



DECENT WORK AND ECONOMIC GROWTH

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EMPLOYMENT PRACTICE

Our university pays all staff and faculty at least the living wage, defined as the local living wage) or the local poverty indicator for a family of four. The government determines the salary of the academic and administrative staff at Sakarya University. The government has been negotiating and agreeing with the unions in determining the salary. Also, annual inflation is taken into account in the raise rate. The net salary (excluding additional fees) of all academic and administrative staff working at Sakarya University is above the subsistence limit. Also, additional payments are made based on some values, such as the number of children. Our academic staff receives regular academic incentives every.

Sakarya university recognizes unions & labor rights for all, including women & international staff. Sakarya University is a public university and is administered by the government. Academic and administrative staff at Sakarya University have the rights of public employees. Public employees in our country can be considered the most advantageous group in salary scale and employee rights. Employees' rights are determined as a result of negotiations between the government and trade unions. Also, all employees are paid annual leave, additional wage, promotion, raise, etc. Their rights in these matters are valid nationwide, and every public servant's rights are the same. In making decisions regarding public employees, the government communicates with all unions and organizations defending public worker rights.

Our university has a policy on ending discrimination in the workplace. Following the principles of ethical behavior applied at Sakarya University, our employees' religion, sexual orientation, gender, age, etc. It is strictly forbidden to classify and discriminate according to the criteria. These approaches are considered criminal and, if detected, an investigation is opened. All employees at Sakarya University have the same rights without making any difference. Only women are entitled to extra leave due to the possibility of pregnancy.

Our university has a policy commitment to no forced labor, no modern slavery and no human trafficking, and no child labor. The public employees' law guarantees the rights of the people working at Sakarya University. Sakarya University adopts public employee practices in terms of academic and administrative staff management. It is impossible to employ unregistered or illegal people in my university. Since Sakarya University is a state university, all

academic and administrative personnel recruitment is publicly announced, and the applicants are selected by drawing in the presence of a notary public. All academic staff who meet the appropriate conditions in academic staff recruitment can apply for the announcement, and the decision is made by the jury appointed from different universities. Recruitment processes are carried out and recorded in a completely transparent and objective manner.

Our university has a policy on guaranteeing equivalent rights of workers when outsourcing activities to third parties. The rules regarding outsourcing services at Sakarya University are guaranteed by the procedures and principles regarding the personnel employed within the scope of service procurement in public institutions. Accordingly, Sakarya University obliges the employees of all institutions that outsource services to have equivalent rights. Our institution audits outsourced companies, and the contract can be terminated unilaterally if the conditions are not met.



Our university has a policy on pay scale equity, including a commitment to measurement and elimination of gender pay gaps. In determining the staff's wages at Sakarya University, gender, religion, language, race, etc. Features such as are not considered. The individuals' salaries are determined only according to their seniority or hierarchical levels, and the determined salary is valid in all state universities in the country. Rules regarding outsourcing are guaranteed by the procedures and principles regarding the personnel employed in the public institutions. Accordingly, Sakarya University obliges the employees of all institutions that outsource services to have equivalent rights. Our institution audits outsourced companies, and the contract can be terminated unilaterally if the conditions are not met.

Our university measures/tracks pay scale gender equity. According to the ethics committee guidelines and standards of Sakarya University, individuals cannot be treated differently in any situation due to their gender. For this reason, people cannot receive different fees. At Sakarya University, wage scale equality is not followed because individuals' wages are determined according to their authorities or seniority, and this fee is fixed nationwide. No unique feature can change the fee. Employees at Sakarya University can submit their requests or complaints by stating their identities or anonymously through our integrated management system's quality management information system. Also, they can write their wishes and complaints on a piece of paper or print them out in the wishes and complaints boxes in each unit. The identities of our employees are not recorded and kept by Sakarya University unless they want to.

Number of students	41.836
Number of students with work placements for more than a month	8.782

Number of employees	2.633
Number of employees on contracts of over 24 months	19

STATISTICAL OVERVIEW

Number of employees	2.633
Number of academic staff	1.579
University expenditure	₺333.979.368

