PRU
PÎRÎ REİS UNIVERSITY

2025

SUSTAINABLE DEVELOPMENT GOALS REPORT

5 GENDER EQUALITY

SDG 5

Gender Equality

2024–2025 Academic Year and 2025 Financial Year



Piri Reis University
sustainability.pirireis.edu.tr

PRU
PÎRÎ REİS UNIVERSITY

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Piri Reis University
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SCOPE
2024-2025 academic year and 2025 financial year (1 September 2024 – 31 December 2025); ongoing practices are also covered.

COMPANION PUBLICATIONS
Piri Reis University Sustainability Report 2025 and the other 16 SDG reports prepared according to the THE Impact Rankings indicators.

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This report presents Piri Reis University's policies, practices, research and activities under SDG 5, structured according to the THE Impact Rankings indicators and supported by evidence. Links in the indicator section lead to publicly available evidence; internal documents are available on request.

5 GENDER EQUALITY

INSTITUTIONAL PROFILE

Piri Reis University at a Glance

Piri Reis University (PRU) is a foundation university established by the Turkish Maritime Education Foundation (TÜDEV), which was founded in 1993 by leading representatives of the maritime sector with the support of the İMEAK Chamber of Shipping; the University acquired legal personality upon the publication of Law No. 5733 in the Official Gazette on 8 February 2008. Its roots go back to the TÜDEV Maritime Education Centre, which trained 2,034 officers between 1995 and 2012.

Guided by its vision "to be a specialised university that is a pioneer in Türkiye and respected worldwide, adding value to the sector by striving for excellence in education and research in every maritime-related field", PRU explicitly commits in its mission to educating individuals who have embraced the Sustainable Development Goals; "Social Responsibility, Sustainability and Environmental Awareness" and "Respect for Diversity and Human Rights" are among the institution's core values.

The University provides education through its Faculties of Maritime Studies, Engineering, Economics and Administrative Sciences, Law, and Arts and Sciences, its Maritime Vocational School and its Graduate Institute, on the Sea Campus and the Preparatory Campus on the Marmara Sea coast in Tuzla. The Sea Campus was designed as a BREEAM-certified "Green Campus" and features a trigeneration plant, greywater and rainwater recovery systems and seawater-based cooling infrastructure.

PRU is the only Turkish foundation university that is a member of the International Association of Maritime Universities (IAMU). It was granted institutional accreditation under the YÖKAK Institutional Accreditation Programme on 21 March 2025, and its Maritime Simulators Centre was accredited by The Nautical Institute as an approved Dynamic Positioning (DP) Training Centre on 22 October 2024.

Piri Reis University in Numbers

6,330
total students (2025): 2,171 associate degree, 4,004 undergraduate, 155 postgraduate

210
full-time academic staff (+109 hourly-paid lecturers)

168
full-time administrative staff

5 + 1 + 1
faculties, vocational school and graduate institute

15
maritime simulators (including 3 full-mission bridges)

6
research and application centres (PRUSAM, DENEKAM, PUSEM, etc.)

42
student clubs, 1,996 club members

5 + 4
national and international patent applications in 2025

29%
share of women among students placed in 2025-26 (2014-15: 14%)

Source: Institutional Self-Evaluation Report (KİDR) 2025 (as of 31 December 2025) and sustainability.pirireis.edu.tr. The share of women is based on the table of placed students published on the sustainability website.

SUSTAINABILITY GOVERNANCE

Our Sustainability Approach and Reporting

Piri Reis University's 2023-2027 Strategic Plan is structured in alignment with the United Nations Sustainable Development Goals (SDGs). For each SDG, the sustainability website publicly sets out the links with the Strategic Plan objectives (excellence of the learning environment, research quality, industry–university cooperation, institutional culture and becoming the best university in maritime) together with additional actions.

The Sustainability Research and Application Center (PRUSAM), established in 2024, works on energy management, decarbonisation, sustainable port operations and digitalisation in line with Net Zero targets; the Center's regulation lists the preparation of the sustainability report and similar outputs among its duties. The Social Contribution Commission, chaired by the Rector, and the Quality Coordination Office contribute to monitoring sustainability activities and disseminating them across the institution.

The University's Climate Change Mitigation and Action Policy Document (2023-2027) sets out the goal of becoming a carbon-neutral university by 2050. Campus operations are assured through the ISO 50001:2018 Energy Management System (2024-2027), the ISO 9001:2015 Quality Management System and the Zero Waste Certificate (February 2025).

PRU took part in the Times Higher Education (THE) Impact Rankings 2025 with all 17 SDGs and was placed in the 1501+ band overall. Its strongest results were in SDG 14 Life Below Water and SDG 15 Life on Land (401–600), followed by 601–800 in SDGs 6, 8, 12 and 16, 801–1000 in SDGs 5, 9, 11 and 13, 801+ in SDG 2, 1001+ in SDGs 1, 7 and 10 and 1501+ in SDGs 3, 4 and 17. This report series has been prepared separately for all 17 SDGs based on the THE Impact Rankings indicators and is published together with the general Sustainability Report.

Scope of this report

- Reporting period: 2024-2025 academic year and 2025 financial year (1 September 2024 – 31 December 2025). Ongoing practices are also covered.
- Scope: Sea Campus and Preparatory Campus; all academic and administrative units, research centres and student clubs.
- Data sources: activities published on sustainability.pirireis.edu.tr, pirireis.edu.tr and unit subdomains, KİDR 2025, the 2023-2027 Strategic Plan, institutional directives and policies, and final reports of Scientific Research Projects (BAP).
- Structure: Indicators are organised according to the THE Impact Rankings methodology; publicly accessible evidence links are provided under each indicator.

SDG 5 · GENDER EQUALITY

Empowering women in maritime

Educating human resources for a traditionally male-dominated sector, PRU supports gender equality through positive discrimination measures for female students, institutional mechanisms against harassment and violence, and events that make women in maritime visible.

A 10% tuition discount is applied to female students in the maritime, mechatronics and electric vehicles programmes of the Faculty of Maritime Studies and the Maritime Vocational School. The share of women among placed students rose from 14.4% in 2014-2015 to 29.0% in 2025-2026. The University publicly shares gender equality statistics at the level of students, academic staff and management.

The Anti-Discrimination Principle and the Directive on the Anti-Harassment and Violence Support Unit (first adopted 8 March 2023, updated 30 October 2024) provide institutional safeguards. The 8 March event themed “Women Seafarers” brought representatives of WISTA Türkiye and TURMEPA together with students, and the International Day for Women in Maritime was celebrated at DFDS Pendik Port with the participation of the Minister of Transport and Infrastructure.

17
related activities and practices (all periods)

8
activities in the reporting period (Sep 2024 – Dec 2025)

2
related research projects (BAP, TÜBİTAK, EU)

29%
women among enrolled new students (2025-26)

Highlights of the period

- Share of female students: 14.4% (2014-15) → 29.0% (2025-26)
- 10% discount for female students in maritime and engineering technology programmes
- Directive on the Anti-Harassment and Violence Support Unit (first adopted 8 March 2023, updated 30 October 2024)
- “Women Seafarers” events with WISTA and TURMEPA; Deniz Kızı Women’s Sailing Cup
- THE Impact Rankings 2025 SDG 5: 801–1000 band

THE IMPACT RANKINGS INDICATORS

Indicators, Explanations and Evidence

This section summarises Piri Reis University's policies, practices and activities against the indicators of the Times Higher Education (THE) Impact Rankings methodology for SDG 5. Evidence for each indicator is provided with links.

5.3 Student access measures

5.3.1 Tracking women's application and enrolment rates

The University has monitored and published the gender distribution of placed students annually since 2014-2015 (2025-2026: 429 women, 1,049 men; 29.03%). On the "Equality and Inclusion – Gender Equality" page, student, academic staff, management and research indicators are reported by gender.

EVIDENCE

- 10% discount for female students – https://sustainability.pirireis.edu.tr/etkinlikler/kiz-ogrenci-indirimi/
- Equality and Inclusion – Gender Equality statistics – https://pirireis.edu.tr/hakkimizda/esitlik-ve-kapsayicilik/cinsiyet-esitligi/
- Gender Equality Studies data file – https://pirireis.edu.tr/wp-content/uploads/2024/10/Cinsiyet-Esitligi-Calismalari.xlsx

5.3.3 Access schemes and scholarships for women

Under the Tuition Discount and Scholarship Directive, a 10% tuition discount is applied to female students in the Maritime Transportation and Management, Marine Engineering Operations, Maritime and Port Management, Marina and Yacht Management, Mechatronics, and Hybrid and Electric Vehicles Technology programmes.

EVIDENCE

- Tuition Discount and Scholarship Directive – https://pirireis.edu.tr/wp-content/uploads/2026/10/Indirim-Burs-Yonergesi-14.09.2026.pdf
- 10% discount for female students – https://sustainability.pirireis.edu.tr/etkinlikler/kiz-ogrenci-indirimi/

5.3.4 Encouraging women's participation in under-represented fields

To make women in maritime visible, a "Women Seafarers" event was held on 6 March 2025 with TURMEPA Chair Dr Şadan Kaptanoğlu and representatives of WISTA Türkiye and WISTA International, and the International Day for Women in Maritime was celebrated at DFDS Pendik Port on 16 May 2025. The Ship Brokering Club organised a seminar with the President of WISTA Türkiye, and staff and students were referred to SistersLab's "Women in Tech Academy" programme.

EVIDENCE

- 8 March “Women Seafarers” event (6 March 2025) – https://pirireis.edu.tr/haberler/8-mart-dunya-kadinlar-gunu-denizci-kadinlar-etkinligi-gerceklesti/
- International Day for Women in Maritime, DFDS Pendik (16 May 2025) – https://pirireis.edu.tr/haberler/uluslararasi-denizci-kadinlar-gunu-dfds-pendik-limaninda-kutlandi/
- Ship Broking Club seminar with “WISTA Türkiye President Suzan Atasoy” (7 November 2024) – https://odek.pirireis.edu.tr/duyurular/deniz-brokerligi-kulubu-wista-turkiye-baskani-suzan-atasoy-ile-seminer-etkinligi/
- SistersLab training programmes – https://sustainability.pirireis.edu.tr/etkinlikler/sisterslab-egitimleri/
- Our Sailing Club at the 9th Deniz Kızı Women’s Sailing Cup race (16 October 2024) – https://odek.pirireis.edu.tr/duyurular/yelken-kulubumuzun-9-deniz-kizi-kadin-yelken-kupasi-yarisi/

5.6 Measures for women’s progress

5.6.1 Non-discrimination policy for women

The Anti-Discrimination Principle prohibits gender-based discrimination in education, student admissions, employment, scholarships and programmes, and provides that anyone who believes they have been discriminated against may apply to the Rector’s Office.

EVIDENCE

- Anti-Discrimination Principle – https://pirireis.edu.tr/hakkimizda/akademik-ilkelerimiz/ayrimcilik-karsitligi/

5.6.8 Protection of those reporting and support mechanisms

The Anti-Harassment and Violence Support Unit within the Office of the Dean of Students manages reporting, complaint and support processes and in-service training programmes under the directive first adopted on 8 March 2023 and updated on 30 October 2024. The Unit organises awareness presentations on topics such as the psychological effects of violence against women.

The Anti-Harassment and Violence Policy Document commits to an environment in which complainants and witnesses can come forward safely, and to confidentiality and protection against retaliation.

EVIDENCE

- Directive on the Anti-Harassment and Violence Support Unit (first adopted 8 March 2023, updated 30 October 2024) – https://odek.pirireis.edu.tr/yonergeler/taciz-ve-siddete-karsi-destek-birimi/
- Anti-Harassment and Violence Support Unit – https://sustainability.pirireis.edu.tr/etkinlikler/tacize-ve-siddete-karsi-destek-birimi/
- The psychological impact of violence against women – https://sustainability.pirireis.edu.tr/etkinlikler/kadina-yonelik-siddetin-psikolojik-yansimasi/
- Internal document: Anti-Harassment and Violence Policy Document (available on request)

5.6.x Gender equality awareness

Events for 8 March International Working Women’s Day, a Faculty of Law conference on the history of women’s rights in Istanbul and a presentation on gender equality in the English Preparatory Department’s ELT class are examples of awareness-raising activities.

EVIDENCE

• Stationery gifts from our Anti-Harassment and Violence Support Unit and Social Entrepreneurship Club to 4th-grade girls at Mevlana Primary School, as part of the 8 March Women's Day "WOMEN SEAFARERS" event (8 March 2025) – https://odek.pirireis.edu.tr/duyurular/611/

• The world's first university, first codification, great legal reform and first women's rights revolution in Istanbul (15 April 2025) – https://hukuk.pirireis.edu.tr/etkinlikler/istanbulda-dunyanin-ilk-universitesi-ilk-kodifikasyonu-buyuk-hukuk-reformu-ve-ilk-kadin-haklari-devrimi/

• TESOL ELT Conference at Erciyes University, Kayseri, 18-19 April 2025 (21 April 2025) – https://prep.pirireis.edu.tr/haberler/tesol-kayseri-erciyes-universitesi-elt-konferansi-18-19-nisan-2025/

ACTIVITIES AND EVENTS

Our Activities under SDG 5



TESOL ELT Conference at Erciyes University, Kayseri, 18-19 April 2025

21 April 2025 • English Preparatory Department

Eda Saraç, a lecturer at our University, attended the ELT conference organised by TESOL at Erciyes University in Kayseri, where she gave a presentation titled "Gender Equality in ELT Classroom: Challenges, Struggles and Solutions". The TESOL conference, at which academics from various countries gave presentations, provided a very productive environment for discussion and sharing. The presentation discussed with participants what the content, texts and visuals of the books used in English preparatory schools convey in terms of gender equality.

SDG 5 SDG 4

Source: https://prep.pirireis.edu.tr/haberler/tesol-kayseri-erciyes-universitesi-elt-konferansi-18-19-nisan-2025/



The world's first university, first codification, great legal reform and first women's rights revolution in Istanbul

15 April 2025 • Faculty of Law

The conference "The World's First University, First Codification, Great Legal Reform and First Women's Rights Revolution in Istanbul" by Prof. Dr. Turgut Öz will be held on 15 April 2025 from 14:00 to 16:00 in the Seminar-2 Hall of our University's Sea Campus.

SDG 5 SDG 16

Source: https://hukuk.pirireis.edu.tr/etkinlikler/istanbulda-dunyanin-ilk-universitesi-ilk-kodifikasyonu-buyuk-hukuk-reformu-ve-ilk-kadin-haklari-devrimi/



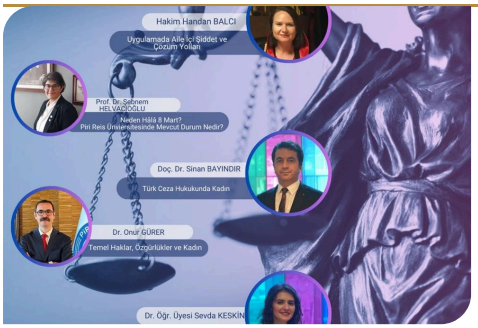
8 March Women's Day: "WOMEN SEAFARERS"

8 March 2025 • ÖDEK – Scuba Diving Club

Women seafarers continue to inspire! At the "8 March International Women's Day: Women Seafarers" event, we listened to the inspiring stories of women seafarers who have made their mark in the sector. Women's achievements in the maritime sector will shape the future and continue to inspire our students. On this meaningful day, crowned with a special dive by the Scuba Diving Club, we celebrate 8 March International Women's Day with all our women!

SDG 5 SDG 8

Source: https://odek.pirireis.edu.tr/duyurular/8-mart-kadinlar-gunu-denizci-kadinlar/



International Working Women's Day seminar

8 March 2024 • Faculty of Law

The International Working Women's Day Seminar was held on 08/03/2024 in the Seminar-2 hall of our University's Sea Campus.

SDG 5 SDG 8

Source: https://hukuk.pirireis.edu.tr/etkinlikler/dunya-emekci-kadinlar-gunu-semineri/



8 March International Working Women's Day dinner, outing and music event – SGK/İGK/Music/Gastromarine clubs

8 March 2024 • ÖDEK – Gastromarine, Social Entrepreneurship and Music Clubs

For 8 March International Working Women's Day, our Gastromarine Club, Social Entrepreneurship Club and Music Club organised a meal and a musical performance for female staff at our University.

SDG 5

Source: https://odek.pirireis.edu.tr/duyurular/8-mart-dunya-emekci-kadinlar-gunu-yemek-gezi-muzik-etkinligi-sgk-igk-muzik-kulubu-gastromarine-kulubu/



8 March International Working Women's Day seminar – ILAWS

8 March 2024 • ÖDEK – Anti-Harassment and Violence Support Unit & Faculty of Law ILAWS Club

The International Working Women's Day Seminar, organised on 08.03.2024 by our University's Anti-Harassment and Violence Support Unit and the Faculty of Law ILAWS Club.

SDG 5 SDG 16

Source: https://odek.pirireis.edu.tr/duyurular/8-mart-dunya-emekci-kadinlar-gunu-seminer-etkinligi-ilaws/


irimi Yönergesi

T.C.

PİRİ REİS ÜNİVERSİTESİ

TACİZ VE ŞİDDETE KARŞI DESTEK BİRİMİ YÖNERGESİ

li Üniversite Senatosunda kabul edilmiştir.)

ı, Piri Reis Üniversitesi Taciz ve Şiddete Karşı Destek Biriminin oluşumu, görev ve yetkileri, çalışma usul ve esasları ile taciz ve şiddete ilişkin bildirir
rogramlarının tabi olacağı kuralları belirlemektir.

iyeti Anayasası, Türk Ceza Kanunu ve ilgili diğer kanun hükümleri ile İnsan Hakları Evrensel Bildirgesi başta olmak üzere eşitlik ilkesi, vücut dokunu
Cumhuriyeti'nin imzaladığı tüm uluslararası antlaşmalar göz önünde tutularak yapılmıştır.

onuları kapsar: a) Yer ve zaman sınırlaması olmaksızın, üniversite öğrencileri ve personelinin "iş ve eğitim, öğretim ilişkileri nedeniyle" bir arada bul
ümler tüm üniversite bileşenlerine uygulanır. Ayrıca, Piri Reis Üniversitesi üniversite mekânları içinde veya dışında bir sözleşmeye dayalı olarak h

Anti-Harassment and Violence Support Unit

Our University continues its work in this field. Click to visit the related website.

SDG 5

Source: https://sustainability.pirireis.edu.tr/etkinlikler/tacize-ve-siddete-karsi-destek-birimi/



10% discount for female students

A 10% discount on the remaining tuition fee is applied to female students in the Faculty of Maritime Studies and in the Maritime Transportation and Management, Marine Engineering Operations, Maritime and Port Management, Marina and Yacht Management, Mechatronics, and Hybrid and Electric Vehicles Technology programmes of the Maritime Vocational School. According to the table on the page, the share of enrolled female students rose from 14.40% (75 students) in 2014-2015 to 29.03% (429 students; 1,049 male) in 2025-2026; in 2024-2025 there were 463 female students (28.94%).

SDG 5

Source: https://sustainability.pirireis.edu.tr/etkinlikler/kiz-ogrenci-indirimi/

SistersLab training programmes

The “Women in Tech Academy” programme coordinated by SistersLab was announced to Piri Reis University academics, administrative staff and students, and their participation was facilitated.

SDG 5 SDG 10

Source: https://sustainability.pirireis.edu.tr/etkinlikler/sisterslab-egitimleri/



The psychological impact of violence against women

Violence against women leaves deep scars not only physically but also emotionally and psychologically. Over time, women who are victims of violence face great difficulties not only physically but also mentally. Our University organised an event on “The Psychological Impact of Violence Against Women” to raise awareness of gender equality, combating violence and women’s rights.

SDG 5

Source: https://sustainability.pirireis.edu.tr/etkinlikler/kadina-yonelik-siddetin-psikolojik-yansimasi/



8 March International Working Women’s Day

On this special day, our University organises various events to draw attention to the importance of labour and gender equality and to celebrate the role of women in the social, economic and cultural spheres. This day not only commemorates women’s contributions to society but is also a symbol of the struggle for equal rights and opportunities in every field.

SDG 5

Source: https://sustainability.pirireis.edu.tr/etkinlikler/8-mart-dunya-emekciler-gunu/

RESEARCH AND PROJECTS

Research Projects Related to SDG 5

Below are research projects related to SDG 5 that were assessed as highly or moderately relevant to sustainability. They were compiled from final reports of Scientific Research Projects (BAP) and from BAP, TÜBİTAK and EU project records.

BAP-2024-07 · BAP · 2023-2024 (1st call)

Seafood and Culinary Heritage in Fishing Villages: Sustainable Gastronomic Tourism Opportunities

Asst. Prof. Dr. Uğur KAÇAN · Maritime Vocational School (MVS)

Fieldwork was carried out in seven fishing villages on the Aegean, Marmara and Black Sea coasts, and a thematic content analysis was conducted using in-depth interviews with 18 participants and observation data. The findings were grouped under the themes of traditional fishing, sustainability awareness, economic difficulties, gastronomic heritage, tourism potential, infrastructure deficiencies, the role of women and the tension of modernisation. Supporting women's labour, environmental awareness and local development through holistic strategies is recommended, and women's cooperative models are proposed.

OUTPUTS

Article in Journal of Tourism & Gastronomy Studies; A digital book based on local recipes and narratives is planned

SDG 14 SDG 8 SDG 5 SDG 11 SDG 12

BAP-A-2025-01-09 · BAP Infrastructure · 2024-2025 (1st call)

Scientific Research Project on Strategies and a Roadmap for Maritime Students Working at Sea

Prof. Dr. Aykut ARSLAN · Faculty of Economics and Administrative Sciences

A two-phase survey study was carried out to identify the factors that reduce Turkish seafarers' motivation to work at sea: Phase 1 reached 1,760 final-year students from all schools providing maritime education (~32% of the population), and Phase 2 reached 715 seafarers. PCA, cluster and regression analyses showed that the intention to remain in the sector differs according to motivation profiles centred on 'love of the profession' and 'economic return', and that gender has a significant negative effect on length of stay. The results were shared with representatives of the İMEAK Chamber of Shipping (DTO) and sector stakeholders on 30 June 2025.

OUTPUTS

Two-phase final report and policy recommendations; Sector stakeholder meeting (30 June 2025, PRU)

SDG 8 SDG 4 SDG 5

ANNEX

SDG 5 Activity Inventory

The table below lists all activities associated with SDG 5 during and before the reporting period that are publicly available on the university's websites. The links serve as evidence.

Date	Activity	Unit	SDG
23 May 2025	International Day for Women in Maritime	Faculty of Maritime Studies	5 8
21 April 2025	TESOL ELT Conference at Erciyes University, Kayseri, 18-19 April 2025	English Preparatory Department	5 4
15 April 2025	The world's first university, first codification, great legal reform and first w omen's rights revolution in Istanbul	Faculty of Law	5 16
10 March 2025	"8 March Women's Day" celebration by our Women's and Children's Right s Club and our Self-Defence Arts and Fitness Club	ÖDEK – Women's and Children's Rights Club & Self-Defence Arts and Fitness Club	5
8 March 2025	Stationery gifts from our Anti-Harassment and Violence Support Unit and Social Entrepreneurship Club to 4th-grade girls at Mevlana Primary Schoo l, as part of the 8 March Women's Day "WOMEN SEAFARERS" event	ÖDEK – Anti-Harassment and Violence Support Unit & Social Entrepreneurship Club	5 4 10
8 March 2025	8 March Women's Day: "WOMEN SEAFARERS"	ÖDEK – Scuba Diving Club	5 8
7 November 2024	Ship Broking Club seminar with "WISTA Türkiye President Suzan Atasoy"	ÖDEK – Ship Broking Club	5 8
16 October 2024	Our Sailing Club at the 9th Deniz Kızı Women's Sailing Cup race	ÖDEK – Sailing Club	5
8 March 2024	International Working Women's Day seminar	Faculty of Law	5 8
8 March 2024	8 March International Working Women's Day dinner, outing and music eve nt – SGK/İGK/Music/Gastromarine clubs	ÖDEK – Gastromarine, Social Entrepreneurship and Music Clubs	5
8 March 2024	8 March International Working Women's Day seminar – ILAWS	ÖDEK – Anti-Harassment and Violence Support Unit & Faculty of Law ILAWS Club	5 16
	Anti-Harassment and Violence Support Unit		5
	"The Psychological Impact of Violence Against Women" presentation – Sp ecialist Psychologist Ece Demir (Culture Coordination Office)		5
	10% discount for female students		5
	SistersLab training programmes		5 10
	The psychological impact of violence against women		5
	8 March International Working Women's Day		5

CONCLUSION

Conclusion and Assessment

A 10% discount for women in maritime and technology programmes, the rise in the share of women among new students from 14.4% to 29%, the Anti-Discrimination Principle and the Anti-Harassment and Violence Support Unit show PRU's commitment to empowering women in a male-dominated sector. "Women Seafarers" events with WISTA and TURMEPA bring role models together with students.

Priority steps are to formalise maternity and paternity leave policies, to set up a structured women's mentoring programme reaching at least 10% of women students, to monitor graduation rates of women and men comparatively and to develop childcare options for students and staff.



PÎRÎ REİS UNIVERSITY

SDG 5: Gender Equality

Piri Reis University · Sustainable Development Goals Report · 2024–2025 Academic Year and 2025 Financial Year

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