



2024 Sustainability Report **SDG 10**



REDUCING INEQUALITIES

LETTER FROM THE REPORT RECTOR



Ege University is a leading university, an example of the Turkish higher education system, which has received Turkey's first Institutional Full Accreditation Certificate and has the identity of a Student-Focused Research University.

Our University, with its 69-year deep-rooted history, strong academic staff, qualified scientific studies, distinguished students, and graduates, is to make a supreme effort to build a solid future for new generations by being sensitive to the realities of the world, our country and the society we live in. Ege University is a strong research institution with an entrepreneurship and innovation ecosystem where R&D, innovation, knowledge, and technology transfer take place between industry and university.

Ege University has adopted all the goals of eliminating inequalities, strengthening economic growth and employment, improving cities and residential areas, ensuring industrialization, protecting oceans and ecosystems, producing and consuming energy more sustainably, combating climate change, developing sustainable production and consumption, and empowering human rights. Our university operates within an adequate ultrastructure designable to implement all academic and operational activities within the SDGs framework.

We steadfastly persist in our pursuit of elevating Ege University into a vanguard research institution dedicated to pioneering technological advancements in support of sustainable development.

This report not only contains in-depth information about Ege University's remarkable efforts in each of the United Nations Sustainable Development Goals throughout 2024 but also reveals the key strategies of our institution. Moreover, it serves as a guiding compass, not only illuminating our efforts but also enabling a keener determination of our evolving needs and strategic plans.

In harmonious unity, we ardently endeavor to steer our institution towards a guiding and pioneering role by meticulously realizing our objectives through a management philosophy of fairness, equity, and accessibility.

I appreciate all my esteemed colleagues whose collective efforts have shaped this report.

With warm regards and respect..."

Prof. Dr. Necdet BUDAK
Rector



LETTER FROM THE REPORT TEAM

As the Sustainability Report Team, Ege University, we are proud and excited to present the third annual Sustainability Report of Ege University, one of Turkey's pioneering universities, prepared to concretize the University's commitment to sustainability and enable you to follow our sustainability-related efforts closely.

Sustainability lies at the heart of Ege University's main objectives. Besides, our university bears the responsibility of leaving a more livable world to future generations, and it emphasizes its determination to integrate sustainability principles in the fields of education, research, social contribution, and campus management. Over the years, Ege University has built a strong track record of offering sustainable solutions to address the challenges facing the university and society. In 2020, all these efforts culminated in establishing the Rankings Office. This move not only strengthened the university's commitment to sustainability but also led to the formation of sub-commissions focusing on various Sustainable Development Goals. These sub-working groups brought together academics and administrative staff from every faculty and the Rectorate, each contributing diverse perspectives and professional expertise.

What makes the Rankings Office even more dynamic is its inclusion of the Sustainability Report Team, which actively participates in all activities, thus enhancing the visibility of the office across the university.

Ege University aims to extend influence far beyond the boundaries of our institution. The EGE Sustainability Team seeks to be a trailblazer in instilling a culture of sustainability in other higher education institutions. Our Sustainability Team and its sub-working groups are going to serve as advisors to our university as well as to other universities, offering insights into Sustainable Development Goals and impact management. Furthermore, we are going to continue to be actively involved in educational initiatives that support schools on their sustainability journeys.

Beyond our campuses, we actively engage with local communities, businesses, and government entities to foster sustainable relationships, collaborate on solving common issues, and share our wealth of knowledge.

Ege University is unwavering in its commitment to the responsible management of resources to mitigate their impact on society, the environment, and the economy. This report offers a transparent and current source of information, providing valuable guidance to universities and stakeholders seeking to expand their knowledge on sustainability.

EGE University is actively dedicated to advancing sustainability through research, education, and innovation to become a leading institution in Turkey and worldwide. Our primary focus is on enhancing the accessibility, inclusivity, and affordability of our university for the benefit of our community. We cultivate positive partnerships with industry leaders to strengthen our engagement and ensure the use of environmentally sustainable practices that support innovation and research.

This report offers insight into EGE UNI's position in 2024 regarding enhancing sustainability in Turkey. We share our initiatives and commitments related to environmental, social, and economic sustainability, along with their corresponding impacts. We extend our gratitude to our sub-working groups, the Sustainability Report team, our dedicated students, EGE's esteemed academicians, and the Rectorate for their unwavering efforts this year to further our sustainable impact.

Our journey towards securing the sustainability of our world is an extensive and long way one. As the EGE Sustainability Team, we place our trust in the dedication of our university's staff and students to continue their improvements this year and sustain their endeavors well into the future.

We appreciate your interest in the Ege University Sustainability Report and eagerly welcome the feedback of our readers.

Prof. Dr. Gökür ŞİŞMAN AYDIN
Coordinator
EU Sustainability Office

Ege University Policy on Reducing Inequalities in Line with Sustainable Development Goals

Universities, which aim to provide their graduates with academic, social and cultural knowledge, skills and competence, are, in a way, educational institutions that believe in the importance of scientific thinking, exhibit a positive attitude in terms of communication skills, respect human rights and contribute to the competencies of our young people on the way to becoming world citizens. In accordance with Article 42 of the Constitution of the Republic of Turkey, "No one shall be deprived of the right to schooling and education." As required by this article of the Constitution, Ege University, with all its units, attaches importance to its duty to provide equal opportunity for everyone by doing its part to ensure that all members of society have the right to receive education without any discrimination. [Ege University's policy to reduce inequalities includes the following points.](#)

Ege University;

- Aiming to ensure that individuals from all backgrounds of society receive education without discrimination.
- Provides education based on the principle of equal opportunity to all individuals from different backgrounds of society in all of its associate, undergraduate and graduate programs.
- Ensuring fair and inclusion-based opportunities for underrepresented and potentially underrepresented groups, including groups such as ethnic minorities, low-income students and students with special needs.
- Ensuring the establishment of anti-discrimination and anti-harassment policies and monitors evaluation systems to ensure their implementation by all units.
- Organizing scientific and social activities to create anti-discrimination and anti-harassment policies.
- Planning a working and learning environment of individuals with special needs in the process of receiving education.
- Creating socially and physically facilitating and supportive structures for individuals with special needs.

Monitoring Applications of Underrepresented Groups

There are 11,332 first generation students and 7,063 of them are starting a degree. A total of 13,013 students are starting a degree, in 2024. Of these, 4822 are associate degree students, 6518 are bachelor's degree students, 1427 are master's degree students and 246 are doctoral students. There are 856 students from developing countries. The total international students are 2509. The percentage of international students from developing countries is 34.11%. There are 166 students in total, including 29 with hearing impairments, 22 with visual impairments, 28 with mental disabilities, 51 with orthopaedic disabilities, and 36 with other disabilities. 21 are in associate degrees, 131 in undergraduate degrees, and 14 in postgraduate degrees. The total number of students at the university is 55,032.

Our university provides services within the units and legal regulations in monitoring the applications of underrepresented groups.

Ege University, which has achieved significant success as a research university, has continued to bring its knowledge and experience together with all groups of society through social responsibility projects prepared within the scope of its social contribution mission. Our students shape their career studies through student societies and projects. With social responsibility projects, they increase their experience both during and after their education. In this context, a total of 3,422 projects were completed. [1,273 projects](#) were underrepresented social responsibility projects. [214 projects](#) were new social responsibility applications. [947 projects](#) on reducing inequalities and [112 projects](#) were activities for underrepresented groups.

Supporting University Loyalty through Projects and Events

Apart from education and research, individuals see the preventive, healing and developmental aspects of the university through art, sports and cultural activities. Along with these opportunities, they also connect with the business world through internship opportunities. The Alumni Relations office strengthens student communication through collaborations and partnerships in industry, commerce, education, health, agriculture and other fields. In 2024, [479 events](#) were organized within the scope of career and [413 events](#) for alumni relations.



Supporting Projects for Underrepresented Groups

EBİLTEM carries out projects to prevent discrimination and address underrepresented groups throughout the university. In 2024; 15 project with TÜBİTAK support were completed and 48 new projects with were accepted.

[Barrier Free Ege Coordinators organized a total of 9 activities in 2024](#), such as web programs and meetings in areas such as sports, becoming a student, health services and so on.



Providing Training Support for Underrepresented Groups

Ege University Continuing Education Center (EGESEM) has carried out important activities and 25, [139 people received certificates in 2024.](#)

EGESEM awarded 15 activities for underrepresented groups. In trainings, 2 different certificates in child education, 15 certificates in foreign students, 6 certificates in training for women, and 2 types of certificates on disadvantages. In face to face trainings 605 certificates given, in asynchronous trainings, 1046 certificates were given.



Underrepresented Groups Supported by Units

EBİLTEM, [AROM](#), [Dean of Students Office](#), [Career and Success Coordinatorship](#) endeavors to train entrepreneurial, innovative, researcher students and qualified graduates who can offer added value to the society. Social Responsibility Projects Coordinatorship, Alumni Relations Office International Relations Coordinatorship aims to strengthen students' professional competencies, internship and work experiences and cooperation skills through projects, as well as increasing their income levels through partnerships. Career Planning and Success Coordinatorship organizes various trainings and seminars throughout the year. The Research Oriented Student Center organizes orientation trainings to inform students about opportunities at the university. These include academic mentor training, project writing and entrepreneurship trainings. AROM provides the necessary support for participation in Teknofest competitions. Peer communication and peer mentoring of students are supported through AROM ambassadorship.

International Relations Coordinatorship acts as a bridge between universities and the business world (internship programs by increasing the quality in the academic field with ERASMS and Orhun programs. Equality of opportunity is taken into consideration in accepting international students and sending local students abroad, and a systematic process is followed.



Material Support Continues to Reduce Inequalities

Library services are one of the important issues within the scope of student orientation. Students can use the barrier-free library, which is one of the library services. Visually impaired users can digitize their requested publications upon request. The library offers 329,000 e-books for visually impaired users, and audiobooks are available for listening. The library also features 14 Braille books for the visually impaired. Within the scope of the 2024-2028 strategic plan, this number is expected to increase further with the goal of increasing the number of special hardware and software for the disabled in the library.

In our university, there are thesis and non-thesis master's programs for academic studies based on supporting women's studies, gender-based equality and reducing inequalities



Scholarship and Housing Support Continues

Within the scope of official data, our university has scholarships and housing, nutrition, part-time work advantages, counseling follow-up and support mechanisms for students who are determined to have low income. The information of the scholarship recipients is kept. The part-time work office involves students according to their skills.

The units that our students can apply to in case of health problems are Ege University Faculty of Medicine Campus Polyclinic, which is located in the building of the [Department of Health, Culture and Sports Psychological](#) counseling and guidance services are provided to our students as well. In addition, students are supported with food, housing and education scholarships within the Health, Culture and Sports Department. Ege University Student Village provides accommodation for 1714 students. Within the student village there are currently 200 earthquake refugees, 188 foreign nationals and 4 disabled students, in 2024. More detailed information about the Student Village can be found at www.ogrencikoyu.ege.edu.tr. Within the framework of the disabled accommodation policy, there are 5 accommodation facilities available.

Within Ege University, two shuttle buses suitable for disabled people serve between the KYK dormitory and the Student Village.



Policies for Underrepresented Groups Considered

In 2024, there are total 2990 academic staff, 3524 administrative staff and 3090 employees in Ege University.

Regarding the people with disabilities, as one of the groups underrepresented in our university in accordance with legal obligations, there are, 108 administrative staff. These figures correspond to 3 % of the total administrative staff. Personnel recruitment in the academic, administrative and labor status of our university can be made through certain legislation. It is not possible to determine any different policy for recruitment outside the legal framework and legal order determined by the legislation. Article 53 of the Civil Servants Law No. 657 states that "Institutions and organizations are obliged to employ 3% disabled people in the staff of the personnel they employ according to this Law. In the calculation of 3%, the total number of full staff of the relevant institution or organization (excluding foreign organizations) is taken into account." and Article 30 of the Labor Law No. 4857 states that "Employers are obliged to employ three percent disabled people in private sector workplaces where they employ fifty or more employees and four percent disabled people in public workplaces..."

As in the recruitment and remuneration policy of academic and administrative staff at our university, an approach that is active, full participation, self-development, independent living skills, age and gender based non-discrimination is followed in the students to be selected for employment. In addition, an approach is followed to support those with low socioeconomic income and to empower them in favor of those in the underrepresented group. The Department of Personnel, SKS and the Barrier Free Ege Coordinatorship carry out these activities by supporting each other.

2024 EKPSS Engelli Kamu Personeli Yerleştirme Sonucu Yerleşen Adaylardan İstenilen Belgeler

2024 Engelli Kamu Personeli Seçme Sınavı (EKPSS) yerleştirme sonuçlarına göre Üniversitemize yerleşen adaylar **15.03.2024 tarihine kadar** atama işlemlerine esas olmak üzere ekteki belgeleri tamamlayarak Üniversitemiz Personel Daire Başkanlığı İdari Kadro ve Atama Şube Müdürlüğüne başvuruda bulunmaları gerekmektedir.

Anti-Discrimination Policies are Pursued

Sharing ideas and suggestions at our university is carried out by taking into account the principle of participatory and equal opportunity in all units, especially at the senior management level.

According to the Anti-Discrimination Policies, everyone is equal before the law without discrimination based on language, race, color, sex, political opinion, philosophical belief, religion, sect and similar grounds. Women and men have equal rights. The State is obliged to ensure that this equality is realized. Measures to be taken for this purpose cannot be interpreted as contrary to the principle of equality. Article 3 of Law No. 657 titled "Basic Principles" defines Classification, Career and Merit, and Merit is to base the entry to the State public service positions, advancement and promotion within the classes, and termination of the position on the merit system and to provide security to the civil servants in the implementation of this system with equal opportunities. Pursuant to Article 5 of Labor Law No. 4857 titled "Equal Treatment Principle", no discrimination based on language, race, color, sex, disability, political opinion, philosophical belief, religion and sect and similar reasons can be made in the employment relationship. There is an effective, reliable and accountable institutional understanding.

With this perspective, the Law No. 4688 on Public Officials' Trade Unions and Collective Bargaining and the [Law No. 6356 on Trade Unions and Collective Bargaining Agreements for civil servants and workers](#) are taken into consideration in protecting the rights of employees by adopting legal policies including financial, wage and social protection policies.

Diversity and Equality Policies Are in Place

Management pursues policies to designate a diversity and equality committee, office or officer, or equivalent, for policies, programs and training on diversity, equality, inclusion, professional development and human rights.

Within the scope of combating harassment and discrimination, practices based on the necessary legal [regulations are based on the Law No. 6701 on Human Rights and Equality Institution of Turkey and ethical](#) principles and protection of legal rights are ensured through inter-unit cooperation. [For this purpose, Ege University has a Gender Equality Promotion and Sexual Harassment Prevention Unit.](#)

The University has an accessible and systematic feedback process in every unit with the principle of transparency. Accessibility is essential in the institution. Communication channels open to all academic and administrative staff and students have been established. Rector appointment request center and Turkuaz desk solution center are among the communication channels.

The Quality Coordination Office has active and effective benchmarks to monitor the work of the institution in terms of quality and indicators.



Barrier-Free Ege Coordinatorship

[The Barrier-Free Ege Coordinatorship](#) pursues a policy that is not based on a sense of discrimination against people with disabilities and supports them to live independently in society. [With this perspective, it shares the educational and physical arrangements for disabled students in special talent exams.](#)

In accordance with legal obligations, as stated in the Law No. 5378 on Persons with Disabilities, "By encouraging and ensuring that people with disabilities benefit from fundamental rights and freedoms and by strengthening respect for their inherent dignity, it should be ensured that necessary arrangements are made to ensure their full and effective participation in social life on equal terms with other individuals and to take measures to prevent disability." [Our University follows a policy to eliminate obstacles.](#) It strives to equalize conditions and makes improvements to ensure their equal participation in social life. This is also emphasized in [Ege University's 2024-2028 strategic plan.](#)

Barrier-Free Ege Consultancy and Mentoring System

Our university's web address is set to display settings especially for the visually impaired with the barrier-free ege feature. There is EYBIS (Barrier-Free Guidance and Information navigation program in order for visually impaired students and disabled employees to have information about the settlements in the central campus, to find their directions with audio description without the need for others, and to define their own routes where this system is installed. There is EBA (Engelsiz Bilgilendirme Asistanı) for the use of our university website with audio guidance and information system. Thanks to these features, information can be easily delivered to students and employees.

Our university's Barrier Free Ege Coordinatorship carries out various activities to support, mentor and counsel individuals. One of these activities is television programs.

With the Barrier-Free EgeDers (Ege University Learning Management System training, students have access to the information, support and mentoring they need about distance education, [Ege University Learning Management System](#) In addition, there are 15 Egeders help videos for instructors and 8 Egeders help videos for students. In 2024, there were 30802 courses in EgeDers and 41087 student were login into EgeDers quizez.



Monitoring Educational Arrangements for Students with Disabilities

Based on the needs of students with disabilities, supporting their academic, social and cultural participation, and individualized instructional adaptations are carried out by the [Barrier-Free Ege Coordinator](#). [Individual adaptation letters are prepared and forwarded to the relevant units](#). The Barrier-Free Ege Coordinatorship [has identified disabled student counselors in faculties and colleges](#).

In addition, the official letter published on the examination practices of students with disabilities can be accessed. Ege University Directive on Education, Training and Assessment and Evaluation Practices for Students with Disabilities has also been issued. A decision was taken regarding the exemption of hearing impaired students from foreign language courses.

Number of Engagements Without Barriers Increases

As in the previous year, the number of applications for the Barrier-Free University Awards and Program Order organized by YÖK has increased this year. The Department of Construction Works strives to construct accessible buildings for persons with disabilities within accessible facilities. The law on persons with disabilities in the legislation information system of the Presidency is taken into consideration. The Directorate of Administrative and Financial Affairs has included explanations for people with disabilities in the legislation [on the protection of buildings](#). The roads and sidewalks, faculty/school and building entrances in the central campus of Ege University have been made suitable for the use of disabled people with the help of ramps.

In 2024, our university received 2 insignia and 14 flag awards in the fields for which it was a candidate within the scope of the Barrier-Free University awards. Faculty of Medicine Central Dining Hall, Faculty of Engineering Civil Engineering, Suat Cemile Balcıoğlu Campus ENT Polyclinic, EGEMATAL, Faculty of Economics and Administrative Sciences, Faculty of Dentistry, and the Faculty of Communication received "Access in Space" flags. Emel Akin Vocational School, the School of Foreign Languages, and the Faculty of Communication received "Access in Education" flags. Faculty of Education, Faculty of Health Sciences, Emel Akin Vocational School, and Faculty of Sports Sciences received the "Access in Sociocultural Activities" flag. The Foreign Languages Department of the EU School of Foreign Languages was awarded the Barrier-Free Program Medal in the "Autism Spectrum Disorder" category, and the Computer and Educational Technologies Teaching Department of the Faculty of Education was awarded the Barrier-Free Program Medal in the "Hearing Impaired" category.



THE Impact Rankings Methodology 2026 & GRI Index Matrix

THE	Impact Rankings Methodology 2026 Version 1.1	GRI	Disclosure	Reported	Page
10.1	Research on reduced inequalities			Fully	1,2,3
10.2	First-generation students			Fully	1
10.2.1	Proportion of first-generation students			Fully	1
	Number of students starting a degree			Fully	1
	Number of first-generation students starting a degree			Fully	1
10.3	International students from developing countries			Fully	1
10.3.1	Proportion of international students from developing countries			Fully	1
	Number of students			Fully	1
	Number of international students from developing countries			Fully	1
10.4	Proportion of students with disabilities			Fully	1
10.4.1	Proportion of students with disabilities			Fully	1
	Number of students			Fully	1
	Number of students with disability			Fully	1
10.5	Proportion of employees with disabilities			Fully	5
10.5.1	Proportion of employees with disabilities	GRI 401: Employment 2016	401-1 New employee hires and employee turnover 401-2 Benefits provided to full-time employees that are not provided to temporary or parttime employees 401-3 Parental leave	Fully	5
	Number of employees	GRI 2: General Disclosures 2021 GRI 404: Training and Education 2016	2-7 Employees 2-8 Workers who are not employees 404-1 Average hours of training per year per employee	Fully	5
	Number of employees with disability			Fully	5
10.6	Measures against discrimination			Fully	5,6
10.6.1	Non-discriminatory admissions policy Have an admissions policy which is non-discriminatory or which details and explains the logic for any appropriate positive discrimination policies in admissions			Fully	2,3,4,5
10.6.2	Access to university track underrepresented groups applications Measure and track applications and admissions of underrepresented (and potentially underrepresented) groups including ethnic minorities, low-income students, non-traditional students, women, LGBT students, and disabled students, and newly settled refugee students.			Fully	2,3,4,5,6
10.6.3	Access to university underrepresented groups recruit Take planned actions to recruit students, staff, and faculty from under-represented groups			Fully	2,3,4,5,6,7,8
10.6.4	Anti-discrimination policy Have an anti-discrimination policy that covers the institution and its operations.			Fully	5,6,7
10.6.5	University diversity officer Have a diversity and equality committee, office or officer (or the equivalent) tasked by the administration or governing body to advise on and implement policies, programmes and trainings related to diversity, equity, inclusion and human rights on campus.	GRI 2: General Disclosures 2021 GRI 405: Diversity and Equal Opportunity 2016	2-7-a Employees 405-1 Diversity of governance bodies and employees) 405-2 Ratio of basic salary and remuneration of women to men)	Fully	5,6,7
10.6.6	Support for underrepresented groups Provide mentoring, counselling, or peer support programmes to support students, staff, and faculty from underrepresented groups.	GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and Fully employees 405-2 Ratio of basic salary and remuneration of women to men	Fully	6,7
10.6.7	Accessible facilities Provide accessible facilities for people with disabilities.			Fully	1,2,7,8
10.6.8	Disability support services Provide accessible facilities for people with disabilities.			Fully	4,6,8
10.6.9	Disability access scheme Provide access schemes for people with disabilities such as mentoring or other targeted support			Fully	6,7,8
10.6.10	Disability accommodation policy Have reasonable accommodation policy or strategy for people with disabilities including adequate funding	GRI 207: Tax 2019	207-1 Approach to tax	Fully	6,7,8
10.6.11	Anti-harassment policy Have an anti-harassment policy that covers the institution and its operations				5,6,7



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