

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

Decent work in secure and stable conditions, reducing hunger and improving health are a vital component of rescuing people out of poverty. The rise of precarious employment, modern slavery and unequal growth create threats to a sustainable future. Universities, as employers, can lead the way in developing fairer ways of working for future generations through educators. This label explores how universities are meeting these expectations.

Üsküdar University has various practices related to Decent Work and Economic Growth labels. The salaries of academic and administrative staff are paid regularly without any disruption, taking into account the current legislation, economic conditions and practices in peer institutions. Üsküdar University aims to create a free and peaceful environment for its employees with its Harassment and Discrimination Prevention Directive and shows zero tolerance to sexual harassment, psychological pressure and discrimination. Harassment in the university environment negatively affects people's working and learning lives in various forms and levels. In institutional environments dominated by hierarchical relations, harassment is often rendered invisible due to the difficulties experienced by those who are harassed and both the individual and the institutional environment suffer from this situation. Although it is clear that it is mostly committed as a form of discrimination against women, it is also possible for sexual harassment and abuse to be directed towards men and to occur between persons of the same sex. For this reason, Üsküdar University also takes the necessary precautions in this regard.

Female employees at the university are important for Üsküdar University not only numerically but also in terms of quality and position. More than half of the current staff are women. Üsküdar University has a Gender Equality Action Plan. With this plan, it is aimed to ensure that men and women are equal in rights and opportunities and to combat discrimination. The plan covers the university's students, lecturers, all employees, informing the society and research and development activities. Gender equality goes back to the Treaty of Rome, which was adopted in 1957 based on the "principle of equal pay for work of equal value", aiming to eliminate discrimination and inequality between men and women in different societies. With this concept adopted by the EU, the following points are clearly and unambiguously determined: Equal economic independence for women and men; equal pay for work of equal value; equality in decision-making; dignity, integrity and ending gender-

based violence (EU Strategic Engagement for Gender Equality 2016-2019 Document). Thus, Gender equality is the name given to the whole of the processes carried out to equalise women with men in terms of legal and economic rights, especially in the public and private spheres. Üsküdar University gender equality action plan aims to identify the disadvantaged positions of women in society and to solve these problems. This goal is expressed in Article 10 of our Constitution as follows: "Everyone is equal before the law without distinction of language, race, colour, sex, political opinion, philosophical belief, religion, sect and similar reasons. Article 10 of the Constitution directly states that it is the positive obligation of the state to realise gender equality and guarantees that positive action shall not amount to discrimination (Additional paragraph: 7/5/2004-5170/1 Art.)." The implementation of this action plan, which covers a four-year period (2022-2026), is committed, executed and monitored by the University Senate. Depending on the evaluation of the implementation results, it is reviewed and renewed.

Salary offers are made in accordance with the competences of the relevant employee/candidate and based on merit, and no gender discrimination is made. There are processes for employees to object to their rights or salaries. Employees can convey their objections and opinions to Human Resources through the university solution centre or through their unit managers.