



## **SDG 8 - DECENT WORK AND ECONOMIC GROWTH**

Good labour conditions, safe and stable working conditions, combating hunger and improving health are essential elements of eradicating poverty. Temporary employment, modern slavery and unequal growth pose serious threats to a sustainable future. Universities, through educators as employers, can lead the way in developing fairer forms of labour and thus provide a better working environment for future generations. This label examines how universities are responding to such expectations.

**- Does your university as a body pay all staff and faculty at least the living wage, defined as the local living wage (if government defines this) or the local poverty indicator for a family of four (expressed as an hourly wage)?**

Üsküdar University offers various practices for Decent Work and Economic Growth label. The salaries of academic and administrative staff are paid regularly and without interruption, taking into account the legislation in force, economic conditions and the practices of similar institutions.

Evidence: <https://uskudar.edu.tr/assets/uploads/sayfa/17/file/uskudar-universitesi-ana-yonetmeligi6.pdf>

**- Does your university as a body recognise unions for all, including women & international staff?**

Üsküdar University aims to ensure that its employees can work in a healthy working environment and in a free and peaceful atmosphere. The aim of Üsküdar University Human Rights Studies Application and Research Center in this context is important.

Evidence: <https://uskudar.edu.tr/assets/uploads/sayfa/17/file/insan-haklari-calismalari.pdf>

**- Does your university as a body have a policy on ending discrimination in the workplace (including discrimination based on religion, sexuality, gender, age)?**

Üsküdar University has a Harassment and Discrimination Prevention Directive and follows a zero-tolerance policy against sexual harassment, psychological pressure and discrimination. Harassment in the university environment can negatively affect both working and learning life. In institutional settings with hierarchical relationships, harassment can often become invisible due to the difficulties experienced by victims, which negatively affects both individuals and the institution. Although it is often associated with discrimination against women, sexual harassment and abuse can also occur against men or between people of the same sex. For this reason, Üsküdar University takes the necessary measures to protect all its employees from such negativities.

Evidence: <https://uskudar.edu.tr/assets/uploads/sayfa/18/file/taciz-yonerge-revize-son-senato-23-01-2020-003.pdf>



**- Does your university as a body have a policy commitment against forced labour, modern slavery, human trafficking, and child labour?**

The symposium "Monitoring Children's Rights: Global Examples" was held on October 18, 2023, with contributions from Üsküdar University and the University of New Brunswick.

Evidence: <https://uskudar.edu.tr/tr/cocuk-haklarinin-izlenmesi-kuresel-ornekler>

İHAMER is, Turkey's Human Rights and Equality Authority (TİHEK) with all the associate's Üsküdar University in cooperation with the license and academics and students in the graduate program was established in order to realize human rights and equality research and studies. İHAMER carries out various activities such as research planning, project development and implementation on human rights and equality, and organizing courses-seminars for the academic development of academicians and students in Üsküdar University in an interdisciplinary cooperation.

Evidence: <https://uskudar.edu.tr/ihamer/hakkinda>

**- Does your university as a body have a policy on guaranteeing equivalent rights of workers when outsourcing activities to third parties?**

Üsküdar University makes service procurement contracts within the scope of the Tender Regulation and follows a policy to guarantee the equal rights of employees while outsourcing activities to third parties. In line with its public legal entity, Üsküdar University acts in accordance with the legislation in force in all its business and transactions and endeavours to ensure social equality.

Evidence: <https://uskudar.edu.tr/assets/uploads/sayfa/17/file/6-nisan-2020-uu-ihale-yonetmeligi.pdf>

**- Does your university as a body have a policy on pay scale equity including a commitment to measurement and elimination of gender pay gaps?**

Female employees at Üsküdar University are of great importance not only in terms of number but also in terms of quality and position. More than half of the current staff consists of women. The University has a Gender Equality Action Plan, which aims to provide equal rights and opportunities between men and women and to eliminate discrimination. The Action Plan aims to raise awareness in the society, including students, faculty members and all employees of the university, and to take part in research and development activities. Üsküdar University aims to ensure that women and men are equal in terms of rights and opportunities and to combat discrimination based on the principle of 'equivalent pay for equivalent work'.

Evidence: <https://uskudar.edu.tr/assets/uploads/sayfa/18/file/uskudar-universitesi-toplumsal-cinsiyet-esitligi-eylem-plani-2022-2026.pdf>



**- Does your university as a body measure/track pay scale gender equity?**

Gender equality is based on the principle of 'equivalent pay for equivalent work' based on the Treaty of Rome adopted in 1957 and aims to eliminate discrimination between men and women. Üsküdar University aims to identify the disadvantages of women in society and develop solutions to these problems through the gender equality action plan by taking this principle at its centre. Based on the principle of 'equivalent pay for equivalent work', it aims to ensure that women and men are equal in terms of rights and opportunities and to combat discrimination. The scope includes the university's students, teaching staff, all employees, informing the society and research and development activities. The implementation, execution and monitoring of this action plan covering the years 2022-2026 is monitored by the University Senate. The plan is reviewed and renewed according to the implementation results.

Evidence: <https://uskudar.edu.tr/assets/uploads/sayfa/18/file/uskudar-universitesi-toplumsal-cinsiyet-esitligi-eylem-plani-2022-2026.pdf>

**- Does your university as a body have a process for employees to appeal on employee rights and/or pay?**

At Üsküdar University, salary offers are determined according to the competences and achievements of each employee and candidate, and there is no gender discrimination. Employees have the right to object to their salaries or rights and these objections can be submitted to Human Resources through the university solution centre or unit managers. In addition, staff satisfaction surveys are also conducted regularly.

Evidence: <https://uskudar.edu.tr/assets/uploads/sayfa/18/file/uu-cozum-merkezi-yonergesi.pdf?1>

**- Does your university as a body recognise labour rights (freedom of association & collective bargaining) for all, including women & international staff?**

Üsküdar University of Solution Focused Women's Problems Research and Application Center, to investigate the source of gender inequality in Turkey and supports the establishment of the research will serve the development of solutions, to be held in Üsküdar University structure contribute to the proliferation of women's studies and aims at planning and strategy development on the subject. The Center also aims to contribute to the implementation of research, education, policy development and implementation projects aimed at preventing women's human rights violations and ensuring gender equality; It aims to prepare special training programs for managers, experts and implementers of policies, plans and projects aiming at solving women's problems and integrating gender equality into public policies.

Evidence: <https://uskudar.edu.tr/uscozum/yonetmelik>