



# 2024 Sustainability Report SDG-8

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Boğaziçi University



SUSTAINABLE DEVELOPMENT GOALS



8

DECENT WORK AND ECONOMIC GROWTH



**CREATE JOB OPPORTUNITIES FOR YOUTH.**

One-fifth of young people are not in education, employment or training.

# SDG8: Decent Work and Economic Growth

## Employment with a Livable Wage

The salaries of academic and administrative staff working at Boğaziçi University are determined in accordance with the Civil Servants Law No. 657, Higher Education Personnel Law No. 2914 and other relevant legislation. Salaries are regulated on the basis of criteria such as service class, staff grade, job title and education level of the personnel. Salary increases are made every year according to the rates announced within the framework of the Central Government Budget Law and Collective Labour Agreements. These regulations ensure that the salary policy of the university is in line with the rates determined by the state and secures the rights of the staff. The table for 2023 and 2024 academic staff salaries is presented below.

Title	2023 Net Salary (TL)	2024 Net Salary (TL)
Professor	42,613	80,999
Associate Professor	32,936	66,074
Dr.	31,850	59,126
Research Assistant	29,808	54,499
Lecturer	29,309	53,557
In Turkey Minimum Wage	11,402	17,002

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## Employment with a Livable Wage

### 2023 Circular on Financial and Social Rights for July:

<https://impact.bogazici.edu.tr/sites/impact.bogazici.edu.tr/files/2023-yili-temmuz-ayina-ait-mali-ve-sosyal-haklara-iliskin-genelge.pdf>

### Law No. 657 on Civil Servants:

<https://www.mevzuat.gov.tr/MevzuatMetin/1.5.657.pdf>

### Decree Law No. 375:

<https://www.mevzuat.gov.tr/mevzuat?MevzuatNo=375&MevzuatTur=4&MevzuatTertip=5>

### 2914 numbered Higher Education Personnel Law:

<https://www.mevzuat.gov.tr/mevzuatmetin/1.5.2914.pdf>

### Principles Regarding the Employment of Contracted Personnel:

<https://www.mevzuat.gov.tr/anasayfa/MevzuatFihristDetayIframe?MevzuatTur=21&MevzuatNo=715754&MevzuatTertip=5>

### Republic of Turkey Ministry of Treasury and Finance Salary Statistics/Data:

<https://www.hmb.gov.tr/bumko-maas-istatistikleri-verileri>

### Net Calculation of Minimum Wage and Cost to Employer: 2023 (01/07/2023 - 31/12/2023):

<https://www.csgeb.gov.tr/media/93359/temmuz-2023-asgari-ucret.pdf>

### Net Calculation of Minimum Wage and Cost to Employer: 2023 (01/01/2023 - 30/06/2023):

[https://www.csgeb.gov.tr/media/91441/2023\\_birincialtiay.pdf](https://www.csgeb.gov.tr/media/91441/2023_birincialtiay.pdf)

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## Employee Rights and Trade Union Freedoms

### Trade Union Rights of Public Officials

Public officials working at Boğaziçi University have the opportunity to exercise their trade union rights under the Law No. 4688 on Public Officials' Trade Unions and Collective Bargaining. Within the framework of this law, public servants

- **They can form a trade union,**
- **They may become a member of a trade union appropriate to the branch of service in which they work,**
- **They can participate in collective bargaining negotiations as a party.**

**Click here for the text of the law:**

<https://www.mevzuat.gov.tr/MevzuatMetin/1.5.4688.pdf>

### Trade Union Rights of Employees with Labour Status

The trade union rights of the personnel working as labourers are guaranteed by the Law No. 6356 on Trade Unions and Collective Bargaining Agreements. This regulation covers the rights of workers to establish and join trade unions and to conclude collective labour agreements.

**Click here to see the text of the law:**

<https://www.mevzuat.gov.tr/mevzuatmetin/1.5.6356.pdf>

### Equal Trade Union Rights and Participation of International Staff

All employees, both men and women, have equal trade union rights and there are no restrictions on foreign employees in Turkey to become members of trade unions. In this context, international staff working at Boğaziçi University can also benefit from trade union rights.

### Gender Equality and the Role of Trade Unions

Trade unions and confederations may carry out activities aiming to improve the rights and obligations, working conditions, occupational safety and health standards of public personnel, taking into account gender equality.

# SDG8: Decent Work and Economic Growth

## Employee Rights and Trade Union Freedoms

### Boğaziçi University's Commitment

Within this framework, Boğaziçi University respects and supports trade union rights by recognising the freedom of association and collective bargaining rights of all employees. This approach of the University towards employee rights serves the goal of creating a working environment based on the principles of transparency and equality.

### Related News on the Subject

#### Collective Labour Agreement Signed at Boğaziçi University Rectorate

An agreement was reached on 2 March 2023 in the collective bargaining negotiations between Boğaziçi University and Tez-Koop-İş Union. Deputy Secretary General Mustafa Candan, Head of Personnel Department Akkız Duman, Head of Health, Culture and Sports Department Kasım Mantarcı, Head of Strategy Development Department Zekiye Kahriman, Legal Counsellor Av. Mustafa Cem Anadolu, Account Affairs Branch Manager Meltem Ayaş and Account Affairs Branch Manager-Chef Abdullah Keskin, and on behalf of Tez-Koop-İş Union, General Secretary Hakan Bozkurt, Istanbul Branch No.5 President Selahattin Karakurt, Branch Administrative Secretary Şenel Yılmaz, Collective Labour Agreement Specialist Av.Tülay Uzunay Javanshır and Workplace Union Representatives Cafer Akmaz, Özkan Akdağ, Rahmi Koca, Recep Demiray and Birgül Şahin Akmaz participated.



<https://tezkoopis.org/bogazici-universitesi-rektorlugunde-toplu-is-sozlesmesinde-anlasma-saglandi/>

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## Related News on the Subject

### Tez-Koop-İş Union Member Information Meeting

An informative meeting was held on 4 March 2024 with the participation of workplace union representatives and members working at Boğaziçi University and affiliated workplaces organised by Tez-Koop-İş Union Istanbul Branch No.5. Istanbul Branch No.5 President Selahattin Karakurt, Branch Administrative Secretary Şenel Yılmaz, Branch Organising Secretary Şengül Güneç, Branch Education Secretary Gülcan Sönmez and workplace union members attended the meeting where information was given on what a union is, what a collective bargaining agreement is, how the collective bargaining process works, working conditions and workplace problems.



<https://tezkoopis.org/istanbul-5-no-lu-sube-bogazici-universitesi-isyeri-uye-bilgilendirme-toplantisi/>

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## Policy on Prevention of Discrimination in the Working Environment

### Vision and Duties of the Personnel Department

Boğaziçi University Personnel Department develops policies and methods in areas such as human resources planning, recruitment, career and performance management in line with the vision and mission of the university. It also aims to combat gender bias and social marginalisation and eliminate all forms of discrimination. While promoting equality and social justice in all its activities and educational activities, Boğaziçi University is committed to ensuring that differences such as gender, disability or socioeconomic status do not constitute an obstacle in employment.

### Legal Framework and Boğaziçi University Ethical Principles

According to Article 10 of the Constitution of the Republic of Turkey, all individuals are equal before the law without discrimination on the grounds of language, race, colour, sex, political opinion, philosophical belief, religion, sect and similar reasons, and state organs and administrative authorities are obliged to act in accordance with this principle in all their actions.

In accordance with this constitutional framework, according to Boğaziçi University Code of Ethics, it is essential to '1 - Respect human rights and freedoms, 2 - Act fairly and honestly without discrimination and prejudice based on religion, language, race, ethnic origin, opinion, gender, sexual orientation, age, physical disability and similar characteristics'. Within this framework, the Personnel Department takes the necessary steps to prevent discrimination and marginalisation and to provide a fair working environment for every individual.

### Constitution of the Republic of Turkey:

<https://www.mevzuat.gov.tr/MevzuatMetin/1.5.2709.pdf>

### Boğaziçi University Ethical Principles:

[https://bogazici.edu.tr/tr-TR/Content/Genel/Etik\\_Ilkeler](https://bogazici.edu.tr/tr-TR/Content/Genel/Etik_Ilkeler)

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## Policy on Prevention of Discrimination in the Working Environment

### Commissions and Action Plans to Prevent Discrimination

At Boğaziçi University, various commissions and action plans are established to prevent discrimination. A Gender Equality Commission was established to ensure gender equality and prevent discrimination against women and sexual orientations, and a Gender Equality Plan specific to the University was prepared in 2023. Within the scope of this Gender Equality Plan, gender-sensitive recruitment and promotion targets and the activities planned to be implemented in the short, medium and long term by the Commissions of the Personnel Department in this context have been determined.

#### **Boğaziçi University GEP (Gender Equality Plan) Commission:**

[https://bogazici.edu.tr/tr\\_TR/Content/Genel/Yonetim/Kurul\\_ve\\_Komisyonlar/Gender\\_Equality\\_Plan\\_Komisyonu](https://bogazici.edu.tr/tr_TR/Content/Genel/Yonetim/Kurul_ve_Komisyonlar/Gender_Equality_Plan_Komisyonu)

#### **Gender Equality Plan:**

[https://bogazici.edu.tr/Assets/Documents/Dosyalar/gender\\_equality\\_plan.pdf](https://bogazici.edu.tr/Assets/Documents/Dosyalar/gender_equality_plan.pdf)

#### **Boğaziçi University Sexual Harassment Prevention Commission (CİTÖK):**

<https://citok.bogazici.edu.tr/>

### Social Equality and Social Policy Research

Boğaziçi University Social Policy Forum Application and Research Centre is a research centre that examines and evaluates the processes of social policy formulation and implementation against social inequalities, poverty and different forms of discrimination with a scientific, rights-based and inclusive approach.

In addition, faculty members from different departments of Boğaziçi University carry out studies in the field of combating racism, Islamophobia, xenophobia, discrimination and intolerance and are active in international committees.

#### **Boğaziçi University Social Policy Forum Application and Research Centre:**

<https://spf.bogazici.edu.tr/tr>

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## Related News on the Subject

### Assoc. Prof. Dr Gün Kut was re-elected as CERD Member



The election of the members of the ‘Committee on the Elimination of Racial Discrimination’ (CERD), the supervisory body of the United Nations International Convention on the Elimination of All Forms of Racial Discrimination, for the period 2022-2026 was held on 24 June 2021 in New York. Assoc. Prof. Dr. Gün Kut, who has been serving on the Committee since 2010 and has deep knowledge in the field of combating racism, discrimination and intolerance, was re-nominated by Turkey and won the elections at the top of the list with 145 votes.

<https://haberler.bogazici.edu.tr/tr/haber/doc-dr-gun-kut-ayrimcilikla-mucadelede-gelismeler-olumlu-yonde>

### How does the psychology of discrimination work?

Boğaziçi University Department of Psychology Prof. Dr. Assist. Prof. Dr. Nur Soylu Yalçınkaya states that in her research on social attitudes towards refugees in the USA, she observed that a large proportion of Latino immigrants who have the right to apply for citizenship do not use this right, and that one of the underlying reasons for this situation is that Latino immigrants think that their ethnic identities are not respected in society and as a result, they cannot feel that they do not belong to society.

<https://bogazicindebilim.bogazici.edu.tr/content/ayrimciligin-psikolojisi-nasil-isliyor>

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## Employment Policy Against Modern Slavery

Boğaziçi University fully complies with national and international legislation on the elimination of forced labour, modern slavery, human trafficking and child labour. In line with this commitment, the university aims to provide a safe, equitable and respectful working environment for all its employees.

## Constitution of the Republic of Turkey

Article 18 of the Constitution of the Republic of Turkey prohibits forced labour and drudgery, while Article 50 prevents individuals from being employed in jobs that are not suitable for their age, gender and physical strength. These provisions are taken as a basic guide in all employment policies of Boğaziçi University.

## International Labour Conventions and Guarantees

Boğaziçi University is firmly committed to the various international conventions to which Turkey is a party in order to prevent forced labour and child labour. In this context:

- ILO Forced Labour Convention No. 29 and Abolition of Forced Labour Convention No. 105 take measures against forced labour.
- ILO Minimum Age Convention No. 138 and Urgent Action Convention No. 182 on the Prohibition and Immediate Action for the Elimination of the Worst Forms of Child Labour prohibit and prevent child labour.
- The European Convention on Human Rights, the Revised European Social Charter and the UN Convention on the Rights of the Child provide additional safeguards against forced labour and child labour.

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## Employment Policy Against Modern Slavery

### Protocols to Combat and Protect against Trafficking in Human Beings

Boğaziçi University adopts and implements national and international measures against human trafficking. In this context:

- Regulation on Combating Human Trafficking and Protection of Victims,
- The United Nations Convention against Transnational Organised Crime (Palermo Convention) to which Turkey is a party and the additional 'Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children,'
- The Council of Europe Convention on Action against Trafficking in Human Beings (GRETA) provides guarantees for the prevention of trafficking in human beings and the protection of victims.

### Boğaziçi University's Ethical Employment Policy

Boğaziçi University carries out a sensitive policy against forced labour, modern slavery, human trafficking and child labour by complying with national and international legislation in all employment processes. With this approach, the university not only adheres to legal regulations, but also bears the responsibility to create a safe, fair and respectful work environment for every employee.

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## Employment Policy Against Modern Slavery

For detailed information and relevant legislation, you can review the links below

### National Legislation

#### Constitution of the Republic of Turkey:

<https://www.mevzuat.gov.tr/MevzuatMetin/1.5.2709.pdf>

#### National Programme for the Prevention of Child Labour:

[https://www.csgeb.gov.tr/media/1321/cocukisciligimucadele\\_2017\\_2023\\_en.pdf](https://www.csgeb.gov.tr/media/1321/cocukisciligimucadele_2017_2023_en.pdf)

#### Regulation on Combating Human Trafficking and Protection of Victims:

<https://www.mevzuat.gov.tr/File/GeneratePdf?mevzuatNo=21459&mevzuatTur=KurumVeKurulusYonetmeligi&mevzuatTerTip=5>

#### Republic of Turkey Ministry of Labour and Social Security National Guidelines on Working Life:

[https://www.csgeb.gov.tr/media/92449/calisma-hayatina-iliskin-ulusal-rehber\\_ilkeler.pdf](https://www.csgeb.gov.tr/media/92449/calisma-hayatina-iliskin-ulusal-rehber_ilkeler.pdf)

#### European Social Charter:

<https://www.csgeb.gov.tr/media/1318/avrupa-sosyal-%C5%9Fart%C4%B1.pdf>

#### United Nations Convention on the Rights of the Child:

<https://www.unicef.org/media/52626/file>

#### United Nations Convention against Transnational Organised Crime:

[https://inhak.adalet.gov.tr/Resimler/Dokuman/2312020102044bm\\_45.pdf](https://inhak.adalet.gov.tr/Resimler/Dokuman/2312020102044bm_45.pdf)

#### Council of Europe Convention on Action against Trafficking in Human Beings

<https://www.resmigazete.gov.tr/eskiler/2016/04/20160407-16.pdf>

# SDG8: Decent Work and Economic Growth

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## Provision of Equivalent Rights to Outsourced Employees

In cases where Boğaziçi University delegates its activities to third parties, it follows a policy to ensure that outsourced personnel have equivalent rights with university employees. The University's outsourced staff are protected in accordance with the labour and labour legislation in Turkey. Within this framework, Boğaziçi University ensures full compliance with Labour Laws and relevant legal regulations in all employment contracts. This approach is part of the University's commitment to protecting employee rights, which is also included in the University's Strategic Plan. The rights of the University's outsourced staff are protected within the framework of the following regulations:

**Labour Law No. 4857:** It regulates working hours, overtime, annual leave, rest rights, occupational safety and labour rights. Click on the link to see the text of the law:

<https://www.mevzuat.gov.tr/MevzuatMetin/1.5.4857.pdf>

**Law No. 6331 on Occupational Health and Safety:** It includes provisions on the prevention of occupational accidents, improvement of working conditions and management of risks in the workplace. Click on the link to see the text of the law:

<https://www.mevzuat.gov.tr/MevzuatMetin/1.5.6331.pdf>

**Law No. 5510 on Social Security and General Health Insurance:** It covers workers' social security rights, health insurance and pension conditions. Click on the link to see the text of the law:

<https://www.mevzuat.gov.tr/MevzuatMetin/1.5.5510-20120101.pdf>

**Law on Trade Unions and Collective Labour Agreements:** It regulates the trade union rights of workers and collective bargaining processes. Click on the link to see the text of the law:

<https://www.mevzuat.gov.tr/mevzuatmetin/1.5.6356.pdf>

In this context, Boğaziçi University strictly complies with all legal regulations in order to protect the rights of outsourcing personnel and ensure their equal rights and guarantees the rights of its employees.

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## Gender Equality on the Wage Scale

The salary calculations of academic staff, civil servants, contracted staff and labourers at Boğaziçi University are based on legal regulations. Turkey is a party to the International Labour Organization (ILO) Equal Remuneration Convention No. 100, which provides for pay equality between men and women. This convention aims to guarantee the right of women and men workers in the same workplace to receive equal pay for work of equal value. In addition, Article 3 of the Law on Human Rights and Equality Institution of Turkey also contains provisions preventing employers from gender discrimination.

### At our university

- The salaries of civil servants are calculated on the basis of factors such as service class, type of duty and level of education without gender discrimination according to Article 43 of the Civil Servants Law No. 657.
- 
- The salaries of academic staff are determined according to academic titles and degrees in accordance with Article 5 of the Higher Education Personnel Law No. 2914 and these calculations are applied without gender discrimination.

The wage payments of the personnel with labour status are regulated according to the relevant provisions of the Labour Law No. 4857. According to Article 5 of this law, a lower wage cannot be agreed for a job of the same or equal value due to gender, and the application of special protective provisions due to the gender of the worker does not justify a lower wage application.

## SDG8: Decent Work and Economic Growth

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The salary payments of academic and administrative staff at Boğaziçi University are calculated, recorded and monitored by the Accounting Department of the Personnel Department in line with these legal regulations. At our university, the right of male and female employees to receive equal pay for work of equal value is guaranteed.

You can find detailed information about the relevant legislation from the links below:

### **ILO Conventions Ratified by Turkey:**

<https://www.csgeb.gov.tr/media/1332/tuerkiye-taraf%C4%B1ndan-onaylanan-ilo-soezle%C5%9Fmeleri.pdf>

### **Law No. 657 on Civil Servants:**

<https://www.mevzuat.gov.tr/MevzuatMetin/1.5.657.pdf>

### **2914 numbered Higher Education Personnel Law:**

<https://www.mevzuat.gov.tr/mevzuatmetin/1.5.2914.pdf>

### **Labour Law No. 4857:**

<https://www.mevzuat.gov.tr/MevzuatMetin/1.5.4857.pdf>

### **Law No. 6701 on Human Rights and Equality Institution of Turkey:**

<https://www.mevzuat.gov.tr/MevzuatMetin/1.5.6701.pdf>

# SDG8: Decent Work and Economic Growth

## Monitoring Gender Equality in the Wage Scale

The salary calculations of academic and administrative staff at Boğaziçi University are made in accordance with the provisions of the Civil Servants Law No. 657, Higher Education Personnel Law No. 2914 and Labour Law No. 4857, and full gender equality is ensured in wage scales. Salary payments are calculated, recorded and monitored by the Accounting Branch Directorate of the Personnel Department.

Boğaziçi University ensures that male and female employees are paid equal wages for work of equal value and develops policies that take into account gender balance in all academic and administrative positions. To this end, statistics of the personnel in all departments based on position and gender are compiled and published annually in the 'Boğaziçi University in Numbers' report. In the Boğaziçi University Gender Equality Plan for 2023, gender-sensitive recruitment and promotion targets and the activities planned to be implemented by the Personnel Department Commissions in the short, medium and long term have been determined.

2023 YILI TAM ZAMANLI ÖĞRETİM ÜYELERİNİN YAŞ VE CİNSİYET DAĞILIMI  
Full-Time Faculty Members by Gender and Age, 2023

Yaş Age	Prof.Dr. Professor			Doç.Dr. Assoc. Prof.			Dr.Öğr.Üyesi Asst. Prof.			Toplam Total		
	K / F	E / M	T	K / F	E / M	T	K / F	E / M	T	K / F	E / M	T
25-29	-	-	-	-	-	-	-	-	-	-	-	-
30-34	-	-	-	-	-	-	5	16	21	5	16	21
35-39	-	-	-	3	3	6	20	29	49	23	32	55
40-44	5	5	10	8	17	25	19	20	39	32	42	74
45-49	11	18	29	16	26	42	14	15	29	41	59	100
50-54	15	29	44	15	9	24	4	1	5	34	39	73
55-59	16	30	46	6	4	10	4	1	5	26	35	61
60-64	24	23	47	2	2	4	-	2	2	26	27	53
65-67	8	5	13	-	1	1	-	-	-	8	6	14
<b>Toplam Total</b>	<b>79</b>	<b>110</b>	<b>189</b>	<b>50</b>	<b>62</b>	<b>112</b>	<b>66</b>	<b>84</b>	<b>150</b>	<b>195</b>	<b>256</b>	<b>451</b>

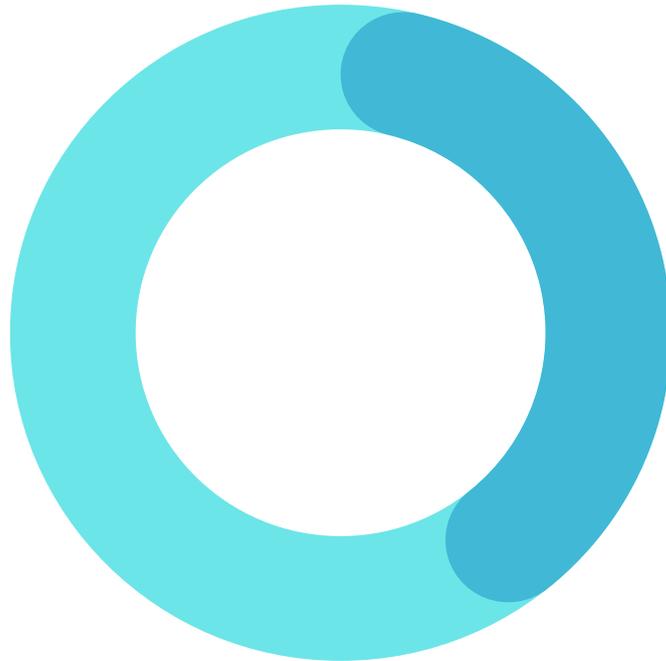
# SDG8: Decent Work and Economic Growth

## Monitoring Gender Equality in the Wage Scale

BİRİMLER BAZINDA TAM ZAMANLI ÖĞRETİM ÜYELERİNİN CİNSİYETLERE GÖRE DAĞILIMI  
The Gender Distribution of Full-Time Faculty Members by Academic Units

	2022								2023							
	Prof.		Doç.Dr.		Dr.Öğr.Üyesi		Toplam		Prof.		Doç.Dr.		Dr.Öğr.Üyesi		Toplam	
	K/F	E/M	K/F	E/M	K/F	E/M	K/F	E/M	K/F	E/M	K/F	E/M	K/F	E/M	K/F	E/M
<b>Eğitim Fakültesi</b> Faculty of Education	13	1	13	4	16	8	42	13	12	4	14	6	15	10	41	20
<b>Fen-Edebiyat Fakültesi</b> Faculty of Arts and Sciences	28	28	15	19	25	27	68	74	24	28	14	19	22	27	60	74
<b>Hukuk Fakültesi</b> Faculty of Law	-	-	-	1	3	7	3	8	-	-	-	1	3	8	3	9
<b>İletişim Fakültesi</b> Faculty of Communication	-	-	-	-	-	1	-	1	-	-	-	-	-	1	-	1
<b>İktisadi ve İdari Bilimler Fakültesi</b> Faculty of Economy and Administrative Science	9	11	8	12	6	10	23	33	8	12	6	13	7	12	21	37
<b>Mühendislik Fakültesi</b> Faculty of Engineering	15	46	6	14	10	11	31	71	14	46	8	14	6	15	28	75
<b>Yönetim Bilimleri Fakültesi</b> Faculty of Managerial Sciences	11	2	3	3	6	5	20	10	10	3	3	3	5	3	18	9
<b>Atatürk İnkeleri ve İnkolap Tarihi Enstitüsü</b> Atatürk Institute for Modern Turkish History	1	3	-	1	2	1	3	5	1	3	1	-	2	1	4	4
<b>Biyomedikal Mühendisliği Enstitüsü</b> Institute of Biomedical Engineering	1	7	2	1	1	1	4	9	1	6	2	-	1	1	4	7
<b>Çevre Bilimleri Enstitüsü</b> Institute of Environmental Science	5	4	1	1	2	3	8	8	5	3	1	1	2	3	8	7
<b>Kandilli Rasathanesi ve Deprem Araştırma Enstitüsü</b> Kandilli Observation and Earthquake Research Institute	4	5	1	3	2	1	7	9	4	4	1	3	1	1	6	8
<b>Veri Bilimi ve Yapay Zeka Enstitüsü</b> Institute for Data Science & Artificial Intelligence	-	1	-	2	1	1	1	4	-	1	-	2	2	2	2	5
<b>TOPLAM</b> TOTAL	<b>87</b>	<b>108</b>	<b>49</b>	<b>61</b>	<b>74</b>	<b>76</b>	<b>210</b>	<b>245</b>	<b>79</b>	<b>110</b>	<b>50</b>	<b>62</b>	<b>66</b>	<b>84</b>	<b>195</b>	<b>256</b>

%57 Male



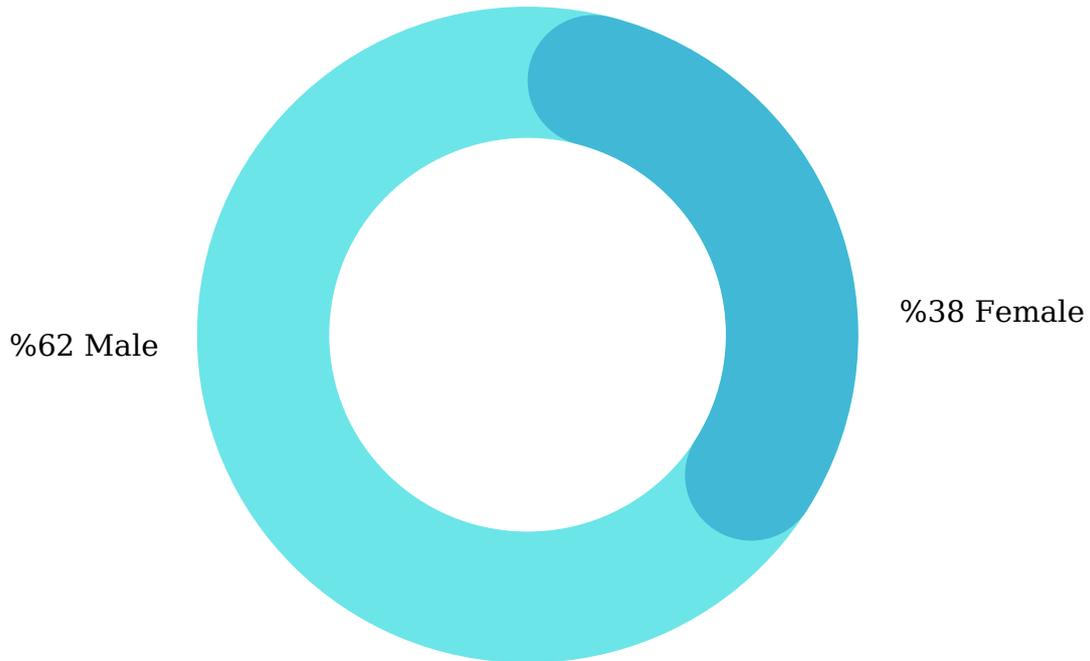
%43 Female

2023 Gender Distribution of Faculty Members

# SDG8: Decent Work and Economic Growth

## Monitoring Gender Equality in the Wage Scale

İDARİ PERSONELİN YAŞ VE CİNSİYET DAĞILIMI Age and Gender Distribution of Administrative Staff						
Yaş Age	2022			2023		
	K / F	E / M	T	K / F	E / M	T
25 yaş altı	1	8	9	17	52	69
25-29	7	7	14	57	136	193
30-34	26	24	50	71	143	214
35-39	26	63	89	75	144	219
40-44	70	96	166	103	149	252
45-49	62	67	129	87	107	194
50-54	54	77	131	72	89	161
55-59	44	63	107	41	68	109
60-64	21	35	56	35	36	71
65-67	-	-	-	-	1	1
<b>Toplam Total</b>	<b>311</b>	<b>440</b>	<b>751</b>	<b>558</b>	<b>925</b>	<b>1 483</b>



2023 Gender Distribution of Administrative Staff

# SDG8: Decent Work and Economic Growth

## Gender Sensitive Recruitment and Promotion Targets and Planned Activities

Gender Responsive Labour Intake and Promotion Targets and Planned Activities		
Targets	Activities	Term
1. Social Developing Gender Sensitive Recruitment and Promotion Processes	a. All academic ensuring gender balance in recruitment and promotion committees	Short Term
	b. Recruitment on unconscious bias for members of committees and administrative staff organise trainings	Middle Period
	c. Promotions guarantees equal opportunities and takes gender equality into account to create a policy that includes	Middle Period
	d. All academic and administrative job advertisements free of sexism or implicit bias standardise institutionally	Middle Period
	e. Young woman a mentoring programme for academics and researchers	Long Term
2. Women Policy to Eliminate Underrepresentation in Institutes and Faculties and Implement Procedures	a. Inadequate leadership of the represented groups on boards, committees and in the Senate to encourage them to participate in their positions	Short Term
	b. All gender-sensitive to ensure gender balance in positions to create promotion guidelines	Middle Period
	c. Every in order to ensure gender balance in the position observing and implementing promotion rules that take into account sensitivity	Long Term

# SDG8: Decent Work and Economic Growth

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## Employee Rights and Wage Appeal Process

Boğaziçi University employees can submit their requests for their rights through the forms available on the website of the Personnel Department. For objections regarding salary payments, the Directorate of Accounts Branch of the Personnel Department can be contacted. In addition, there is an Information Acquisition Unit at our University for employees to exercise their right to obtain information in line with democratic and transparent management principles. Applications can be made to this unit through the online Information Acquisition Application Form, in writing, by e-mail or fax.

Boğaziçi University Personnel Department Forms:

<https://bogazici.edu.tr/tr-TR/Content/Calisanlar/Formlar>

Boğaziçi University Information Acquisition Unit:

<https://bilgiedinme.bogazici.edu.tr/>

Information Acquisition Application Form:

<https://bilgiedinme.bogazici.edu.tr/bilgi-edinme-basvuru-formu-gercek-kisiler-icin>



## 8 DECENT WORK AND ECONOMIC GROWTH



To promote inclusive and sustainable economic growth, employment and decent work for all

