Conducting regular external audits has been defined as a clear requirement within the scope of the plan, in line with ISC's monitoring culture. Additionally, TÜBA's figures will be evaluated annually through a comparative analysis of data from European academies. Dedicated resources will be allocated to support training activities, awareness-raising efforts, data collection and annual audits, and external expertise will be sought when necessary. The monitoring process will be carried out through annual progress reports, which will be made publicly available to the TÜBA Academy Council and the General Assembly. Furthermore, an interim evaluation will be conducted in 2026, followed by a final evaluation in 2028.

## Actions

- **Action 1:** TÜBA is taking preventive steps to preserve and further strengthen the high level of gender equality already achieved in Türkiye, across all levels of institutional culture, governance and research activities.
- **Action 2:** TÜBA ensures that all managers, academics, staff and researchers are aware that violations of rights, such as harassment, discrimination and intimidation, are unacceptable and guarantees that such cases will be addressed through clear procedures within a framework of zero tolerance.
- **Action 3:** TÜBA organises regular training sessions for its members, administrative staff and researchers to raise awareness of issues such as discrimination, harassment and unequal power relations, and to ensure a sound understanding of the impact of these practices.
- **Action 4:** TÜBA representatives must use inclusive language in press releases, on web pages, at panel events, and in other public communications; provide equal visibility and voice for women and men; and ensure balanced representation in panels, awards, and institutional outputs.
- **Action 5:** TÜBA develops and implements strategies focusing on gender equality within its management, research, and academic activities, allocating sufficient resources to ensure their sustainability.
- **Action 6:** The TÜBA-GEP is openly and accessibly communicated to all individuals connected with the Academy.
- **Action 7:** Steps to be followed and points of contact in cases of slander, intimidation, sexual harassment and discrimination are made visible and accessible to all members. Confidential reporting mechanisms are also implemented.
- **Action 8:** The TÜBA Academy Council is responsible for implementing, monitoring and evaluating the training and actions within the scope of the TÜBA-GEP.





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## Objectives

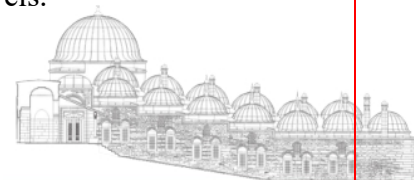
- **Objective 1:** Maintain TÜBA's high quality standards by encouraging the participation of women and men from various age groups and career levels.
- **Objective 2:** Implement family-friendly and gender-equality oriented practices in staff development, recruitment and selection processes, and establish balanced candidate lists while ensuring transparent evaluation procedures.
- **Objective 3:** Raise awareness of gender equality at all levels of the Academy, including among TÜBA members, administrative staff and early-career researchers, through training programmes and awareness-raising campaigns.
- **Objective 4:** Integrate gender-sensitive approaches into research and academic programmes, and ensure the inclusion of gender perspectives in TÜBA-supported projects and teaching activities.
- **Objective 5:** Maintain a safe and inclusive institutional environment by enforcing strict measures against harassment and intimidation, providing accessible reporting mechanisms, offering flexible working conditions; and implementing family-friendly policies.
- **Objective 6:** Promote the use of gender-sensitive language across all of the Academy's internal and external communication channels.
- **Objective 7:** Continuously monitor, evaluate and raise awareness of gender equality practices among managers, academics and staff to ensure accountability and transparency.
- **Objective 8:** Strengthen strategies that sustain gender equality in governance, science, and academia.

## Strategies

- A. Raising awareness of the TÜBA-GEP and monitoring its implementation.
- B. Ensuring and monitoring gender equality at governance and administrative levels
- C. Promoting and monitoring gender equality in research, academic life and TÜBA-supported projects.
- D. Promoting institutional safety and inclusivity by providing accessible application and reporting channels, and monitoring their effectiveness.
- E. Ensuring that policies for the protection and strengthening of the family are taken into account in TÜBA's working culture and all supported activities, in this context, developing and monitoring practices that promote work–family balance and intergenerational solidarity.

## Conclusion

TÜBA-GEP (2025–2028) has been developed in accordance with the requirements of Horizon Europe and is aligned with international commitments. As a member of the ISC, ALLEA, IAP and AASSA, TÜBA adopts and implements the gender equality frameworks of these organisations. By integrating these principles into its institutional structure, TÜBA maintains its position as a leading institution in the field of gender equality, further strengthening its role as a model for advancing equality in science at regional and international levels.



### TÜBA STAFF DISTRIBUTION BY GENDER

PRESIDENCY		RABİ MEDERESE		MAÇKA	
FEMALE	MALE	FEMALE	MALE	FEMALE	MALE
18	26	3	9	2	3

TOTAL	
FEMALE	MALE
23	38
61	

