



**MIDDLE EAST TECHNICAL UNIVERSITY**

<http://www.metu.edu.tr>

# HORIZON EUROPE FRAMEWORK PROGRAMME INFO DAYS

Research Coordination Office  
February 27 – March 3 2023



HR EXCELLENCE IN RESEARCH



MIDDLE EAST TECHNICAL UNIVERSITY

# AGENDA

## **I. Horizon Europe Framework Programme**

- i. Pillars
- ii. ECAS
- iii. Hop-On

## **II. Supports**

- i. TÜBİTAK Supports
- ii. METU's Research Ecosystem
- iii. METU's Institutional Initiatives to Strengthen its Research Ecosystem

## **III. Horizontal Issues**

- i. EURAXESS
- ii. HRS4R
- iii. GEP



# AVRUPA BİRLİĞİ

## FON KAYNAKLARI

Katılım Öncesi Mali  
Yardımları (IPA)



Birlik Programları

- **Ufuk Avrupa**
- **Erasmus+**
- **Tek Pazar Programı**
- **InvestEU**
- **Dijital Avrupa**
- **Yaratıcı Avrupa**

# Horizon Europe

The ambitious EU research and innovation framework programme (2021-2027)



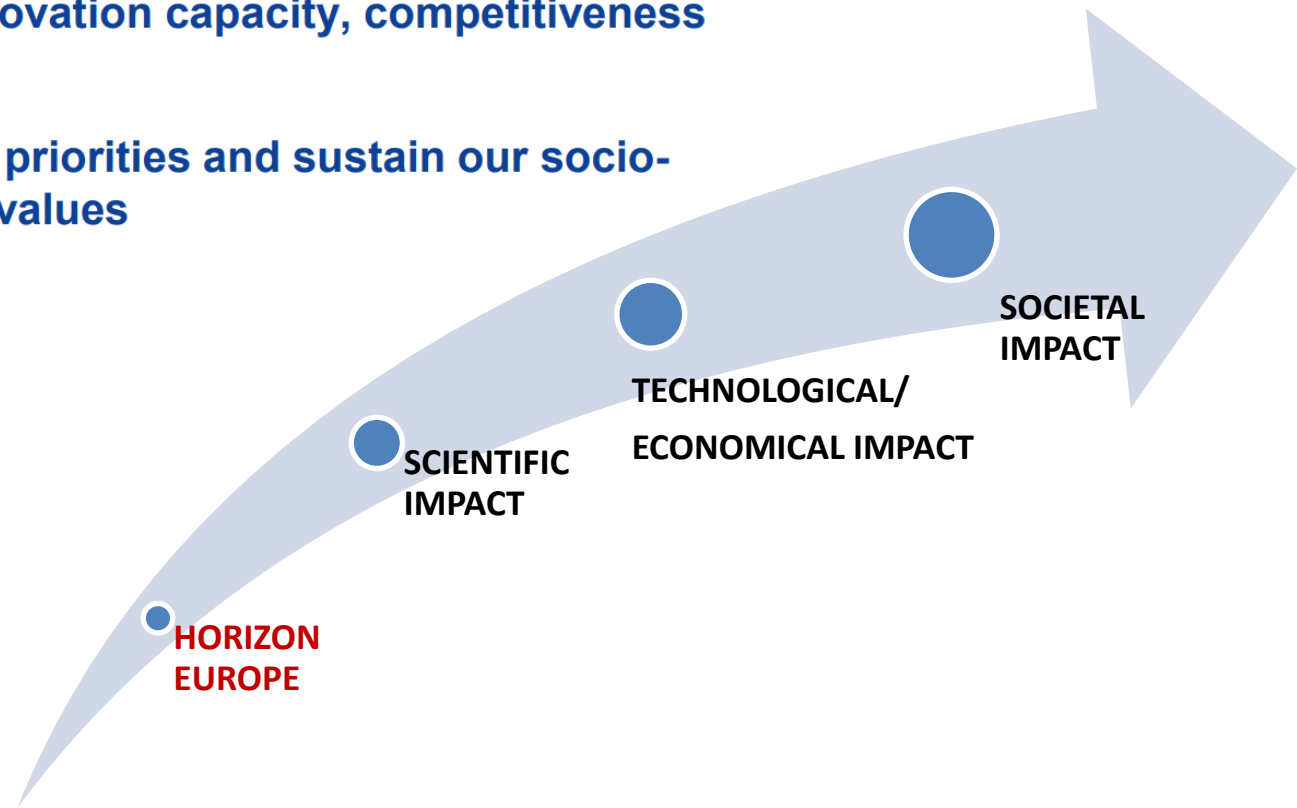
**to strengthen the EU's scientific and technological bases and the European Research Area (ERA)**



**to boost Europe's innovation capacity, competitiveness and jobs**



**to deliver on citizens' priorities and sustain our socio-economic model and values**



# Our Vision

The EU's key funding programme for research and innovation:

- Tackles climate change
- Helps to achieve the UN's Sustainable Development Goals
- Boosts the EU's competitiveness and growth
- Facilitates collaboration and strengthens the impact of research and innovation in developing, supporting and implementing EU policies while tackling global challenges
- Supports the creation and better diffusion of excellent knowledge and technologies
- Creates jobs, fully engages the EU's talent pool, boosts economic growth, promotes industrial competitiveness and optimises investment impact within a strengthened European Research Area.



# 8 Horizontal Topics

## EU Funding Management Modes



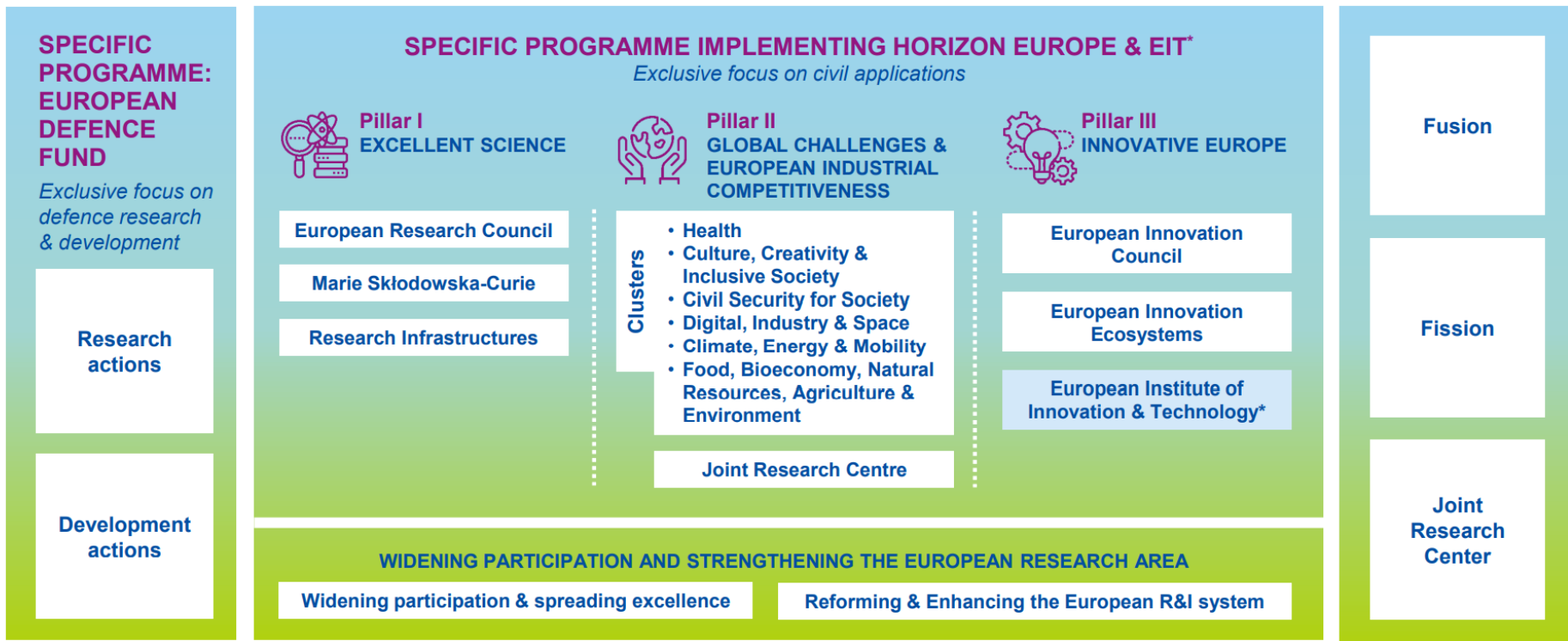
- Relevant to all programme components
- Identified in Strategic Plan
- Should be addressed appropriately

# 2021-2027

## Total Budget: 95.5B€

### HORIZON EUROPE

### EURATOM



\* The European Institute of Innovation & Technology (EIT) is not part of the Specific Programme



# Types of Projects

| RIA   | IA   | CSA   |
|---|--|---|
| <b>Research &amp; Innovation</b>  | <b>Innovation</b>  | <b>Coordination &amp; Support</b>   |
| Actions that establish new knowledge or develop more efficient technologies and solutions | Actions that demonstrate the viability of new technologies and solutions or support their first deployment in the market | Actions that improve skills mobilise large-scale investments or facilitate EU policy implementation |
| EU Funding Rate: 100%   | EU Funding Rate: 70%<br>100% for non-profit legal entities   | EU Funding Rate: 100%   |
| At least 3 beneficiaries  | At least 3 beneficiaries   | Mostly at least 3 beneficiaries   |

## OTHER TYPES

SME Instrument

ERC Projects

ERANET CoFund

Pre-Commercial Procurement

Public Procurement of Innovative Solutions



# Technology Readiness Levels

| TRL 1                     | TRL 2                         | TRL 3                         | TRL 4                       | TRL 5  | TRL 6   | TRL 7   | TRL 8                         | TRL 9   |
|---------------------------|-------------------------------|-------------------------------|-----------------------------|--|---|---|-------------------------------|---|
| Basic principles observed | Technology concept formulated | Experimental proof of concept | Technology validated in lab | Technology validated in relevant environment | Technology demonstrated in relevant environment | System prototype demonstration in operational environment | System complete and qualified | Actual system proven in operational environment |





# European Research Council

Competitive funding to support investigator-driven frontier research across all fields, on the basis of scientific excellence.

## Funding



10,000+  
Projects funded  
since 2007



Over 70% of completed  
ERC projects led to  
breakthroughs or major  
advances (according to  
independent studies)



7 Nobel Prizes, 4 Fields  
Medals, hundreds of  
important prizes awarded  
to ERC grantees



80+  
Nationalities  
(ERC grantees)



**Starting Grant:** up to €1.5 million. Duration: up to 5 years. 2-7 years of experience since completion of PhD.



**Consolidator Grant:** up to €2 million. Duration: up to 5 years. 7-12 years of experience since completion of PhD.



**Advanced Grant:** up to €2.5 million. Duration: up to 5 years. An excellent scientific track record of recognized achievements in the last 10 years.

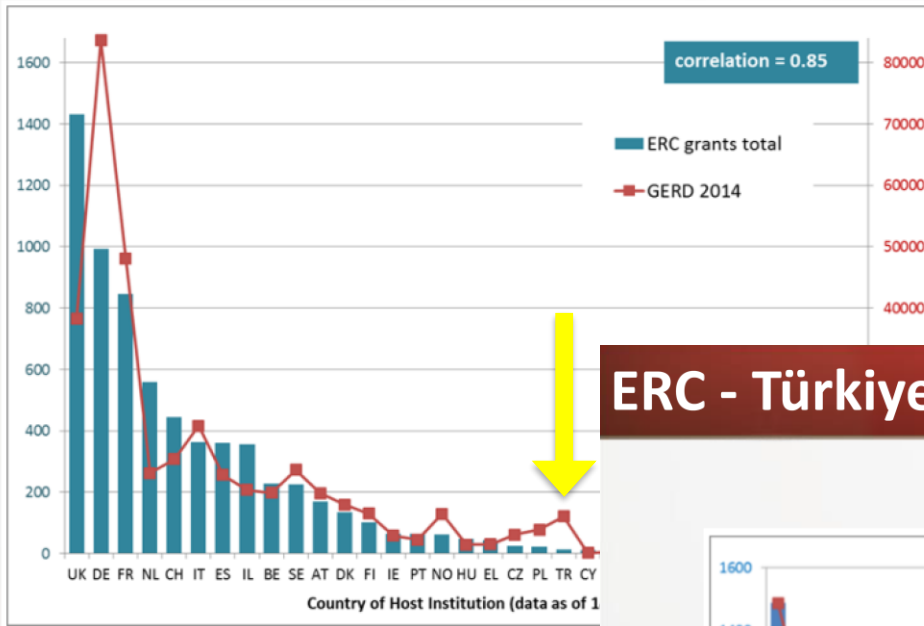


**Synergy Grant:** 2-4 researchers (one can be based outside Europe). Up to a maximum of €10 million for a period of 6 years.

*“The expertise that we gathered in cancer trials encouraged us to extend the use of mRNA vaccines towards the prevention of infectious diseases. Groundbreaking innovation requires decades of research and contributions from multiple research frontiers until it reaches maturity to provide benefit for humanity.”*

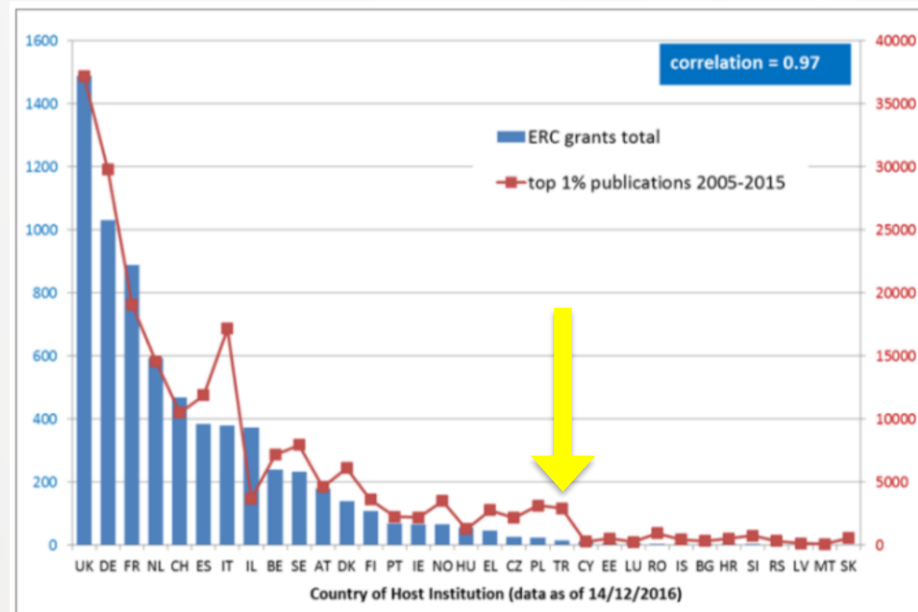
**ERC Grantee Uğur Şahin, Mainz University**





Kaynak: ERC

## ERC - Türkiye'nin Potansiyeli



Kaynak: ERC

# Marie Skłodowska-Curie Actions under Horizon Europe

November 28, 2023  
November 27, 2024

## Doctoral Networks

*Doctoral programmes in and outside academia incl. joint & industrial doctorates*

September 13, 2023  
September 11, 2024

## Postdoctoral Fellowships

*Support to excellent postdoctoral researchers*

March 8, 2023  
February 28, 2024  
March 5, 2025

## Staff Exchanges

*Support for research and innovation staff exchanges*

## COFUND

*Co-funding doctoral and postdoctoral programmes*

## MSCA and Citizens

*Public outreach events (Night)*

## Pillar III

# INNOVATIVE EUROPE:

stimulating **market-creating breakthroughs** and **ecosystems** conducive to innovation

### European Innovation Council

Support to innovations with breakthrough and market creating potential

### European innovation ecosystems

Connecting with regional and national innovation actors

### European Institute of Innovation and Technology (EIT)

Bringing key actors (research, education and business) together around a common goal for nurturing innovation

The budget: **€10.6 billion**, incl. up to **€527 million** for ecosystems (including NGEU – Recovery Fund parts dedicated to EIC).

**circa €3 billion**



# European Innovation Council

Support to innovations with breakthrough and disruptive nature and scale up potential that are too risky for private investors (**70% of the budget earmarked for SMEs**)

**European  
Innovation Council –  
a one-stop-shop**

- Helping researchers and innovators create markets of the future, leverage private finance, scale up their companies
- Innovation centric, risk taking & agile, pro-active management and follow up
- Mostly 'bottom up', but also targeting strategic challenges
- EIC Programme Managers to develop visions for breakthroughs and steer portfolios

Complementary instruments bridging the gap from idea to market

## **PATHFINDER**

**R&I grants**

(from early technology  
to proof of concept)

**March 7, 2023**

## **TRANSITION**

**R&I grants**

(proof of concept to  
pre-commercial)

**September 27, 2023**

## **ACCELERATOR**

**Grants & investment (via EIC Fund) for  
single SMEs & start-ups**

(from pre-commercial to market & scale-up)

**October 4, 2023**

Part

# Widening Participation & Strengthening the European Research Area (ERA):

## Widening Participation and Spreading Excellence

- Teaming, Twinning, ERA Chairs,
- European Cooperation in Science and Technology (COST)
- Boosting National Contact Points' (NCPs) activities, pre-proposal checks and advice
- Brain circulation
- Excellence initiatives:-
- Possibility for entities from widening countries to join already selected collaborative R&I actions
- Recognition of participation
- Matchmaking services

**€2.96 billion**

## Reforming and enhancing the EU R&I system

- Strengthening the evidence base for R&I policy
- Foresight
- Support for policy makers to the ERA development
- Support to national R&I policy reform, including Policy Support Facility
- Attractive researcher careers and links with higher education
- Open science, citizen science and science communication
- Gender equality
- Ethics and integrity
- Support to international cooperation
- Scientific input to other policies
- Support to the Programme implementation
- Support for National Contact Points
- Support to dissemination & exploitation

**€0.44 billion**





## Pillar II

# Budget for clusters & for JRC

*in current prices*

|                  |   |   |
|------------------|---|---|
| <b>Cluster 1</b> | <b>Health</b>   | <b>€8.246 billion</b><br>(including €1.35 billion from NGEU)  |
| <b>Cluster 2</b> | <b>Culture, Creativity &amp; Inclusive Societies</b>                          | <b>€2.280 billion</b>   |
| <b>Cluster 3</b> | <b>Civil Security for Society</b>   | <b>€1.596 billion</b>   |
| <b>Cluster 4</b> | <b>Digital, Industry &amp; Space</b>  | <b>€15.349 billion</b><br>(including €1.35 billion from NGEU) |
| <b>Cluster 5</b> | <b>Climate, Energy &amp; Mobility</b>   | <b>€15.123 billion</b><br>(including €1.35 billion from NGEU) |
| <b>Cluster 6</b> | <b>Food, Bioeconomy, Natural Resources,<br/>Agriculture &amp; Environment</b> | <b>€8.952 billion</b>   |
|                  | <b>JRC (non-nuclear direct actions)</b>                                       | <b>€1.970 billion</b>   |



**Pillar II**  
GLOBAL CHALLENGES &  
EUROPEAN INDUSTRIAL  
COMPETITIVENESS

Clusters

- Health
- Culture, Creativity & Inclusive Society
- Civil Security for Society
- Digital, Industry & Space
- Climate, Energy & Mobility
- Food, Bioeconomy, Natural Resources, Agriculture & Environment

<https://ec.europa.eu/info/funding-tenders/opportunities/portal/screen/home>

<https://cordis.europa.eu>



# Funding & tender opportunities

Single Electronic Data Interchange Area (SEDIA)

English **EN**

Register Login

- SEARCH FUNDING & TENDERS
- HOW TO PARTICIPATE
- PROJECTS & RESULTS
- WORK AS AN EXPERT
- SUPPORT

Proposals Evaluation Services may not be available on Monday 14th of March from 08:00 to 09:00 (CET), while system maintenance is being performed. We apologize for the inconvenience this may cause.

Due to technical maintenance, Funding and Tenders Portal services may not be available between 11/03/2022 08:00:00 and 11/03/2022 09:00:00. We apologize for the inconvenience caused.

Type your Keywords...

Match whole words only

GRANTS  TENDERS

Submission status

|                   |                           |                |
|-------------------|---------------------------|----------------|
| Forthcoming (201) | Open for submission (673) | Closed (12192) |
|-------------------|---------------------------|----------------|

Programming period

## Funding and tenders (10000)

Need help?

Sort by: Submission status

There are more than 10000 results, please refine your search criteria.

**Earth observation technologies for the mining life cycle in support of EU autonomy and transition to a climate-neutral economy (RIA)**

HORIZON-CL4-2022-RESILIENCE-01-08

|                |   |                |                                      |
|----------------|---|----------------|--------------------------------------|
| Programme      | Horizon Europe (HORIZON)                | Status         | Open for submission                  |
| Type of action | HORIZON Research and Innovation Actions | Deadline model | single-stage                         |
| Opening date   | 12 October 2021                         | Deadline date  | 30 March 2022 17:00:00 Brussels time |

COLLECTION | PLANNING AND MANAGEMENT DOCUMENTS  
**Strategic plans 2020-2024**

Home > Strategy > Priorities 2019-2024 > A European Green Deal

The purpose of the... their work with the... make the most effi...  
In their strategic pl... [priorities of the Co](#)... period as well as in... year in their annua...

## A European Green Deal

Striving to be the first climate-neutral continent

**Document** How c

**Reform Support**

Home What we do **Our projects** Our partners

PLANNING AND MAI  
**Strategic plan 20%**  
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Home > DG REFORM > What we do > Digital transition

## Digital transition

Digital technologies present enormous growth potential for Europe. **The European Commission is committed to deliver a [Europe fit for the digital age](#)**, by empowering people, businesses and administrations with a new generation of technologies, where the digital transformation that will benefit everyone.

- USEFUL RESOURCES:**
- Policy Roadmaps
  - Impacts Assessments
  - Foresight studies
  - Rapid press
  - Green Papers
  - Thinktank reports

[https://ec.europa.eu/info/publications/strategic-plans-2020-2024\\_en](https://ec.europa.eu/info/publications/strategic-plans-2020-2024_en)

[https://ec.europa.eu/info/strategy/priorities-2019-2024/european-green-deal\\_en](https://ec.europa.eu/info/strategy/priorities-2019-2024/european-green-deal_en)

[https://ec.europa.eu/reform-support/what-we-do/digital-transition\\_en](https://ec.europa.eu/reform-support/what-we-do/digital-transition_en)

# TIP

! Work as an expert.

<https://ec.europa.eu/info/funding-tenders/opportunities/portal/screen/work-as-an-expert>

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Need help?

## Work as an expert

The European Union Institutions appoint external experts to assist in the evaluation of grant applications, projects and tenders, and to provide opinions and advice in specific cases.



- In particular, experts assist in:
- **Evaluation** of proposals, prize applications and tenders
  - **Monitoring** of actions, grant agreements, public procurement contracts
- In addition, experts provide opinion and advise on:
- **Preparation, implementation and evaluation of EU programmes and design of policies.**

### News

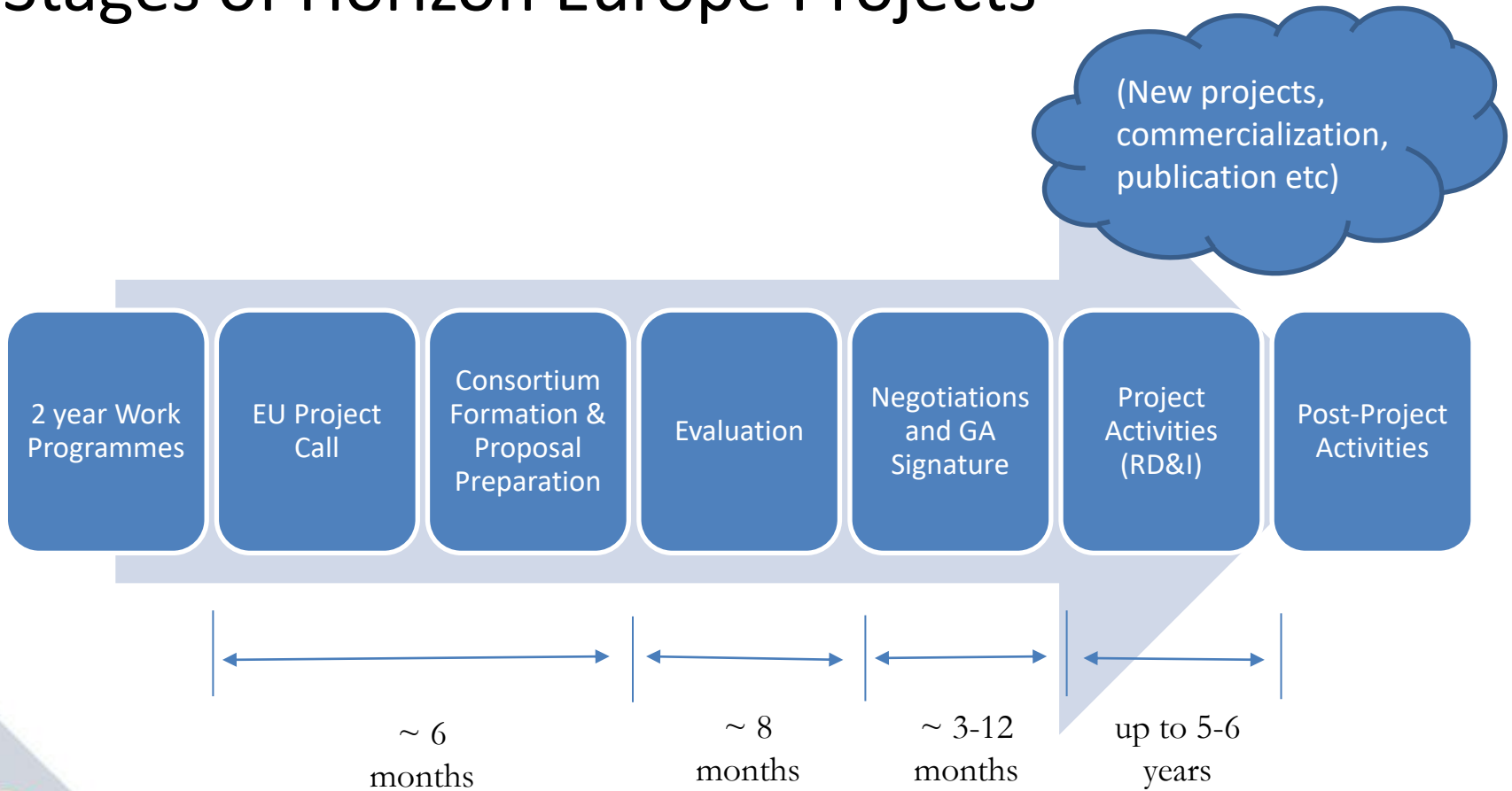
25 Feb, 2022

**Research Fund for Coal and Steel (RFCS) - Call for experts!**

The Research Fund for Coal and Steel is looking for expert evaluators. A call for experts for RFCS has been published on the RFCS website. IMPORTANT: Interested...

14 Oct, 2021

# Stages of Horizon Europe Projects



# HOP-ON

<https://ec.europa.eu/info/funding-tenders/opportunities/portal/screen/opportunities/horizon/hop-on>

*“Avrupa Birliđi [Hop-On](#) çağrısı kapsamında dahil olunabilecek projeler listesine geçtiđimiz hafta içerisinde yeni eklenmiş olan projelerin listesini aşağıda bulabilirsiniz. Tüm projelerin listesine "[Hop-On Projeleri Listesi](#)" adresinden erişebilirsiniz.”*

**[KAYIT İÇİN: https://forms.office.com/r/Tz3tRPiKb0](https://forms.office.com/r/Tz3tRPiKb0)**



# AGENDA

## I. Horizon Europe Framework Programme

- i. Pillars
- ii. ECAS
- iii. Hop-On

## II. Supports

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Bu proje Avrupa Birliđi ve Trkiye Cumhuriyeti tarafından finanse edilmektedir.



E-Blten Kim Kimdir?

Trke v

Alanlar / Kmeler

Misyonlar

Ortaklıklar

Tm ađrılar

TBİTAK Destekleri

IPA Projesi



## TBİTAK Destekleri

### TBİTAK DESTEKLERİ



COST AKSIYONU TEŞVİK ÖDL



EŞİK ST ÖDL



MARİE SKŁODOWSKA-CURİE  
PROJE N DEĐERLENDİRME  
DESTEĐİ



ERC BAŞ ARAŞTIRMACI  
GELİŐTİRME PROGRAMI



SEYAHAT DESTEĐİ PROGRAMI



YABANCI ARAŞTIRMACI  
SEYAHAT DESTEĐİ



KOORDİNATRLĐ  
DESTEKLEME PROGRAMI



AĐLARA YELİK DESTEĐİ



## METU in FRAMEWORK PROGRAMMES – Since FP5

TOTAL OF **217** PROJECTS | **57+ M€**

### HORIZON 2020 @ METU

**55** PROJECTS

**~18 M€** METU SHARE

**3 (+1)** ERC PROJECTS

**6** CONSORTIUM  
COORDINATORSHIPS

### HORIZON EUROPE @ METU

**14** PROJECTS

**9+ M€** METU SHARE

**2 (+1)** ERC PROJECTS

**1** MSCA-COFUND PROJECT



## **STRATEGY/POLICY:**

- Research policies
- Strategic initiatives with respect to research needs

## **INSTITUTIONAL STRUCTURE:**

- Facilitator support offices for researchers
- Administrative structuring to increase research management efficacy



# METU'S RESEARCH AGENDA

- Activities as a Research University
- Strengthening Institutional Research Capacity and International Visibility
  - EURAXESS – Researchers in Motion -- Increasing project number
  - HRS4R Logo -- Increasing project diversity
  - Increasing project budget (e.g. coordinatorship) -- Increasing number of PIs
- Mainstreaming Social Sciences and Humanities (PDO-Sosyal)
- University-Industry Collaboration



# METU'S FACILITATOR SUPPORT OFFICES

- *Research Coordination Office* / Araştırmalar Koordinatörlüğü
  - *Office of Sponsored Projects* / Proje Destek Ofisi – **PDO**
- *Scientific Research Projects Coordination Office* / Bilimsel Araştırma Projeleri Koordinasyon Birimi – **BAP**
- *Teknokent Project Management and Consultancy Office* / Teknokent Proje Yönetim ve Danışmanlık Ofisi – **TPYDO**
- *Technology Transfer Office* / Teknoloji Transfer Ofisi – **TTO**



## BASICALLY

**PDO**

- \*Information Multiplier
- \*Proposal Preparation
- \*Project Management

<http://pdo.metu.edu.tr/>



**3834**

**BAP**

- \*Finances
- \*HR
- \*Audit
  
- \*\*Unless FP >> TPYDO

<https://bap.metu.edu.tr/>

**TTO**

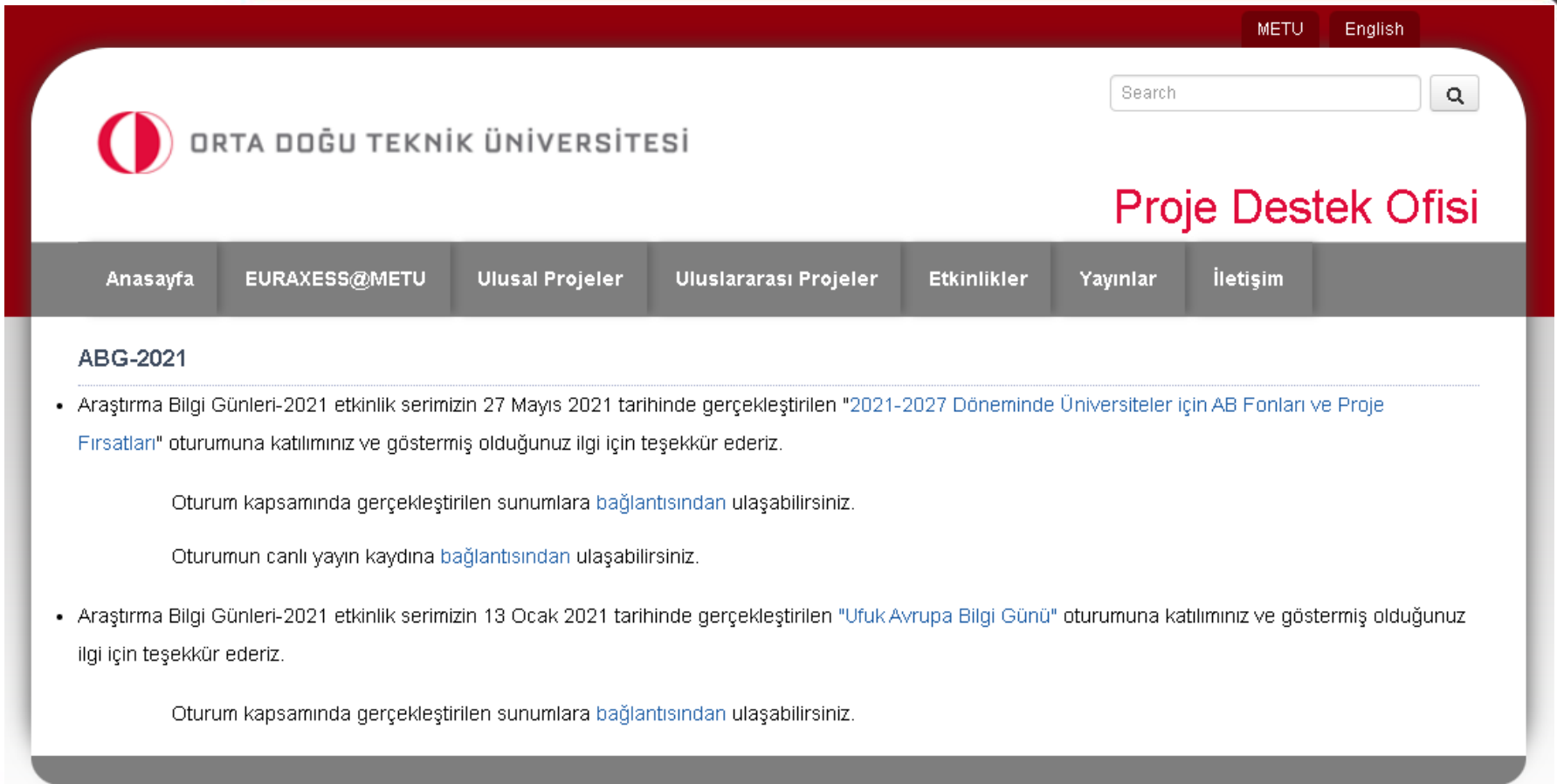
- \*University-Industry Collaboration
- \*IPR
- \*Contract Management
- \*Patenting etc.



**7040**



# ALWAYS WELCOME to our RESEARCH INFO DAYS..



The screenshot shows the website of the Project Support Office (PDO) at Middle East Technical University (METU). The header includes the METU logo and name, a search bar, and language options (METU, English). The main navigation menu contains links for Anasayfa, EURAXESS@METU, Ulusal Projeler, Uluslararası Projeler, Etkinlikler, Yayınlar, and İletişim. The content area features a section titled "ABG-2021" with two bullet points. The first bullet point mentions an event on May 27, 2021, regarding AB funds and projects, with a link to the event page. The second bullet point mentions an event on January 13, 2021, regarding the "Ufuk Avrupa Bilgi Günü" event, also with a link to the event page. Both bullet points include text about presentations and video recordings available via links.

METU English

Search

ORTA DOĞU TEKNİK ÜNİVERSİTESİ

Proje Destek Ofisi

Anasayfa EURAXESS@METU Ulusal Projeler Uluslararası Projeler Etkinlikler Yayınlar İletişim

### ABG-2021

- Araştırma Bilgi Günleri-2021 etkinlik serimizin 27 Mayıs 2021 tarihinde gerçekleştirilen "2021-2027 Döneminde Üniversiteler için AB Fonları ve Proje Fırsatları" oturumuna katılımınız ve göstermiş olduğunuz ilgi için teşekkür ederiz.  
Oturum kapsamında gerçekleştirilen sunumlara [bağlantısından](#) ulaşabilirsiniz.  
Oturumun canlı yayın kaydına [bağlantısından](#) ulaşabilirsiniz.
- Araştırma Bilgi Günleri-2021 etkinlik serimizin 13 Ocak 2021 tarihinde gerçekleştirilen "Ufuk Avrupa Bilgi Günü" oturumuna katılımınız ve göstermiş olduğunuz ilgi için teşekkür ederiz.  
Oturum kapsamında gerçekleştirilen sunumlara [bağlantısından](#) ulaşabilirsiniz.

**For presentations and video recordings**

**<https://pdo.metu.edu.tr/arastirma-bilgi-gunleri>**



# 2023 RESEARCH INFO DAYS & FOCUSED TRAININGS

- TÜBİTAK 1001
- ERC with special trainings
- Widening: Focus on Twinning with special trainings
- EIC
- Experience Sharing Series from Our Consortium Coordinators
- COST
- ERASMUS

*Any suggestions?*



## ERC BAŞVURULARI: ÇP7 vs H2020

|                                   |                          |              |           |                   |
|-----------------------------------|--------------------------|--------------|-----------|-------------------|
| 7.ÇP'de başvurular bireysel       | ➤ 11 başvuru             | ➤ 0 kabul    |           |                   |
| H2020'de TTO'nun gündemine alındı | ➤ Ortalama 6/yıl başvuru | ➤ 44 başvuru | ➤ 4 kabul | ➤ Başarı Oranı %9 |





## 2 PERSPECTIVES

### INSTITUTION-ORIENTED

#### Problem Definition

- ✓ Gap
- ✓ Need
- ✓ Policy documents

#### Match-making and Decision-making

- ✓ Institution-Call Matching
- ✓ Intra- and Inter-institutional Matching
- ✓ Go/No-Go?

### RESEARCHER-ORIENTED

#### Information Multiplication

- ✓ Awareness-raising Activities
- ✓ Working Groups etc.

#### Match-making and Decision-making

- ✓ Researcher-Call Matching + 1:1 Meetings
- ✓ Intra- and Inter-institutional Matching
- ✓ Go/No-Go?

#### Administrative, Legal and Financial Supports

- ✓ Contract Management
- ✓ IPR Management
- ✓ Project Management
- ✓ Emanet Hesap

#### Dissemination Activities

- ✓ Graphic Design and Video Support
- ✓ Science Communication



# Institution-Oriented Support

## INSTITUTION-ORIENTED

### Gap and Need Definition

- ✓ Gap: e.g. Post-doctoral Training
- ✓ Need: e.g. Science Communication

### Match-making and Decision-making

- ✓ Institution-Call Matching
- ✓ Intra- and Inter-institutional Matching
- ✓ Go/No-Go?

### Administrative, Legal and Financial Supports

- ✓ Contract Management
- ✓ IPR Management
- ✓ Project Management

### Dissemination Activities

- ✓ Graphic Design and Video Support
- ✓ Science Communication

## Other Institutional Initiatives

- ÖYP
- DOSAP
- BAP-DOSAP
- SAYP
- MİGEP
  
- **Horizon Europe proposals...**



# Institution-Oriented Support

## INSTITUTION-ORIENTED

### Gap and Need Definition

- ✓ Gap: e.g. Post-doctoral Training
- ✓ Need: e.g. Science Communication

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## EURAXESS SERVICE CENTRE & HRS4R AWARD

### Gap and Need Definition

- ✓ Need: Increased visibility and international reputation

### Decision-making

- ✓ Institutional Mobilization

Since 2015 - METU is a EURAXESS Service Centre and is the first in Turkey.

In November, 2018 - METU declared its commitment to *The European Charter for Researchers* and *The Code of Conduct for the Recruitment of Researchers*.

Since August, 2020 - METU became the first university in Turkey to be qualified to obtain the “HR Excellence in Research Award” given to “researcher-friendly” institutions making progress in aligning their human resources policies.



HR EXCELLENCE IN RESEARCH



# Institution-Oriented Support



## INSTITUTION-ORIENTED

### Gap and Need Definition

- ✓ Gap: e.g. Post-doctoral Training
- ✓ Need: e.g. Science Communication

### Match-making and Decision-making

- ✓ Institution-Call Matching
- ✓ Intra- and Inter-institutional Matching
- ✓ Go/No-Go?

### Administrative, Legal and Financial Supports

- ✓ Contract Management
- ✓ IPR Management
- ✓ Project Management

### Dissemination Activities

- ✓ Graphic Design and Video Support
- ✓ Science Communication

## EUROPEAN RESEARCHERS' NIGHT & COFUND

### Gap and Need Definition

- ✓ Gap: Post-doctoral Training >> COFUND
- ✓ Need: Science Communication >> ERN

### Match-making and Decision-making

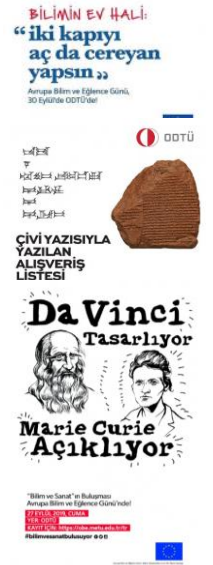
- ✓ Institution-Call Matching
- ✓ Intra- and Inter-institutional Matching
- ✓ Go/No-Go?

### Administrative, Legal and Financial Supports

- ✓ Contract Management
- ✓ IPR Management
- ✓ Project Management

### Dissemination Activities

- ✓ Graphic Design and Video Support
- ✓ Science Communication



Close communication between specialist offices of institution → **Institutional mobilization!**



# Researcher-Oriented Support

## RESEARCHER-ORIENTED

### Information Multiplication

- ✓ Awareness-raising Activities
- ✓ Working Groups etc.

### Match-making and Decision-making

- ✓ Researcher-Call Matching
- ✓ Intra- and Inter-institutional Matching
- ✓ Go/No-Go? >> Proposal Development and Writing Firm Matching and Funding (if need be)

### Administrative, Legal and Financial Supports

- ✓ Contract Management
- ✓ IPR Management
- ✓ Project Management

### Dissemination Activities

- ✓ Graphic Design and Video Support
- ✓ Science Communication



**TIP: Close communication with project development team!**

### Input

- ✓ Mainstreaming interdisciplinarity and intersectorality
- ✓ Mainstreaming **SSH** in project content and teams
- ✓ Mainstreaming **gender** in project content and teams
- ✓ METU Policy Documents:

<http://ak.metu.edu.tr/tr/arastirma-politika-belgeleri>

- ✓ Gender Equality Plan
- ✓ Human Resources Strategies for Researchers (HRS4R)
- ✓ Occupational Health and Safety Policy
- ✓ Data Management Plan
- ✓ Open Science Policy



ODTÜ | Araştırmalar Koordinatörlüğü

Ana Sayfa | Programlar ve Hizmetler | Birimler | EURAXESS@ODTÜ | Araştırma Politika Belgeleri

### Araştırma Politika Belgeleri

Research Policy Documents:

1. Human Resources Strategies for Researchers (HRS4R): [EN](#)
  - 1.a Commitment to HRS4R: [EN](#)
  - 1.b METU's Action Plan: [EN](#)
  - 1.c METU as Awarded Organisation
2. METU's Open Science Policy [TR/EN](#)
3. METU's Occupational Health and Safety Policy: [TR/EN](#)
4. METU's Research Profile: [EN](#)
5. METU's Data Management Plan: [TR](#)
6. METU Gender Equality Plan: [EN](#)



# Researcher-Oriented Support



Researchers' skills and institutional level support have to go hand-in-hand.

## RESEARCHER-ORIENTED

### Information Multiplication

- ✓ Awareness-raising Activities
- ✓ Working Groups etc.

### Match-making and Decision-making

- ✓ Researcher-Call Matching
- ✓ Intra- and Inter-institutional Matching
- ✓ Go/No-Go?

### Administrative, Legal and Financial Supports

- ✓ Contract Management
- ✓ IPR Management
- ✓ Project Management

### Dissemination Activities

- ✓ Graphic Design and Video Support
- ✓ Science Communication

## DRAWING AND ACADEMIC ROADMAP

### Information Multiplication

- ✓ Awareness-raising Activities: General, group and individual

### Match-making

- ✓ Researcher-Call Matching: ERC, MSCA-PF etc.
- ✓ Intra- and Inter-institutional Matching
- ✓ Go/No-Go → Proposal Development and Writing Firm Matching and Funding

### Administrative, Legal and Financial Supports

- ✓ Contract and IPR Management
- ✓ Travel Support
- ✓ Project Management

### Dissemination Activities

- ✓ Graphic Design for Proposal
- ✓ Science Communication



GENERAL  
(E-mail, RID etc.)

**AGEP**  
AKADEMİK GELİŞİM PROGRAMI

GROUPS  
(Focus Group Meetings,  
Workshops, AGEP, etc.)

INDIVIDUAL  
(1:1 Meetings, Drawing an  
Academic Roadmap)



# Researcher-Oriented Support

## DOKTORA DERECENİZİ NEREDEN ALDINIZ?

- ODTÜ >> ~~3501~~ / 3001 ⇌ 1001
- TR
- AVRUPA >> 3501 / 3001 ⇌ 1001
- DİĞER

## ALTYAPI OLUŞTURMAK/GELİŞTİRMEK Mİ İSTİYORSUNUZ?

- 3001
  - 3501
  - 1001
  - Newton
    - Advanced Fellowship
    - Institutional Link
  - Kalkınma Bakanlığı
- Ama dengeli bütçe dağılımı ana fikrini unutmayın!*

## ARTIK ULUSAL FONLARDAN ULUSLARARASI FONLARA MI GEÇMEK İSTİYORSUNUZ?

### DOKTORA DERECENİZİ NEREDEN ALDINIZ?

- ODTÜ >> ~~3501~~ / 3001 ⇌ 1001
  - TR
  - AVRUPA >> 3501 / 3001 ⇌ 1001 + Mini UA
  - DİĞER
- + Ağ / Min UA  
+ Ağ ⇌ Mini U

## AVRUPA'DA İŞBİRLİĞİ AĞI MI OLUŞTURMAK İSTİYORSUNUZ?

- COST
- TÜBİTAK
  - İkili İşbirliği
  - 2223-D
- Newton
  - Professional Development and Engagement
  - PhD Placement
  - Mobility Grant
  - Researcher Links - Travel Grant
  - Researcher Links - Workshop Grant
  - Advanced Fellowship
  - Institutional Link
- Erasmus+
- H2020 MSCA ITN & RISE

## YURTDIŞINDAN ARAŞTIRMACI MI DAVET ETMEK İSTİYORSUNUZ?

- TÜBİTAK BİDEB:
  - Siz mi başvuracaksınız? ⇌ BİDEB 2221 - Konuk veya Akademik İzinli (Sabbatical) Bilim İnsanı Destekleme (16/21)
  - Kendisi mi başvuracak? ⇌ BİDEB 2216 – Uluslararası Araştırmacılar İçin Araştırma Burs Programı (2/21)
- Newton
  - TÜBİTAK Fellowships
  - Researcher Links - Travel Grant
- H2020 MSCA IF

## 7 YIL İZİNİNE MI ÇIKMAYI DÜŞÜNÜYORSUNUZ?

- TÜBİTAK
  - BİDEB 2221 - Yurt Dışı Doktora Sonrası Araştırma Burs Programı
- Newton TÜBİTAK Fellowships
- H2020 MSCA IF
  - EF
  - GF



# Dissemination Activities

2010 AR-GE 250'YE GELECEK YÜRÜYÜŞÜ AR-GE ÇALIŞMALARINDA

## ODTÜ'NÜN AR-GE ÇALIŞMALARINDA TOPLUMSAL FAYDA ÖN PLANDA

**ZAMANSAL OTOMAT TASARIMI (AUTOMATED)**  
Avrupa Birliği Marie Skłodowska Curie Disiplinler programı ile desteklenen projede, bir dizi otomatik ve akıllı bir robotik sistem ile (DRI) dijital ve optik sistemler aracılığıyla bir otomatik olarak hareket ettirilen öğelerden oluşan bir akıllı robotik sistem tasarımı gerçekleştirilmiştir. Proje, 50'ye yakın araştırmacıyı kapsayan bir ekip tarafından gerçekleştirilmiştir. Otomatik olarak hareket ettirilen öğelerden oluşan bir akıllı robotik sistem tasarımı gerçekleştirilmiştir. Bu konuda, dijital robotik sistemler için gerekli olan yazılım ve donanım teknolojilerinin geliştirilmesi için araştırmacılar tarafından gerçekleştirilen çalışmalar büyük önem taşımaktadır. Araştırmacılar, otomatik olarak hareket ettirilen öğelerden oluşan bir akıllı robotik sistem tasarımı gerçekleştirilmiştir. Bu konuda, dijital robotik sistemler için gerekli olan yazılım ve donanım teknolojilerinin geliştirilmesi için araştırmacılar tarafından gerçekleştirilen çalışmalar büyük önem taşımaktadır.

**AVRUPA KİMYAVALI, BİYOLOJİK KAPASİTELER VE NÜKLEER FİZİK MEKANİZMELERİ AÇIĞI (NFC)**  
Avrupa Birliği (AB) 607022 programı kapsamında 2012 yılına kadar sürdürülen bir araştırmadır.

## ODTÜ'NÜN AR-GE ÇALIŞMALARINDA İLHAM VEREN ADIMLAR

**FLUORENSAN YARAYAN YÜZLEM KİMYASAL**  
**MERKEZİ ENERJİ VERİCİSİ SİSTEMİ**  
**ÖZGİR YARAYAN KİMYASAL KİMYASAL**  
**ROKETSİZ İMPLANT**  
Bu araştırmalar, ODTÜ'nün AR-GE çalışmalarında ilham veren adımlardır. Araştırmacılar, bu alanlarda önemli başarılar elde etmişlerdir. Bu çalışmalar, ODTÜ'nün AR-GE çalışmalarında ilham veren adımlardır. Araştırmacılar, bu alanlarda önemli başarılar elde etmişlerdir. Bu çalışmalar, ODTÜ'nün AR-GE çalışmalarında ilham veren adımlardır. Araştırmacılar, bu alanlarda önemli başarılar elde etmişlerdir.

**ODTÜ'NÜN YENİLENER ENERJİ**  
**ALANINDAKİ UÇUKULU ENERJİ KAYNAKLARININ**  
**PROBLEMLERİNİN ÇÖZÜMÜ**  
Bu araştırmalar, ODTÜ'nün AR-GE çalışmalarında ilham veren adımlardır. Araştırmacılar, bu alanlarda önemli başarılar elde etmişlerdir. Bu çalışmalar, ODTÜ'nün AR-GE çalışmalarında ilham veren adımlardır. Araştırmacılar, bu alanlarda önemli başarılar elde etmişlerdir.

**CEYLANLAR VE KMV SOLAR PANE**  
Bu araştırmalar, ODTÜ'nün AR-GE çalışmalarında ilham veren adımlardır. Araştırmacılar, bu alanlarda önemli başarılar elde etmişlerdir. Bu çalışmalar, ODTÜ'nün AR-GE çalışmalarında ilham veren adımlardır. Araştırmacılar, bu alanlarda önemli başarılar elde etmişlerdir.

**YERLİ ENERJİ ÜRETİMİNİN**  
**YENİLENER ENERJİ**  
Bu araştırmalar, ODTÜ'nün AR-GE çalışmalarında ilham veren adımlardır. Araştırmacılar, bu alanlarda önemli başarılar elde etmişlerdir. Bu çalışmalar, ODTÜ'nün AR-GE çalışmalarında ilham veren adımlardır. Araştırmacılar, bu alanlarda önemli başarılar elde etmişlerdir.

**ODTÜ'NÜN YENİLENER ENERJİ**  
**ALANINDAKİ UÇUKULU ENERJİ KAYNAKLARININ**  
**PROBLEMLERİNİN ÇÖZÜMÜ**  
Bu araştırmalar, ODTÜ'nün AR-GE çalışmalarında ilham veren adımlardır. Araştırmacılar, bu alanlarda önemli başarılar elde etmişlerdir. Bu çalışmalar, ODTÜ'nün AR-GE çalışmalarında ilham veren adımlardır. Araştırmacılar, bu alanlarda önemli başarılar elde etmişlerdir.



## European Researchers' Night

# Bilimi 'ev haliyle' tanıdılar

ODTÜ, bilimin eğlenceli yüzünü göstermek için baz dizi etkinlik düzenledi. Avrupa Birliği'nin "Avrupa Bilim ve Eğilence Günü" programı kapsamında "Bilimin Ev Hali" teması ile gerçekleştirilen etkinliklere Ankara'nın çeşitli ilçelerinden 128 okul ve bireysel ziyaretçiler katıldı. Üniversitemin tanıtım etkinlikleri kapsamında her yıl ilçe öğrencilerini ağırlayan Orta Doğu Teknik Üniversitesi (ODTÜ) bu yıl kapılarını "bilim" için açtı. "Bilimin Ev Hali" etkinlikleri kapsamında yapılan 74'e kadar dağılan toplam 15 bin kişi ODTÜ'nün misafiri oldu. Bilimin Ev Hali etkinliği, üniversite tarafından toplum yararına yapılan araştırmaların çıktılarını, toplama buluşmalarını amaçlayan bir dizi etkinliktir.



**BİRBİRİNDEN İLGİNCİ KONULAR DENEYLERLE ANLATILDI**  
Avrupa'da 25'ten fazla ülkede ve 250'den fazla şehirde de eş zamanlı olarak gerçekleştirilen etkinliklere 7'den 70'e herkeş bir araya gelecek bilim, bilim insanlarının ve biliminin bir karyerine eğilimci tanıtıldı. Her gün geçirdi, "Babec", "banyo", "gaj", "mutlak", "sahin" ana başlıklarında düzenlenen etkinliklerde, güncel enerjiyle ilgili bilimsel, bir enerji kaynağı olarak rüzgar, yağmur suyunun çevre için önemi, havanın mikrodalgaların gerektiren zararlı olup olmadığını gibi birbirinden ilginç konular deneylerle anlatıldı.

**"AFERİN AMCA ÇOK GÜZEL YADIMISSIN"**  
Etkinliğe ODTÜ öğrencileri de büyük ilgi gösterdi. Öğrenciler, faaliyetlerini ziyaretçilere bizzat anlattı. **Beleşli Havacılık ve Uzay** 1. Öbrenliği Biliminin Yücelmesi Prof. Dr. Yavuz Yaman, Avrupa Birliği ve TÜBİTAK destekleriyle geliştirildiği insanlık yararına önemli katkıları olan bilim insanları ile tanışma fırsatı buldular. Bilimin Ev Hali etkinliği, üniversite tarafından toplum yararına yapılan araştırmaların çıktılarını, toplama buluşmalarını amaçlayan bir dizi etkinliktir.



ODTÜ Research: For A Greener World



ODTÜ Research: From Cells To Space



ODTÜ Research: For Industry



ODTÜ Research: For Society



ODTÜ Research: For A Secure World





## SUMMARY

- **Aligning ERA and TARAL should be considered at 2 levels**
  - Within institution
    - Between offices
    - Between researchers
    - Between offices and researchers
  - Between institutions
- **Don't forget to:**
  - ✓ Mainstream interdisciplinarity and intersectorality
  - ✓ Mainstream **SSH** in project content and teams
  - ✓ Mainstream **gender** in project content and teams
  - ✓ Explore and use METU Policy Documents





## **Leveraging Crowdhelix's Network of Over 10,600 Academics, Business Leaders and Technological Innovators**

- Middle East Technical University is a member of the Crowdhelix platform, enabling our faculty to collaborate with a global network of over 600 innovative companies and renowned international Universities
- Crowdhelix members have collectively been awarded over €7.44 billion of funding under the EU Horizon programmes, to deliver 13,293+ pioneering projects
- Powered by over 15,000 searchable keywords, the Crowdhelix platform is designed to drive collaboration by bringing like-minded researchers, industry experts and inspiring innovators together.



# Contact Details

## PDO

ODTÜ Presidency 6<sup>th</sup> Floor

T: 0 312 210 38 34

E: [pdo@metu.edu.tr](mailto:pdo@metu.edu.tr)

## PDO-SOSYAL

E: [zelal@metu.edu.tr](mailto:zelal@metu.edu.tr)

## BAP

ODTÜ Çatı Cafeteria Top Floor (from the back)

<http://bap.metu.edu.tr/iletisim>

## TPYDO

ODTÜ Teknokent İkizler Building

T: 0 312 987 35 00

E: [ihsan.karatayli@odtuteknokent.com.tr](mailto:ihsan.karatayli@odtuteknokent.com.tr)

## TTO

ODTÜ Next to MATPUM

T: 0312 210 70 40

E: [tto@odtuteknokent.com.tr](mailto:tto@odtuteknokent.com.tr)

**\*Please write to [pdo@metu.edu.tr](mailto:pdo@metu.edu.tr) if you are interested in having a **one-to-one meeting** to develop a tailor-made project path for your career.**



# AGENDA

## I. Horizon Europe Framework Programme

- i. Pillars
- ii. ECAS
- iii. Hop-On

## II. Supports

- i. TÜBİTAK Supports
- ii. METU's Research Ecosystem
- iii. METU's Institutional Initiatives to Strengthen its Research Ecosystem

## III. Horizontal Issues

- i. EURAXESS
- ii. HRS4R
- iii. GEP



# EURAXESS

- is a unique pan-European initiative providing access to a complete range of information and support services to researchers wishing to pursue their research careers in Europe or stay connected to it;
- is an ERA (European Research Area) key initiative to promote research careers and facilitate the mobility of researchers across Europe;
- European Union & 40 countries in Europe are working together to assist researchers and research organisations!
- all services at EURAXESS Portal are provided free of charge!





## CURRENT EURAXESS PORTAL- 4 KEY INITIATIVES

### 4 MAIN SECTIONS

- : information about jobs & funding opportunities at national, international, european level;
- : personalised assistance to researchers & their families through a network of 500 units: Service Centres (160), Contact points(301) and Bridgehead organisations (48) located in 40 European countries;
- : information about rights and obligations of researchers, their employers and funders, including entry conditions, social security and pensions;
- : networking tool for European & non-EU researchers worldwide.



# TARGET GROUPS

- Researchers professionally performing research activity;
- Universities / research institutions recruiting them.



## TARGET GROUP: RESEARCHERS

- sign up and enter their CV information in the EURAXESS portal;
- search for jobs & fellowships and apply outside the website;
- navigate the list of grants external links;
- find their EURAXESS national portal;
- find useful information when relocating ;
- find support services at the closest EURAXESS Service Center;
- learn more about the C&C and the HRS4R to implement it;
- learn more about visa conditions;
- learn more about pensions and RESAVER, the pan-european pension fund;
- learn more about R&I news, events, policy.





# TARGET GROUP: UNIVERSITIES/RESEARCH INSTITUTIONS

- sign up and enter their data on the EURAXESS Portal;
- **post job vacancies & fellowships**;
- search for CVs;
- find & get in touch with their EURAXESS national portal;
- learn more about the C&C and the HRS4R to implement it;
- access the R&I news, events, policy.



# EURAXESS@METU

## **METU is the first EURAXESS service center in Turkey**

*–Committed to attract promising international researchers*

- Institutions and research groups can post their offers
- Researchers can browse and apply through the portal

*–Helps incoming researchers and their families with administrative procedures and provides support for settling in*



HR EXCELLENCE IN RESEARCH



**MIDDLE EAST TECHNICAL UNIVERSITY**



# Human Resources Strategy for Researchers (HRS4R/HR LOGO)

HR EXCELLENCE IN RESEARCH

- One of the pillars of EURAXESS, Rights, aims at better employment and working conditions for researchers throughout Europe.
- One of the cornerstones of the EURAXESS Rights is the implementation of the **Code of Conduct** (the European Charter for Researcher and the Code of Conduct for the Recruitment of Researchers, launched by the European Commission in 2005).
- The [European Charter for Researchers](#) is a general set of principles and requirements related to the functions, responsibilities and rights of research staff and their employers.
- The [Code of Conduct for the Recruitment of Researchers](#) aims at improving the selection and recruitment processes, ensuring they are fair and transparent.



40 principles in **Code of Conduct** around four themes of:

- ✓ Ethical & professional aspects
- ✓ Recruitment
- ✓ Working conditions & social security
- ✓ Training

<https://ueam.metu.edu.tr/tr/academic-ethics>



# HRS4R@METU

**METU is the first institution in Turkey to be awarded the Human Resources Excellence Award given by the European Commission**

*–Endorsed the principles of the European Charter for Researchers and Code of Conduct for the Recruitment of Researchers*

[https://ak.metu.edu.tr/tr/system/files/metu\\_hrs4r\\_revised\\_action\\_plan\\_august\\_2022\\_-\\_august\\_2025.pdf](https://ak.metu.edu.tr/tr/system/files/metu_hrs4r_revised_action_plan_august_2022_-_august_2025.pdf)



## METU HRS4R REVISED ACTION PLAN AUGUST 2022 – AUGUST 2025

| ACTIONS AND TASKS   | STATUS      | TIMING                             |
|---|-------------|------------------------------------|
| <b>ACTION 1: Maximizing the use of EURAXESS Service Centre and portal</b>   |             | EXTENDED                           |
| <b>Task 1:</b> Making METU EURAXESS Service Centre more visible by placing it on an easily accessible place on the institution's website and make EURAXESS Service centre more virtual                                    | Completed   |                                    |
| <b>Task 2:</b> Revising Welcome Package provided to new comers  | Extended    |                                    |
| <b>Task 3:</b> Raising the number of job advertisements including external funding for both researchers and students on EURAXESS jobs portal  | Extended    |                                    |
| <b>Task 4:</b> Increasing the number of international researchers through Marie Skłodowska-Curie Actions (MSCA) fellowships, European Research Council (ERC) funding, and Erasmus + programmes                            | Completed   |                                    |
| <b>Task 5:</b> Regular updating the METU staff about HRS4R process through EURAXESS webpage and e-mails   | Extended    |                                    |
| <b>Task 6:</b> Updating rules and regulations for post-doctoral researchers   | New         |                                    |
| <b>ACTION 2: More effective dissemination and consolidation of the Code of Ethics</b>   |             |                                    |
| <b>Task 1:</b> Publication of Charter and Code for Researchers at the website of The Scientific Research and Publication Ethics Committee   | Completed   |                                    |
| <b>Task 2:</b> Collecting scattered regulations and principles under one document   | Completed   |                                    |
| <b>Task 3:</b> Updating already existing training modules for researchers on ethical principles in line with the Code and Charter for Researchers   | Completed   |                                    |
| <b>Task 4:</b> Dissemination of ethical principles through welcome package, trainings for R1 researchers, academic development programme conducted at METU  | Extended    |                                    |
| <b>ACTION 3: Reviewing and updating career development strategies and documents</b>   |             |                                    |
| <b>Task 1:</b> Gathering the scattered induction programme modules for R1 in the Graduate Schools under one roof and update them  | Extended    |                                    |
| <b>Task 2:</b> Updating and revising the guideline for international projects   | Completed   |                                    |
| <b>Task 3:</b> Dissemination of guideline for international projects  | Completed   |                                    |
| <b>Task 4:</b> Increasing the number of awareness- raising activities for career development through faculty visits and use of e-mails and social media   | Completed   |                                    |
| <b>Task 5:</b> Increasing the participation of R1 and R2 to career development programmes for satisfying the tenure track position criteria   | Extended    |                                    |
| <b>Task 6:</b> Creating further funds to STEM empowerment-talent pipeline   | New         |                                    |
| <b>ACTION 4: Promotion of work-life balance</b>   |             |                                    |
| <b>Task 1:</b> Creating a designated space for breastfeeding at Rectorate building, Culture and Convention Centre and the Departments and developing new adjustments for facilitating it                                  | In progress |                                    |
| <b>Task 2:</b> Raising the awareness on work-life balance throughout the university and encouraging representatives at the administrative/departmental managerial level to stay within the limits of working hours        | Completed   |                                    |
|   |             |                                    |
| <b>ACTION 5: Raising awareness about the Code of Conduct for the Recruitment of Researchers and OTM-R Principles</b>  |             | EXTENDED                           |
| <b>Task 1:</b> Raising awareness about Code of Conduct for the Recruitment of Researchers and OTM-R principles at the senior management level   | Extended    | From 1st to 4th quarters of year 5 |
| <b>Task 2:</b> Reviewing the existing recruitment policy within the limits of national law and regulations  | Completed   | -                                  |
| <b>Task 3:</b> Dissemination of OTM-R principles to Faculties and Graduate Schools Task   | Completed   | -                                  |
| <b>Task 4:</b> Collecting documents regarding job application process in one guideline (English and Turkish)  | Completed   | -                                  |
| <b>Task 5:</b> Posting this guideline on the page of Directorate of Personnel Affairs   | Completed   | -                                  |
| <b>Task 6:</b> Facilitating easy access to job offers and application process by maximum use of platforms including Higher Education Council, Official Gazette, METU webpage and EURAXESS within the confines of the law. | Completed   | -                                  |
| <b>ACTION 6: Supporting co-authorship</b>   |             | COMPLETED                          |
| <b>Task 1:</b> Raising awareness about the value of co-authorship at the senior management level and exploring incentives to support co-authorship  | Completed   | -                                  |
| <b>Task 2:</b> Inclusion of co-authorship into the next strategic plan  | Completed   | -                                  |
| <b>ACTION 7: Translation of academic and administrative units' webpages into English</b>  |             | EXTENDED                           |
| <b>Task 1:</b> Identification and selection of the units serving to internalisation of the university such as student affairs, graduate schools, research coordination office, career development centre.                 | Completed   | -                                  |
| <b>Task 2:</b> Translation of the webpages of selected units into English   | In progress | 4th quarter of year 3              |
| <b>Task 3:</b> By the end of the next 36 months, the webpages of all units at the University will be both in Turkish and English.   | New         | By the 4th quarter of year 3       |
| <b>ACTION 8: Implementation and monitoring of action plan</b>   |             | CANCELLED BY THE CONSENSUS REPORT  |
| <b>ACTION 9: Supporting mentorship</b>  |             | EXTENDED                           |
| <b>Task 1:</b> Reviewing and revising existing mentoring program employed by the University according to C&C.   | Completed   | -                                  |
| <b>Task 2:</b> Monitoring the conduction of the mentoring programme via regular feedbacks   | Completed   | -                                  |
| <b>Task 3:</b> Exploring incentives to support mentorship e.g. inclusion of mentorship into criteria for promotion  | Completed   | -                                  |
| <b>Task 4:</b> Consolidation of mentoring programme specially to strengthen women researchers   | New         | 3rd quarter of year 5              |

# GENDER EQUALITY PLAN

## MANDATORY REQUIREMENTS FOR A GEP

- **Publication:** formal document published on the institution's website and signed by the top management
- **Dedicated resources:** commitment of human resources and gender expertise to implement it
- **Data collection and monitoring:** sex/gender disaggregated data on personnel and students and annual reporting based on indicators
- **Training:** Awareness raising/trainings on gender equality and unconscious gender biases for staff and decision-makers

**Content-wise, RECOMMENDED AREAS to be covered** and addressed via concrete measures and targets:

- Gender balance in leadership and decision-making
- Gender equality in recruitment and career progression
- Work-life balance and organisational culture
- Integration of the gender dimension into research and teaching content
- Measures against gender-based violence including sexual harassment



# **METU has in place its gender equality plan (GEP) aligned with EC GEP criteria**

[http://ak.metu.edu.tr/tr/system/files/metu-gep\\_2021.pdf](http://ak.metu.edu.tr/tr/system/files/metu-gep_2021.pdf)





# TIMELINE OF METU GENDER EQUALITY ACTION PLAN

## INSTITUTIONALISATION

✓ Working Group (WG)

✓ WG → Commission  
✓ Increasing HR of GWS and CİTÖB

✓ Commission → Unit

## TRAINING

✓ Training programme with 5 modules tailor-designed for senior management, administrative staff, academics, students

## SELF-ASSESSMENT

✓ Plan-Do-Check-Act cycle (PDCA Cycle) for gender-disaggregated data collection  
✓ Plan-Do-Check-Act cycle (PDCA Cycle) for work-life balance

## MENTORING & ORIENTATION

✓ 2 mentoring programmes: Career Development and Career Advancement  
✓ Incorporation of gender equality (GE) into all student orientation programmes

## GUIDES

✓ Guides on GE in teaching and research

✓ Guide on inclusive writing for non-sexist communication

## PROMOTION OF GENDER EQUALITY AND GENDER EQUALITY ACTION PLAN

✓ Promotion of GEP and its outputs, organizing info days  
✓ Department ambassadors and student ambassadors

✓ Integration into METU Strategic Plan and Quality Assurance System  
✓ Alignment of GEP and Human Resources Strategy for Researchers (HRS4R)  
✓ Revision of texts and images from a GE perspective

Y0

Y1

Y2

Y3

Y4

Y5

YEARS

**Thank you..**

