



— ISTANBUL —

GELISIM

— UNIVERSITY —

**DECENT WORK AND ECONOMIC
GROWTH REPORT
2018**

ANNUAL REPORT
RESEARCH SUPPORT UNIT



SDG8: DECENT WORK AND ECONOMIC GROWTH REPORT

About The Report

Today's universities are defined as the third generation universities. The fundamental characteristics of the third generation universities are, however, are distinguished by their entrepreneurship characteristics in addition to their essential activities such as education. Provision of a working environment for the academic and administrative staff under humanely and prosperity conditions are significantly important at today's universities that we can define as a process going from the university management to the university governance. For this purpose, the working terms and conditions of employees, who work at our university, in all sorts of fields are taken under guarantee through regulatory policies.

All staff working within the structure of our university are paid up salary over the minimum wage, determined by the government and no staff working below this salary is available. Additionally, Fair Work and Wages Policy are applied and the rights of the employees are protected both through the general policies, applied by the governments and also policies within the institution.

Decent Work and Fair Wages Policy

https://panel.gelisim.edu.tr/assets/2020/dokumanlar/iguwebsite/RK.YD.06%20Decent%20Work%20and%20Fair%20Wage%20Policy_007dce24f9664578b6bceb43b4e9d006.pdf

Our university ensures the protection and application of all rights of the entire staff throughout the university including women and international (foreign) employees such as the right to trade union membership and employment through the assurance of the Anti-Modern Slavery and Fair Employment Policy, Gender Equality Policy and Human Rights, Supremacy (Rule) of Law and Justice Policy

Anti-Modern Slavery and Fair Employment Policy

https://panel.gelisim.edu.tr/assets/2020/dokumanlar/iguwebsite/RK.YD.03%20Additional%20Policies_4f3ab1c8c4ee4c2591602fe2bfab9024.pdf

Gender Equality Policy

https://panel.gelisim.edu.tr/assets/2020/dokumanlar/iguwebsite/RK.YD.13%20Gender%20Equality%20Policy_bb229fc2f144484a89e9e909a7259b6d.pdf

Human Rights, Supremacy (Rule) of Law and Justice Policy

https://panel.gelisim.edu.tr/assets/2020/dokumanlar/iguwebsite/RK.YD.20%20Human%20Rights,%20Rule%20of%20Law%20and%20Justice%20Policy_8ad007532c8642c9a429809b8

Any discrimination on the basis of any values of religion, gender, sexual orientation or age against any staff is totally out of question. Various numbers of policies are adopted by our university in accordance with the aim of standing against such discrimination and prevention of and controlling it and put under protection. The first step, made within the structure of our University in order to prevent discrimination is the Policy of Respect for Diversity. The said policy serves the target of our University to be a society that is characterized by academic excellence, intellectual integrity and ethical applications. The second step is the Anti-Mobbing and Sexual Harassment Policy and relevant mechanisms where the staff put themselves under assurance are formed up in case they may face any act in discriminatory nature. This policy hereby undertakes that all necessary measures and will be taken in order to enable all students, academic and administrative staff being available within the structure of our University as well as any other people and business employees that the relevant services are received therefrom, to work in a peaceful and comfortable atmosphere.

Our University hereby declares that it prevents the Ethical Employment Policy, Anti-Modern Slavery and Fair Employment Policy and Decent Employment and Wages Policy as well as modern slavery, child labour and forced labour.

The ethical values that the University has within the framework of its teaching-education activities are applied without any concession in the arrangement and conduct of supplier policies. Within this scope, the validity of equal rights is put under guarantee in the purchase of services that may be required for the activities and operations of the university.

Sustainable Procurement and Supplier Policy

https://panel.gelisim.edu.tr/assets/2020/dokumanlar/iguwebsite/RK.YD.01%20Sustainable%20Procurement%20and%20Supplier%20Policy_9b15843cafed416ea9ed87f3ab114532.p

Our University primarily has set up various mechanisms preventing the formation of any wage differential policy for any reasons such as race, language, religion, gender and so on through the policies, adopted by it as was indicated previously. Within this scope, the wages due to be payable to any administrators and staff/employees of the University at any degree have been arranged in conformance to the ethical values of the company, internal balances, strategic targets and performance of the employees.

Decent Work and Fair Wages Policy

https://panel.gelisim.edu.tr/assets/2020/dokumanlar/iguwebsite/RK.YD.06%20Decent%20Work%20and%20Fair%20Wage%20Policy_007dce24f9664578b6bceb43b4e9d006.pdf

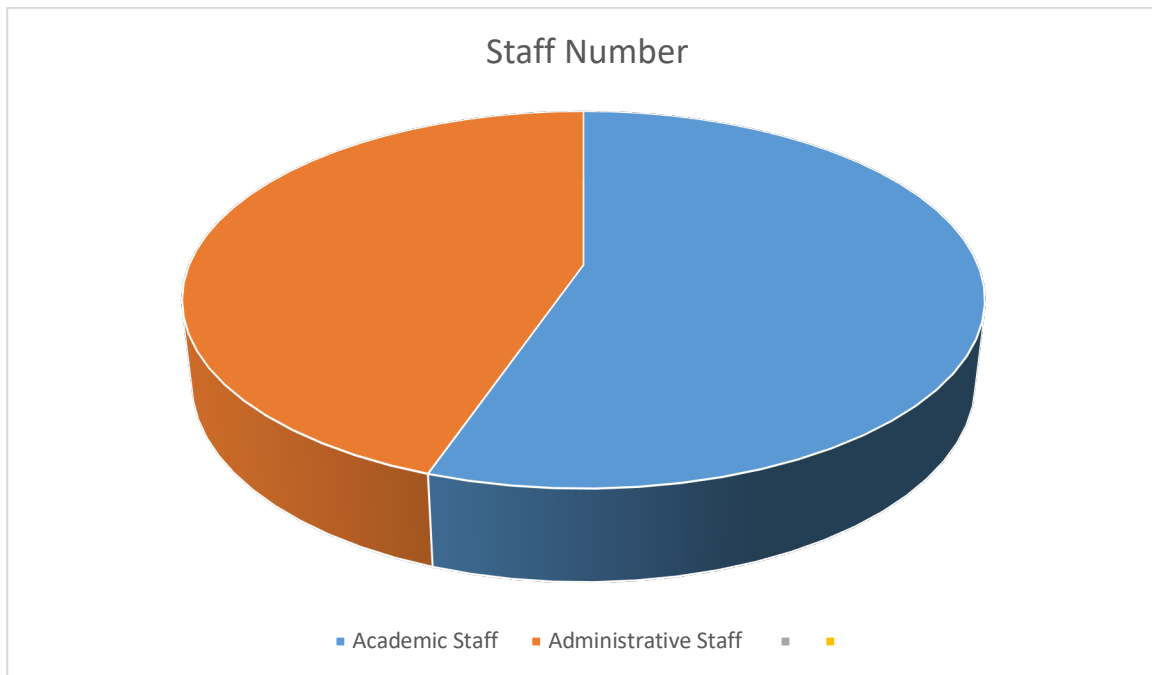
Gender Equality Policy

https://panel.gelisim.edu.tr/assets/2020/dokumanlar/iguwebsite/RK.YD.13%20Gender%20Equality%20Policy_bb229fc2f144484a89e9e909a7259b6d.pdf

Our University has put the objective for the creation of a gender action plan as a target for it. By this, it is aimed to ensure the equality of men and women throughout the University in a manner to serve this objective. It is thought that the number of female staff working at high level positions is significantly important from the point of view of appearance of women within the structure of our University. In connection with this purpose, there is no gender-based distinction between the personnel of the same title, since the staff of our university are subject to the Labor Law and there will be no difference between the salaries of the employees in accordance with the labor law - except for administrative duties and performance. In addition, there are 703 academic staff working throughout the university. 185 of the 703 personnel are employed in senior positions. When the ratio of men and women is examined, approximately 40 percent are female academicians. (51 women – 135 men)

Our University has an Istanbul Gelisim University Quality Management System in conformance to the protection of the rights of the working staff and enable them to reveal their complaints. In this respect, it may be possible for the working staff to refer any matter pertaining thereto to the higher departments through a transparent method and any manner so desired without indication of any personal information by means of this form, freely accessible online website <https://kys.gelisim.edu.tr/igumer-send-form>.

There are 1.272 academic and administrative staff, employed throughout our University. 703 of these staff are the academic staff. The remaining 569, however, are the administrative staff.

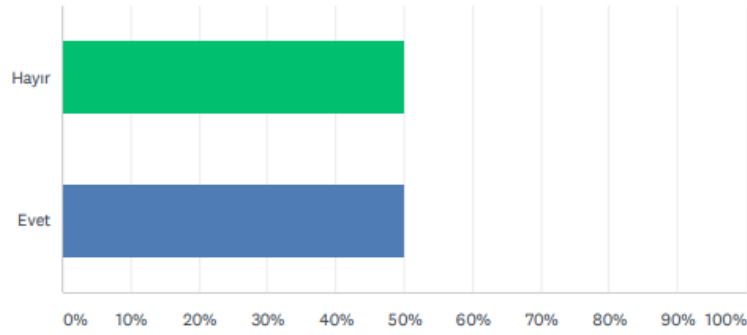


The number of students of our university in 2018 is 13804. Approximately 1,228 students answered the 2018 student alumni questionnaire, and when the results of these answers were evaluated, it was concluded that 614 of the graduate students settled in a job for more than a year. This result shows that 50 percent of graduates have been employed for more than one year.

İstanbul Gelişim Üniversitesi Mezun Anketi

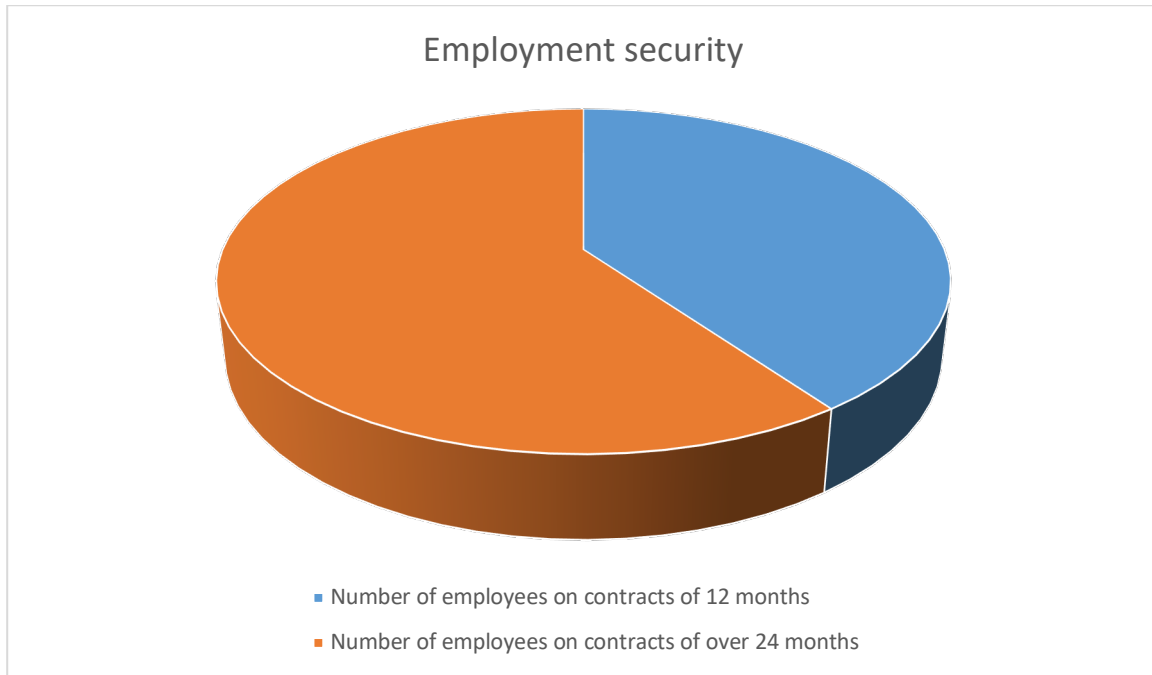
Q10 Çalışıyor musunuz?

Answered: 1,228 Skipped: 0



ANSWER CHOICES	RESPONSES	
Hayır	50.00%	614
Evet	50.00%	614
TOTAL		1,228

As a requirement of legal arrangements in Turkey, the contracts are executed according to the applicable labour law. The first contracts for the commencement of employment are made for definitive periods (for 1 year) according to the provisions of the Labour Law and following the completion of the said annual period, it converts into an employment contract with indefinite duration. The numbers of academic and administrative staff working throughout our University are 1.272. According to the information, taken from the Directorate of Staff Department, the numbers of staff on contracts over 24 months, are 762.





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