



2024 Sustainability Report SDG 8



DECENT WORK AND ECONOMIC GROWTH

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. Göknur ŞİŞMAN AYDIN
Coordinator
EU Sustainability Office

HIRING PROCEDURES

NUMBER OF EMPLOYEES

By the date 31.12.2024, total of employees in Ege University is 9622, which involves 2990 academic staff, 3520 administrative staff, 11 foreign academic staff, 11 contracted academic staff, 201 contracted administrative staff and 2889 permanent workers.

The number of employees based on data obtained from Directorate of Strategic Development is:

- Academic Personnel: 2990
- Administrative Personnel: 3520
- Contracted Administrative Personnel: 201
- Workers: 2889
- Contracted Academic Personnel: 11

Total Number of Employees: 9622



NUMBER OF ACADEMIC STAFF

In the 2023-2024 Academic Year, a total of 2,990 academic staff are employed at Ege University, including 943 professors, 337 associate professors, 432 assistant professors, 469 lecturers and 809 research assistants.

In the 2023-2024 Akademik Year, 11 contracted Turkish citizens (lecturers, contracted artists), and 11 foreigners are employed in the academic staff.

Tablo 8 Akademik Personel Sayısı

Akademik Personelin Unvanı	Akademik Personel Sayısı (2024 yılı)	Cinsiyete Göre	
		Kadın	Erkek
Profesör	943	476	467
Doçent	337	203	134
Doktor Öğretim Üyesi	432	240	192
Öğretim Görevlisi	469	247	222
Araştırma Görevlisi	809	468	341
Toplam	2.990	1.634	1.356

Source: Ege University Activity Report 2024



NUMBER OF ADMINISTRATIVE STAFF

According to Article 4/A of Law No. 657, a total of 3,524 administrative staff are currently employed at our university in 2024. The number of administrative staff employed according to Article 4/A is shown in the table below.

Additionally, a total of 6.614 administrative staff are employed at the university in 2024; including permanent and temporary workers employed according to Law No 657 Articles 4/A and 4/B, Labor Law No 4857, Statutory Decree No 696.

657 Sayılı Kanunun 4/A Maddesi Kapsamında İdari Personel Sayısı (2024 yılı)			
Sınıflara Göre	Dolu Kadro Sayısı	Cinsiyete Göre	
		Kadın	Erkek
Genel İdari Hizmetler	941	467	474
Sağlık Hizmetleri Sınıfı	2107	1654	453
Teknik Hizmetleri Sınıfı	318	85	233
Avukatlık Hizmetleri Sınıfı	6	2	4
Din Hizmetleri Sınıfı	2	0	2
Yardımcı Hizmetler	150	32	118
Toplam	3.524	2.240	1.284

The total number of personnel employed according to Law No. 2547 and Law No. 657 - Article 4/A was 340 in 2024. In addition, 417 staff has left the university in this year due to retirement or other reasons. Details regarding these changes are given in the table below.

Details for Personnel Turnover (Law No 657 Article 4/A)

657 Sayılı Kanunun 4/A Maddesi Kapsamındaki Personel Atamasına/Ayrılmasına İlişkin Bilgiler (2024 yılı)			
Personel	2024 yılında Ataması Yapılan Personel Sayısı	2024 yılında Ayrılan Personel Sayısı	
		Emekli	Diğer
Akademik Personel	303	64	145
İdari Personel	37	97	111
Toplam	340	161	256

* Atanan verisine "Uzmanlık Öğrencileri" ve "kadro unvan değişiklikleri" dâhil edilmiştir.

According to Law No. 657, there are four different forms of employment, which include civil servants, contracted personnel, temporary personnel, and workers. The recruitment of workers at Ege University is carried out in accordance with Presidential Decree No. 2 on General Staff and Procedure, which mandates the appointment of workers in service

units such as workshops, construction sites, factories, farms, and for support services like cleaning, protection, security, maintenance, and repairs when the President allows open recruitment for permanent worker positions. This recruitment is done in accordance with the "Regulation on Procedures and Principles to be Applied in the Employment of Workers in Public Institutions and Organizations" as specified in Law No. 4857.

DISADVANTAGED GROUPS

At Ege University, the employment of disabled and former convict workers is carried out in accordance with Article 30 of Labor Law No. 4857, which states, "Employers are obliged to employ three percent disabled workers in private sector workplaces where they employ fifty or more workers, and four percent disabled workers and two percent former convict workers in public sector workplaces, or individuals falling within the scope of the Military Service Law No. 1111 dated 21/6/1927 or the Reserve Officers and Reserve Military Officials Law No. 1076 dated 16/6/1927, who have been injured as a result of the reasons and effects of the terrorist incidents listed in Article 21 of Law No. 3713 dated 12/4/1991, in appropriate jobs that match their profession, physical,

THE NUMBER OF DISADVANTAGED PERSONNEL SERVING WITHIN THE YEAR 2024		
OFFICER	Law No. 3173 on the Fight Against Terrorism	52
	Law No. 2828 on Social Services	74
	Disadvantaged	108
	TOTAL:	234
WORKER	Law No. 3173 on the Fight Against Terrorism	3
	Disadvantaged	111
	Former Convict	55
	Assigned Due to Mining Accident and Currently Serving	1
	TOTAL:	170

In 2024, the total number of disadvantaged employees is 404, consisting of 234 officers and 170 workers.

LIVING ALLOWANCE

At Ege University, the wage payments for the four employment methods determined by Law No. 657 are carried out in accordance with the provisions of Law No. 657 on Civil Servants, Law No. 4857 on Labor, Law No. 5510 on Social Insurance and General Health Insurance, Law No. 2914 on Higher Education Personnel, Tax Procedure Law, Stamp Tax Law, and Collective Bargaining Agreements.

UNIONIZATION

In accordance with Article 48 of Law No. 657, any individual who meets the general and specific requirements can apply for the Public Personnel Selection Examination (KPSS) and those who are eligible are appointed as State Civil Servants. According to the Regulations on Employment of Contracted Personnel, recruitment as contracted personnel is carried out based on the success in the KPSS exam results, as stipulated in Article 48 of Law No. 657. Under Article 53 of Law No. 657, institutions are required to employ 3% of disabled individuals in their workforce. The recruitment of disabled individuals, including quota vacancies, is conducted through a central examination and placement process by the Ministry of Family, Labor and Social Services (Aile ve Sosyal Hizmetler Bakanlığı). Individuals trained in the field of social services under Law No. 2828 are employed in public institutions by the ASPB. The employment of the relatives of martyrs and veterans in public service is carried out through appointment proposals by the ASPB, in accordance with Law No. 3713 on the Fight Against Terrorism.

Under Article 53 of Law No. 657, institutions are required to employ 3% of disabled individuals in their workforce. The recruitment of disabled individuals, including quota vacancies, is conducted through a central examination and placement process by the Ministry of Family, Labor and Social Services (Aile Sosyal Politikalar Bakanlığı - ASPB). Individuals trained in social services institutions under Law No. 2828 are employed in public institutions by the ASPB. The employment of the relatives of martyrs and veterans in public service is carried out through appointment proposals by the ASPB, in accordance with Law No. 3713 on the Fight Against Terrorism. Regarding civil servants and workers, under Law No. 4688 on Public Servants' Trade Unions and Collective Bargaining Agreements, employees at the university can become members of a union and benefit from collective bargaining agreements. For university workers, Law No. 6356 on Trade Unions and Collective Labor Agreements also applies, allowing them to join unions and benefit from collective labor agreements.



FIGHTING DISCRIMINATION

According to our laws, no one can be discriminated against on grounds such as language, race, color, sex, political opinion, philosophical belief, religion or sect. Women and men have equal rights and the state is obliged to ensure this equality. Measures to be taken for children, the elderly, the disabled, widows and orphans of war and duty martyrs, invalids and veterans shall not be considered contrary to the principle of equality. Privileges shall not be granted to any person, family, group or class. State organs and administrative authorities shall act in accordance with the principle of equality in all their actions. The recruitment, promotion and termination of civil servants must be based on the merit system (in accordance with Classification, Career and Merit as set out in Article 3 of Law No. 657 entitled Basic Principles). Pursuant to Article 5 of the 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.



COMBATTING MODERN SLAVERY

In Article 99 of Law No. 657 on State Civil Servants, the working hours of civil servants are clear and explicit. Civil servants have a weekly working time of 40 hours, consisting of 8 hours per day. Saturdays and Sundays are considered as holidays for civil servants. Article 40 of Law No. 657, titled 'Age Requirements for Entry into Civil Service,' states: 'In general, those who have reached the age of 18 can become State Civil Servants. Those who have completed a vocational or art school can be appointed to State Civil Service, provided that they are at least 15 years old and have obtained a judicial decision of maturity in accordance with Article 12 of the Turkish Civil Code.' In Article 63 of Law No. 4857 on Labor, titled 'Working Hours,' it is stated: 'In general, the working time is a maximum of 45 hours per week. Unless otherwise agreed, this time is applied by dividing it equally among the working days of the week in workplaces. The working time for workers in underground mining operations is a maximum of 7.5 hours per day and a maximum of 37.5 hours per week. Actions are taken against child labor in accordance with Article 17 of Law No. 4857 on Labor, titled 'Age of Employment and Prohibition of Employing Children.'

EQUAL RIGHTS FOR SUBCONTRACTORS

Service procurements based on personnel employment have been terminated by Decree Law No. 696, and equal rights have been ensured for the personnel working within Ege University.



INCENTIVE PROCESSES IN RECRUITMENT PRACTICES



In the recruitment practices at Ege University, incentivizing factors can be summarized as follows:

- Limited allocation of appointment quotas for the university due to high demand,
- Regulations on union rights for civil servants and workers under Law No. 4688 on Public Servants' Trade Unions and Collective Bargaining Agreements
- Regulation of union rights for civil servants and workers under Law No. 6356 on Unions and Collective Labor Agreements.

GENDER EQUALITY

The salaries of personnel employed at Ege University do not vary based on gender. There is no legislation related to equality in the salary scale, which also includes criteria to eliminate gender pay gaps. Furthermore, the Ege University administration has issued the Gender Equality Directive. In accordance with this directive, Ege University has established Gender Equality Support and Sexual Harassment Prevention units, and the Ege University Gender Equality Plan (EGE-PİK) has been prepared.

EGE UNIVERSITY GENDER EQUALITY PLAN (EGE-PİK)

Ege University aims to consistently implement gender equality across its various departments. For this purpose, the 2022-2025 Ege University Gender Equality Plan has been prepared. According to this plan, the following objectives have been targeted:

- Within the framework of gender equality, we recognize that eliminating all forms of discrimination against women and girls is not only a human right but also of great importance in accelerating sustainable development. We align our goals and plans accordingly.
- We support scientific research conducted in various units related to gender equality.
- We have units and centers aimed at preventing violence against women and protecting women's rights in the context of gender equality, and we carry out related initiatives.
- We provide affordable childcare facilities for the children of university staff and students.
- We endorse a policy of non-discrimination within the framework of gender equality.
- We organize national and international events related to gender equality, participate in such events, and collaborate with institutions and organizations.
- We support the destigmatization of professions based on gender
- We conduct academic research to promote awareness of gender equality in the public sphere.
- We support the increase in the number of senior academics while adhering to gender equality principles.
- We aim to promote gender equality throughout every unit of the university.



Number of Academic Staff By Gender



Among the academic personnel being employed in Ege University; 1.634 were females (54.65%) and 1.356 were males (45.35%) in 2024.

Number of Administrative Staff By Gender

In Ege University, the total number of staff employed according to Law No. 657 Article 4/A was 3.524, and this number involves 2.240 female (63.6%) employees and 1.284 (36.4%) male employees.



EMPLOYEE EXPENSES

UNIVERSITY EXPENSES

With the 2024 Central Government Budget Law, allowance given to our university includes **5.537.625.000,00 TL** (%63,40) for personnel expenses, **706.958.000,00 TL** (%8,09) for premiums for social security institutions, **687.229.000,00 TL** (%7,87) for purchase of goods and services, **1.135.394.000 TL** (%13) for current transfers, and **667.000.000 TL** (%7,64) for capital expenses, totaling up to **8.734.206.000 TL's**.

Tablo 73 Ekonomik Sınıflandırma Düzeyinde Ege Üniversitesi 2024 yılı Ödenek Ve Harcama Verileri

EKONOMİK KOD	BAŞLANGIÇ ÖDENEĞİ				YILSONU TOPLAM ÖDENEK				GERÇEKLEŞME			
	HİZMET PROGRAMLARI TOPLAM	YÖNETİM VE DESTEK PROGRAMI	PROGRAM DIŞI GİDERLER	TOPLAM	HİZMET PROGRAMLARI TOPLAM	YÖNETİM VE DESTEK PROGRAMI	PROGRAM DIŞI GİDERLER	TOPLAM	HİZMET PROGRAMLARI TOPLAM	YÖNETİM VE DESTEK PROGRAMI	PROGRAM DIŞI GİDERLER	TOPLAM
Personel Giderleri	5.115.395.000	422.230.000		5.537.625.000	5.389.102.653	341.671.000		5.730.773.653	5.345.303.333	339.104.943		5.684.408.276
Sosyal Güvenlik Kurumuna Devlet Primi Giderleri	659.641.000	47.317.000		706.958.000	710.391.550	49.068.000		759.459.550	704.505.531	47.839.010		752.344.541
Mali ve Hizmet Alın Giderleri	588.788.000	98.441.000		687.229.000	803.185.548	123.888.223		927.073.771	758.612.483	119.137.454		877.749.937
Faiz Giderleri				0				0				0
Cari Transferler	638.279.000	497.115.000		1.135.394.000	764.187.250	497.222.591		1.261.409.841	763.934.575	458.753.905		1.222.688.480
Sermaye Giderleri	662.000.000	5.000.000		667.000.000	724.106.800	44.000.000		768.106.800	696.249.821	3.918.024		700.167.845
Sermaye Transferleri				0				0				0
Borç Verme				0				0				0
Vedek Ödenekler				0				0				0
BÜTÇE İÇİ TOPLAM KAYNAK	7.664.103.000	1.070.103.000	0	8.734.206.000	8.390.973.801	1.055.849.814	0	9.446.823.615	8.268.605.743	968.753.336	0	9.237.359.079
Döner Sermaye				0				0				0
Özel Hesap				0				0				0
Diğer Bütçe Dışı Kaynak				0				0				0
BÜTÇE DIŞI TOPLAM KAYNAK	0	0	0	0	0	0	0	0	0	0	0	0
GENEL TOPLAM	7.664.103.000	1.070.103.000	0	8.734.206.000	8.390.973.801	1.055.849.814	0	9.446.823.615	8.268.605.743	968.753.336	0	9.237.359.079

NUMBER OF STUDENTS EMPLOYED

In 2023-2024 academic year, 8.782 students have graduated from Ege University. 2.061 of those students graduated with an associate degree, 5.066 graduated with a bachelor's degree, 186 graduated with specialization in health (medicine, dentistry and pharmacy), 1.045 graduated with a master's degree, and 424 graduated with a doctoral degree.

Tablo 34 Öğrencilerin Mezuniyet Durumları

Öğrencilerin Mezuniyet Durumları (2023-2024 Akademik yılı)			
Birim	Normal Öğrenim Süresi İçinde Mezun Olması Gereken Öğrenci Sayısı		Normal Süre İçerisinde Mezun Olan Öğrenci Sayısı
Lisans	5160		2760
Ön Lisans	2403		1216
Yüksek Lisans	607		71
Doktora	397		20
TOPLAM	8.567		4.067

PERCENTAGE OF EMPLOYEES WITH SECURE CONTRACTS

All employees at Ege University have secure employment contracts.

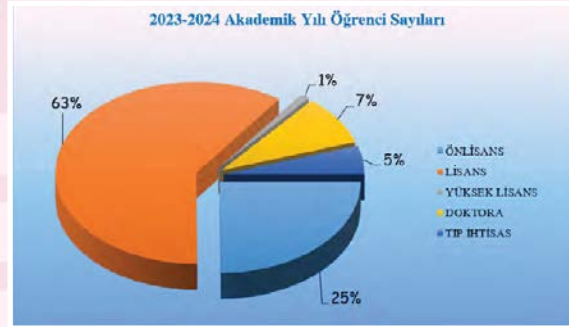


NUMBER OF STUDENTS

In the 2023-2024 academic year, a total of 8.782 students have registered in the Ege University. The quota occupancy rate was 99.69% in the 2023-2024 academic year.

Tablo 32 Birim Bazında Toplam Öğrenci Sayısı Dağılımı

2023-2024 Akademik Yılı Toplam Öğrenci Sayısı			
Birim	Okumakta Olan Öğrenci Sayısı	Mezun Öğrenci Sayısı	
Önlisans	13.745	2.061	
Lisans	34.338	5.066	
Sağlık Alanı İhtisas (Tıp, Diş, Eczacılık)	530	186	
Yüksek Lisans	3.901	1.045	
Doktora	2.293	424	
TOPLAM	54.807	8.782	



HUMAN RESOURCES MANAGEMENT

Directorate of Personnel Affairs is responsible for handling the personnel, payroll, and other related matters of all academic and administrative staff within the university. To ensure that employees perform their work in a dignified manner and contribute to their career development, it conducts various training and certification programs.

TRAININGS AND CERTIFICATION PROGRAMS

In 2024, EGESEM offered 159 different training programs, and 30,358 participants received certificates. Training programs by EGESEM (Ege University Continuing Education Center) include Professional Development Training, Healthy Living Training, Sports Training, Foreign Language Training, Personal Development Training, and Skills Development Training.

In addition to its certified training programs, EGESEM participated in 40 Social Responsibility Projects and three international congresses in 2024 and implemented 58 activities related to social integration and inclusion for disadvantaged groups.

EGESEM has gained significant momentum over the last five years with training programs for children and those over 60, reaching 25,837 certificates in 2024.



DIRECTORATE OF PERSONNEL AFFAIRS

To improve our services in human resources, a total of 28.045 in-service training activities were carried out in 2024, including 36 orientation training sessions, 31 candidate civil servant training sessions, and 27.935 distance learning seminars. In this context, Ege University Directorate of Personnel Affairs conducts in-service training, basic and preparatory training for candidate civil servants, and utilizes the Presidency's Distance Learning Portal and the Ege University Continuing Education Center for management training, mentee-mentorship work, professional development training, and basic occupational health and safety trainings.

Orientation Handbook

Legislation on Social Security Training

IN-SERVICE TRAINING PLANS

For the development of our human resources, a total of 28,045 in-service training activities were carried out in 2024, including 36 Orientation Trainings, 31 Prospective Civil Servant Trainings and 27,935 Distance Education Seminars. In this context, our conducts in-service training, basic and preparatory training for candidate civil servants, and utilizes the Presidency's Distance Learning Portal and the Ege University Continuing Education Center for management training, mentee-mentorship work, professional development training, and basic occupational health and safety training.

 EGE Üniversitesi 2024 YILI EGE ÜNİVERSİTESİ HİZMET İÇİ EĞİTİM PLANI					
EĞİTİM AYI	EĞİTİM KONUSU	HEDEF KATILIMCI	EĞİTİM YÖNTEM VE YERİ	YETKİLİ BİRİM	EĞİTİM TÜRÜ
OCAK	Elektronik Belge Yönetim Sistemleri (EBYS) (İşaret Dili Destekli)	Tüm Birimlerde Çalışan Personel	Cumhurbaşkanlığı Uzaktan Eğitim Kapsu (CBİKO)	Personel Daire Başkanlığı Eğitim Birimi	Mesleki Yeterlilik ve Gelişim
	Bireyler Arası İletişim	Tüm Birimlerde Çalışan Personel	Cumhurbaşkanlığı Uzaktan Eğitim Kapsu (CBİKO)	Personel Daire Başkanlığı Eğitim Birimi	Kişisel Gelişim
ŞUBAT	2014 sayılı Yükseköğretim Personel Kanunu	Tüm Birimlerde Çalışan Personel	Cumhurbaşkanlığı Uzaktan Eğitim Kapsu (CBİKO)	Personel Daire Başkanlığı Eğitim Birimi	Mesleki Yeterlilik ve Gelişim
	Engellilerin İnsan Hakları	Tüm Birimlerde Çalışan Personel	Cumhurbaşkanlığı Uzaktan Eğitim Kapsu (CBİKO)	Personel Daire Başkanlığı Eğitim Birimi	Mesleki Yeterlilik ve Gelişim
MART	Etkili ve Doğru E-posta Yazımı (İşaret Dili Destekli)	Tüm Birimlerde Çalışan Personel	Cumhurbaşkanlığı Uzaktan Eğitim Kapsu (CBİKO)	Personel Daire Başkanlığı Eğitim Birimi	Mesleki Yeterlilik ve Gelişim
	Etkili İletişim Teknikleri	Tüm Birimlerde Çalışan Personel	Cumhurbaşkanlığı Uzaktan Eğitim Kapsu (CBİKO)	Personel Daire Başkanlığı Eğitim Birimi	Kişisel Gelişim
NİSAN	Mobbing (İş Yerinde Psikolojik Şiddet) (İşaret Dili Destekli)	Tüm Birimlerde Çalışan Personel	Cumhurbaşkanlığı Uzaktan Eğitim Kapsu (CBİKO)	Personel Daire Başkanlığı Eğitim Birimi	Liderlik ve Yöneticilik
	Kültürlerarası İletişim	Tüm Birimlerde Çalışan Personel	Cumhurbaşkanlığı Uzaktan Eğitim Kapsu (CBİKO)	Personel Daire Başkanlığı Eğitim Birimi	Kişisel Gelişim
MAYIS	Kriz İletişimi ve Yönetimi	Tüm Birimlerde Çalışan Personel	Cumhurbaşkanlığı Uzaktan Eğitim Kapsu (CBİKO)	Personel Daire Başkanlığı Eğitim Birimi	Liderlik ve Yöneticilik
	Dijital Okuryazarlık	Tüm Birimlerde Çalışan Personel	Cumhurbaşkanlığı Uzaktan Eğitim Kapsu (CBİKO)	Personel Daire Başkanlığı Eğitim Birimi	Kişisel Gelişim
HAZİRAN	İlk Yardım Eğitimi	Tüm Birimlerde Çalışan Personel	Cumhurbaşkanlığı Uzaktan Eğitim Kapsu (CBİKO)	Personel Daire Başkanlığı Eğitim Birimi	İş Sağlığı ve Güvenliği
	Sürekli İşçi Kadrosu Özlük Hakları	Birimlerde Çalışan İlgili Personel	Personel Daire Başkanlığı İşçi İşlemleri Şube Müdürlüğü İnteraktif Eğitim	Personel Daire Başkanlığı Eğitim Birimi	Mesleki Yeterlilik ve Gelişim
TEMMUZ	Risk Alma Problem Çözme ve Karar Verme Sonuç Odaklılık (İşaret Dili Destekli)	Tüm Birimlerde Çalışan Personel	Cumhurbaşkanlığı Uzaktan Eğitim Kapsu (CBİKO)	Personel Daire Başkanlığı Eğitim Birimi	Kişisel Gelişim
	İnternet Okuryazarlığı (İşaret Dili Destekli)	Tüm Birimlerde Çalışan Personel	Cumhurbaşkanlığı Uzaktan Eğitim Kapsu (CBİKO)	Personel Daire Başkanlığı Eğitim Birimi	Kişisel Gelişim
AĞUSTOS	Çevre ve Sıfır Atık (İşaret Dili Destekli)	Tüm Birimlerde Çalışan Personel	Cumhurbaşkanlığı Uzaktan Eğitim Kapsu (CBİKO)	Personel Daire Başkanlığı Eğitim Birimi	Mesleki Yeterlilik ve Gelişim
	Arşiv Mevzuatı ve Uygulamaları	Tüm Birimlerde Çalışan Personel	Cumhurbaşkanlığı Uzaktan Eğitim Kapsu (CBİKO)	Personel Daire Başkanlığı Eğitim Birimi	Kişisel Gelişim
EYLÜL	KVKK Farkındalık Eğitimi	Tüm Birimlerde Çalışan Personel	Cumhurbaşkanlığı Uzaktan Eğitim Kapsu (CBİKO)	Personel Daire Başkanlığı Eğitim Birimi	Liderlik ve Yöneticilik
	Dikasyon	Tüm Birimlerde Çalışan Personel	Cumhurbaşkanlığı Uzaktan Eğitim Kapsu (CBİKO)	Personel Daire Başkanlığı Eğitim Birimi	Liderlik ve Yöneticilik
EKİM	İdari ve Sözleşmeli Personel Özlük Eğitimi	Birimlerde Çalışan İlgili Personel	Personel Daire Başkanlığı İdari Kadro ve Atama Şube Müdürlüğü İnteraktif Eğitim	Personel Daire Başkanlığı Eğitim Birimi	Mesleki Yeterlilik ve Gelişim
KASIM	Çalışma Hayatında Yapay Zeka (İşaret Dili Destekli)	Tüm Birimlerde Çalışan Personel	Cumhurbaşkanlığı Uzaktan Eğitim Kapsu (CBİKO)	Personel Daire Başkanlığı Eğitim Birimi	Kişisel Gelişim
	Çalışma Ahlakı	Tüm Birimlerde Çalışan Personel	Cumhurbaşkanlığı Uzaktan Eğitim Kapsu (CBİKO)	Personel Daire Başkanlığı Eğitim Birimi	Kişisel Gelişim
ARALIK	Temel Düzey Uygulamalı Microsoft Excel Eğitimi	Tüm Birimlerde Çalışan Personel	Cumhurbaşkanlığı Uzaktan Eğitim Kapsu (CBİKO)	Personel Daire Başkanlığı Eğitim Birimi	Mesleki Yeterlilik ve Gelişim
	İleri Düzey Uygulamalı Microsoft Excel Eğitimi	Tüm Birimlerde Çalışan Personel	Cumhurbaşkanlığı Uzaktan Eğitim Kapsu (CBİKO)	Personel Daire Başkanlığı Eğitim Birimi	Mesleki Yeterlilik ve Gelişim

* Rektörlüğümüz Personel Daire Başkanlığınca bu planlama dışında yıl içerisinde güncellenen mevzuatlar, mas programları ve personel bilgi ihtiyaçları belirlenerek düzenlenecek diğer eğitimler Rektörlüğümüzce duyurulacaktır.

OCCUPATIONAL HEALTH AND SAFETY

Ege University places great importance on occupational health and safety for its employees. All activities, training, and practices related to occupational health and safety are coordinated under the Occupational Health and Safety Directorate.

OCCUPATIONAL HEALTH AND SAFETY COORDINATORSHIP

The Ege OHS Coordination Office consists of a Coordinator, 2 Deputy Coordinators, a full-time Occupational Physician, 2 Occupational Safety Specialists, 1 administrative staff, and 1 secretary.

The activities conducted by the Occupational Health and Safety Coordinatorship have taken place in the following units;

- Faculty of Dentistry
- Faculty of Science
- Faculty of Engineering
- Department of Health, Culture, and Sports
- Faculty of Aquatic Products
- Faculty of Agriculture



OCCUPATIONAL HEALTH AND SAFETY TRAININGS

In accordance with Regulation No. 28648 on the Procedures and Principles of Occupational Health and Safety Training for Employees, published on May 15, 2013, the employer implements the training provided to employees. Training duration varies between 8, 12, and 16 hours, depending on the workplace hazard class.

Improvements were made to the Basic Occupational Health and Safety training provided to employees and trainee students in 2024. Through joint efforts conducted by EGESEM, UZEM, and the Occupational Health and Safety Coordination Office, preand post-training testing has been streamlined and efficient. Successful participants completing this training can now be certified by EGESEM via e-Government. Within the scope of this certification program, online synchronous training is conducted using EGESEM's infrastructure, while preand post-tests and evaluation surveys are conducted at akademitv.ege.edu.tr using the infrastructure provided by UZEM. Instructors from the Coordination Office are responsible for training the participants, preparing tests, and providing certification program materials throughout the trainings.

Eğitim İçeriği	Hedef Kitle	Başvuru	Tarih	Yer
İş Sağlığı ve Güvenliği Genel Konular, Sağlık Konuları/ Teknik Konular	Sağlık Kültür ve Spor Daire Başkanlığı Çalışanları	213	19,27 Kasım 2024 4,10 Aralık	MÖTBE Kültür Merkezi Kültür Sanat Evi (yüz yüze)
	Fen Fakültesi Çalışanları	322	12,17,20 Eylül 2024 30 Eylül, 2,10 Ekim 2024	Fen F. Konferans Salonu A Blok (yüz yüze)
	Mühendislik Fakültesi Çalışanları	303	6,14 Mart 2024 22,27 Mart 2024	Turgut Yazıcıoğlu Konferans Salonu (yüz yüze)
İş Sağlığı ve Güvenliği Eğitimi Sertifikası Programı	Sağlık Bilimleri Fakültesi (SBF) ve Ödemiş Sağlık Bilimleri Fakültesi öğrencileri	543	24-25 Eylül 2024	Çevrimiçi - Sürekli Eğitim Merkezi (EGESEM), Uzaktan Eğitim Merkezi (UZEM)
	Hemşirelik Fakültesi öğrencileri	903	3-4 Eylül 2024	
	Atatürk Sağlık Hizmetleri Sağlık Meslek Yüksekokulu (ASHMYO), Eczacılık Fakültesi, Diş Hekimliği Fakültesi, Fen Fakültesi, Ege Meslek Yüksekokulu, Sağlık Bilimleri Fakültesi öğrencileri	773	21-22 Mayıs 2024	
	Ege Meslek Yüksekokulu öğrencileri	348	19,26 Nisan 2024	
	Atatürk Sağlık Hizmetleri Sağlık Meslek Yüksekokulu (ASHMYO), Eczacılık Fakültesi, Diş Hekimliği Fakültesi, Emel Akın Meslek Yüksekokulu, Edebiyat Fakültesi, Fen Fakültesi, Sağlık Bilimleri Fakültesi, Ödemiş Sağlık Bilimleri Fakültesi öğrencileri	1058	30-31 Ocak 2024	
İş Sağlığı ve Güvenliği Eğitimi	Subay/Astsubay Grubu	30	11.12.2024	Çiğli 2. Jet Ana Üssü Komutanlığı Yer Emniyet Kursu (yüz yüze)
		25	23.09.2024	
		25	9.09.2024	
		30	13.03.2024	
		30	31.01.2024	
İş Sağlığı ve Güvenliği Temel Konular/ Sağlık Konuları	Diş Hekimliği Fakültesi çalışanları	485	2,5,13 Aralık 2024 23,26 Aralık 2024	Diş Hekimliği Fakültesi Bilim Sanat Amfisi (yüz yüze)
Çevre Bilinci, Farkındalığı Ve Acil Durum Eğitimi	Diş Hekimliği Fakültesi çalışanları	485	27/12/2024	
Genel Toplam		5573		

The list of courses and training given the subjects in the trainings are listed in the table below:

EĞİTİM KONULARI
1. Genel konular
a) Çalışma mevzuatı ile ilgili bilgiler,
b) Çalışanların yasal hak ve sorumlulukları,
c) İşyeri temizliği ve düzeni,
ç) İş kazası ve meslek hastalığından doğan hukuki sonuçlar
2. Sağlık konuları
a) Meslek hastalıklarının sebepleri,
b) Hastalıktan korunma prensipleri ve korunma tekniklerinin uygulanması,
c) Biyolojik ve psikososyal risk etmenleri,
ç) İlk yardım,
d) Tütün ürünlerinin zararları ve pasif etkilenim
3. Teknik konular
a) Kimyasal, fiziksel ve ergonomik risk etmenleri,
b) Elle kaldırma ve taşıma,
c) Parlama, patlama, yangın ve yangından korunma,
ç) İş ekipmanlarının güvenli kullanımı,
d) Ekranlı araçlarla çalışma,
e) Elektrik, tehlikeleri, riskleri ve önlemleri,
f) İş kazalarının sebepleri ve korunma prensipleri ile tekniklerinin uygulanması,
g) Güvenlik ve sağlık işaretleri,
ğ) Kişisel koruyucu donanım kullanımı,
h) İş sağlığı ve güvenliği genel kuralları ve güvenlik kültürü,
ı) Tahliye ve kurtarma

Source: Occupational Health And Safety Coordinatorship
(27/01/2025) 2024 Activity Report

OCCUPATIONAL HEALTH AND SAFETY BOARD TRAININGS

Occupational Health and Safety committees for nine assigned units within the university have been established in accordance with relevant regulations. To ensure that board members receive the legally mandated training, appointments are first requested from the units where the training will be provided. Occupational Health and Safety committees established within the units meet at least once a month. This period can



be extended up to three months, depending on the hazard class. (Unless otherwise stated, earthquakes, which are considered extraordinary circumstances, are not subject to this flexibility.) If the Occupational Safety Specialist assigned to these units retires, the committees cannot convene in these units (Faculty of Pharmacy, Faculty of Nursing, etc.) because no Occupational Safety Specialist has been appointed to replace the ex-officio member.

OCCUPATIONAL HEALTH AND SAFETY EXTERNAL BOARD TRAININGS

In response to incoming requests, Occupational Health and Safety courses have been taught periodically at the Air Forces Command by our Occupational Safety Specialist, Çağlar Takmaz. These training sessions are provided by the Training Department at the Çiğli 2nd Air Force Base Command, as part of the Ground Safety course, to officers and noncommissioned officers assigned to military air bases in various provinces across Turkey. Training dates and attendance figures are listed below.

Tablo 5 Çiğli 2. Ana Jet Üs Komutanlığındaki Katılımcı Sayıları

Eğitim İçeriği	Hedef Kitle	Başvuru	Tarih	Yer
İş Sağlığı ve Güvenliği Dersi (Yer Emniyet Kursu)	Subay/Astsubay Grubu	30	11.12.2024	Çiğli 2. Jet Ana Üssü Komutanlığı Yer Emniyet Kursu
		25	23.09.2024	
		25	9.09.2024	
		30	13.03.2024	
		30	31.01.2024	
Genel Toplam		140		

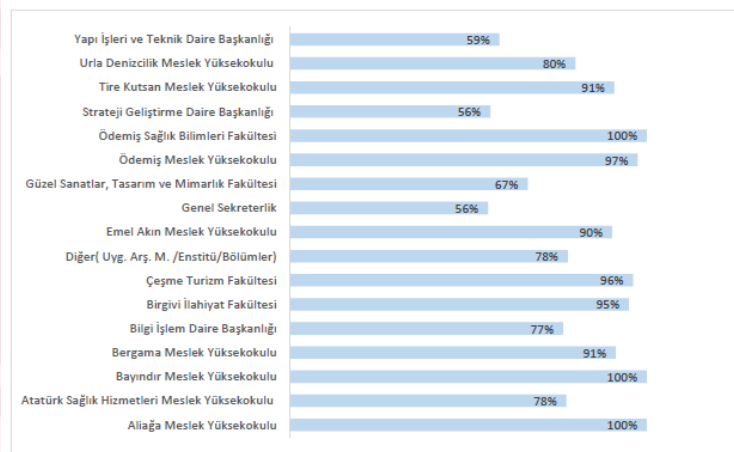
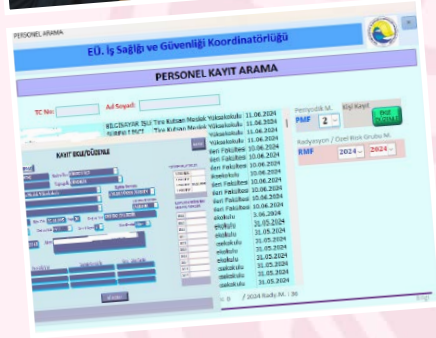
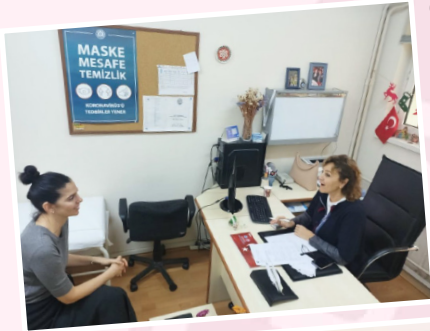
OCCUPATIONAL HEALTH AND SAFETY

MEDICAL SURVEILLANCE

Periodic examinations are planned for Ege University employees for medical surveillance. A call letter is sent to the units where they work for information, and a list of appointment dates is received from units to organize medical surveillance.

PERIODIC CHECK-UPS

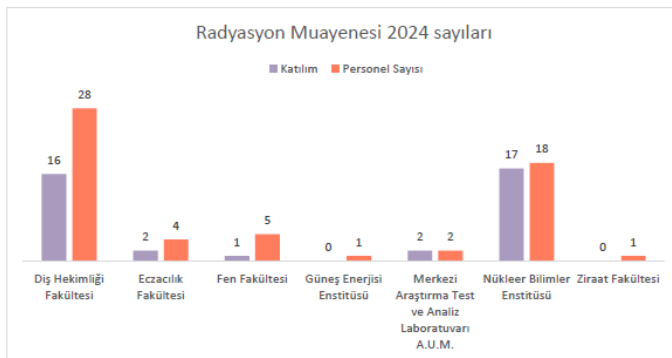
Occupational physicians provide periodic examination services in the examination room located on the ground floor of the Health, Culture, and Sports Directorate. Adjacent to this room, another one involves the secretariat and the achieve. Each periodic visit by employees are recorded in the achieve for monitoring. For this purpose, a fast achieve system has been developed and records are organized kept in this achieve for every employee, except for those monitored by ÇASAGÜB. Additionally, archived data is also stored in digital format.



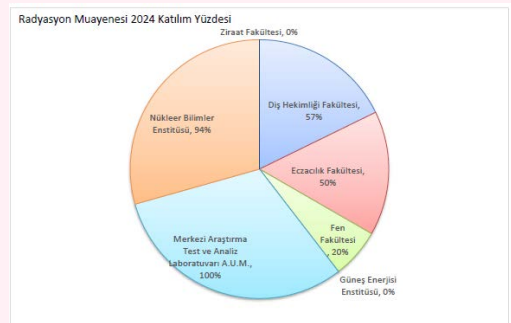
Şekil 2 Kurum personelinin devam eden Periyodik Muayene (PM) çalışmalarına katılma düzeyi (2024)

RADIATION EXAMINATIONS

Periodic examinations of radiation workers (excluding those at Ege University Medical Faculty Hospital) who carry dosimeters are conducted by our workplace physician, and an ophthalmologist evaluation and blood count (CBC) are required. The names on the radiation worker list include employees who have been reported to the Turkish Energy, Nuclear and Mining Research Council (TENMAK), formerly the Turkish Atomic Energy Authority (TAEK), and the Ege University Facilities Radiation Safety Committee. The number of radiation examinations and ratio of workers examined in various units (excluding Ege University Medical Faculty Hospital) are shown in Figures 3 and 4.



Şekil 3 2024 yılı Radyasyon Çalışanı Sayıları (Toplam: 59 kişi)

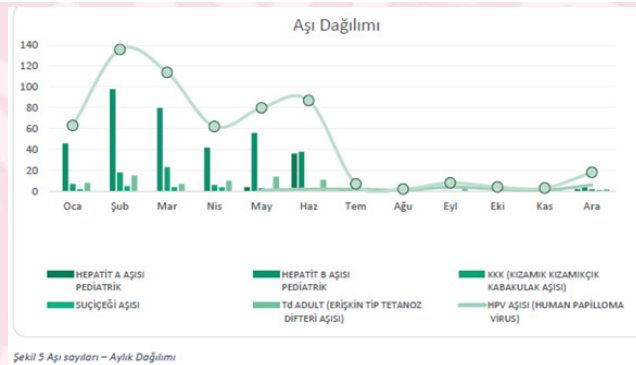


Şekil 4 Radyasyon Muayenesi Katılım Yüzdesi

VACCINATION PROGRAMMES

Tablo 8 Aşı Verileri Ayrıntılı Analizi 2024

Aşı	Oca	Şub	Mar	Nis	May	Haz	Tem	Ağu	Eyl	Eki	Kas	Ara	
HEPATİT A AŞISI PEDIATRİK					4	36	1					2	
HEPATİT B AŞISI PEDIATRİK	46	98	80	42	56	38	2				1	5	
KKK (KIZAMIK KIZAMIKÇIK KABAKULAK AŞISI)	7	18	23	6	3							2	
SUÇİÇEĞİ AŞISI	2	5	4	4	2							1	
Td ADULT (ERİŞKİN TİP TETANOS DİFTERİ AŞISI)	8	15	7	10	14	11	2	1	4	2	1	2	
HPV AŞISI (HUMAN PAPİLLOMA VİRUS)					1	2	2	1	4	2	1	6	
Toplam	63	136	114	62	80	87	7	2	8	4	3	18	584



PERIODIC CHECK-UPS

The dates of periodic inspections conducted for employees in 2024 and the total number of inspections conducted by institution are shown in Table 6. Figure 2 shows the degree of participation of institution personnel in periodic inspections (PM).

Tablo 6 Periyodik muayenelere katılım sayıları - 2024

Birim	Personel Sayısı	Muayene Sayısı	Katılım Yüzdesi
Uygulama ve Araştırma Merkezleri	60	55	92
Çeşme Turizm Fakültesi	26	25	96
Eğitim Bilimleri Enstitüsü	1	1	100
Ödemiş Meslek Yüksekokulu	39	38	97
Bergama Meslek Yüksekokulu	46	42	91
Tire Kutsan Meslek Yüksekokulu	33	30	91
Bayındır Meslek Yüksekokulu	21	21	100
Aliağa Meslek Yüksekokulu	22	22	100
Ödemiş Sağlık Bilimleri Fakültesi	14	14	100
Urla Denizcilik Meslek Yüksekokulu	20	16	80
Türk Dili Bölümü	15	13	87
Atatürk İlkeleri Ve İnkılap Tarihi Bölümü	16	14	88
Moda ve Tasarım Yüksekokulu	18	7	39
Genel Sekreterlik	45	25	56
Uzaktan Eğitim Uygulama ve Araştırma Merkezi	11	9	82
Uluslararası Bilgisayar Enstitüsü	23	16	70
Merkezi Araştırma Test ve Analiz Lab. U.A.M.	12	12	100
Güzel Sanatlar, Tasarım ve Mimarlık Fakültesi	18	12	67
Emel Akın Meslek Yüksekokulu	31	28	90
Süreklili Eğitim Merkezi (EGESEM)	8	6	75
Birgivi İlahiyat Fakültesi	20	19	95
Bilim-Teknoloji Uygulama ve Araştırma Merkezi (Ebiltem)	18	12	67
Atatürk Sağlık Hizmetleri Meslek Yüksekokulu	40	31	78
Yapı İşleri ve Teknik Daire Başkanlığı	143	84	59
Strateji Geliştirme Daire Başkanlığı	48	27	56
Hukuk Müşavirliği	26	17	65
Bilgi İşlem Daire Başkanlığı	47	36	77
Genel Toplam	821	632	77

ADDICTION PREVENTION BASIC TRAINING

Through the collaboration between the Personnel Department Directorate and EGESEM, trainings for addiction prevention were organized in accordance with the 'Ege University Service Training Regulation' and Presidential Circular No. 2019/2.

SUSTAINABILITY TRAINING MODULE

Our university's academic, administrative, and service personnel completed the Sustainability Training Module opened through EGEDERS and an online exam was conducted. Participants who achieved an 80% success rate were awarded a participation certificate.



DISASTER AWARENESS TRAINING

In accordance with the "Disaster Training Year" goals, online training was organized by the Izmir Governorate Provincial Disaster and Emergency Directorate for university personnel who registered to the AFAD Volunteer System via e-government (gonullu.afad.gov.tr).



To raise national awareness, the Izmir Disaster and Emergency Management Presidency's Search and Rescue Unit conducted online and in-person training. A total of 579 personnel participated in online training and 39 in in-person training, totaling 618 university personnel in 2024.

TRAININGS

Ege University employees have access to training opportunities that can contribute to their career development. These trainings are conducted within the Office of Career Planning and Success, Human Resources Coordinatorship, Personnel Department Directorate, and Ege University Continuing Education Center (EGESEM).

CAREER PLANNING AND ACHIEVEMENT COORDINATORSHIP

Under the Career Planning and Success Coordination, open training programs are organized for all students and employees, and career development counseling is provided.



EGE CONTINUOUS EDUCATION CENTER (EGESEM)

EGESEM, which is an education center established by Ege University to organize continuous education programs in all fields of education, teaching, and research conducted by the university, and to contribute to the development of the university's collaboration with public and private sectors, national, and international organizations, prepares educational programs in the areas that individuals and organizations require, proposes specific package programs, organizes courses, seminars, conferences, and training programs at the national and international levels, and ensures the coordination and provision of trainers, materials, equipment, and infrastructure for these types of activities.



EXCHANGE PROGRAMMES

Ege University offers various exchange programs with the aim of assisting the career development of its employees and enhancing international collaboration. These programs include ERASMUS+, Farabi, Mevlana, and special bilateral agreements. The exchange programs are managed by the International Relations Coordination Office.



Erasmus +

As a leading institution in implementing the Erasmus Program, Ege University has been at the forefront of student and faculty exchanges since the program was launched in 2004.

Within Erasmus, both administrative and academic staff mobility has been successfully carried out. For the year 2022, the university has signed 587 bilateral exchange agreements across all faculties and departments.



Mevlana

The "Mevlana Exchange Program" is a student and faculty exchange program between higher education institutions recognized by the Turkish Council of Higher Education (YÖK) in all countries outside the European Union and Turkish universities at the undergraduate, master's, and doctoral levels. Within the Mevlana Exchange Program, a total of 95 bilateral exchange agreements have been signed with 19 different universities for student and faculty exchange.



Orhun

The Orhun Program is a student and faculty mobility program conducted among member universities of the Turkic Council and the Turkish Universities Union (TÜRÜNİB).



Farabi

The Farabi Exchange Program has been initiated by the Higher Education Council (YÖK) for student exchange among institutions that offer education at the associate, undergraduate, master's, and doctoral levels within universities and higher technology institutes. Ege University has signed Farabi protocols with 52 universities and commenced student and staff exchanges.

The exchange programs and collaborations available to Ege University students and faculty are not limited to the Erasmus+ Program. In addition to the Erasmus+ Program, Ege University also has bilateral agreements for collaborations and is actively involved in the Farabi, Mevlana, and Orhun Exchange Programs.

ORHUN

The Orhun Program is a student and faculty member mobility program conducted among the member universities of the Turkic Council Turkish University Union (TÜRÜNİB).

Activities Conducted as Part of the Orkhon Exchange Program in the 2024 Academic Year:

- A total of 27 faculty members arrived from Azerbaijan, 17 from Kazakhstan, 3 from Kyrgyzstan, and 2 from Uzbekistan as part of the program.
- A total of 17 faculty members went abroad as part of the Orhun Exchange Program: 4 from Azerbaijan, 3 from Kazakhstan, and 10 from Kyrgyzstan.
- A total of 58 students arrived as part of the Orhun Exchange Program: 13 from Azerbaijan, 19 from Kazakhstan, 21 from Kyrgyzstan, and 5 from Uzbekistan.
- A total of 11 students went abroad as part of the Orhun Exchange Program: 3 from Azerbaijan, 2 from Kazakhstan, and 6 from Kyrgyzstan.

MEVLANA

The Mevlana Exchange Programme is a student and faculty exchange programme at undergraduate, graduate and doctoral levels between Turkish universities and higher education institutions recognized by the Council of Higher Education in all countries outside the European Union.

FARABİ

The Farabi Exchange Program has been launched by the Council of Higher Education for student exchange between institutions providing associate, undergraduate, graduate and doctoral education within universities and high technology institutes.

ALUMNI RELATIONS OFFICE



The Ege University Alumni Relations Office has registered a total of 80.000 individuals in the Alumni System.

The Office has been dedicatedly managing the Alumni Card program since 2019, which provides registered alumni with benefits such as discounts at affiliated institutions,

ease of access to the campus, and access to university facilities and libraries.

ALUMNI CARD

Alumni Card In-Campus Benefits:

- Easy access to the campus by showing the alumni card to security personnel.
- Access to social facility amenities at the discount rate applicable to staff.
- Access to the Central Library.
- Exclusive corporate benefits for Alumni Card holders outside the university.



ALUMNI RELATIONS OFFICE

In the 2024 academic year, a total of 54,807 students studied at our university, including 13,745 associate's degree students, 34,338 undergraduate degree students, 3,901 graduate degree students, 358 students specialized in medicine, 169 students specialized in dentistry, 3 students specialized in pharmacy, and 2,293 doctoral degree students. A total of 8,782 students graduated this year.

2024 "ALUMNI IN THE CLASSROOM" EVENTS

Alumni in the Classroom events were organized to bring students and alumni together so that students could listen to the career stories of the seniors who had previously walked the same path and benefit from their experiences. Below is the complete list of Alumni in the Classroom events organized in 2024 Academic Year:

- [2024 Academic Year Spring Semester](#)
- [2024 Academic Year Fall Semester](#)



SUPPORT AND OPPORTUNITIES

FOOD SUPPORT

The Health, Culture, and Sports Directorate, under the Nutrition Services Department, provides affordable, healthy, and satisfying meal support for both students and staff. Meals are provided for breakfast, lunch, and dinner, while only lunch is served to the staff. The meals are priced significantly below the market rate, offering meal support to employees. There are three student cafeterias and nine staff cafeterias located within the central campus.



CHILD CARE SUPPORT

EGE UNIVERSITY KINDERGARTEN

The Ege University Kindergarten has been established on the campus for over 40 years, providing self-care and educational services for the children of university staff.

The institution is staffed with experts in child development, including a director, assistant director, nurse, preschool teachers, support staff, secretary, chef, kitchen and cleaning staff, as well as male support personnel.



HEALTH SUPPORT

Ege University, which includes the Faculty of Medicine Hospital and the Faculty of Dentistry Hospital, provides healthcare support to both its employees and their first-degree relatives. Within the campus, there is a Campus Polyclinic with specific clinics, and there is also a B Polyclinic where individuals can receive treatment by appointment at their convenience. Ege University personnel have priority access to services at the Faculty of Medicine Hospital and the Faculty of Dentistry Hospital.

CAMPUS POLYCLINIC (MEDİKO)

The Campus Polyclinic includes Dermatology, Otorhinolaryngology (ENT), Psychiatry, and Obstetrics and Gynecology services. Some of our polyclinics operate on specific days. Radiology and laboratory services are also provided. Additionally, both retired and active faculty members can receive medical examinations at this facility.



B POLYCLINIC

The B Polyclinic exclusively serves current employees and retired faculty members. Personnel can schedule appointments in advance for treatment on suitable dates and times. This service is also extended to the first-degree family members of the personnel.



SOCIAL SERVICES

Ege University offers a wide range of social services and opportunities, including discounts on sports, vacations, entertainment, organic food, and products for its employees and their families. These services are managed by the Health, Culture, and Sports Directorate and are made available for the use of all administrative and academic staff.

Summer Camp - Özdere

Ege University Summer Camp, located in Özdere, offers opportunities for students and staff to take vacations throughout the year. During summer, approximately 2,000 students and personnel benefit from this facility.



Ege University Research and Application Field, Mordoğan Camp

The Mordoğan Experimental Research and Application Station at Ege University is not only a research, education, and application area but also a natural habitat where all kinds of organic products are obtained. With its natural surroundings and the sea, it provides a peaceful environment for agricultural engineering students and researchers from the Faculty of Agriculture to carry out their education and research while enjoying their time. During the summer months, the station hosts not only faculty members and students, but also the university staff. It offers an opportunity to connect with agriculture and nature, observe the production process of healthy products and consume these products in a tranquil setting.



SPORT FACILITIES

Ege University boasts a wide range of sports facilities on its campus, including an Olympic-sized swimming pool, a stadium, a large indoor sports hall, and a fitness center. University employees and their families have access to these facilities, and they can also enroll in courses and receive training in various sports disciplines for themselves and their family members.



Indoor Olympic Swimming Pool

The [Indoor Olympic Swimming Pool](#) is an Olympic-standard, indoor swimming pool at Ege University. It is 50 meters long, 21 meters wide, and has a seating capacity of 2,000 spectators.

The pool has 20 lanes of 21 meters each for regular use and can be configured into 8 lanes of 50 meters for various events and special training sessions.



Healthy Living Center

Our [Healthy Living Center](#) has been serving Ege University since 2010. The facility includes a 340m² fitness room, three 60m² private exercise rooms, and a 360m² synthetic running track.

The fitness room is equipped with a heat recovery system that automatically activates to ensure a constant supply of fresh air, maintaining adequate oxygen levels and low carbon dioxide levels for a healthy workout environment.

DINING FACILITIES

In addition to cafeteria support, Ege University provides its employees and students with access to organic and healthy food. Products developed and produced using scientific techniques by research and application centers within the [Faculty of Agriculture](#) at Ege University are made available to both staff and students at on-campus sales points, as well as to the public visiting the hospital campus.

Agricultural Sales Points

Agricultural sales points are located at busy locations of the campus to provide service to all staff and students. In these points, various essential food products (such as olive oil, cheese, yogurt, eggs, and butter) are being sold.



Menemen Research And Application Farm

Menemen Research, Application, and Production Farm is situated on a 3,400-acre land area located between the Koyundere, Ulukent, and Seyrek districts, which was expropriated in 1963.

The farm is involved in various fields, including crop production, livestock production, and agricultural product processing. The products produced at the farm are sold at Agricultural Sales Points.

INSTITUTIONAL DISCOUNTS

The Institutional Discounts organized under the Public Relations Directorate include numerous discounts that are available to all Ege University employees. Employees can access and purchase the products they need at advantageous prices by visiting the institutional discounts page.





WIFI ACCESS SERVICE

Internet Network Infrastructure

Ege University has been a pioneer in implementing new technologies in its information technology infrastructure for many years. The university campus network is connected through gigabit ethernet technology and hosts over 11,000 computers. This network supports a wide range of applications that utilize information technology.

EDUROAM

The campus subnetwork infrastructure enables campus users to access various information systems and the internet.

Users can connect to the EDUROAM network for internet Access both within and outside the campus using email addresses ending with @ege.edu.tr and @ogrenci.ege.edu.tr. Detailed information about EDUROAM can be found at <http://eduroam.ege.edu.tr>



THE Impact Rankings Methodology 2026 & GRI Index Matrix

THE	Impact Rankings Methodology 2026 Version 1.1	GRI	Disclosure	Reported	Page
8.1	Research on economic growth and employment			Fully	1
8.2	Employment practice			Fully	2-5
8.2.1	Employment practice living wage Pay all staff and faculty at least the living wage, defined as the local living wage (if government defines this) or the local financial poverty indicator for a family of four (expressed as an hourly wage)			Fully	3
8.2.2	Employment practice unions Recognize unions (freedom of association & collective bargaining) for all, including women & international staff			Fully	3
8.2.3	Employment policy on discrimination Have a policy on ending discrimination in the workplace (including discrimination based on religion, sexuality, gender, age)	GRI 405: Diversity and Equal Opportunity 2016	405-2-a	Fully	3
8.2.4	Employment policy modern slavery Have a policy commitment against forced labour, modern slavery, GRI 409: Forced or Compulsory human trafficking and child labour	GRI 408: Child Labor 2016 GRI 409: Forced or Compulsory Labor 2016	408-1 409-1	Fully	4
8.2.5	Employment practice equivalent rights outsourcing Have a policy on guaranteeing equivalent rights of workers when outsourcing activities to third parties			Fully	4
8.2.6	Employment policy pay scale equity. Have a policy on pay scale equity including a commitment to measurement and elimination of gender pay gaps	GRI 405: Diversity and Equal Opportunity 2016	405-2-a	Fully	4
8.2.7	Tracking pay scale for gender equity. Measurement or tracking pay scale gender equity	GRI 405: Diversity and Equal Opportunity 2016	405-2-a	Fully	4-5
8.2.8	Employment practice appeal process Have a process for employees to appeal on employee rights and/or pay	GRI 2: General Disclosures 2021	2-20 Process to determine remuneration. 2-21 Annual total compensation ratio 2-30 Collective bargaining agreements	Fully	2-4
8.2.9	Employment practice labour rights Recognise labour rights (freedom of association and collective bargaining for all, including women and international staff				2-4
8.3	Expenditure per employee			Fully	1-6
8.3.1	Expenditure per employee	GRI 2: General Disclosures 2021	GRI 2-19 Remuneration policies	Fully	6
	Number of employees			Fully	1
	University expenditure			Fully	6
8.4	Proportion of students taking work placements			Fully	6, 17
8.4.1	Proportion of students with placements			Fully	6
	Number of students			Fully	17
	Number of students with work placements for more than a month				
	Scope 1, 2 and 3 (full)	GRI 302: Energy 2016 GRI 305: Emissions 2016	302-2 Energy consumption outside of the organization 305-3 Other indirect (Scope 3) GHG emissions	Fully	
	scope not known	GRI 302: Energy 2016	302-2 Energy consumption outside of the organization	Fully	
8.5	Proportion of employees on secure contracts			Fully	1, 6
8.5.1	Proportion of employees on secure contracts	GRI 2: General Disclosures 2021	2-7-b 2-8-a	Fully	6
	Number of employees			Fully	1
	Number of employees on contracts of over 24 months			Fully	6



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