

DECENT WORK AND ECONOMIC GROWTH REPORT 2023



**ISTANBUL GELISIM
UNIVERSITY**



SDG 8 DECENT WORK AND ECONOMIC GROWTH



DECENT WORK AND ECONOMIC GROWTH

IGU for Ecological, Social and Economic Sustainability





About the Report

The SDG 8 2023 Report prepared by Istanbul Gelisim University (IGU) for Decent Work and Economic Growth, the 8th goal of the United Nations Sustainability Goals, is a summary of all the activities and improvements carried out under the roof of IGU in relation to this goal. It also includes certain statistics reflecting the university's student and employee profile.



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Acknowledgements

We would like to thank IGU's valuable academicians, administrative unit managers, employees, dear students, graduates, internal and external stakeholders who contributed to the creation of the report.

We would also like to thank all members of the university, university stakeholders who have embraced all existing sustainability-related goals in the content of the report, who have carried out studies in this direction, and the university Board of Trustees and the Rector's Office for providing endless support for these studies.

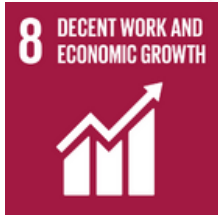
Istanbul Gelisim University



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SUSTAINABLE DEVELOPMENT GOALS



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1.IGU Research on Decent Work and Economic Growth

1.1. IGU Scopus Research Numbers, Citation and Views on Decent Work and Economic Growth

There are **93** Scopus publications on Decent Work and Economic Growth in 2023. The number of views is as written in the table below. This data was written on 03.06.2024. The total number of views of the articles above is **2884** and the total number of citations is **825**. It is expected that the number of citations and views will increase as of this date. The table below shows the names of publications, number of citations and publications and links to publications.

Table 1. Scopus Publications, Citation and Views

No	Publication Title	Citation	Views	Link
1	Role of green technology, environmental taxes, and green energy towards sustainable environment: Insights from sovereign Nordic countries by CS-ARDL approach	103	55	Link
2	Demystifying the links between green technology innovation, economic growth, and environmental tax in ASEAN-6 countries: The dynamic role of green energy and green investment	86	61	Link
3	Spatiotemporal influencing factors of energy efficiency in 43 european countries: A spatial econometric analysis	43	43	Link
4	Do financial development, foreign direct investment, and economic growth enhance industrial development? Fresh evidence from Sub-Saharan African countries	42	59	Link
5	Sterling insights into natural resources intensification, ageing population and globalization on environmental status in Mediterranean countries	39	55	Link
6	Exploring the linkage between tourism, governance quality, and poverty reduction in Latin America	33	99	Link
7	Another look at the nexus between economic growth trajectory and emission within the context of developing country: fresh insights from a nonparametric causality-in-quantiles test	31	69	Link



8	Green industrial transition: Leveraging environmental innovation and environmental tax to achieve carbon neutrality. Expanding on STRIPAT model	24	117	Link
9	Converting a resource curse into a resource blessing: The function of institutional quality with different dimensions	22	36	Link
10	Modeling Energy, Education, Trade, and Tourism-Induced Environmental Kuznets Curve (EKC) Hypothesis: Evidence from the Middle East	20	9	Link
11	Industrial output, services and carbon emissions: the role of information and communication technologies and economic freedom in Africa	19	37	Link
12	Glasgow climate change conference (COP26) and its implications in sub-Sahara Africa economies	19	26	Link
13	Econometrics analysis on cement production and environmental quality in European Union countries	18	47	Link
14	Environmental sustainability in Asian countries: Understanding the criticality of economic growth, industrialization, tourism import, and energy use	17	49	Link
15	Environmental sustainability amidst financial inclusion in five fragile economies: Evidence from lens of environmental Kuznets curve	17	62	Link
16	Examining the environmental aspect of economic complexity outlook and environmental-related technologies in the Nordic states	16	36	Link

17	Sustainable development policies of renewable energy and technological innovation toward climate and sustainable development goals	13	30	Link
18	Impact of financial development, trade flows, and institution on environmental sustainability in emerging markets	13	17	Link
19	A research landscape bibliometric analysis on climate change for last decades: Evidence from applications of machine learning	11	23	Link
20	Developing environmental policy framework for sustainable development in Next-11 countries: the impacts of information and communication technology and urbanization on the ecological footprint	10	41	Link
21	Boosting energy efficiency in Turkey: The role of public–private partnership investment	10	36	Link
22	Toward sustainable use of natural resources: Nexus between resource rents, affluence, energy intensity and carbon emissions in developing and transition economies	9	34	Link
23	Modelling coal energy consumption and economic growth: Does asymmetry matter in the case of South Africa?	9	10	Link
24	Mediating role of finance amidst resource and energy policies in carbon control: A sustainable development study of Saudi Arabia	9	17	Link

25	Toward a sustainable growth path in Arab economies: an extension of classical growth model	9	208	Link
26	Urban resilience in the digital age: The influence of Information-Communication Technology for sustainability	8	33	Link
27	Sustainable electricity consumption in South Africa: the impacts of tourism and economic growth	8	24	Link
28	Infant mortality rate and nonrenewable energy consumption in Asia and the Pacific: the mediating role of carbon emissions	8	21	Link
29	Cushioning environmental damage with institutions and FDI: study of sustainable development goals (SDGs)	7	25	Link
30	An empirical assessment of the tripartite nexus between environmental pollution, economic growth, and agricultural production in Sub-Saharan African countries	7	23	Link
31	Natural resources, technological innovation, and eco-efficiency: striking a balance between sustainability and growth in Egypt	7	12	Link
32	Does carbon emission react to oil price shocks? Implications for sustainable growth in Africa	7	9	Link
33	Revisiting the pollution haven hypothesis within the context of the environmental Kuznets curve	7	54	Link
34	The nexus of disaggregated energy sources and cement production carbon emission in China	6	22	Link



35	Inbound tourism demand elasticities of MENA countries: the role of internal and external conflicts	6	32	Link
36	The synergistic roles of green openness and economic complexity in environmental sustainability of Europe's largest economy: Implications for technology-intensive and environmentally friendly products	6	30	Link
37	Assessment of Foreign Direct Investment-Led Growth Argument in South Africa Amidst Urbanization and Industrialization: Evidence from Innovation Accounting Tests	5	71	Link
38	Predicting Accident Outcomes in Cross-Border Pipeline Construction Projects Using Machine Learning Algorithms	5	66	Link
39	Synthesizing the role of technological innovation on sustainable development and climate action: Does governance play a role in sub-Saharan Africa?	5	35	Link
40	External Financing for Inclusive Growth in Lower - Middle Income West African Countries: Foreign Direct Investment versus Official Development Assistance	5	21	Link
41	A global perspective of the role of domestic economic, financial and political risks in inbound tourism	5	17	Link
42	Components of tourists' palace cuisine dining experiences: the case of ottoman-concept restaurants	4	64	Link
43	Capital stock, energy, and innovation-related aspects as drivers of environmental quality in high-tech investing economies	4	26	Link





44	Taking stock of business strategy and environment (sustainable development): evidence of disparities in research efforts and knowledge gaps — a bibliometric review	4	19	Link
45	A two-stage data envelopment analysis approach to productivity, efficiency and their sustainability in the hotel industry of Tunisia	4	62	Link
46	Diversification in the tourism sector and economic growth in Australia: a disaggregated analysis	4	38	Link
47	Another outlook into energy-growth nexus in Mexico for sustainable development: Accounting for the combined impact of urbanization and trade openness	4	16	Link
48	Does economic policy uncertainty drive outbound tourism expenditures in 20 selected destinations?	4	13	Link
49	Examining the relationships among nature-based tourists' travel motivations, ecologically responsible attitudes and subjective well-being within the scope of self-determination theory	4	19	Link
50	Testing the Mediating Role of Fiscal Policy in the Environmental Degradation in Portugal: Evidence from Multiple Structural Breaks Co-integration Test	4	12	Link
51	Examining the roles of labour standards, economic complexity, and globalization in the biocapacity deficiency of the ASEAN countries	3	17	Link
52	Assessing the human development aspects of CO, PM2.5, PM10, NOX, and SO2 in the United States	3	17	Link



53	Women in travel and tourism: does fear of COVID-19 affect Women's turnover intentions?	3	50	Link
54	Illicit financial outflows, informal sector size and domestic resource mobilization in selected African countries	3	2	Link
55	Environmental implication of energy policies and private and public subsidies on infant mortality rate: a sustainable development study of India	3	21	Link
56	Electric power consumption in high-income countries as catalyst for sustainable development: empirical evidence from generalized quantile regression	2	12	Link
57	Modeling the Asymmetric Effects of Exchange Rate, Financial Development, and Oil Prices on Economic Growth	2	18	Link
58	The energy mix-environmental aspects of income and economic freedom in Hong Kong: cointegration and frequency domain causality evidence	2	16	Link
59	A bibliometric review analysis into environmental kuznets curve phenomenon: A retrospect and future direction	2	43	Link
60	Investigation of the effect of the career management system and succession plan on employees' work stress and feelings of entrapment	2	51	Link
61	Empirical analysis into the nexus between energy consumption, economic growth, and natural resources in D-8 bloc: evidence from panel causality analysis	2	11	Link
62	Impacts of Technology on Economic Growth: With Difference Between Tourism Countries and Industry Countries Aspect Based on Extended Solow Growth Model	2	27	Link

63	An Investigation into the Role of Tourism Growth, Conventional Energy Consumption and Real Income on Ecological Footprint Nexus in France	2	24	Link
64	Human capital and manufacturing activities under environmentally-driven urbanization in the MENA region	1	8	Link
65	Economic and environmental implications of resource rent: A dual analysis of Venezuela's sustainability	1	17	Link
66	Ecological risks and innovative-investment projects	1	18	Link
67	The greenhouse gas emissions from food consumption in Turkey: a regional analysis with developmental parameters†	2	1	Link
68	The Effect of Job Insecurity on Organizational Trust During the Covid-19 Pandemic: Evidence from the Aviation Sector	1	14	Link
69	Assessing sustainable development with the forces of technological innovation, entrepreneurial activity and energy consumption: Insight from asymmetric and bootstrap causality methods	1	10	Link
70	Determinants of carbon emissions: nexus among carbon emissions, coal, agriculture, trade and innovations	1	7	Link
71	Does psychological empowerment improve renewable energy technology acceptance and recommendation? Evidence from 17 rural communities	1	49	Link
72	On the nexus between real income, renewable energy consumption, and environmental sustainability on life expectancy for BRICS-T countries: Accessing evidence from quantile regression	1	11	Link

73	Comprehensive environmental and techno-economic feasibility assessment of biomass- solar on grid hybrid power generation system for Burdur Mehmet Akif Ersoy University Istiklal Campus	1	10	Link
74	Smart destination competitiveness: underscoring its impact on economic growth	1	39	Link
75	Asymmetric effect of environmental cost of forest rents in the Guinean forest-savanna mosaic: The Nigerian experience	1	23	Link
76	Comparative analysis of two resources-based economies: A study of policy recommendation toward sustainable development	1	28	Link
77	Understanding the Travellers' Mosque Experiences: The Case of Istanbul	1	9	Link
78	Investigation of lifelines analysis methods used in working at heights	0	10	Link
79	Epistemology	0	5	Link
80	Environmental implication of international migration on high- and middle-income countries: A comparative analysis	0	18	Link
81	Objectivism	0	2	Link
82	Protocols, applications and solutions to support the environment, occupational safety and health in tanneries	0	30	Link
83	Female entrepreneurs and employees among the economy: Selected indicators from Turkey	0	5	Link

84	Retail business management from a sustainability perspective	0	24	Link
85	Empirical analysis of South African's urbanization growth and export demands: implications for environmental sustainability	0	14	Link
86	Correction to: The role of foreign aids and income inequality in poverty reduction: A sustainable development approach for Africa?	0	19	Link
87	Tourism and the Mediterranean Experience Amidst Environmental Issues: Fresh Insights from Panel Analysis	0	46	Link
88	A comparative framework analysis of the strategies, challenges and opportunities for sustainable smart cities	0	36	Link
89	Sustainable Development through Carbon Neutrality: A Policy Insight from Foreign Direct Investment and Service Policy	0	4	Link
90	Examining obesity kuznets curve in the United States from the perspective of globalization and biocapacity	0	13	Link
91	The making-or-breaking of material and resource efficiency in the Nordics	0	43	Link
92	Epistemological bias	0	2	Link
93	The determinants of income distribution: the role of progress in human capital	0	19	Link



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2. IGU Employment Practices

2.1. Commitment to Good Employment Practices

2.1.1. Living wage

IGU has adopted the principle of providing decent working conditions and fair wages to all its employees. In accordance with the minimum wage regulations in Turkey, employees are paid a salary above the minimum wage, while academic staff are remunerated in accordance with the principles determined within the framework of the [Higher Education Personnel Law No. 2914](#) and [Decree Law No. 375](#). The University's [Decent Work and Fair Wage Policy](#) aims to provide fair wages to all employees without any discrimination such as language, religion, race, gender in line with the principles of performance, equality and transparency.

Considering local economic indicators, the minimum wage in Turkey is set at a level that meets basic living costs. In this context, IGU is committed not only to implementing legal regulations but also to providing its employees with a decent wage that meets living standards in line with local economic conditions. This commitment is structured to raise the living standards of all employees of the university and provide them with long-term economic security. According to the 2023 Staff Satisfaction Survey results, the satisfaction rate of employees regarding remuneration was reported as **79,7%**.

2.1.2. Unions

IGU recognises the freedom of association and trade union rights of its employees and supports its employees in defending their rights and acting in an organised manner. IGU cooperates with the following trade unions:

- [Memur-Sen and IGU Education Cooperation Protocol](#): IGU has signed an education cooperation protocol with Memur-Sen to contribute to the professional development of its employees. This cooperation increases training opportunities for university employees and enables the development of trade union activities and freedom of association.
- [Cooperation with Istanbul Healthcare Workers' Union \(Sağlık-Sen\)](#): As a contracted institution with the Health and Social Service Employees' Union (Sağlık-Sen), IGU supports healthcare workers in defending their rights and exercising their freedom of association.
- [IGU as a Contracted Institution with ILKSAN](#): IGU, which has an agreement with ILKSAN, attaches importance to collaborations with employees in the education sector to defend their trade union rights and aims to protect the social and economic rights of its employees.

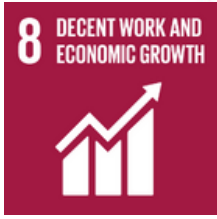
In addition, the university's [Academic Freedom, Science and Research Ethics Policy](#) provides the necessary environment for employees to carry out their scientific and academic activities freely, and ensures that academics have the freedom to express their ideas freely .



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2.1.3. Anti-discrimination

IGU takes a strong stance against all forms of discrimination and provides an equal and fair working environment for all employees and students. [The Policy of Equal Opportunity](#) guarantees that there is no discrimination based on differences such as gender, religion, language, race, age, physical disability. With this policy, the University is committed to providing a free and safe environment where every individual can work with equal rights.

In addition, [Policy Against Sexual Harassment and Mobbing](#) covers taking necessary measures to prevent cases of sexual harassment and psychological violence in the workplace and providing procedural, legal and psychological support to individuals who encounter such situations. The University attaches great importance to conducting these processes in a transparent and confidential manner.

[The Policy of Support to Women and Learners with Disadvantages](#) aims to eliminate the obstacles faced by women and other disadvantaged groups in both education and the workplace. This policy encourages the support of disadvantaged groups and the provision of equal opportunities.

With its [Equality Policy](#), IGU does not accept discrimination on the basis of any difference such as language, religion, race, gender, sectarian affiliation. Committed to providing equal opportunities to all employees and students, this policy supports equal opportunities. At the same time, it takes active measures to prevent discrimination against employees and advocates equality in internal university business processes. In 2023, **52%** of IGU employees are women and **48%** are men.

2.1.4. Modern Anti-Slavery

IGU upholds human rights and fair working conditions, firmly opposing modern slavery, forced labor, human trafficking, and child labor. The University's [Ethical Employment Business Policy](#) aims to provide a respectful and safe working environment for all employees by adopting a fair, transparent and honest approach in operational processes. In addition, [Decent Work and Fair Wage Policy](#) guarantees that employees receive a fair wage in a safe work environment and have access to social protection mechanisms.

In addition, the [Human Rights, Rule of Law and Justice Policy](#) is committed to preventing human rights violations and creating a working environment based on the rule of law. This policy aims to ensure full respect for the human rights of employees by opposing modern forms of slavery, such as forced labour and human trafficking.

[Modern Anti-Slavery and Fair Business Policy](#) implements a series of measures aimed at protecting the rights of employees and preventing the exploitation of labour. It treats all employees equally, regardless of title, educational level or income level, and prevents attitudes that prevent them from seeking their rights. This policy takes a strong stance against modern forms of slavery and guarantees fair labour conditions.





IGU's 1317 employees start working after signing the Guaranteed Labour Contract, which is prepared in accordance with the provisions of the [Labour Law No. 4857](#) of the Republic of Turkey, and their rights are fully protected under this contract. IGU's policies prioritise ethical recruitment processes and adopt a transparent and responsible management approach that protects the rights of employees. These policies, which oppose modern slavery, forced labour and human rights violations, ensure that employees are in a fair and respectful working environment. The University's ethical principles support respect for the human rights of employees at every stage of business processes and a zero tolerance approach to modern slavery-type practices. By fostering a work environment where ethical rules are upheld, the occupational safety and welfare of employees are protected. Within this framework, support units play a crucial role that support the measures taken against modern slavery and the safe working environment provided. [IGU Psychological Counselling Unit](#) contributes to creating a healthy and supportive environment in the workplace by protecting the mental health of employees. [IGU Consulting And Coordination Office For Disabled](#) works to support disabled employees' access to equal opportunities. [IGU Medico-Social Center](#) focuses on minimising health risks in the workplace by prioritising the physical health and safety of employees. According to the 2023 Employee Satisfaction Survey results, the satisfaction rate regarding working conditions was **74,2%** and the satisfaction rate regarding the characteristics of the work was **91,7%**.

2.1.5. Equivalent Rights Outsourcing

[Sustainable Procurement and Supplier Policy](#) encourages suppliers to be environmentally, socially, ethically and economically responsible in their co-operation with suppliers. This policy supports the implementation of occupational health and safety standards in the internal processes of suppliers.

IGU requires all subcontractors that it works with through outsourcing to protect labour rights and ensure fair working conditions. Within the framework of the university's [Subcontractor Policy](#), the university meticulously monitors the social rights and wage policies of supplier companies for their employees. In the tender processes, it imposes conditions that protect the labour of the employees of the companies and supervises the implementation of these conditions. This policy aims to ensure that employees referred by a third party are provided with rights equivalent to those provided by the university to its own employees.

2.1.6. Pay Scale Equity

IGU is committed to providing fair and equal remuneration. [The Policy of Equal Opportunity](#) ensures that all employees have equal rights, guarantees equal opportunities and implements a transparent, fair, and accessible pay structure for all employees





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At the same time, the [Gender Equality Policy](#) aims to ensure pay equality between male and female employees and to prevent gender-based discrimination. [Policy for The Opposition to Wage Discrimination](#) does not allow language, religion, race, gender, ethnic origin, sect, geographical region or any other difference to affect the wage policy. Wage determination is made on an equal basis based on performance and success criteria. According to the 2023 Personnel Satisfaction Survey results, “providing opportunities and facilities to all employees in a fair manner” was evaluated positively by **85,3%**.

2.1.7. Tracking Pay Scale for Gender Equity

IGU takes important steps to support gender equality among its employees. Within the framework of the [Gender Equality Policy](#), the University is committed to providing equal opportunities for male and female employee and maintaining balance in remuneration policies. Efforts are made to create an egalitarian work environment and to eliminate gender-based discrimination. While the University's [Quality Policy](#) aims to implement sustainable improvement and development processes in all areas, a transparent and participatory governance approach is adopted together with stakeholders, and great importance is placed on systematizing efficiency measurements.

Payments are made in accordance with the Higher Education Personnel Law No. 2914, which provides equal remuneration for employees with the same title without gender discrimination. In addition, remuneration policies are audited annually by the Council of Higher Education (YÖK).

2.1.8. Appeal Process

In order to provide a fair and reliable working environment for its employees, IGU provides a transparent appeal process for employee rights and business processes. The [Ethical Employment Policy](#) aims to keep communication channels open for all stakeholders and to take the principle of mutual communication as a basis in the execution of business processes. It commits to evaluating objections with respect and fairness. There is a communication channel within the [Quality Documentation Management System](#) in order to manage employee satisfaction. Employees can reach the management online via [IGUMER](#) to voice complaints, criticisms, or make positive contributions. According to the 2023 Staff Satisfaction Survey results, **92,8%** of employees stated that they “had the opportunity to communicate their problems”.



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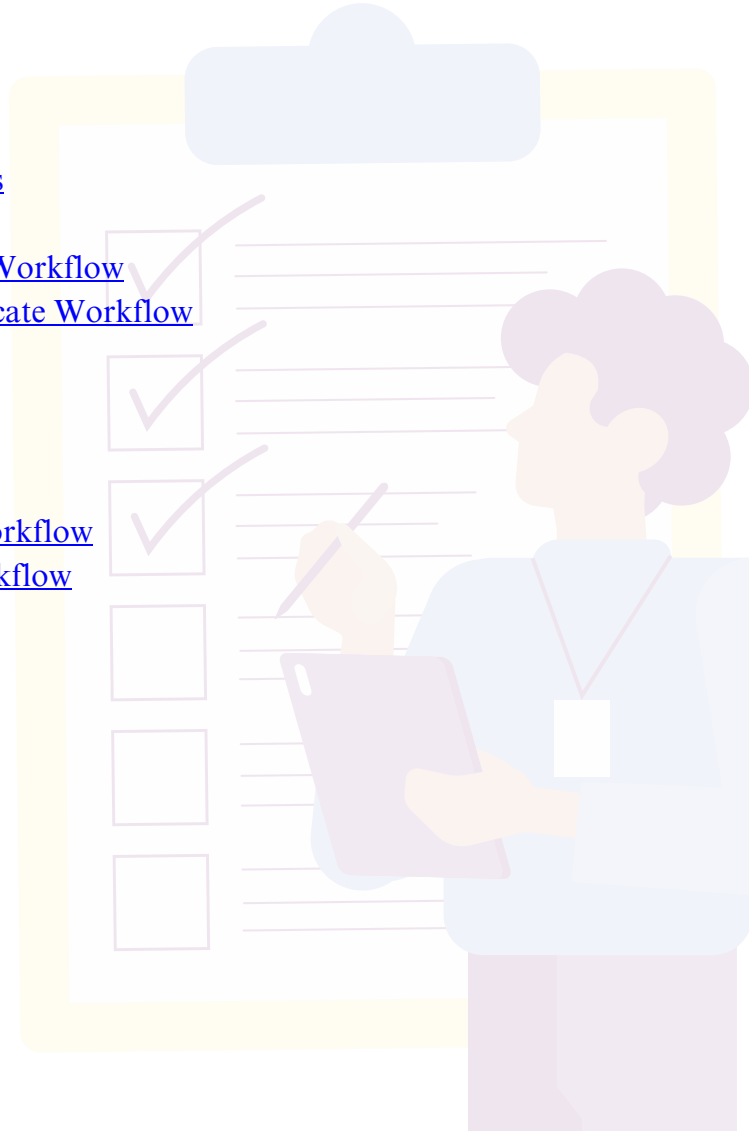
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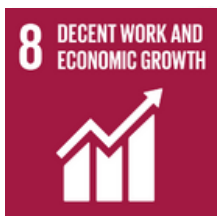
2.2. Workflows

IGU has defined various workflows in order to manage the processes of academic and administrative staff, efficiently and in an organized manner. These workflows cover a wide range, from personnel transactions and leave processes to appointments and retirement procedures. The workflows below systematize the human resources processes of the university and ensure that the functioning is fast and smooth:

- [Academic Staff Dismissal Workflow](#)
- [Academic Staff Reappointment Workflow](#)
- [AÖF Exam Assignment Workflow](#)
- [Research Assistant Appointment Workflows](#)
- [Research Assistant Application Workflows](#)
- [Academic Staff Leaving Service Certificate Workflow](#)
- [Administrative Staff Leaving Service Certificate Workflow](#)
- [Department Head Appointment Workflow](#)
- [Associate Professor Appointment Workflow](#)
- [Associate Professor Application Workflow](#)
- [Maternity and Maternity Leave Workflow](#)
- [Doctoral Faculty Member Appointment Workflow](#)
- [Doctoral Faculty Member Application Workflow](#)
- [Pension Workflow](#)
- [Service Certificate Workflow \(English\)](#)
- [Service Certificate Workflow](#)
- [Administrative Leave Workflow](#)
- [Card Printing Workflow](#)
- [Professor Appointment Workflow](#)
- [Professor Application Workflow](#)
- [Visa Request Petition Workflow \(English\)](#)
- [Visa Request Petition Workflow](#)
- [Annual Leave Request Workflow](#)
- [YÖKSİS Registration Workflow](#)



The relevant documents for each workflow are available on the web page of the Department of HR. These processes are designed to meet the needs of both academic and administrative staff and are an important building block for effective human resources management.



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2.3. Supporting Graduate Employment

2.3.1. New Graduate Development Programme

The aim of the IGU [New Graduate Development Programme](#) is to provide support to new graduates at the first stage of their careers, enhancing their educational background by providing industry knowledge and practical training they need to become future leaders. The programme ensures that graduates get to know all areas of the organisation via a comprehensive recruitment and onboarding process. They also familiarize themselves with the organisation's values through in-service learning and practical roles. Participants increase their knowledge through structured learning and projects, while receiving guidance and feedback from a supervisor. In addition, the IGU New Graduate Development Programme targets new graduates with a maximum of one year of work experience, by waiving the experience requirement often seen in many job applications in Turkey. Thus, young graduates without work experience have the chance to step into the sector and gain the necessary experience through this programme. The programme aims to equip graduates with professional knowledge and skills. It also supports them in making a strong start to their careers. In 2023, 23 new graduates were employed at IGU (Table 2).

Table 2. Units and Positions of New Graduates Employed in 2023

No	Unit	Positions
1	Technical Support Unit	User Support Assistant Specialist
2	Faculty of Economics, Administrative and Social Sciences Deanery	Office Staff
3	Technical Support Unit	User Support Assistant Specialist
4	Directorate of Istanbul Gelisim Vocational School	Office Staff
5	Directorate of Vocational School of Health Services	Pathology Laboratory Technician
6	Oral And Dental Health Application And Research Center	Oral and Dental Health Technician
7	Technical Support Unit	User Support Assistant Specialist
8	Medico-Social Center	Nurse
9	Faculty of Fine Arts Deanery	Office Staff
10	Oral And Dental Health Application And Research Center	Oral and Dental Health Technician
11	Directorate of Library And Documentation	Library and Documentation Affairs Assistant Specialist
12	Oral And Dental Health Application And Research Center	Oral and Dental Health Technician
13	Communication Center	Solution Centre Assistant Specialist
14	Directorate of Student Affairs	Student Affairs Office Clerk
15	Medico-Social Center	Nurse
16	Directorate of Vocational School of Health Services	Medical Laboratory Technician
17	Directorate of Vocational School of Health Services	First and Emergency Aid Technician
18	Oral And Dental Health Application And Research Center	Patient Receptionist
19	Communication Center	Assistant Specialist
20	Communication Center	Assistant Specialist
21	Directorate of Vocational School of Health Services	Office Staff
22	Medico-Social Center	Nurse
23	Directorate of Vocational School of Health Services	Office Staff



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2.3.2. Student Assistant Programme

IGU launched the “[Student Assistant Programme](#)” in 2023 to help students to acquire practical skills and take an early step into their careers alongside their academic success and take an early step into their careers in addition to their academic success. Within the scope of this programme, students are offered part-time work opportunities aligned with their departments and competencies. This way, students have the opportunity to gain real-world work experience while continuing their academic studies.

Students can easily apply to the programme through the [Assistant Student Web Application Form](#). As of 2023, the number of students participating in this programme is **58** (Table 3.).

Table 3. Units and Positions of Students Participating in the Student Assistant Programme in 2023

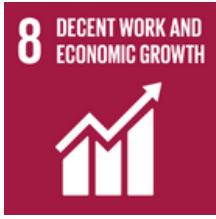
No	Unit	Position
1	Technology Transfer Office	Intern
2	Oral And Dental Health Application And Research Center	Part Time Student
3	Directorate of Library And Documentation	Part Time Student
4	Oral And Dental Health Application And Research Center	Dentist
5	Public Relations And Promotion Department	Part Time Student
6	Directorate of Library And Documentation	Part Time Student
7	Directorate of Library And Documentation	Part Time Student
8	Public Relations And Promotion Department	Part Time Student
9	Directorate of Library And Documentation	Part Time Student
10	Oral And Dental Health Application And Research Center	Dentist
11	Directorate of Library And Documentation	Part Time Student
12	Directorate of Library And Documentation	Intern
13	Technology Transfer Office	Intern
14	Directorate of Library And Documentation	Part Time Student
15	Scientific Research Projects Coordination	Part Time Student
16	Oral And Dental Health Application And Research Center	Anaesthesia Technician
17	Directorate of Library And Documentation	Part Time Student
18	Technology Transfer Office	Intern
19	Directorate of Library And Documentation	Part Time Student
20	Directorate of Library And Documentation	Student Intern
21	Oral And Dental Health Application And Research Center	Dentist
22	Oral And Dental Health Application And Research Center	Anaesthesia Doctor
23	Directorate of Library And Documentation	Part Time Student
24	Directorate of Library And Documentation	Part Time Student



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No	Birim	Görev
25	Directorate of Library And Documentation	Intern
26	Directorate of Library And Documentation	Part Time Student
27	Technology Transfer Office	Intern
28	International Exchange and Cooperation Office	Intern
29	Technology Transfer Office	Part Time Student
30	Technology Transfer Office	Part Time Student
31	Career Guidance Application And Research Center	Part Time Student
32	Directorate of Administrative And Financial Affairs	Part Time Student
33	Oral And Dental Health Application And Research Center	Dentist
34	Technology Transfer Office	Part Time Student
35	Corporate Communications Department	Part Time Student
36	Public Relations And Promotion Department	Part Time Student
37	Directorate of Library And Documentation	Intern

2.3.3. “Leave a Resume” Online Application Platform

The “[Leave a Resume](#)” application developed by IGU Department of Human Resources (HR) designed to simplify the job application process for candidates who want to work at our university. Candidates can apply for open positions through this platform and submit their resumes to Department of HR.

This application gives candidates access to the university's human resources processes of university by allowing job seekers to easily submit their applications. Resumes are evaluated by the Department of HR. Suitable candidates are included in the pool for relevant positions and used in job interview processes. Applications are evaluated in line with competencies and qualifications, and candidates are informed about the process for suitable positions.

The “Leave a Resume” application is an important tool for candidates to easily access career opportunities and contribute to the human resources strategies of IGU.



Image 1. “Leave a Resume” Button on IGU HR Department Website



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2.4. Employee Trainings

Various training and development programmes were organised throughout 2023 in order to support the development of employees, increase their competencies and equip them to effectively achieve the university's strategic goals. Various training sessions were organised to enhance employees' knowledge, skills, and competencies of all employees, and these trainings contributed to increasing the performance of employees in business processes. IGU is committed to the development of all employees, whether academic or administrative staff. In this context, a variety of training activities, from orientation to professional competency training, and from personal development programmes to leadership and management skills were offered. 352 employees benefited from these trainings organised in 2023. The content of the trainings is as follows:

- **Marketing Communication Training:** Participants were trained in marketing communication, advertising strategies, customer relations and brand management to improve marketing processes, develop new strategies and be effective in the digital world.
- **Teamwork Training:** Employees' skills in strengthening communication and co-operation within the team, increasing productivity and resolving conflicts were improved.
- **Corporate Behaviour and Corporate Culture Training:** Employees were trained on developing professional attitudes, adapting to corporate culture, ethical rules and workplace interactions.
- **Leadership Training Programme:** In this programme aimed at improving leadership skills, strategic thinking, team management and decision-making competencies were acquired.
- **Best Narcotics Police Mother Project:** This project, which aims to strengthen the role of mothers in the fight against substance abuse, focuses on raising social awareness.
- **Orientation Programme:** In order to ensure the adaptation of new staff to the university, information about the functioning, goals and ethical principles of the university was provided.

The dates of the trainings and the number of participants are given in Table 4.

Table 4. Trainings Provided to Employees in 2023

Name of the Training Provided	Date	Number of Participants
MARKETING COMMUNICATION	16.01.2023	13
TEAMWORK TRAINING	17.03.2023	22
CORPORATE BEHAVIOR AND INSTITUTIONAL CULTURE	12-13-14 June 2023	162
LEADERSHIP DEVELOPMENT PROGRAM	12.07.2023	22
BEST NARCOTICS POLICE MOTHER PROJECT	25.09.2023	11
ORIENTATION PROGRAM	2023 Year	122



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2.5. Employee Satisfaction

Employee satisfaction surveys are an important tool used to measure the satisfaction of an organisation's employees in many areas such as job satisfaction, working conditions and relations with managers. These surveys provide a critical feedback mechanism to identify the strengths and weaknesses of the institution, understand the expectations of employees and make necessary improvements. In the 2023 employee satisfaction survey, separate surveys were organised for academic and administrative employees. While the academic employees survey focused on education and training, research activities and academic working conditions, the administrative employees survey evaluated different elements such as working environment, relations with managers and institutional functioning.

The 2023 Employee Satisfaction Survey measured the satisfaction rates of academic employees in different areas such as university administration, working conditions, education-training activities, research-publication and commitment to the institution. Figure 1 provides details on the results of the academic staff satisfaction survey results.

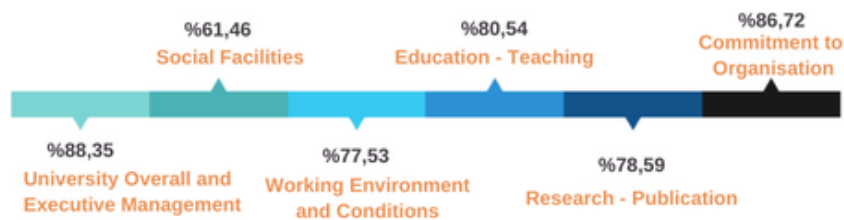


Figure 1. Academic Employee Satisfaction Survey Results

According to the 2023 Administrative Employee Satisfaction Survey, the overall satisfaction rate of administrative staff was **80,4%**. Figure 2 provides details on the results of the administrative employee satisfaction survey.

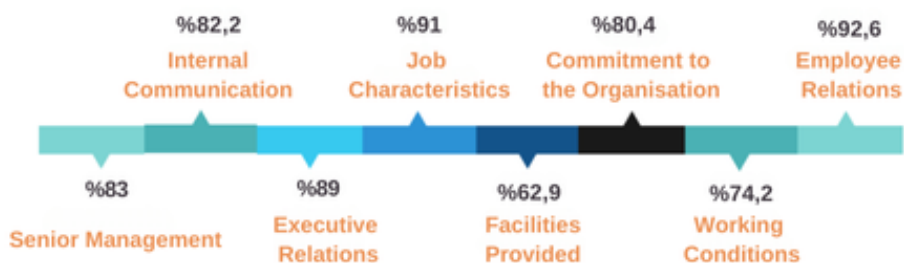


Figure 2. Administrative Employee Satisfaction Survey Results



3. Expenditure per Employee

IGU pays a wage that protects its employees' living standards and meets their needs, such as transport, food, tourism, travel, art, social, financial, educational, and health-related expenses, above the typical standards.

In Turkey, the minimum wage was increased in January and July of 2023. For 2023, the annual minimum wage payment for an individual employee is such that the annual expenditure of IGU per employee is approximately five **times** the minimum wage.

The total amount spent on food, clothing, housing (rent, electricity, water, fuel), transport, education, health, and other essential monthly expenses for similar needs is referred to as the poverty line and is calculated for a family of four. According to the data announced for 2023 in Turkey, IGU's annual expenditure per employee is **17,73%** higher than the poverty line.

The figure below shows the comparison between IGU's annual expenditure of per employee and the annual minimum wage in Turkey in 2023.

*A: The annual minimum wage earned by an employee in Turkey in 2023

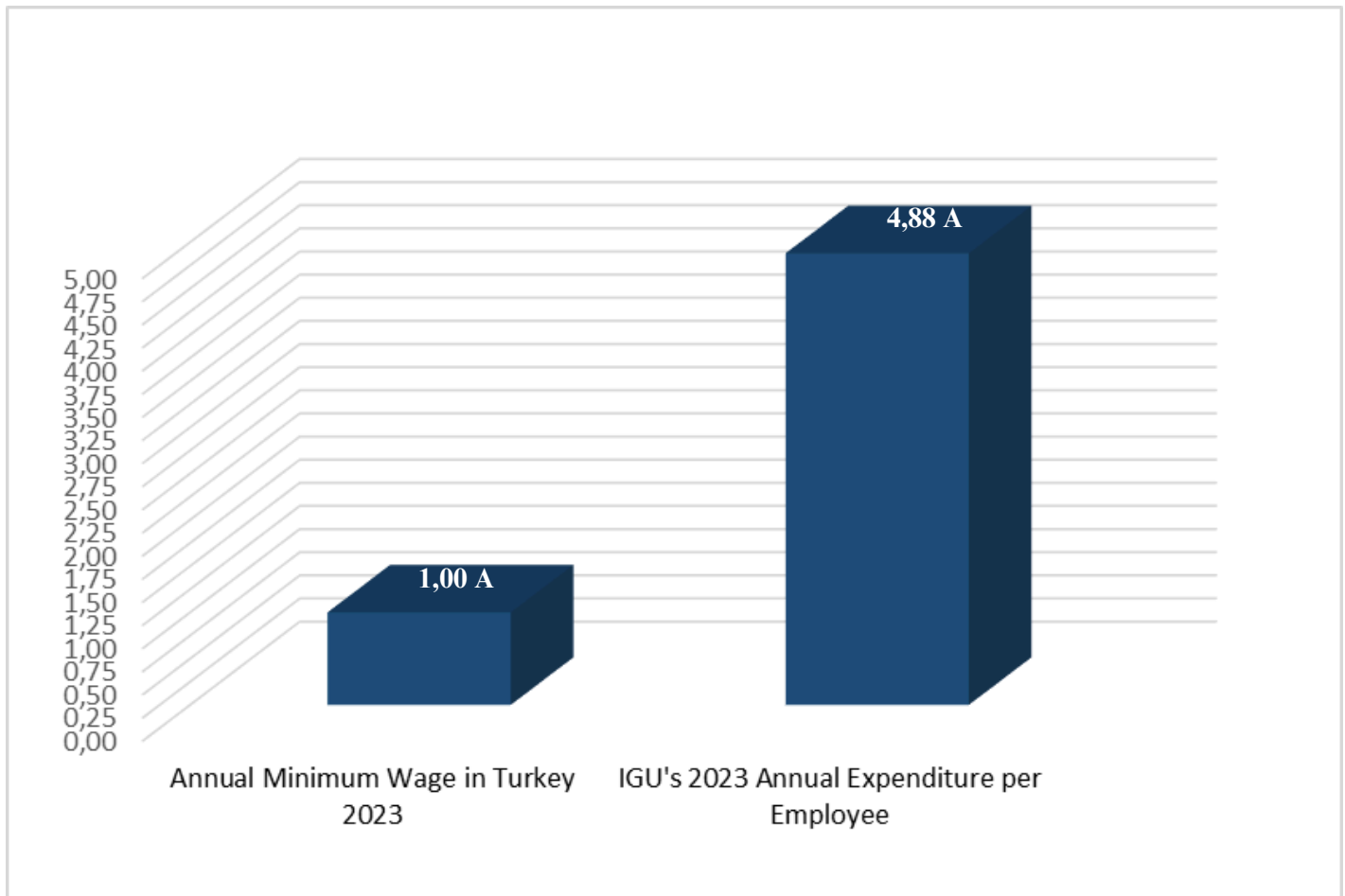


Figure 3. Comparison Between Annual Average Minimum Wage in Turkey and IGU's Expenditure per Employee





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4. Number of Students Taking Work Placements

Students studying at IGU are placed in a workplace in order to reinforce the theoretical knowledge and experience they have gained during their education and training, to develop the skills they have acquired in laboratory/workshop practices, to ensure that they recognise their personal responsibilities, business relations, production process and new technologies in the workplace, to gain professional experience and to prepare them for professional life after graduation. The duration and periods of this workplacement vary according to the curriculum of each department and programme.

The responsibility of finding the workplace belongs to the student. However, in case the student cannot find a workplace, the relevant department and programme heads help the student. The head of the relevant department/programme or the coordinatorship decides whether the workplace found by the students is suitable for the best benefit of the student.

Local and foreign public or private institutions/organisations/workplaces define quotas for IGU students according to their cooperation. These quotas are announced by the head of the department/programme. Students can also work in any of these institutions. Students may also work in research centres within the university on a compulsory or optional basis if the relevant units approve.

Click: [IGU Internship Directive](#)



Click: [Practical Course/ Vocational Training Directive](#)



Click: [Associate and Undergraduate Education and Exam Regulation](#)



The total number of students studying at IGU in 2023 was **38,924**. The number of students placed in a workplace for more than one month is **4584**. The proportion of students who were placed in a workplace for more than one month in IGU in 2023 is **11,78%**.

Although workplacements vary according to the curriculum of the department they are studying, students are usually placed at the last period of their educational life in order to increase their educational, professional and field competences.



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The figure below shows the number of students who were placed in a workplace through vocational training, vocational practice or internship for more than 30 days during their education at IGU in 2023.

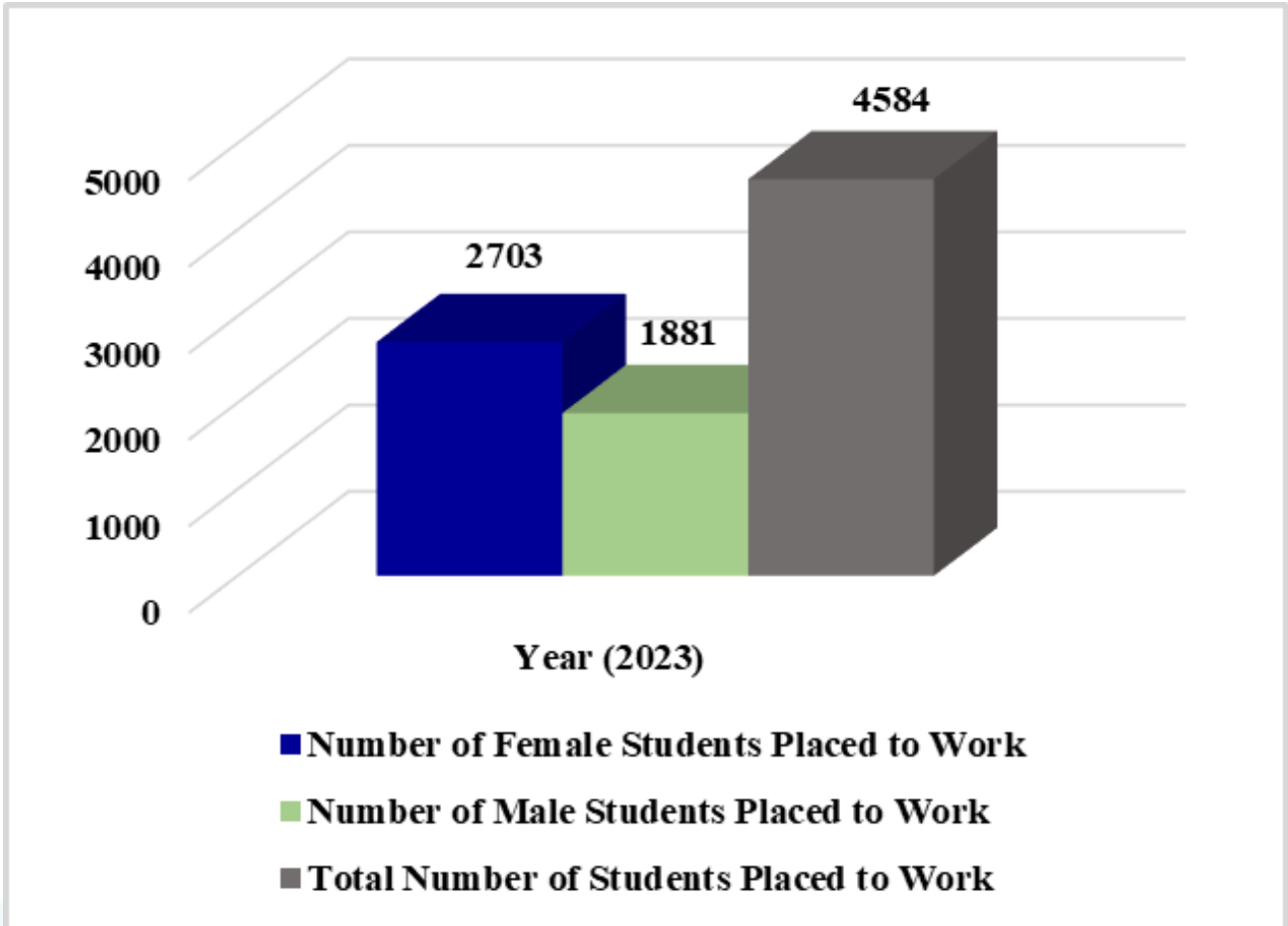


Figure 4. Number of Students Working at a Workplace for More than 30 Days



5. Number of Employees on Secure Contracts

All employees at IGU work under a written employment contract between the employer and the employee, which includes rights and responsibilities regarding working conditions and the working environment, and which consists of one side (the employee) undertaking to work dependently and the other side (the employer) undertaking to pay wages. IGU and IGU employees are responsible for adhering to the provisions of the [Labour Law No. 4857 of the Republic of Turkey](#).

The figure below shows the number of contracted employees working at IGU for more than 24 months.

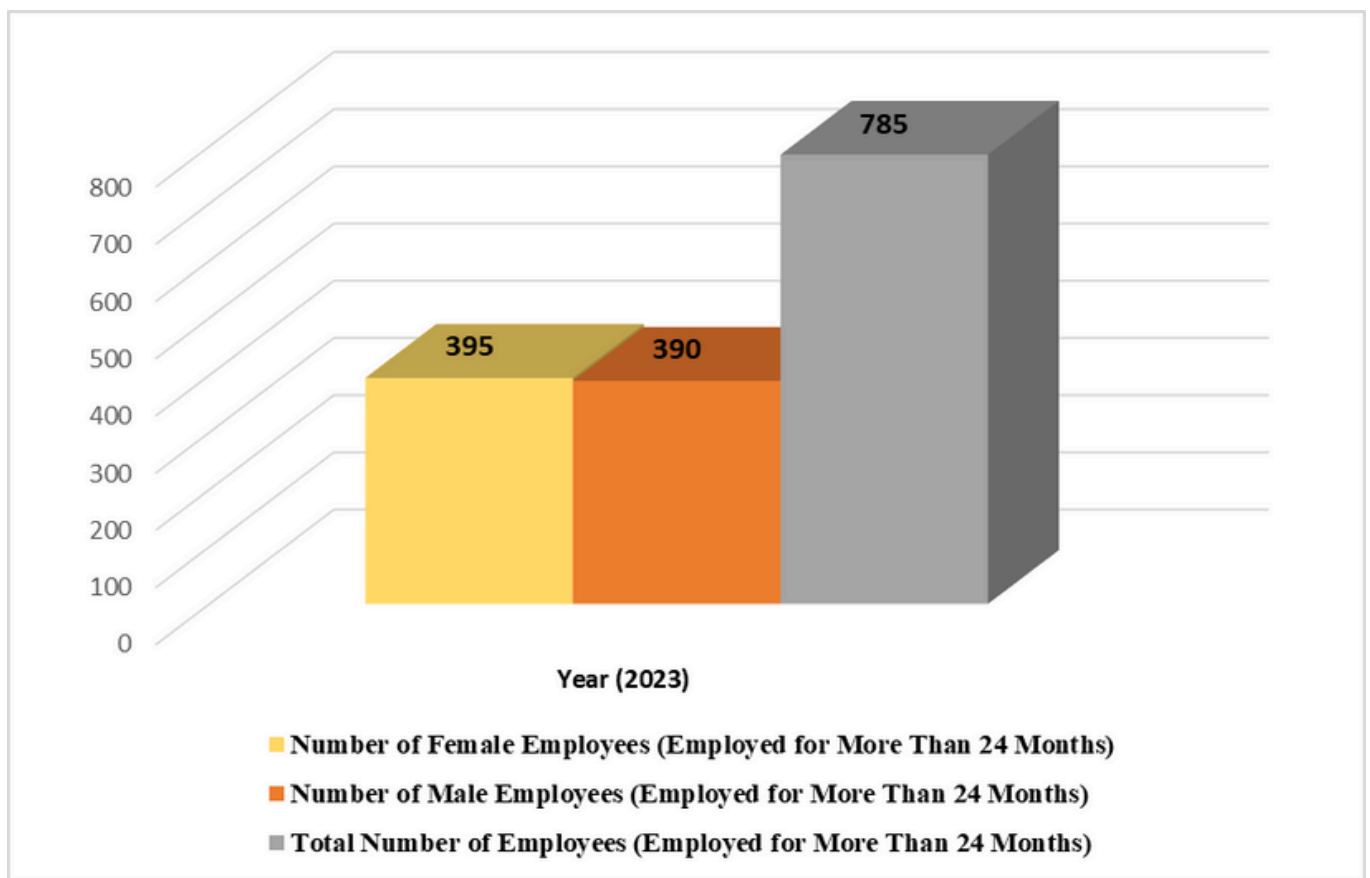


Figure 5. Number of Employees Working Under Contract for More Than 24 Months

The total number of employees in IGU is **1377** in 2023. Of the total number, **785** are employees working for more than 24 months.

The fact that **57%** of the current number of employees are contracted workers who have been employed for more than 24 months is a proof of the importance IGU attaches to corporate belonging, employee satisfaction and continuity of employment.





6. Decent Work and Economic Growth Activities

At IGU, many activities were organised on the basis of SDG8 in which students, academic and administrative staff participated. Details of these activities are given below.

Event Name: Interior Design Graduates Panel

Event Date: 12.10.2023

Event Content: Orientation of present students was done with the attendance of Interior Design Graduates.

[Event Link](#)



Event Name: II. Economists Week

Event Date: 16.10.2023-20.10.2023

Event Content: A seminar was held on current economic issues and academic exchanges.

[Event Link](#)



Event Name: The 7th International New Media Conference

Event Date: 26.10.2023-27.10.2023

Event Content: A congress on Turkey's Public Diplomacy Policies was organized with invited guests.

[Event Link](#)





Event Name: The 8th International Middle East Symposium

Event Date: 24.10.2023-26.10.2023

Event Content: The 8th International Middle East Symposium was held.

[Event Link](#)



Event Name: Panel on Aviation Sustainability

Event Date: 24.10.2023-25.10.2023

Event Content: The panel, which emphasised the importance of sustainability, one of the most important issues of recent years, in the aviation sector, was held on 24-25 October in the K Block Auditorium hall with external participants and listeners who are experts in their fields. The panel, which aimed to lay the foundations for a sustainable future and raising conscious aviators, lasted for two days and emphasised the values of ‘Sustainable Development Goals’.





Event Name: Mobilizing Youth Potential in the Food Sector

Event Date: 30.10.2023

Event Content: Working conditions, motivation and sector experiences of young dynamic staff in the food sector were shared.

[Event Link](#)



Event Name: Hello Kotlin Introduction to Android Programming Event

Event Date: 29.11.2023-30.11.2023

Event Content:

Participants;

Mobile Innovation: Shaping the future with Android programming.

Understanding Basic Concepts: Learning the basic structure and functions of the Android operating system.

Gaining knowledge about programming languages (Java, Kotlin, etc.) and gaining basic code writing skills.

Developing Application Development Skills: Gaining the skills of using Android Studio and other development tools.

Designing simple applications and demonstrating development processes in practice.

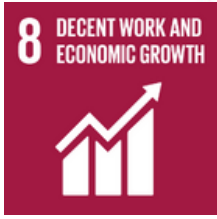
Security and Performance Awareness: Raising awareness about mobile application security.

Understanding performance and user experience optimisations.

Project Based Learning: Encouraging students to initiate and develop their own mobile application projects.

It is aimed to develop skills such as teamwork and project management.





Event Name: 9th International Student Symposium

Event Date: 01.12.2023-03.12.2023

Event Content: A symposium was organised for International Students.

[Event Link](#)



Event Name: Recycling Labor in the Context of Poverty and Social Exclusion

Event Date: 01.12.2023

Event Content: In the context of poverty and social exclusion, it is aimed to address recycling labour in terms of well-being and healthy working conditions and to evaluate the effects of this situation on the aging process.



Event Name: My Business Partner Project Employment & Career Fair

Event Date: 05.12.2023

Event Content: It was realised in order to increase the employment opportunities for students and project participants.

[Event Link](#)



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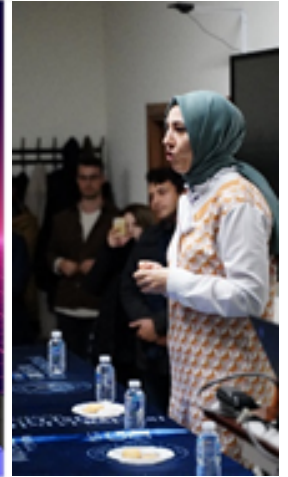
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Event Name: The Future of Gamification in Turkey-2

Event Date: 08.12.2023

Event Content: It was carried out in order to raise awareness of students in the field of gamification technologies and to encourage them to turn to this field in their career choices. The cooperation with Intel, one of the world's leading companies in the field of gamification, has provided job/internship opportunities for students. It is aimed to continue the event in the following years by traditionalising it.

[Event Link](#)



Event Name: Ataturk's architect Seyfi ARKAN

Event Date: 14.12.2023-15.12.2023

Event Content: Within the scope of the 100th anniversary celebrations of our Republic, a workshop was organised about Seyfi Arkan, one of the most important architects of the Republican period - Atatürk's architect, and his architecture.

[Event Link](#)



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Event Name: Stars of Food Sustainability Summit

Event Date: 14.12.2023

Event Content: Students participated in the Stars of Food Climate Change and Sustainability Summit. It is aimed to listen to the presentations of the companies coming from the Food Sector and to have close information about the sector.

[Event Link](#)



Event Name: Breaking Point

Event Date: 21.12.2023

Event Content: The Breaking Point Summit aimed for people who have achieved success in their lives to share their various breaking points with the participants. In this direction, it was aimed to reduce the participants' sense of hopelessness in their educational lives and to be inspired by the breaking point stories told. External participants are included, on condition that they register prior to the event.

[Event Link](#)



Event Name: Future of Art and Copyrights in Turkey

Event Date: 28.12.2023

Event Content: An interview was held about the Future of Art and Copyrights in Turkey.

[Event Link](#)



Event Name: Interior Architecture Talks #17: “Branding in the Cultural Center”

Event Date: 07.12.2023

Event Content: In this activity, branding in cultural centres, events organised, design processes and the functioning of cultural centres were explained and students were given detailed information about branding processes in buildings with different functions.

[Event Link](#)





7. IGU Courses on Decent Work and Economic Growth

The 27 courses with the theme of sustainability in the curriculum of the 2023-2024 academic year at IGU are given in the table below.

Table 5. Courses Offered in the Scope of Sustainability

Faculty	Department	Degree	Course	Course Content Link
INSTITUTE OF GRADUATE STUDIES	GASTRONOMY	DOCTORATE	SUSTAINABLE GASTRONOMY TOURISM	Link
INSTITUTE OF GRADUATE STUDIES	CIVIL ENGINEERING	DOCTORATE	CONCEPT OF SUSTAINABILITY IN CIVIL ENGINEERING	Link
INSTITUTE OF GRADUATE STUDIES	CIVIL ENGINEERING	DOCTORATE	SUSTAINABLE CONCRETE MATERIALS	Link
INSTITUTE OF GRADUATE STUDIES	GASTRONOMY	MASTER	SUSTAINABLE GASTRONOMY	Link
INSTITUTE OF GRADUATE STUDIES	AVIATION MANAGEMENT	MASTER	SUSTAINABILITY AND AVIATION PRACTICES	Link
INSTITUTE OF GRADUATE STUDIES	POLITICAL SCIENCE AND PUBLIC ADMINISTRATION	MASTER	URBAN SERVICES AND SUSTAINABILITY	Link
FACULTY OF ECONOMICS, ADMINISTRATIVE AND SOCIAL SCIENCES	This course is offered as an elective course in most departments of the faculty.	UNDERGRADUATE	INTRODUCTION TO SUSTAINABILITY	
FACULTY OF ECONOMICS, ADMINISTRATIVE AND SOCIAL SCIENCES	ECONOMICS AND FINANCE	UNDERGRADUATE	SUSTAINABLE DEVELOPMENT AND GROWTH	Link
FACULTY OF ECONOMICS, ADMINISTRATIVE AND SOCIAL SCIENCES	AVIATION MANAGEMENT	UNDERGRADUATE	SUSTAINABILITY MANAGEMENT IN AVIATION	Link
FACULTY OF ECONOMICS, ADMINISTRATIVE AND SOCIAL SCIENCES	ECONOMICS AND FINANCE	UNDERGRADUATE	ENVIRONMENTAL ECONOMY AND SUSTAINABILITY	Link
FACULTY OF ECONOMICS, ADMINISTRATIVE AND SOCIAL SCIENCES	ECONOMICS AND FINANCE	UNDERGRADUATE	SUSTAINABLE FINANCE AND RISK MANAGEMENT	Link
FACULTY OF ECONOMICS, ADMINISTRATIVE AND SOCIAL SCIENCES	AVIATION MANAGEMENT	UNDERGRADUATE	SUSTAINABILITY MANAGEMENT IN AVIATION	Link
FACULTY OF ECONOMICS, ADMINISTRATIVE AND SOCIAL SCIENCES	ECONOMICS AND FINANCE (ENGLISH)	UNDERGRADUATE	SUSTAINABLE DEVELOPMENT AND GROWTH	Link
FACULTY OF ECONOMICS, ADMINISTRATIVE AND SOCIAL SCIENCES	AVIATION MANAGEMENT	UNDERGRADUATE	SUSTAINABILITY MANAGEMENT IN AVIATION	Link





FACULTY OF HEALTH SCIENCES	HEALTHCARE MANAGEMENT	UNDERGRAD UTE	SUSTAINABILITY IN HEALTHCARE	Link
FACULTY OF APPLIED SCIENCES	This course is offered as an elective course in most departments of the faculty.	UNDERGRAD UTE	INTRODUCTION TO SUSTAINABILITY	
FACULTY OF APPLIED SCIENCES	PUBLIC RELATIONS AND ADVERTISING	UNDERGRAD UTE	INTRODUCTION TO SUSTAINABILITY	Link
FACULTY OF APPLIED SCIENCES	BANKING AND INSURANCE	UNDERGRAD UTE	SUSTAINABLE INSURANCE APPLICATIONS	Link
FACULTY OF ENGINEERING AND ARCHITECTURE	CIVIL ENGINEERING (ENGLISH)	UNDERGRAD UTE	SUSTAINABLE CONSTRUCTION MATERIALS	Link
FACULTY OF FINE ARTS	GASTRONOMY AND CULINARY ARTS	UNDERGRAD UTE	ECOLOGICAL LITERACY AND SUSTAINABILITY	Link
FACULTY OF FINE ARTS	GASTRONOMY AND CULINARY ARTS	UNDERGRAD UTE	FOOD AND SUSTAINABILITY	Link
FACULTY OF FINE ARTS	INTERIOR ARCHITECTURE AND ENVIRONMENTAL DESIGN	UNDERGRAD UTE	URBAN IDENTITY AND CULTURAL SUSTAINABILITY	Link
FACULTY OF FINE ARTS	INTERIOR ARCHITECTURE AND ENVIRONMENTAL DESIGN (ENGLISH)	UNDERGRAD UTE	INTRODUCTION TO SUSTAINABILITY	Link
FACULTY OF ECONOMICS, ADMINISTRATIVE AND SOCIAL SCIENCES	ENGLISH LANGUAGE AND LITERATURE (ENGLISH)	UNDERGRAD UTE	INTRODUCTION TO SUSTAINABILITY	Link
FACULTY OF ECONOMICS, ADMINISTRATIVE AND SOCIAL SCIENCES	INTERNATIONAL TRADE AND FINANCE (ENGLISH)	UNDERGRAD UTE	ENERGY ECONOMICS AND SUSTAINABILITY	Link
FACULTY OF ECONOMICS, ADMINISTRATIVE AND SOCIAL SCIENCES	ECONOMICS AND FINANCE (ENGLISH)	UNDERGRAD UTE	SUSTAINABLE FINANCE AND RISK MANAGEMENT	Link
FACULTY OF ECONOMICS, ADMINISTRATIVE AND SOCIAL SCIENCES	AVIATION MANAGEMENT (ENGLISH)	UNDERGRAD UTE	SUSTAINABILITY MANAGEMENT IN AVIATION	Link





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