



2022
Sustainability Report
SDG 8





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 2022 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 2022 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 2022		
OFFICER	Law No. 3173 on the Fight Against Terrorism	31
	Law No. 2828 on Social Services	45
	Disadvantaged	110
	TOTAL	186
EMPLOYEE	Law No. 3173 on the Fight Against Terrorism	3
	Disadvantaged	108
	Former Convict	55
	Assigned Due to Mining Accident and Currently Serving	1
	TOTAL	167

ng 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."



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 Sosyal Politikalar 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.

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.

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.



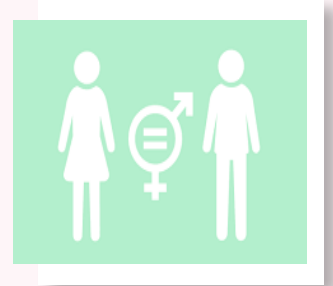
EGE UNIVERSITY GENDER EQUALITY PLAN (EGE-PİK)

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 EMPLOYEE

TITLE	NUMBER
Professor	953
Associate Professor	379
Doctoral Teaching Staff	372
Lecturer	507
Research Assistant	915
Civil Servant (Law on Civil Servants No. 657 Article 4/A)	3793
Contracted Personnel (Law on Civil Servants No. 657 Article 4/B)	80
Permanent Employee	2989
Temporary Employee	53
Temporary Personnel (4/C)	This employment method has been removed according to Law No. 657.
GRAND TOTAL	10041



UNIVERSITY EXPENSES

The total personnel and social security premium expenses for the year 2022 amounted to 1,658,193,497.88 Turkish Lira. This amount represents expenditures made solely from our university's special budget and does not include personnel expenses covered through revolving funds.

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.

STUDENT NUMBER

As of the 2021-2022 academic year, Ege University has a total of 55,093 students.

PERCENTAGE OF EMPLOYEES WITH SECURE CONTRACTS

All employees at Ege University have secure employment contracts.



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

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 COVID-19 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 2022 under the headings of hygiene, emergency action plan, what emergency and disaster mean, non-structural risks (YOTA), occupational health and safety training certificate program, and IGS certification. A total of 1447 individuals benefited from these training sessions.

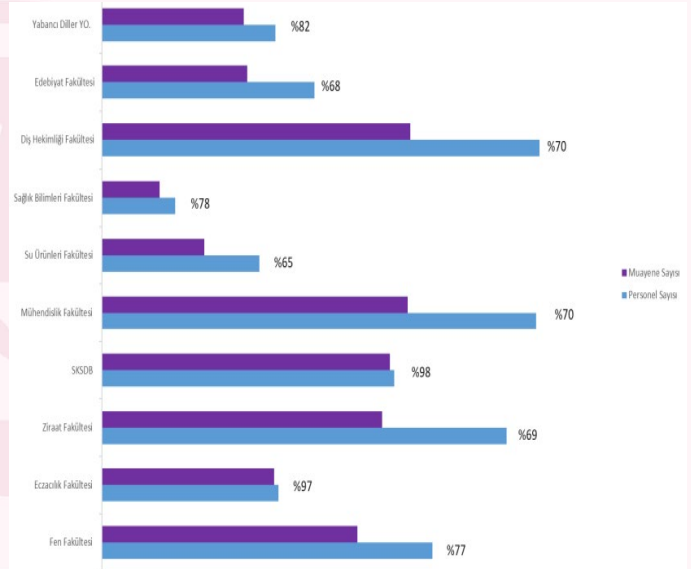
Educational Content	Supporting Units	Audience	Number of People	Date	Location
Hygiene		Faculty of Engineering	29	27.01.2022	Faculty of Engineering
Emergency Action Plan		Faculty of Pharmacy	44	04.07.2022	Faculty of Pharmacy
What is Emergency and Disaster		Faculty of Dentistry	42	10.05.2022	Science Art Amphitheatre
Non-Structural Risks			29	09.06.2022	
			36	10.06.2022	
Occupational Health and Safety Training Certificate Program	Ege University Continuous Education Center and Distance Education Implementation and Research Center	Students of the Faculty of Science and Ege Vocational School	115	April 11-12, 2022	Online
		Students of the Faculty of Nursing, Faculty of Health Sciences, Faculty of Dentistry, Faculty of Science, Faculty of Pharmacy and Ege Vocational High Schools	50	May 12-13, 2022	
		Fashion and Design Graduate School Students	21	June 2-3, 2022	
		Students and staff of the Faculty of Nursing, Faculty of Health Sciences, Faculty of Dentistry, Faculty of Science, Faculty of Pharmacy	1000	September 19-20-21-22, 2022	
Occupational Health and Safety Certificate		Non-Commissioned Officer Group	26	14.09.2022	Çigli 2. Jet Home Base Command Ground Safety Course
		Officer Group	25	28.09.2022	
			30	14.12.2022	

MEDICAL SURVEILLANCE

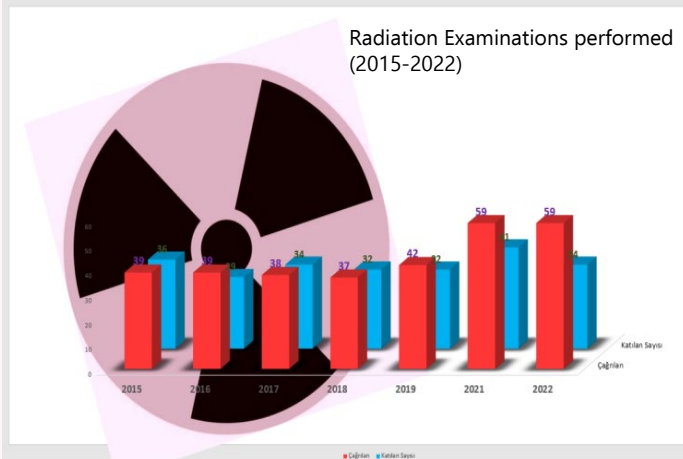
Within the Ege University Occupational Health and Safety Coordination Office, periodic health examinations and radiation examinations are conducted for Ege University employees.

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 2022, a total of 2,394 employees underwent periodic health checks in 1,828 examinations. The table below shows the rates of periodic examinations based on the total number of employees in the institutions.



Radiation Examinations performed (2015-2022)



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 table below, you can find the changes in the number of radiation examinations conducted for personnel working with radiation outside of Ege University Hospital over the years.

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 1,273 vaccinations were administered in the year 2022.

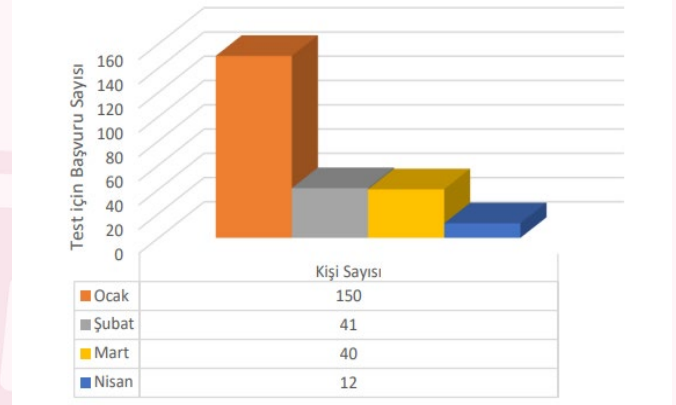
2022 YILI AYLARA GÖRE YAPILAN AŞI SAYILARI

Aşı Adı	Ocak	Şubat	Mart	Nisan	Mayıs	Haziran	Temmuz	Ağustos	Eylül	Ekim	Kasım	Aralık
Adsorbe Td (Adult)	25	3	7	6	4	8	4	5	5	59	27	30
Kızamık Kızamıkçık Kabakulak Aşısı (MMR)	4		9	4	4	1	6	4	2	36	186	19
Mevsimsel İnfluenza Aşısı												9
Pediyatrik veya Adölesan Hepatit B	11	9	25	16	11	10	7	20	5	114	175	29
Pediyatrik/Adölesan Hepatit A 2 doz	5	1	17	23	18	15	2	2	2	91	147	12
Suçiçeği Aşısı	3		1		1	1	1		2	6	18	6
Toplam	48	13	59	49	38	35	20	31	16	306	553	105
Genel Toplam												1273



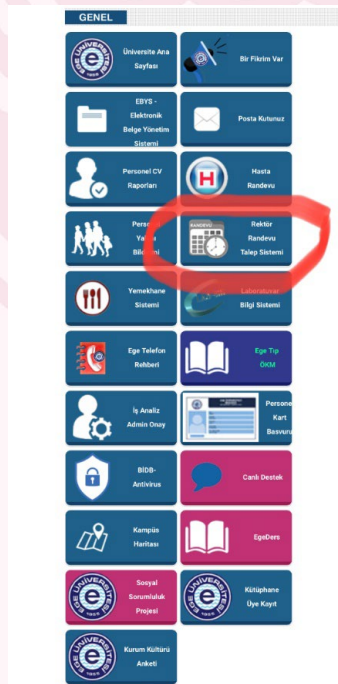
CAMPUS COVID CONTACT CLINIC

During the pandemic period, the Campus COVID Contact Clinic, where employees' COVID-19 status is determined, and COVID-19 tests can be conducted, provided services under the Occupational Health and Safety Coordination Office in the first four months of 2022, supervised by the workplace physician. During this period, a total of 243 individuals who had contact with COVID-19 cases visited the clinic.



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 system, everyone, from employees to students, can directly request an appointment with the Rector quickly and securely via the internet, 24/7, instead of using the phone. You can access the service at rektorrandevu.ege.edu.tr/randevu.php.



Ege Üniversitesi
Rektör Randevu Sistemi

TC Kimlik No: _____

Adı: _____

Soyadı: _____

*Nüfus cüzdanında olduğu gibi yazınız

Doğum Tarihi: _____

Telefon No: _____

*Sizinki '0' ile başlayan 11 hane giriniz.

E-Posta: _____

Talep Nedeni: _____ Beşparan Türü: _____

Talep Açıklaması: _____

Dışarı Yönelimli Arama İçin "0" İle Başlamalıdır.

DOĞRU ADI:

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.

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 are ongoing, and as of November 2023, these modules will be added to the Ege University online course system, allowing managers to begin their training.

PERSONNEL DIRECTORATE

The Personnel Directorate 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.



ORIENTATION TRAININGS

Orientation training has been provided to the newly recruited academic, administrative, contract, and worker personnel at our university. The total number of personnel who received orientation training in the year 2022 is 279.

ETHICS TRAINING AND AGREEMENT

Alongside orientation training for new personnel at our university, a contract is signed committing them to perform their duties and provide services in accordance with the ethical principles and values determined by the regulations prepared by the Public Officials Ethics Committee.

In the year 2022, the Public Officials Ethics Contract was signed after training for a total of 279 academic, administrative, contract, and worker personnel, and these contracts were filed in their personnel records.



PROBATIONARY CIVIL SERVANT TRAINING

In 2022, our unit provided 'Trainee Civil Servant Preparatory Training,' 'Trainee Civil Servant Basic Training,' and 'Trainee Civil Servant Internship Training.'

At the end of the training, the 'Trainee Civil Servant Basic Training Exam' was conducted, and 27 trainee civil servants successfully completed their exams, had their probationary status approved, and were appointed as regular civil servants.

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.

EGE REGION CAREER FAIR 2022

The 'Aegean Region Career Fair' was authorized by Ege University this year on March 21-22, 2022, at the Izmir Fairground to collaborate with 19 other stakeholder universities in the region.

The event is aimed at students and graduates of Ege University, Dokuz Eylül University, Izmir Institute of Technology, Izmir Katip Celebi University, Izmir Democracy University, Izmir Bakircay University, Izmir Economy University, Uludag University in Bursa, Bursa Technical University, Izmir Tinaztepe University, Yasar University, Celal Bayar University in Manisa, Balikesir University, Adnan Menderes University in Aydin, Dumlupinar University in Kutahya, Kavram Vocational School, Mugla Sitki Koçman University, Usak University, Pamukkale University, and Kutahya Health Sciences University.



The event is aimed at students and graduates of Ege University, Dokuz Eylül University, Izmir Institute of Technology, Izmir Katip Celebi University, Izmir Democracy University, Izmir Bakircay University, Izmir Economy University, Uludag University in Bursa, Bursa Technical University, Izmir Tinaztepe University, Yasar University, Celal Bayar University in Manisa, Balikesir University, Adnan Menderes University in Aydin, Dumlupinar University in Kutahya, Kavram Vocational School, Mugla Sıtkı Koçman University, Usak University, Pamukkale University, and Kutahya Health Sciences University.



IN-SERVICE TRAININGS

The number of personnel who participated in in-service training on the Presidency of Human Resources Office Distance Education Portal (CBİKO) platform until the year 2022 is indicated in the subject table below. Accordingly, a total of 23,738 personnel attended in-service training in 2022.

Training Subjects	Number of Staff Attending
Training on Procedures and Principles for Official Correspondence	1225
Public Speech	1051
Applied Excell Training	1071
Effective and Accurate Communication Training	1203
Mobbing (Psychological Violence at Work)	1243
Law on the Exercise of the Right to Petition No. 3071 and Law on the Right to Access Information No. 4982	1098
Basic Occupational Health Training	1041
Turkish Grammar Rules	1094
Stress at Work	1205
ServiceTracking Programme Training	1064
Time Management and Efficiency	1272
What you need to know about Covid-19	1415
Stress Management	1374
Procrastination at Work	1394
Awareness about the Power of Communication	142
Protocol Rules	1180
Importance of Employee Motivation for Efficiency at Work	1206
Effective and Accurate E-mail Writing	1203
First Aid Training	994
Electronic Document Management (EBYS) System Training	1217
Law on Civil Servants No. 657 and Personnel Affairs Training	1046
GRAND TOTAL	23738



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 2022. A total of 1,280 personnel 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. Participants who achieved an 80% success rate were awarded a participation certificate.



DISASTER AWARENESS TRAINING

As part of the objectives of the 'Disaster Education Year,' registration was made to the AFAD Volunteering System via e-government, and online training was provided to our university personnel by the Izmir Governorship Provincial Disaster and Emergency Management Directorate through the website gonullu.afad.gov.tr. The number of participants in the training is 1,983.



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).

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.



Dijital Ders Materyali Geliştirme Eğitimi Sertifika Programı (Uzaktan)
19-20 Eylül / 9:30-17:30

Eğitmen:
Doç. Dr. Alev ATEŞ ÇOBANOĞLU
Ege Üniversitesi, Eğitim Fakültesi

Detaylı Bilgi ve Başvuru için:
<http://egeemsistem.ege.edu.tr>
@digi.material



KEDİ KÖPEK BAKIMI EĞİTİMİ SERTİFİKA PROGRAMI
Mentor: Celal Bayar Üniversitesi
Yürütmen: Doç. Dr. Meriç LÜFTÜ AYSEVER

ÜCRETLİ YÜZÜZE

Kayıt ve Ayrıntılı Bilgi İçin:
www.egecem.ege.edu.tr
02323113400-4855364



Ücretli/E-Devlet Onaylı

CHAT GPT VE EĞİTİMDE YAPAY ZEKA UYGULAMALARI EĞİTİMİ SERTİFİKA PROGRAMI

Eğitim başlangıcı devresindedir.

18 Saat/Online

Program Koordinatörü:
Doç. Dr. Faruk KİŞİA

Kayıt ve Ayrıntılı Bilgi İçin:
0232 4830405/313400
www.egecem.ege.edu.tr



BEN VE İLİŞKİLERİM EĞİTİMİ
Psikodrama Atölye Çalışması

Ege Üniversitesi Atatürk Kültür Merkezi

@egecem

Ücretli Her Salı 17.00/ÜZÜZE

Eğitim Tarihi: 06-20 HAZİRAN 2023
Kayıt ve Ayrıntılı Bilgi İçin:
02323113400-02324833364 egecem.ege.edu.tr

Part-time Student Employment Office

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.

sksdb.ege.edu.tr/files/sksdb/icerik/EGEESASLAR.docx

Number Students Working Part-time			
	Women	Men	Total
2021	79	65	144
2022	126	80	206





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 +

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 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). <https://international.ege.edu.tr/tr-11854/.html>

FARABİ

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.



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. https://mezun.ege.edu.tr/tr-2558/mezunkart_detaylari.html

Activities in the Year 2022:

- An event named "Alumni in 891 Classrooms" was organized, which involved graduates.
- The Faculty of Agriculture organized one "Graduate Gathering" event.
- In 2022, a total of 8,265 individuals became members of the Alumni Information System.
- A total of 26 job and training announcements were sent to 331,714 alumni via email.



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.
- https://mezunform.ege.edu.tr/?page_id=1302



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 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. This service is also extended to the first-degree family members of the personnel.





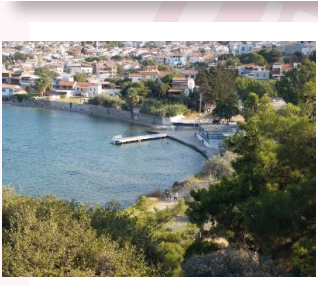
SOCIAL SERVICES

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 the summer, approximately 2,000 students and personnel benefit from this facility.

<https://sksdb.ege.edu.tr/tr-4611/ozdere.html>



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.

https://agr.ege.edu.tr/tr-1142/mordogan_arastirma_uygulama_ve_deneme_istasyonu.html

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

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 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.



EGE ÜNİVERSİTESİ
KURUMSAL İNDİRİMLER

ÜRÜN SAĞLIK & GÜZELLİK
KİŞİSEL GELİŞİM
HİZMET
EĞİTİM

50% 50% 15% 15% 20% 10% 10%

www.halkilis.ege.edu.tr/tr-8208/kurumsalindirim.html

KURUMSAL İNDİRİMLER	
50	TEOL DİL OKULLARI
50	İZMİR MÜZİK AKADEMİSİ (İZMA)
50	IQ PLUS EĞİTİM KURUMLARI
30	RADİKAL EĞİTİM KURUMLARI
30	RA EDUCATION - Yurt Dışı Eğitim Danışmanlığı
30	BİREY EĞİTİM KURUMLARI
25	İZMİR MOTİVASYON EĞİTİM KURUMLARI
20	POZİTİF EĞİTİM KURUMLARI
20	LİMİT KURSLARI
20	UĞUR KURS
20	SEVİLAY DÖNER SANAT KURSU
20	MYEDUCOACH YURTDIŞI EĞİTİM
20	SİNER YURT DIŞI EĞİTİM DANIŞMANLIĞI
20	AMERİKAN DİLİ EDEBİYATI Yabancı Dil Kursları
15	BORNOVA FORMÜL KURS MERKEZİ



Kurumsal İndirimler

ÜRÜN MODANAK GELİNLİK

% 10 MODANAK GELİNLİK

- EÜ Öğrenci, Personel, Emekli, Mezun ve 1. derece yakınlarına

MODANAK Gelinlik Dikimevinde, liste fiyatı üzerinden;

- Tüm Gelinlik ve Nişanlıklarda %10 indirim

- Fotoğraf üzerinden istenecek Özel Tasarım ve Model taleplerinde de firmamız vereceği fiyat liste fiyatı sayılarak üzerinden indirim uygulanır.

- Firma, büyük beden (44 ve üzeri) ölçülerinde ek malzeme ve dikim ücreti (%25'e kadar) talep edebilir.
- Liste fiyatları toptan fiyata yakındır.

@modanaktestil +90 543 328 24 12 +90 555 976 94 49

Akdeniz Mh. Halit Ziya Blv. No:25 Gencer Man D:502 - Konak

31 Aralık 2023 tarihine kadar geçerlidir.

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>



EGE ÜNİVERSİTESİ
eduroam (EDUcation ROAMing)





THE Impact Rankings Methodology 2024 & GRI Index Matrix

THE	Impact Rankings Methodology 2024 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 Recognise unions and labour rights (freedom of association and collective bargaining) for all, including women and international staff			Fully	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	2-3-4
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	3
8.2.5	Employment practice equivalent rights outsourcing Have a policy on guaranteeing equivalent rights of workers when outsourcing activities to third parties			Fully	2-3-4
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	2-3-4
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	3-4
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
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	4
	University expenditure			Fully	5
8.4	Proportion of students taking work placements			Fully	
8.4.1	Proportion of students with placements			Fully	13
	Number of students			Fully	5
	Number of students with work placements for more than a month			Fully	13
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	3-4
	Number of employees			Fully	4
	Number of employees on contracts of over 24 months			Fully	4



EDITOR: Assoc. Prof. Dr. Gökür ŞİŞMAN AYDIN

AUTHORS: Assoc. Prof. Dr. Derya İLİC- Res. Assist. Dr. Hakan ERKAL

TRANSLATION: Dr. Esra YATAĞANBABA - Dr. Ferah ŞENAYDIN

GRAPHIC DESIGN: İpek TEKİN

www.surdurulebilir.ege.edu.tr