

WORLD WOMEN CONFERENCE-V

Bakü Gırsel University / AZERBAIJAN

March 7-8, 2023

EDITOR

Dr. Ulduz GEZVİNİ



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THE PROCEEDINGS BOOK

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Chaimae Moujahid Jack E Turman Jr Loubna Amahdar	WOMEN'S VIEWS AND PERCEPTIONS OF EARLY MARRIAGE IN MOROCCO: QUALITATIVE STUDY	243
Hovorun T. V. Kikinezhdhi O. M. Kiz O. B.	GENDER AUDITS AS AN INDICATOR OF EQUALITY PROGRAMS AT THE UNIVERSITY SCIENTIFIC ENVIRONMENTS	244-245
Isha Sharma Kulwinder Kaur Daljit Kaur	THE INDIAN LABOR MARKET: A GENDER PERSPECTIVE	246
Jalə Zeynalılı Elşən qızı	CONCEPT OF WOMEN'S RIGHTS AND GENDER INEQUALITY	247-248
Saeid Bashirian Elahe Ezati	EFFECTIVENESS OF E-LEARNING PROGRAM IN PREVENTING WATERPIPE SMOKING IN ADOLESCENT FEMALES IN WESTERN IRAN BY APPLICATION OF THE PROTOTYPE- WILLINGNESS MODEL: A RANDOMIZED CONTROLLED TRIAL	249
Rima SAAD BOUZID Hachani KHADRAOUI Ghania BELAALOU	BREAST CANCER IN EASTERN OF ALGERIA, PRELIMINARY RESULT OF RETROSPECTIVE STUDY	250
UMAR, F.J WHONG, C.M.Z. Ella, E.E	PREVALENCE OF HUMAN PAPILLOMAVIRUS IMMUNOGLOBULIN G AMONG HIV POSITIVE WOMEN ATTENDING BARAU DIKKO TEACHING HOSPITAL, KADUNA, NIGERIA	251
UMAR, F.J WHONG, C.M.Z. Ella, E.E	DETERMINATION OF THE CD4+ COUNT OF HIV POSITIVE WOMEN ATTENDING BARRAU DIKKO TEACHING HOSPITAL, KADUNA AND ITS CORRELATION WITH THEIR HUMAN PAPILLOMA VIRUS STATUS	252
Mingyue Li Dongyang Wang Qinghua Wang	PARTNERS' PERCEPTIONS OF SEXUAL BEHAVIOR AND INTIMACY IN YOUNG CERVICAL CANCER PATIENTS: A QUALITATIVE STUDY	253
Runpeng Chen Dongyang Wang Qinghua Wang	EXPERIENCES AND IMPACTS OF WORKPLACE VIOLENCE AMONG JUNIOR LACTATING NURSES: A QUALITATIVE STUDY	254
Gulten GUVENC	THE EFFECT OF COVID-19 VACCINE ON PREGNANT AND BREASTFEEDING WOMEN	255-259
Emine ÖKSÜZ Gulten GUVENC	NATURAL DISASTERS AND WOMEN'S MENTAL HEALTH: A SYSTEMATIC REVIEW	260-266
HANDAN ÖZCAN BÜŞRA ELMAS	INVESTIGATION OF ANXIETY SITUATIONS OF MIDWIVES WORKING IN THE COVID-19 PANDEMIC PROCESS AND AFFECTING FACTORS	267-268

GENDER AUDITS AS AN INDICATOR OF EQUALITY PROGRAMS AT THE UNIVERSITY SCIENTIFIC ENVIRONMENTS

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Summary

The practice of carrying out gender audits have become an effective factor of motivating the administration of the universities to implement gender equality policies under the pressure of different non-government university organizations. Now the structure of the administrative, teaching and students' staff is considered to be a kind of gender equality mirror as well as gender proofing. Our universities experience had proofed step by step the efficacy of gender audit as to display the dynamics of taking into considerations staff and students educational, scientific and civil interests and needs oriented on different spheres of university life starting from statistic display and its improvement. The considerable factor of effective monitoring in spreading gender education technologies is in a partnership of students and faculty in realization of socially important research projects at different levels. Special attention to the educational programs had been oriented on equal gender opportunities in leadership, Intelligence for the career development, post graduate studies, sport, talent encouraging, leveraging the role of gender balanced student's government in promoting gender sensitivity in developing projects which focused on actual unsolved at the universities gender issues.

1.Relevance. Gender analysis in the frame of statistical indicators and manifestations of gender positions in internal university's organizational structure give reasons to estimate University education and social functioning as de jure with minimal/maximum potential manifestations of gender inequality and de facto as a gender institution's dynamics for eliminating gender asymmetry.

2. Aims & Objectives. The aim of our study was to analyse the experience of a gender audits conducting at the universities' activities in the contest of the monitoring and work realization towards a better women representation.

3. Methods. The statistical data relating to all administrative structures, faculties, staff and different departments "structures, other units of the universities. Different surveys and questionnaires for teachers and students are being used constantly for the audits at these universities

4. Results. The audits "a indicators are vivid the road map towards the university evaluations of their own reserves in possibilities for the important inner structural changes and improvement actions oriented on the aim to support actions for women professional growth, more intense women inclusion to the university activities ,for example promoting women for Ph.D. academic research projects and receiving professor degrees. Special attention was paid for overcoming the glass ceiling for women in staff structures, to road-map competitive openness and making clear promoting different candidates.

As well especial attention in teachers' job evaluation has been paid to similarity of criteria for women's and men's task accomplishment (women's representations at the conferences, in editorial boards, scientific delivering projects), openness trajectory of career development, to the content of the programs for suppressing any obstacles for women's careers in science . Gender balance was always at the center of universities' s public discussion after the audits' practice.

5. Conclusions. The realization of the above-indicated project at the universities has proved the effectiveness of conducting gender audits as a practical instrument in the realization of quality, combating gender bias stereotyping , monitoring the university staff concerning the subject of gender sensitivity-insensitivity involved in the educational process. It permitted to outline the prospects of the world-view potential of education for all the youth from gender methodology point of view, its quality as imperative of moving from paternalism to parity facing modern challenges – integrating of gender dimension into university public life and academic curriculum

Keywords: gender audit, scientific efficiency managing, administrative decision making transparency