



# 2023 Sustainability Report SDG 8



**DECENT WORK AND ECONOMIC GROWTH**



## LETTER FROM THE REPORT RECTOR

8



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 68-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 2023 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

8



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 2023 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.

**Assoc. Prof. Göknur ŞİŞMAN AYDIN**  
**Coordinator of Sustainability Studies**  
**Office of Institutional Development**  
**Planning and Monitoring**



# DECENT WORK AND ECONOMIC GROWTH

8



## HIRING PROCEDURES

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, and mental conditions."

THE NUMBER OF DISADVANTAGED PERSONNEL SERVING WITHIN THE YEAR 2023		
OFFICER	Law No. 3173 on the Fight Against Terrorism	51
	Law No. 2828 on Social Services	102
	Disadvantaged	107
	<b>TOTAL</b>	<b>260</b>
EMPLOYEE	Law No. 3173 on the Fight Against Terrorism	3
	Disadvantaged	110
	Former Convict	52
	Assigned Due to Mining Accident and Currently Serving	1
	<b>TOTAL</b>	<b>164</b>

## LIVING ALLOWANCE

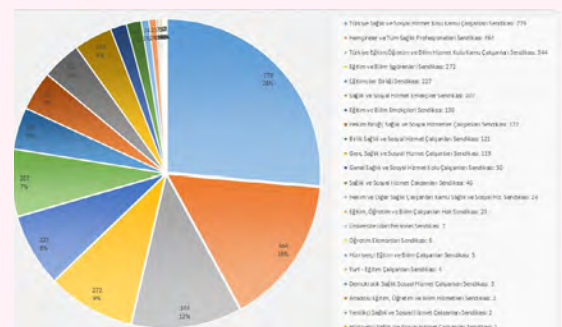
At Ege University, the wage payments for the four employment methods determined by Law No. 657 are carried out in accordance with the provisions of Law No. 657 on Civil Servants, Law No. 4857 on Labor, Law No. 5510 on Social Insurance and General Health Insurance, Law No. 2914 on Higher Education Personnel, 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 and Social Services (Aile ve Sosyal Hizmetler Bakanlığı- ASPB). 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.

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.

### COMBATING 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. 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.

## 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.



### 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, and
- Regulation of union rights for civil servants and workers under Law No. 6356 on Unions and Collective Labor Agreements

## EMPLOYEE EXPENSES

### NUMBER OF EMPLOYEES

According to the data obtained from the 2023 Fiscal Year Unit Activity Report of the Ege University Personnel Department, the number of employees working at Ege University is as follows:





Description	Number of Employees
Academic Personnel	3051
Civil Servant (Law on Civil Servants No. 657 Article 4/A)	3707
Contracted Personnel (Law on Civil Servants No. 657 Article 4/B)	143
Permanent Workers	2997
Academic Personnel (Contracted)	12
Academic Personnel in Arts (Contracted)	11
<b>Total</b>	<b>9921</b>

## UNIVERSITY EXPENSES

The total personnel and social security premium expenses for the year 2023 is 3,510,924,644 TL Turkish Liras. This amount represents expenditures made solely from our university's special budget and does not include personnel expenses covered through revolving funds. The expenditure per employee in 2023 corresponds to 353,888 TL's.

## EMPLOYMENT RATE OF STUDENTS

The Alumni Relations Office within the university aims to enhance collaboration with alumni, helping them apply their academic knowledge to their professional lives, facilitate adaptation, and boost personal development through various training sessions and seminars during the transition period. Data related to post-graduation employment opportunities are being collected, and efforts are ongoing to create systematic data.

## NUMBER OF STUDENTS

As of the 2022-2023 academic year, Ege University has a total of 55.692 students.

## PERCENTAGE OF EMPLOYEES WITH SECURE CONTRACTS

All employees at Ege University have secure employment contracts. The collective labor agreements covering the period 2022-2024 are published on Directorate of Personnel Affairs of Ege University Website.

## 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 Office of Occupational Safety and Health.

## OCCUPATIONAL HEALTH AND SAFETY COORDINATORSHIP

Ege University Occupational Health and Safety Coordination Office is a unit established with the aim of ensuring and promoting a minimum set of measures, practices, and regulations in terms of occupational health and safety, in accordance with a specific standard, for all units, attachments, and individuals who share the common environment within Ege University, including employees, interns, and those within the university's responsibility boundaries for service provision.

The Ege OHS Coordination Office consists of a Coordinator, 2 Deputy Coordinators, a full-time Occupational Physician, 3 Occupational Safety Specialists, and 1 secretary.

Under four main categories of training activities, health check-ups, vaccination programs, and a pandemic clinic, the Occupational Health and Safety Coordination Office works to protect and enhance the occupational health and safety of Ege University employees.

## OCCUPATIONAL HEALTH AND SAFETY TRAININGS



The Ege University Occupational Health and Safety Coordination Office conducted training sessions in the year 2023 under the headings of emergency and disaster awareness, chemical – biological – radiological and nuclear awareness, fundamentals of theoretical first-aid, combating against addiction, and social security legislation. A total of 6013 individuals benefited from the training sessions as listed below.

Social Security Legislation Training given by Izmir Social Security Provincial Directorate, hosted by Ege University (Source: "Social Security Legislation Training" was held in Ege / Ege Agency)



NAME OF TRAINING	PARTICIPANTS
DISASTER AWARENESS AND EMERGENCY TRAINING CERTIFICATE PROGRAM (EGESEM)	564 personnel
EXECUTIVE ORIENTATION TRAINING AND CERTIFICATION PROGRAM (With collaboration of UZEM and EGESEM through Ege University Akademi TV)	Deans, Vice Deans, Institute Secretaries and Assistant Manageme, Coordinators, Head of Departments, General Secretary and Vice Secretaries, Head of Units, Faculty Secretary, Institute Secretaries, Vocational School Secretaries, Head of Branches
CHEMICAL, BIOLOGICAL, RADIOLOGICAL AND NUCLEAR AWARENESS TRAINING AND CERTIFICATION PROGRAM	1944 personnel
BASIC FIRST AID THEORETICAL TRAINING AND CERTIFICATION PROGRAM	2911 personnel
ADDICTION COMBATING BASIC TRAINING AND CERTIFICATION PROGRAM	422 personnel
SOCIAL SECURITY LEGISLATION TRAINING	164 personnel
LOW RISK AREAS CLEANING TRAINING	8 personnel

Cleaning Training for Low Risk Areas / (Source: "Cleaning Training for Low Risk Areas" / Ege University Human Resources Department Website)

In addition to the trainings listed, an Orientation Handbook was published in October 2023, which aims to facilitate the adaptation of new employees.

## MEDICAL SURVEILLANCE

Within the Ege University Occupational Health and Safety Coordination Office, periodic health examinations and radiation examinations are conducted for Ege University employees.

### 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. In 2023, a total of 934 employees underwent periodic health checks in 1402 examinations. The table below shows the rates of periodic examinations based on the total number of employees in the institutions.

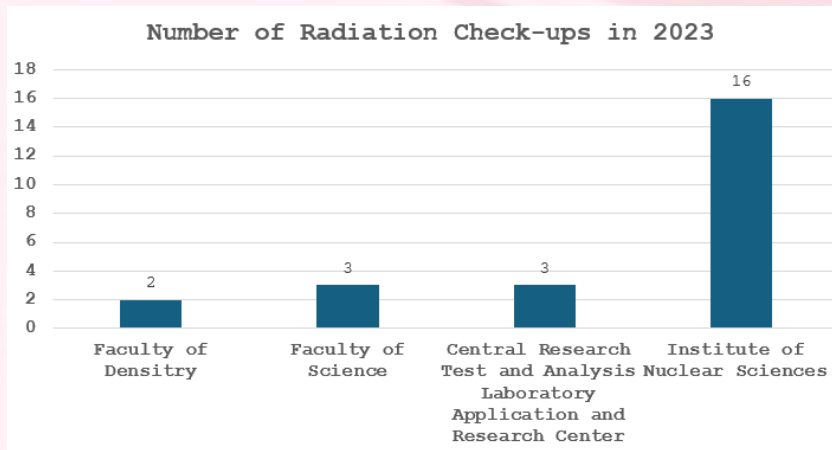




Institution	Number of Personnel	Number of Examinations	Participation (%)
Aviation Higher Vocational School	15	15	100,00%
Graduate School of Health Sciences	23	22	95,70%
Directorate of Library and Documentation	44	42	95,50%
Institute of Nuclear Sciences	21	19	90,50%
State Conservatory of Turkish Music	109	90	82,60%
Ege Higher Vocational School	99	81	81,80%
Graduate School of Natural and Applied Sciences	20	16	80,00%
Directorate of Personnel Affairs	63	50	79,40%
Faculty of Sport Sciences	56	44	78,60%
Graduate School of Social Sciences	24	18	75,00%
Directorate of Student Affairs	47	35	74,50%
Solar Energy Institute	34	25	73,50%
Faculty of Communication	114	80	70,20%
Directorate of Administrative and Financial Affairs	384	257	67,00%
Application and Research Center of Media	27	17	63,00%
Coordination Offices	52	26	50,00%
Faculty of Education	109	45	41,30%
Institute of Turkish World Studies	51	18	35,30%
Faculty of Economics and Administrative Sciences	110	34	30,90%
<b>Grand Total</b>	<b>1402</b>	<b>934</b>	<b>66,62%</b>

## Radiation Check-Ups

Periodic examinations of radiation workers carrying dosimeters outside of the Ege University Medical Faculty Hospital are also conducted by the workplace physician under the Occupational Health and Safety Coordination Office. In the chart below, you can find the number of radiation examinations conducted in 2023 for personnel working with radiation outside of Ege University Hospital over the years.



In addition to the check-ups, a handbook entitled "Radiation Security Handbook" has been published in 2023 that highlights the fundamental principles, procedures and guidelines about the topic.

## VACCINATION PROGRAMMES

As per the letter dated 17/06/2016 with reference number E.1209 from the Ministry of Health, the Expanded Immunization Program (GBP) has been implemented for healthcare workers. Within this program, Td (Tetanus - Diphtheria), MMR (Measles - Mumps - Rubella), Hepatitis B, Hepatitis A, and Varicella vaccines have been administered. A total of 1,364 vaccinations were administered in 2023.

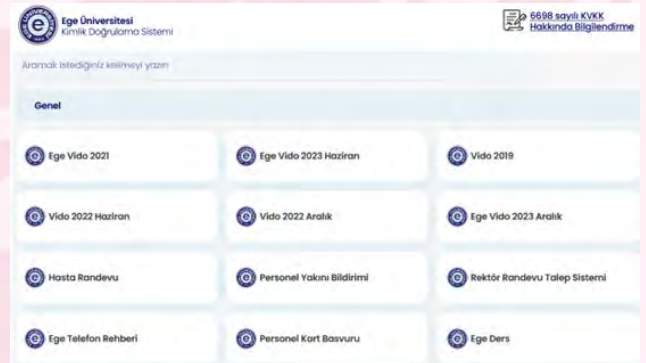


Vaccine	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Total
Hepatitis A (Adult)									16				16
Hepatitis A (Pediatric)				14	78	12	6		60	108	62	20	360
Hepatitis B (Pediatric)				22	69	30	10	38	137	124	112	81	623
MMR (Measles - Mumps - Rubella)	1	1	1	5	9	7		1	39	34	29	20	147
Seasonal Influenza (Influenza Vaccine)												10	10
Varicella	2	1	1		1	1			5	3	4	7	25
Td Adult (Tetanus - Diphtheria)	2	5	5	7	15	9	4	8	50	42	31	5	183
Grand Total	5	7	7	48	172	59	20	47	307	311	238	143	1364

## EMPLOYEE SATISFACTION

### APPOINTMENT SYSTEM WITH THE RECTOR

Ege University Rectorate has been providing this service since 2018 for all academic, administrative staff, students, and citizens who wish to reach the Rector of Ege University. Within the framework of creating a culture of open communication at Ege University, and with a transparent and accessible management approach, the 'Rector Appointment Request System' continues to be available. With this web-based system, employees and students can directly request an appointment 24/7 from the Rector securely and quickly via the Internet.





**Turkuaz Masa Çözüm Merkezi**

Turkuaz Masa Çözüm Merkezi, Ege Üniversitesi'nde akademiklerden personele ve Ege Üniversitesi öğrencilerinden gelen dilek ve önerilerin ilgili birim ile paylaşılacak çözüme kavuşturulması ya da hayata geçirilmesi için Halke İlişkiler Şube Müdürlüğü bünyesinde çalışacaktır.

Bu kapsamda Turkuaz Masa Çözüm Merkezi'nden sevk edilecek dilek ve öneriler;

- Fakültelerimizde Fakülte sekreterinin,
- Enstitülerimizde Enstitü sekreterinin,
- Yüksekokul ve meslek yüksekokullarımızda yüksekokul/meslek yüksekokulu sekreterinin,
- Uygulama ve araştırma merkezlerimizde uygulama ve araştırma merkezi müdürünün,
- Rektörlüğümüze bağlı bölümlerde bölüm başkanlarının,
- Daire başkanlarımızda daire başkanlarının,
- Rektörlüğümüz merkezli birimlerinde şube müdürleri tarafından değerlendirilecektir.

İlgili birim tarafından yapılan değerlendirilme sonucu Halke İlişkiler Şube Müdürlüğüne iletilerek ve belirlenen süre içerisinde başvuru sahibi, sonucu hakkında bilgilendirilecektir.

www.egedizayn.com adresinde de Turkuaz Masa Çözüm Merkezi linke tıklayarak başvuru süreci başlatılır. Çalınan/çıran, kurumsal e-posta kullanıma adını ve şifresini kullanarak sisteme giriş yapar. Giriş yaptıktan sonra karşısına bir form çıkar. Bu formdaki kişisel bilgilerin doğruluğundan emin olduktan sonra telefon numarasını girer ve talebinin dahil olduğu kategoriyi seçer. Daha sonra da aynı sayfada yer alan açılama alanına talebini yazarak ve varsa konu ile ilgili bir fotoğraf ekleyerek, kaydet butonuna basar. İfade tamamlandıktan sonra, başvuru ile ilgili sistem tarafından özel üretilen kayıt kodu gelir. İlgili birim ya da birimler tarafından gerekli değerlendirmeler yapıldıktan sonra başvuru sahibinin kurumsal e-posta adresine talebi ile ilgili sonuç bildirilir.

ÇIK

ANLAĞIM

## TURKUAZ MASA

"Turkuaz Masa" serves as a solution center where employees and students can communicate all kinds of problems related to the university, and as a platform that ensures that problems reach the authorized authorities faster and are resolved swiftly. The center was put into practice to ensure that the suggestions and wishes of the staff and students are shared with the relevant units and resolved in the shortest time.





## HUMAN RESOURCES MANAGEMENT

### HUMAN RESOURCES COORDINATORSHIP

Ege University Human Resources Coordination Office was established with the aim of ensuring the merit-based, effective, and efficient evaluation of human resources at our university. In collaboration with other units, the Coordination Office identifies the work processes of academic and administrative staff at Ege University, enabling them to work more effectively and efficiently and contributing to their career development through various programs, events, and training activities.

#### WORKLOAD ANALYSIS

Within the scope of the 'Workload Analysis' conducted under the Human Resources Coordination Office, workload analysis studies are carried out, encompassing subunits of Faculties, Institutes, Vocational Schools, Colleges, and Directorate General. As a result of workload analysis, the planning involves the creation of work processes, job descriptions, and task definitions. At the end of this process, the aim is to achieve an equal distribution of workload across the entire university.

#### MENTORSHIP PROGRAMME

Within the Human Resources Coordination Office, a mentorship program has been developed to contribute to the career development of administrative staff.

The program, which began preparations in 2022, started the selection of mentors and mentees in 2023, contributing to the sustainability of the institutional culture of Ege University. In particular, a total of 49 meetings have been organized among a group of 14 participants consisting of 7 mentors and 7 mentees in 2023.



#### MANAGER ORIENTATION TRAINING AND DEVELOPMENT PROGRAM

This training program aims to enhance the managerial skills of all academic and administrative managers at Ege University and update their knowledge related to legislation and correspondence used in their job processes.

The content planning and filming of course modules have been completed in November 2023, and the modules were published online via Ege University Akademi TV. A total of 138 participants were involved in the training program in 2023.

#### CAREER DEVELOPMENT

Ege University conducts various activities with the aim of contributing to the career development of both its employees and students. These activities are carried out in the form of career fairs, training sessions, and certification programs.



## CAREER FAIRS ORGANIZED & ATTENDED

Ege University has chaired the Health, Aesthetics and Medical International Career Fair held in İzmir on 17-18 February 2023.

The previous Aegean Region Career Fair (EGEKAF), hosted by Ege University was held again in 2023 at Pamukkale University with the theme of "Sustainability, Digitalization and Environment" on February 24-25, 2023. Ege University participated in this career fair, organized under the coordination of the Presidency Human Resources Office. The events held within the scope of the fair include seminars, panels, talks, and interview workshops.

## IN-SERVICE TRAININGS

In-service trainings were organized via the Distance Education Career Portal (CBİKO) maintained by the Human Resources Office of Presidency of the Republic of Türkiye. Accordingly, a total of 22041 personnel attended in-service training in 2023.

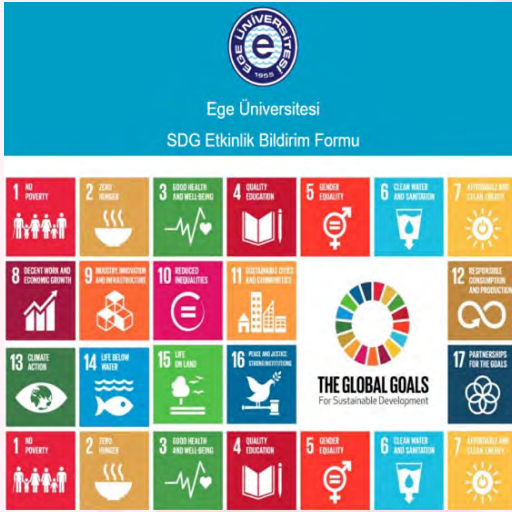
TRAINING TOPICS	PARTICIPANTS
Advanced Applied Microsoft Word Training	913
When Will I Retire?	857
Pre-Retirement Work and Transactions of Public Officials	869
Zero Waste Training	934
Management Processes and Principles	750
Access to Accurate and Reliable Information on the Internet	731
Group Speaking	854
Common Postural Problems and Office Exercises in Office Workers	801
Applied Microsoft PowerPoint Training	689
Public Ethics and Ethical Behavior Principles for Public Officers	3935
Official Correspondence Procedures and Principles	752
Archive Legislation and Practices	650
Information Security Awareness	709
Conflict Management	753
Risk Taking, Problem Solving, Decision-Making and Result Orientation	922
Basic Applied Microsoft Word Training	624
Ethics Within the Framework of Human Rights	2530
Compliance of Public Institutions with Law No. 6698 on the Protection of Personal Data	664
Gender Equality in Office within the Framework of Human Rights	2498
AFAD Emergency Mobile Application	606
<b>GRAND TOTAL</b>	<b>22041</b>





## ADDICTION PREVENTION BASIC TRAINING

Through the collaboration between the Personnel Department Directorate and EGESEM, in accordance with the 'Ege University Service Training Regulation' and Presidential Circular No. 2019/2, the 'Addiction Prevention Basic Training Certificate Program' was conducted for Ege University personnel in 2023. A total of 422 personnel has participated in the training.



## 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. Participation certificates were awarded to the participants who achieved a success rate of 80%.

## DISASTER AWARENESS TRAINING

Disaster Awareness and Emergency Training Certificate Program for administrative, contracted and worker personnel of our university was organized through Ege University Continuing Education Center (EGESEM). A total of 564 personnel participated in the training.



## TRAININGS

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

## EGE UNIVERSITY CONTINUOUS EDUCATION CENTER



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.



## PART-TIME STUDENT EMPLOYMENT OFFICE

Ege University provides students with part-time work opportunities within the framework of the Procedures and Principles Regarding the Part-Time Student Employment Program. The purpose of employing students on a part-time basis at our university is to enable our students to earn income during their free time outside of class hours in areas relevant to their education, in line with their interests and skills, and to improve their practical skills. Additionally, it aims to contribute to meeting the labor needs of units in auxiliary activities.

The number of part-time students employed in 2023 was 188. Part-time students consist of 98 women and 90 men.

## EXCHANGE PROGRAMS

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 +

Ege University, a leading institution in implementing the Erasmus Program, 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 2023, the university has signed 507 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 78 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 29 universities and commenced student and staff exchanges.

## ALUMNI RELATIONS OFFICE

The Ege University Alumni Relations Office has registered a total of 59,975 individuals in the Alumni System. They have 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.



**In 2023:**

- 812 events were organized with theme: "Alumni in Classroom", which provided the opportunity for students to meet the graduates who had shared their experience in various sectors with participants.
- 7480 graduates became members of the Alumni Information System
- A total of 62 job and training announcements were sent to 792,616 recipients via their alumni email



## 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 Polyclinic B where employees 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 (Mediko)

The Campus Polyclinic includes Dermatology, Otorhinolaryngology (ENT), Psychiatry, and Obstetrics and Gynecology services. Some of these clinics 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. The coverage of this service includes personnel, and their first-degree relatives.

## 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, İzmir offers opportunities for students and staff to take vacations throughout the year. During the 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 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 340m<sup>2</sup> fitness room, three 60m<sup>2</sup> private exercise rooms, and a 360m<sup>2</sup> 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



These sales points, which include various essential food products such as olive oil, cheese, yogurt, eggs, and butter, are located in busy areas of the campus and provide service to all staff and students.

## Menemen Research and Application Farm

The 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 on 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 2025 & GRI Index Matrix

THE	Impact Rankings Methodology 2025 Version 1.1	GRI	Disclosure	Reported	Page
8.1	Research on economic growth and employment			Fully	
8.2	Employment practice			Fully	
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	1
8.2.2	Employment practice unions Recognize unions (freedom of association & collective bargaining) for all, including women & international staff			Fully	1-2
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	2-3
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	2
8.2.5	Employment practice equivalent rights outsourcing Have a policy on guaranteeing equivalent rights of workers when outsourcing activities to third parties			Fully	2
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	2-3
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	3
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	3
8.2.9	Employment practice labour rights Recognise labour rights (freedom of association and collective bargaining for all, including women and international staff			Fully	1-2-3
8.3	Expenditure per employee			Fully	
8.3.1	Expenditure per employee	GRI 2: General Disclosures 2021	GRI 2-19 Remuneration policies	Fully	4
	Number of employees			Fully	3-4
	University expenditure			Fully	4
8.4	Proportion of students taking work placements			Fully	
8.4.1	Proportion of students with placements			Fully	11
	Number of students			Fully	4
	Number of students with work placements for more than a month			Fully	11
	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	
8.5.1	Proportion of employees on secure contracts	GRI 2: General Disclosures 2021	2-7-b 2-8-a	Fully	4
	Number of employees			Fully	3-4
	Number of employees on contracts of over 24 months			Fully	3-4



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