



SDG8 - DECENT WORK AND ECONOMIC GROWTH

SDG 8: Decent Work and Economic Growth is one of the 17 Sustainable Development Goals (SDGs) that the United Nations aims to achieve by 2030.

In its most basic form, this goal aims not only for economic growth, but for this growth to be fair, inclusive and dignified for all. In other words, it is the exact opposite of the 'growth at any cost' approach.

This concept questions not only 'having a job' but also the nature of that job. For a job to be considered 'decent' under SDG 8, it must meet the following conditions: the worker must receive a wage that provides a decent standard of living for themselves and their family; their safety and health must not be endangered at work; there must be no informal (uninsured) work; pension and health rights must be protected, trade union rights must be recognised, there must be no gender discrimination (equal pay for equal work), children must be in school rather than working, and all forms of modern slavery must be ended.

In this context, Üsküdar University's activities related to the SDG 8 label are listed below.

8.2.1- 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)?

Salaries for both academic and administrative staff are paid consistently and on time, in line with current legislation, economic circumstances, and practices at comparable institutions. Administrative personnel receive wages above the minimum wage. Academic staff salaries are aligned with those set by the Council of Higher Education, but may exceed this level depending on performance.

Link 1: <https://uskudar.edu.tr/assets/uploads/sayfa/17/file/uskudar-universitesi-ana-yonetmeligi6.pdf>

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

In this context, the purpose of Üsküdar University Human Rights Studies Application and Research Center is to carry out both theoretical and practical studies on human rights law and humanitarian law. Adopting an interdisciplinary perspective, the Center focuses on national and international legal frameworks and applies scientific methods to promote the recognition, protection, implementation, and advancement of human rights.

Link 1: <https://uskudar.edu.tr/assets/uploads/sayfa/17/file/insan-haklari-calismalari.pdf>

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



The Üsküdar University Harassment and Discrimination Prevention Directive was developed to inform full-time and part-time academic, administrative, and contracted staff, as well as students of the university and its affiliated units, about issues such as sexual harassment, psychological pressure, and discrimination, and to prevent potential victimisation. Furthermore, the university and its hospital maintain a zero-tolerance policy against any form of discrimination, including those based on religion, gender, or age.

Link 1: <https://cdn.kalite.uskudar.edu.tr/content/files/ayrimcilik-ve-tacizi-onleme-politikasi-251009024816.pdf>

Link 2: <https://cdn.uskudar.dev/site/1/content/files/1946806uskudar-universitesi-etik-ilke-ve-degerler-yonergesidocx-251103043623.pdf>

Link 3: <https://uskudar.edu.tr/assets/uploads/sayfa/18/file/uu-engelli-ogrenciler-birimi-yapilanmasi-ve-calisma-esaslari-yonergesi.pdf?1>

Link 4: <https://cdn.sks.uskudar.edu.tr/content/files/2024-2025-engelli-ogrenci-birimi-faaliyet-raporu-251013115022.pdf>

Link 5: <https://cdn.kalite.uskudar.edu.tr/content/files/engelli-ogrenci-politikasi-251006044322.pdf>

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

Üsküdar University hosts a Human Rights Studies Application and Research Centre dedicated to human rights issues. The university also operates the Risale-i Nur Research Platform (Rinap) and collaborates with the Association of Defenders of Justice. Concerning child and youth employment, the university complies with the Regulation on the Procedures and Principles of Employment of Children and Young Workers. No individuals under the age of 15 are employed at the university. It has also passed a decision in the senate that can serve as evidence regarding this matter in 2024.

Link 1: <https://uskudar.edu.tr/ihamer>

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

Üsküdar University subcontracts services such as security, catering, and cleaning, while ensuring that employees engaged through third parties are granted equivalent rights.

Link 1: <https://uskudar.edu.tr/assets/uploads/sayfa/17/file/6-nisan-2020-uu-ihale-yonetmeligi.pdf>

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



The university's gender equality action plan is designed to address the disadvantaged position of women in society and provide solutions to these issues. Guided by the principle of "Equal Pay for Equal Work," the plan seeks to guarantee equal rights and opportunities for both women and men and to prevent discrimination. Its scope encompasses students, academic staff, all employees, public awareness efforts, and research and development activities at the university. The four-year action plan (2022–2026) will be implemented, overseen, and monitored by the University Senate, and it will be reviewed and updated based on the evaluation of its outcomes. Üsküdar University does not engage in any practices of gender discrimination.

Link 1: <https://uskudar.edu.tr/assets/uploads/sayfa/18/file/uskudar-universitesi-toplumsal-cinsiyet-esitligi-cylem-plani-2022-2026.pdf>

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

The Gender Action Plan, covering a four-year period (2022–2026), is designed to promote equal rights and opportunities for women and men and to prevent discrimination, in line with the principle of equal pay for equal work. Salary offers are determined based on the qualifications and competencies of the respective employee or candidate, without any gender-based discrimination. Additionally, the Directive on the Prevention of Harassment and Discrimination addresses the prevention of social and economic discrimination. Relevant Senate decisions on amendments are also attached.

Link 1: <https://uskudar.edu.tr/assets/uploads/sayfa/18/file/taciz-yonerge-revize-son-senato-23-01-2020-003.pdf>

Link 2: <https://uskudar.edu.tr/assets/uploads/sayfa/18/file/uskudar-universitesi-toplumsal-cinsiyet-esitligi-cylem-plani-2022-2026.pdf>

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

Yes, procedures exist for employees to raise concerns regarding their rights or salaries. Staff can submit objections and suggestions to Human Resources via the university's Solution Centre or through their respective unit managers. Regular staff satisfaction surveys are also conducted. Attached are the feedback tools and questionnaires used at the university.

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

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

Üsküdar University, as a public legal entity, conducts all its operations in accordance with current legislation and aims to promote social equality. Currently, more than half of the staff are women. The university also operates a Solution-Oriented Women's Issues Application and Research Center, which



seeks to empower women to participate in social and economic development, provide training for knowledgeable and competent personnel on issues concerning women, and enhance women's productivity in social life. It is important to note that female employees are valued not only for their numbers but also for their quality and roles within the university.

Link 1: <https://uskudar.edu.tr/uscozum/yonetmelik>

Link 2: <https://uskudar.edu.tr/assets/uploads/sayfa/18/file/taciz-yonerge-revize-son-senato-23-01-2020-003.pdf>

8.3.1- Number of employees 1286

8.3.3- Number of academic staff 646

8.3.2- University expenditure 2.148.460.244 TL

8.4.1- Number of students 15958

8.4.2- Number of students with work placements for more than a month 1510

2024-2025	Kişi Sayısı	Tikel sayı
Beslenme ve Diyetetik	172	86
Bilgisayar Mühendisliği (İngilizce)	1	
Ebelik	416	257
Elektrik-Elektronik Mühendisliği (İngilizce)	1	
Fizyoterapi ve Rehabilitasyon	270	155
Hemşirelik	647	397
Perfüzyon	85	
Psikoloji	3	
Radyo, Televizyon ve Sinema	1	
Sağlık Yönetimi	12	
Siyaset Bilimi ve Uluslararası İlişkiler (İngilizce)	7	
Sosyal Hizmet	11	
Tarih	1	
Tıp	769	493
Toplam Kişi Sayısı	2396	1510

8.5.1- Number of employees 1286

8.5.2- Number of employees on contracts of over 24 months 1032