

SDG PROGRESS REPORT

on **SDG-8 DECENT WORK** and **ECONOMIC GROWTH**



SDG PROGRESS REPORT

ISTANBUL MEDENIYET
UNIVERSITY

**Istanbul Medeniyet University
Sustainability Office**

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Published
October, 2023

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SDG Icons

<https://www.un.org/sustainabledevelopment/news/communications-material/>

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<https://dashboards.sdgindex.org/profiles/turkey>

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<https://unstats.un.org/sdgs/report/2023/progress-midpoint/>

<https://sdgs.un.org/goals>



Over the past 25 years the number of workers living in extreme poverty has declined dramatically, despite the lasting impact of the 2008 economic crisis and global recession. In developing countries, the middle class now makes up more than 34 percent of total employment – a number that has almost tripled between 1991 and 2015. However, as the global economy continues to recover we are seeing slower growth, widening inequalities, and not enough jobs to keep up with a growing labour force.

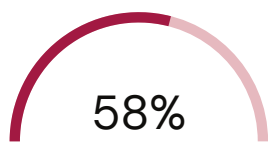
According to the International Labour Organization, more than 204 million people were unemployed in 2015. The SDGs promote sustained economic growth, higher levels of productivity and technological innovation. Encouraging entrepreneurship and job creation are key to this, as are effective measures to eradicate forced labour, slavery and human trafficking. With these targets in mind, the goal is to achieve full and productive employment, and decent work, for all women and men by 2030.

192
BILLION

million unemployed people in the world



1 in 4 young people are not in education or employment



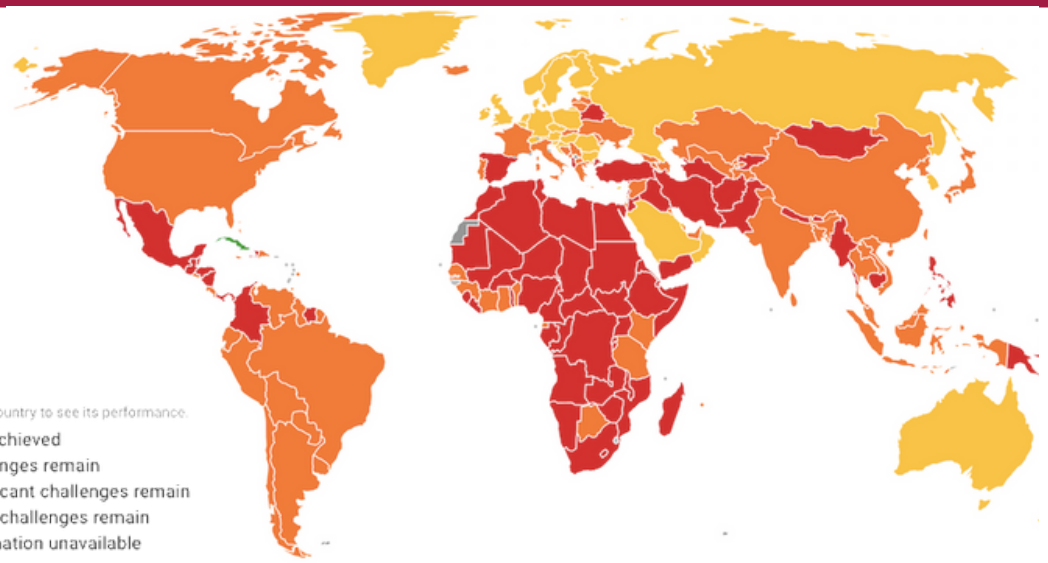
58%
unregistered employment rate



2 out of every 5 people in low and middle-income countries opened their first bank account during the pandemic.

2
BILLION

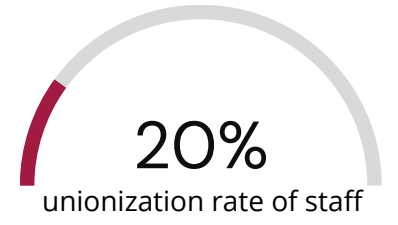
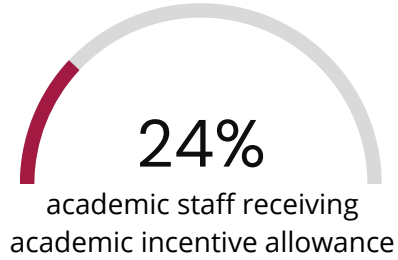
people worked in precarious jobs without social protection in 2022



715
STUDENTS
with work placements for more than a month

401-600

Decent Work and Economic Growth
2023 Rank in

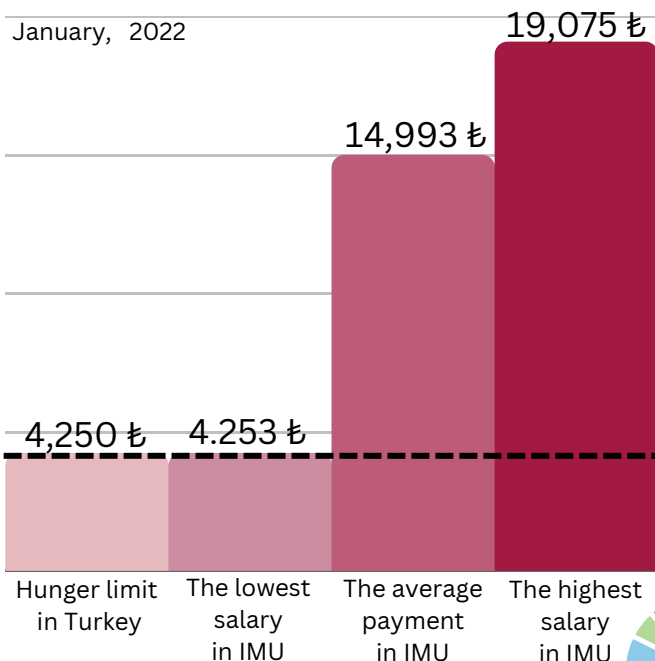


IMU Employment Practices and Policies

In staff employment, our institution is subject to the provisions of [Law no 657 on Civil Servants](#) and [Law no 2547 on Higher Education](#). Our administrative staff members are appointed to the positions in our university based on their scores in the central exam for civil servants, while our academic staff members apply to the publicly announced positions and their applications are subjected to a transparent evaluation process by an institutional committee according to predetermined and publicly announced criteria and the results are also publicly announced.

Employment Practice on Living Wage

The wage rates we pay to our staff members are decided and announced for each position by our government and are regularly revised in consideration with the inflation rate and the national minimum wage rate. The minimum wage in Turkey is defined as the local living wage and is calculated in consideration with the national hunger limit. Our university pays at least the minimum wage to its employees and [the minimum wage for the first half of 2022](#) was TRY 4,253 per month. On the other hand, in January 2022 the hunger limit was TRY 4,250. Thus, the lowest monthly salary paid to IMU staff members was TRY 4,253, while the highest salary was TRY 19,075 in January 2022. According to the [Institutional Financial Status and Expectations Report](#), the average expenditure made by the university per employee in January 2022 including social security payments was TRY 14,993.



In addition to their monthly salary, our staff members are also paid certain fringe benefits, including social security payments, child and family payments, foreign language allowance paid to staff members who document their knowledge of a foreign language through an exam result document, as well as higher education allowance and academic incentive payments for academic staff members. For instance, 231 academic staff members, or 24% of all academic staff, received [academic incentive payments](#) for their academic activities and publications in 2022.

“ **231**
ACADEMIC STAFF
received academic
incentive payments ”

Employment Practice on Unions

According to [Law no 4688 on Civil Servants' Unions and Collective Agreement](#), civil servants are free to become members to and to resign from the trade unions established in the service branch of the workplace they work (Articles 14 and 16) and they can not be subject to different treatment due to their membership to a trade union (Article 18). The law also stipulates that public employers shall facilitate the activities of their employees who are trade union representatives selected from the workplace to ensure communication between the public employee and employer and report any problems of the employees (Article 23).

As a public employer, Istanbul Medeniyet University permits and facilitates membership to and activities of trade unions among our staff members and regularly [convenes with trade union representatives](#). In 2022, a total of [266 staff members in IMU were members of trade unions](#).

“ **266**
STAFF
were members
of unions ”

Employment Policy on Discrimination

IMU is committed to ending any kind of discrimination in the workplace and fully complies with the national legislation on the prohibition of discrimination. In addition to the fundamental guarantee of equality without discrimination granted by the Turkish Constitution, **Article 5 of Labour Law 4587 on the principle of equal treatment** strictly prohibits any discrimination based on language, race, sex, political opinion, philosophical belief, religion and sect or similar reasons in the employment relationship. **Article 125 of Law no 657 on Civil Servants** clearly specifies that the disciplinary action shall be taken against public servants who perpetrate discrimination based on language, race, sex, political opinion, philosophical belief, religion and sect when carrying out their duties.

Employment Policy on Modern Slavery

IMU is committed to and fully complies with the national legislation on the prohibition of forced labor, modern slavery, and child labor. Personal rights and freedoms are protected by the Constitution, which clearly prohibits any kind of forced labor and modern slavery (**Article 18**). As public employees, our staff members' rights are further protected by the Law on Civil Servants. As for the restrictions on the employment of children, **Article 71 of Labour Law no 4857** prohibits employment of children who have not completed the age of fifteen and restricts the employment of children who have completed the full age of fourteen to light works that will not hinder their physical, mental and moral development and jobs that will not prevent their school attendance.

Employment Practice on Equivalent Rights Outsourcing

IMU fully complies with the national legislation (including the Law on Civil Servants and **the Regulation on Subcontracting** that regulates the outsourcing activities and relationships and is committed to the principle of equivalent rights for outsourced employees. The guarantee on the recognition of equivalent rights for permanent workers is extended to workers carrying out outsourced work.

Employment Policy on Pay Scale Equity- Tracking Pay Scale for Gender Equity

IMU is committed to and fully complies with the national legislation on the principle of equal pay for similar jobs without any discrimination based on gender. As per **Article 5 of Labour Law No 4587** on the principle of equal treatment toward employees, employers shall not "make any discrimination, either directly or indirectly, against an employee in the conclusion, conditions, execution and termination of his (her) employment contract due to the employee's sex or maternity. Differential remuneration for similar jobs or for work of equal value is not permissible. Application of special protective provisions due to the employee's sex shall not justify paying him (her) a lower wage."

Employment Practice on Appeal Process

In matters concerning their job and employee rights, our staff members follow an appeal process that has been laid down by the legislation applied to all public employees. As per **Article 21 of the Law on Civil Servants**, the staff members submit their complaints to their superiors going up through the hierarchy in succession by skipping the complainee. In matters concerning payments, employees refer to our Department of Strategy Development, which is in charge of paying the staff's salaries and all other payments. For matters that cannot be resolved within the institution, recourse to the Council of Higher Education, the Ministry of Labor and Social Security or the final legal recourse is a right granted to all public employees.

Expenditure per Employee

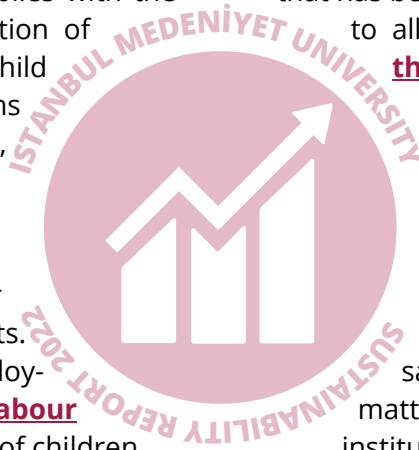
Our university spent TRY 252,902 per staff member in the year 2022, with a monthly expenditure per employee of TRY 21,075.

“**21,075₺**
EXPENDITURE
per employee



Proportion of Employees on Secure Contracts

In our institution, 100% of our employees are on secure contracts of over 24 months.



Decent Work Conditions for Employees

IMU is committed to providing all its staff members with a healthy and decent work environment and ensuring their job satisfaction. Our staff members enjoy all the rights and privileges of being public employees and the support of our institution to enhance their productivity.

Our staff members work in modern, spacious offices with ample light and air-conditioning in our newly-constructed campus buildings furnished with ergonomic office furniture and latest-technology PCs, laptops, printers, telephones, and other electric appliances. All these office areas are open for use by our staff at all times including out of working hours; thereby **flexible working** is supported for the staff in line with their own work schedule.

Our university provides flexible working conditions to its employees. While our employees can work in their own offices, our academic staff can also choose to work in the work area reserved for our academics, located within the Ziraat Bank Central Library Building. In addition, they can carry out their studies and research in common meeting areas and laboratories without any time limits.

Our faculty members are expected to teach a minimum of ten hours a week in return for their fixed salary and are **paid additional fees** for extra hours of teaching. Except for the faculty with administrative duties, our instructors are given **enough flexibility to freely conduct their research activities** inside or outside the campus when they are not teaching.

There is a dining hall in every IMU campus where lunch is served to our staff members. In addition, we have cafeterias in all our campuses offering our staff members different meals and snacks. There are also vending machines to buy snacks 24/7 to accommodate the staff's flexible working hours. To ensure that our staff members can easily access healthy and nutritious food, a certain portion of the **staff lunch prices is subsidized** by our university and the rate of subsidy is higher for the staff members with less salary.

All IMU staff members can freely book and **use all the facilities of the institution** such as our working areas, meeting halls, libraries, sports fields, laboratories, and recreational facilities and are welcome to attend all university events.

In addition to the free medical care provided by the state, we also offer **free psychotherapy and counseling services** to all our students, staff, and staff relatives.

Free shuttle service is provided by the university for its administrative staff members twice a day for their daily commute to and from home. In 2022, shuttle service was provided for seven different routes and 180 administrative staff members from IMU used it for commuting between work and home. Our academic staff members can use their institutional ID cards to buy **discounted fares on the public transport services** of the municipality.



“ **180**
ADMINISTRATIVE
STAFF
used free shuttle ” 

Istanbul Medeniyet University operates its own **kindergarten** for its staff members and students with young children aged 36 to 72 months. The facility offers its services during the institution's working hours and education is based on the Preschool Curriculum developed by the Ministry of National Education to prepare children for primary education by supporting their social, emotional, motor, cognitive, and linguistic development and their self-care skills.

As public employees, our staff members various rights to paid leave guaranteed by the laws including annual leave (20 days up to ten years of service and 30 days after ten years of service), maternity leave of eight weeks before and eight weeks after birth and paternity leave of 10 days, a breast-feeding leave for mothers of three hours a day in their first six months and one and a half hours a day in their second six months, an annual compassionate leave of up to ten days for parents of sick or disabled children, sick leave and accompaniment leave, a seven-day leave for marriage and death of a close relative, as well as the right to unpaid leave up to 24 months after child birth or in long-term sickness.



OPERATIONS

IMU

Our University offers its staff members various **free training programs for their academic, professional, and personal development.**

Our administrative staff are regularly given in-service trainings on different as-pects of career development. In 2022, 342 of our administrative staff received capacity development training.

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342
STAFF
received capacity
development training
”

Our in-service training programs were held as online training programs organized by the **Human Resources Office of the Presidency of Turkish Republic** to be followed by the trainees on the Office's Distance Training platform. Via this platform, our staff can receive compulsory training defined for them, and can also improve themselves professionally and personally by enrolling in nearly 350 training and certification programs loaded into the system free of charge.

Our academic staff and students are also provided with free online training programs on tips and applications that help them with authoring and publishing their academic research. In this context, our Department of Library and Documentation organized Web of Science, EBSCO, and ProQuest Training Programs in 2022, all taught by academic experts.

In addition to vocational and personal development training, IMU also offers free training that will contribute to a safer work and study environment. To give a few examples among many, in 2022, our administrative and academic staff have completed the "Occupational Health and Safety" training and received their certificates. Another training was the "**Emergency Aid Search and Rescue Training**" given by the AFAD. Via this training held on October 5, 2022, at the Disaster Training Center of AFAD our staff was trained on the attitudes and behaviors to be taken in the face of possible risks, and then an earthquake drill was carried out.


“

935,027 ₺
FUND
given to our academic staff
for their research projects
”

In line with our university's goals to support creativity and innovation through a culture of acceptable risk-taking and offering an appropriate environment and process for development of ideas, we provide **financial support for the research projects of our academic staff** through our Coordination Unit for Scientific Research Projects, which provided support for 23 projects in 2022. In addition, our Project Development and Coordination Office offers them training support for their research projects and related collaboration initiatives.

Proportion of Student Work Placements

In 2022, 715 of our students were placed in work for more than a month through our **internship programs.** Our Career Development Office works in collaboration with the Human Resources Office of the Presidency of the Republic of Turkey to place our students in internship programs and work positions through the nation-wide job placement and internship program **Kariyer Kapısı.** Our Department of Health, Culture, and Sports collaborates with Turkish Employment Agency İŞ-KUR, which offers consulting and training services to our students through various events.

“

715
STUDENTS
placed in work
through internship programs
”

Our students are also offered the opportunity for **part-time work** in various departments of the university outside their class hours. In this way, we help our students gain both financial gain and practical skills, thus helping them grow up as productive individuals with business discipline. Our part-time student employees are selected based on their household income and in addition to a monthly income, their insurance costs are also covered by our university throughout their work period. In exchange for 1 hour of work, our students earn an income equal to one hour of the minimum wage determined every year. In 2022, we supported a total of 55 students as our part-time employees.

“

55
STUDENTS
were supported as
IMU's part-time employees
”



OPERATIONS

IMU

Acting on the mission of helping our students and staff members identify their career goals in line with the changing conditions of the business world, guiding them about how to acquire the knowledge, skills, and experience required for their goals, and contributing to their improvement, IMU Career Development Coordination Office serves our students and staff with its **team of career counselors and representatives** formed by our academic staff members from all faculties specialized in career development.

Our university is committed to fully preparing its students for their future careers not only through formal education, but also by offering them free vocational training courses to support their career development. Such free courses given in 2022 by our Department of Library and Documentation included a **Authorship Training** which the book titled "Literature in Civilization" was published with selected works of the trainees and the **"Productive Authorship", "Elocution, Announcer and Presenter Training", "A1 English Training", "Ottoman Turkish Training"** certificate programs that were given in cooperation with Üsküdar Public Education Center

Thus, a total of 1,222 students from of our University were given free training for their professional and personal development in 2022.



“**1,222**
STUDENTS
were supported with their
career development trainings”

The university-wide free training programs for our students are further consolidated with the collaboration efforts by our departments, faculties and student clubs. Our different units organize theoretical and **practical training programs** on diverse topics that our students will need for their careers. Thus, our students from low-income households in particular are provided with significant support for professional development. For example, in collaboration with Forensic Evidence Laboratory, our Informatics and Information Club organized a free **training on the forensic document analysis**, which is important in the functioning of a fair legal system. In the workshop, hosted on 5 November 2022, offered free of charge to 12 participants as part of professional training, experts provided practical information on cases related to forensic document examination and the types of forgery incidents that occur. In the workshop held after the briefing, the club members tried to detect the fake signature through their known and questioned signatures.



Forensic Document Analysis Training

Our university provides **scholarships and other financial aid programs** for our students.

In 2022, **100% food scholarships** were provided to 45 students through **İMÜDEV**, while cash scholarship support was provided to 10 students. Our students continuing their vocational development with PhD studies are supported with the **100/2000 scholarship program** in accordance with the quotas determined by the Council of Higher Education (YÖK) after they are interviewed by our faculty members from the related departments.

In addition, for the projects they carry out under the supervision of their advisors, our students can receive **scholarships from the Scientific and Technological Research Council of Turkey (TÜBİTAK)** and can also serve as researchers in the scientific research projects carried out by their advisors and have the opportunity for professional improvement.



Istanbul Medeniyet University collaborates with numerous public institutions, research institutions, universities, local schools, and NGOs toward numerous goals that would help us achieve the objective of decent work and economic growth.

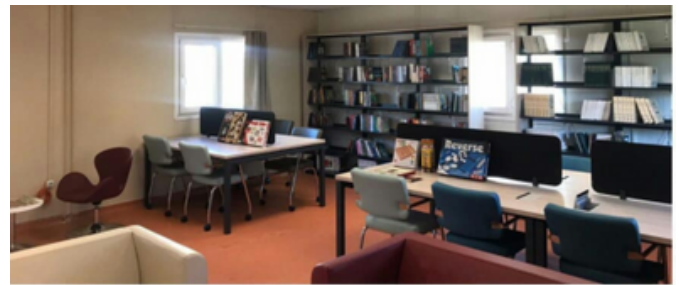
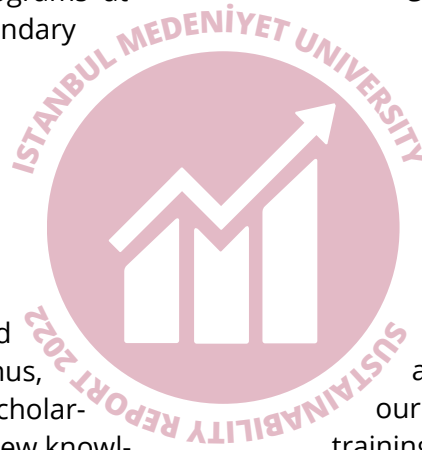
As part of our institution's collaborative efforts to **provide our staff with extra benefits** for creating a decent work environment and providing greater job satisfaction, our staff members are given a **20% discount in the restaurants run by Istanbul Metropolitan Municipality** as per the agreement between our university and the municipality. As another measure for supporting our staff members with children, our University signed a collaboration protocol with Biltek Schools, through which **children of our university staff members are given a 40% discount** in Üsküdar Campus of Biltek Schools for education programs at kindergarten, primary and secondary school, and high school levels.

Through IMU's collaborations with national and international universities for exchange programs, our students and staff members are provided with opportunities for mobility for studies, internship, and training outside the institution. Thus, with the financial support and scholarships provided, our students gain new knowledge and experience through vocational training as well as temporary work placements for their career development; our administrative staff acquire new knowledge and skills and new experiences and connections through in-service training opportunities; and our academic staff members are supported in their academic development and research activities. In this context, IMU has signed institutional partnership agreements involving student and staff exchange with a total of 156 higher education institutions in the participating countries in the **Erasmus+ program**; with a total of 13 universities in Turkey as part of **Farabi national exchange program**; with 4 universities in different parts of the world as part of **Mevlana Exchange Program**; as well as Memoranda of Understanding (MoU) with 15 universities around the world which also involve student and faculty exchange.

Our Faculty of Medicine uses Göztepe Prof.Dr. Süleyman Yalçın City Hospital as a training and research hospital jointly with the **Ministry of Health** in accordance with the **Joint Use and Cooperation Protocol** signed between **Istanbul Governorship** and IMU. Göztepe Prof.Dr. Süleyman Yalçın City Hospital, which is the largest training and research hospital of the Anatolian side of Istanbul, our medical students are given both pre-graduate education and post-graduation specialization training and are provided with significant **vocational training** for their careers as the physicians of the future.

IMU partnered with **Ziraat Bank** and **İşBank** on banking issues. This partnership includes the collection, payment, money transfer/EFT, etc. to be made by the Institution through the Bank. It regulates the procedures and principles regarding the operation of accounts opened/to be opened for banking transactions.

T.R. Ministry of Youth and Sports collaborated with IMU to establish a **Youth Office** to carry out educational, social, cultural, sports, and artistic activities in our campuses. The Youth Office established in our Göztepe North Campus contributes to the academic, professional, personal, social, and physical development of our students by offering them free project training courses, as well as events and workshops on different subjects.



IMU Youth Office

Our University's commitment to **contribute to our country's economic growth by creating jobs and decent work environments** for employees extend beyond our campuses. Thus, we also support other institutions with our strong academic expertise and experience through various collaboration protocols involving training opportunities for their staff members.

In this context, we signed a collaboration protocol with **Havran Municipality** for ensuring that the municipality staff processes and transfers personal data in accordance with the Law on the Protection of Personal Data, raising awareness about the confidentiality of personal information and related security measures.

We signed another collaboration protocol with **Sultanbeyli Municipality** in education, application, and research, allowing the municipality staff to use our university's academic expertise to enhance the municipality's service quality.

IMU signed a protocol for collaboration in education with **Üsküdar Provincial Directorate of National Education** aiming to improve the quality of education services in the educational institutions run by the Directorate, developing programs to enhance student success, and conducting services to increase teachers' competencies.

Istanbul Anatolian Chief Public Prosecutor's Office Probation Directorate signed a collaboration protocol with IMU in "education, research, consultancy and project design" fields. Within the scope of the protocol, IMU will contribute to the academic support of the staff working in judicial services and increase their professional competence, to provide convenience within the budget and administrative possibilities, to the Chief Public Prosecutor's Office and directorate staff who apply to the non-thesis Master's programs, support the reintegration of those under probation measure into society and to develop social responsibility projects for individuals in this group.

Kartal and Maltepe Provincial Directorates of National Education signed a collaboration protocol with IMU concerning support to be given by our academic staff to the staff, administrators, teachers, and students of the institution in education, research, and development.

Istanbul Provincial Directorate of National Education and IMU have signed a collaboration

protocol on supporting the postgraduate education processes of teachers affiliated with the Ministry of Education within the borders of Istanbul and increasing the quota for teachers.

The General Directorate of **Religious Education of the Ministry of National Education** signed a collaboration protocol with IMU to ensure that the educational potentials and common educational goals and efforts of educational administrators, teachers, students, parents, and other stakeholders are actively, successfully, effectively, and productively incorporated into and implemented in the education process. Through the collaboration, our academic staff members organize awareness and visionary activities to support the academic and intellectual development of the students in Imam Hatip schools. Thanks to these activities, our youth receive coaching for their career development chiefly in major area courses.

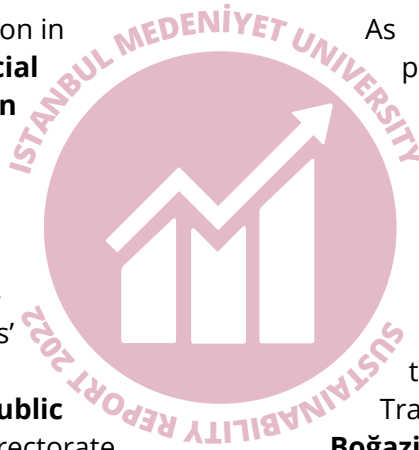
As part of the educational collaboration protocol signed between the **Turkish Maarif Foundation** and IMU, our university gives academic support to the training programs organized by the foundation.

World Children and Family Protection Platform signed a collaboration protocol with IMU about the Certification of the Trauma and Addiction Training Certificate Program by İMÜSEM.

Boğaziçi Foundation signed a collaboration protocol with IMU concerning the women, youth and child centered activities. This protocol covers the rights and obligations regarding field research, research reports, master's and doctoral level articles and theses, academic publications, scientific events and activities on women, youth and children.

IMU also signed a collaboration protocol with **BMC** on developing and carrying out projects and staff training.

Turkcell and IMU have signed a postgraduate education **cooperation protocol**. With this protocol, it was decided to provide non-thesis Master's education and training to Turkcell employees under the coordination and control of IMU Institute of Graduate Studies.



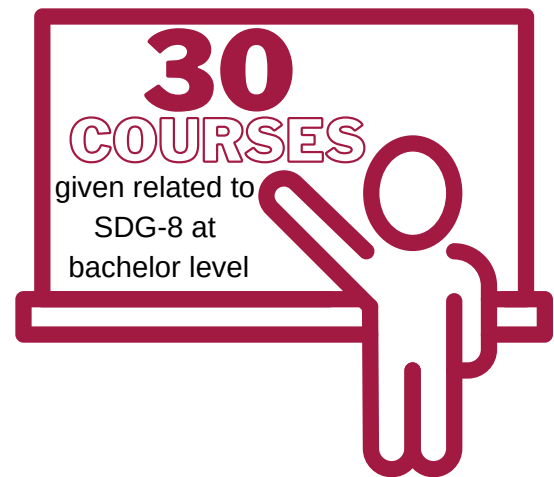
IMU became the partner of the **entrepreneurial women trainings** organized at the Tuzla Municipality Women's Entrepreneurship Center, implemented by the Ministry of Industry and Technology through the Istanbul Development Agency and financed within the scope of the Social Development Support Program. Thanks to this partnership, which we will support with 14 instructors, vocational trainings will be provided in 12 different branches such as customer relations, accounting, product photography, digital marketing, e-commerce and sales marketing in order to develop women's entrepreneurship, empower entrepreneurial women and the development of small enterprises.

IMU partnered with various institutions such as Professional Hotel Managers Association (POYD) from Türkiye, PhoenixKM BVBA from Belgium, IACuDIT from Greece and Inercia Digital S. L. from Spain and coordinated an Erasmus+ project titled **"Development of the Digital Marketing Competence of Adult Learners for Small and Medium-sized Tourism Enterprises(SMTES) in Europe"** supported with a grant by the European Commission and the Turkish National Agency. The project aimed to identify the digital marketing competencies and qualifications of entrepreneurs, managers and employees working in small and medium-sized tourism enterprises and to improve employment in tourism and strengthen the competencies of tourism employees and managers.



Learning processes are key in achieving SDGs. Thus, universities play a critical role both by training professionals who will prioritize SDGs in their future practices and by increasing local, national, and global capacity to successfully achieve SDGs. As Istanbul Medeniyet University, we are aware of our critical role and therefore, we primarily inform our students, the leaders and decision-makers of the future, about the Sustainable Development Goals through course contents, co-curricular activities and student club activities and strengthen their awareness. For this purpose, each of our faculties and departments prepares SDG-related course contents, including courses that address the Sustainable Development Goals holistically, as well as specific contributions that can be made by the expertise of the relevant professional field in which they provide training. In 2022, 30 bachelor degree courses related to SDG-8 were given at IMU.

Some of these are listed below.

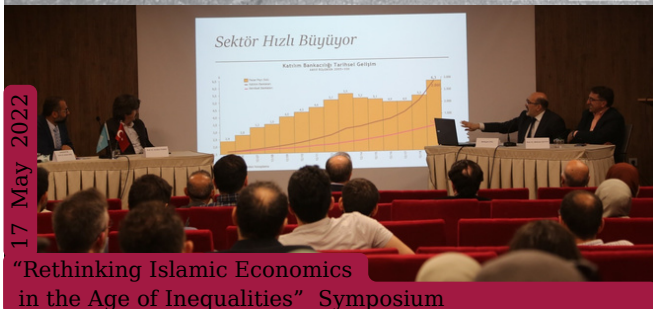


Faculty	Course
Arts and Humanities	PSI319 - Career Development
Education Sciences	ÖZL023 - Teaching Work and Occupational Skills
Engineering and Natural Sciences	IMU084 - Career Planning
Health Sciences	HEM108 - Patient and Employee Safety
Law	HUK452 - Labor and Social Security Law
Medicine	TFS106 - Health Economy
Political Sciences	IKT210 - Economic Growth
Tourism	TİŞ224 - Sustainable Tourism



“Rethinking Islamic Economics in the Age of Inequalities” symposium was held at Istanbul Medeniyet University on May 17, 2022. In the first session, Prof.Dr. Feridun YILMAZ delivered his presentation on **“Capitalism as a System that Creates Inequality and the Experience of the Pandemic”**, in which he discussed mainstream economic thought, the manifestations of capital accumulation, and the effects of capitalism on consumption habits. The other speaker Prof.Dr. Mehmet ASUTAY evaluated the test of the global economy in the pandemic in the context of capital movements and income inequality. He conveyed the suggestions offered by Islamic economics to the participants and emphasized the importance of having knowledge about economics. Melikşah UTKU, the last speaker in the morning session, made a comprehensive presentation on Islamic banking, financial management and potential contributions to economic development in Turkey.

In the afternoon session of the symposium, Prof.Dr. Ahmet Faruk ASLAN talked about **“Socio-economic inequalities in Turkey and the importance of developing Islamic Economic Institutions”**. The second speaker Dr. Hakan KALKAVAN made his presentation by comparing Islamic Finance and Islamic Economy in the context of economic inequality and socio-economic welfare. The last speaker, Dr. Harun ŞENCAL, made a presentation on the dynamical solution of fiqh in developing global financial markets.



In addition to our curricula that have been designed according to sectoral needs in all our programs, we regularly invite leading sector representatives to meet our students and inform them about sectoral conditions and their career options. In this context, we organize many events for our students' career development.

Tourism Career Days event, organized by the Tourism Management Department Promotion Commission of Istanbul Medeniyet University, was held online on March 14, 2022. The event was moderated by Commission Chairman Asst.Prof. İrfan YAŞAR, and leading executives of the tourism sector and students of the department participated. In the event, chief executives of leading hotels informed the students about career options in tourism sector as a learning opportunity for their career development. In the event, Nebahat UYGUR, Talent and General Culture Director of Mövenpick Hotel Istanbul Asia Airport,

shared her own sectoral career advancement and experiences and talked about the internship opportunities in hotels. Muhammet CUNTAY, Managing Partner /Director of L Collection Hotels, underlined the importance of “industry-academia cooperation” and provided information about the social responsibility projects they carry out in their enterprise. Dilaver DOĞRU, General Manager of Villagepark Resort & SPA Hotel, highlighted the importance of internship opportunities in hotels for students. İlmi YAVUZ, Learning Manager in Hilton Istanbul Maslak, gave advice and suggestions to students that will be useful for their future careers in hotel management. Serkan GÜMRÜKÇÜ, General Manager of Ramada By Wyndam Old City, suggested that sustainability courses should be included in tourism education and also “crisis management and budget management” courses should be included among tourism courses. Çetin ÇEKİN, IATA Trainer and Operations Coordinator in TGS (Turkish Ground Services), emphasized that tourism would not exist without aviation and that aviation and tourism could not be separated from each other. Finally, Murat KUYUCU, General Manager of Gorrion Hotel, stated that they attach great importance to intern students and that 40% of their employees are interns from tourism schools.

The **Summit 22' Event**, which is a part of the IMU Career Week, led by the Career Club, was held on Thursday, May 26, 2022 at the Bankkart Hall of the Ziraat Bank Library of Istanbul Medeniyet University. Three sessions were held under the headings of "Effective Social Media", "Waste Management and Sustainability", "Effective Communication and Body Language" and the event aimed to guide students in creating and developing their career goals. In the first session, Abdullah Cem YAŞAR, CEO of VAY Media Agency, provided sectoral information on issues such as brand creation and management, effective social media content management. He also talked about the ever-evolving media field's ability of job creation and answered students' questions about effective use of social media.

İSTANBUL MEDENİYET ÜNİVERSİTESİ KARIYER TOPLULUĞU
İMÜ ZİRVE 22'
26 MAYIS PERŞEMBE
İstanbul Medeniyet Üniversitesi Ziraat Bankası Kütüphanesi Bankkart Salonu

ETKİLİ SOSYAL MEDYA
Abdullah Cem Yaşar
Vay Medya Ajansı CEO
13.30-14.15

ATIK YÖNETİMİ VE SÜRDÜRÜLEBİLİRLİK
Kunter Güleç
Atık Yönetimi ve Satış Yöneticisi
14.30-15.15

ETKİLİ İLETİŞİM VE BEDEN DİLİ
Buse Sevim
İnsan Kaynakları Yöneticisi
15.30-16.15

26 May 2022
Summit '22 Event

The traditional **Business Talks'22 event**, which is held regularly every year by our university's IMU Career Club, was held on November 16, 2022 at Ziraat Bank Library, Ziraat Bank Hall. In the event that took place in three sessions, the founder of Mentoring with Chess (MwC), Strategy and Planning Director Evrim UYAR, Value Creation Facilitator, Design Thinking Practitioner, Marketing & Start Up Mentor, Innolabz company founder Mete YURTSEVER and Corporate Innovation Coach, Venture Investment Advisor, Start Up Mentor Sertaç ORAL took part as speakers. The speakers shared their knowledge about their areas of specialization with our students who are making future plans. In this way, the event made significant contributions to the youth empowerment in terms of career development.

Medeniyet Gemisi Student Club of our university organized the **Medeniyet Gemisi Summit events** on May 16-17-20, 2022. Approximately 700 students and academicians participated in the event, which included 13 speakers and 7 sessions for 3 days during the week of 16-20 May, 2022. In the event, speakers who are expert on subjects such as management, personal development, politics, career, trade and history, discussed the issues in various aspects.

On May 16, 2022, the first session, **"District Governorship, Deputy Governor Profession and Preparing for Examinations"** was held. Participants, Aslan Avcıbey who is Deputy Governor of Kocaeli and Ahmet Gazi Kaya who is District Governor of Şişli were the speakers of this session, which was moderated by Prof. Dr. Ahmet NOHUTÇU. The session attracted a lot of attention from the students of our Political Science and Law Faculties as they were given valuable tips about preparing for vocational exams.

In the 5th session held on May 17, 2022, Elider Chairman of the Board, EMYD and PerforTech CEO Fehmi DARBAY gave his speech titled **"E-Commerce"**. He shared about the benefits and harms of e-commerce activity, which is a new and popular type of commerce. He touched on the tricks about e-commerce, which increases its market share day by day with the globalizing world, and conveyed professional and sectoral information to the participants who want to take part in this activity.

On May 17, 2022, 6th session was held with the title **"If a Woman Wants: How Did I Succeed?"**. The session was held with the participation of EZA A.Ş Chairman of the Board Ms. Nilüfer KESKIN and Brooklyn Insurance and Reassurance Brokery A.Ş Founder and CEO Kadriye PEHLIVAN. In the session where the importance of female labour force participation and gender equality were emphasized, speakers also talked about their own work and life stories and underlined that the wrong perceptions of the society should be destroyed and that women can achieve anything if they want.

Res.Asst. Yasemin HAYIRLI, of our university's Department of Economics, presented the results of her thesis titled **"The Effect of Active Employment Programs on Youth Employment: 2018 Additional Employment Program"** on December 15, 2022 at 14.30 in the seminar hall on the 2nd floor of Block B of South Campus.

HAYIRLI started her presentation by drawing attention to the labor market disparities in Turkey and emphasized that active employment policies are used to bring the youth, one of the discriminated groups, into the labor market, and also to reduce the risk of unemployment and informal employment. She stated that in her research she analyzed the effect of active employment programs on the achievement of employment equity by groups exposed to discrimination in the labor market through the Additional Employment Incentive, which came into effect in Turkey in 2018.

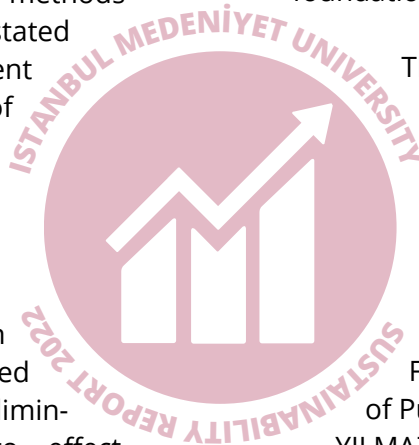
As a result of the quasi-experimental methods she used in her research, HAYIRLI stated that while the relevant employment program increases the probability of young men being employed in the formal sector, it reduces the possibility of precarious employment in the informal sector, and that the program also reduces real wages in the formal sector. She then talked about the findings she observed that the impact of the program diminished after the year it went into effect. HAYIRLI, finally, mentioned the place of her results in the literature. The seminar ended with a question-answer session.



15 December 2022
Seminar on "The Effect of Active Employment Programs on Youth Employment"

The academic staff members of our university carry out research on achieving sustainable economic growth; diversification, innovation, and upgrading for economic productivity; increasing policies that promote job creation and the growth of enterprises; improving resource efficiency in consumption and production; providing full employment and decent work with equal pay; supporting employment and general and vocational training for youth; ending modern slavery, human trafficking, and child labor; protection of labour rights and promoting safe and secure working environments; promoting sustainable tourism that creates jobs; providing universal access to banking, insurance, and financial services; increasing aid for trade support; and development of a global strategy for youth employment, publish the results of their research and share them with other researchers, decision-makers, stakeholders, and the public as a foundation for policies toward achieving SDGs.

The book titled **"Türkiye'de Kadın İstihdamı: Durum Tespiti, Bölgesel Analiz ve Politika Önerileri (Women Employment in Turkey: Due Diligence, Regional Analysis and Policy Recommendations)"**, co-authored by Asst.Prof.Dr. Gözde NALBANT EFE from our university, Faculty of Political Sciences Department of Public Finance and Prof.Dr. Gülay AKGÜL YILMAZ from Marmara University, Faculty of Economics, Department of Public Finance, has been published by the Public Accountants Foundation. Aiming to identify the findings that will shed light on the policies to be developed to increase women's employment, the book was built on two main axes: The first is to reveal the situation and structural characteristics of women's employment in Turkey, and the second is to determine the factors affecting women's employment at the regional level. As a result of the study, it was stated that the employment policy proposals to be developed to increase women's employment should be designed in a way that considers these regional differences, in terms of ensuring the target-orientedness of the policies and realizing the effective use of resources.



The book chapter titled **“The Importance of Carbon Emission of Manufacturing Companies on Sustainable Economic Development”**, co-authored by Assoc.Prof.Dr. Hakan KALKAVAN, a faculty member of our University’s Department of Economics, was included in the book *Globalization, Income Distribution and Sustainable Development* published by Emerald Ink Publishing. The study primarily emphasized that carbon emissions are one of the most important issues that threaten the existence of the world and that the resulting climate change disrupts the balance of people and nature. The authors, who see manufacturing companies as an important actor that causes carbon emissions, focused on the relationship between manufacturing companies and carbon emissions in the study. Based on their findings, the authors stated that governments should focus on other issues that have a stronger causal relationship with sustainable economic development. They also underlined that governments should conduct studies to determine the importance of companies’ other activities for sustainable economic development. They stated that in this way, the amount of carbon emissions will be reduced and deficiencies in the factors affecting sustainable economic development will be identified.

The book chapter **“Economic Sustainability and Indicators of Most Visited Countries”**, in which Assoc.Prof.Dr. Ahmet VATAN of IMU Tourism Faculty is the lead author, has been published by Taylor Francis Publishing House. In the two-author chapter published in the book *“Sustainability, Big Data, and Corporate Social Responsibility”*, the authors aimed to determine the economic sustainability of the most visited countries in the world. According to the *Sustainable Destinations Indicators Guide* published by the World Tourism Organization, the data of the most visited countries in the world were analyzed. The authors explained the concept of sustainable economy in the book chapter. By determining the obstacles to economic sustainability under the guidance of sustainable development indicators for tourism destinations guide, they presented the economic

sustainability of the countries in the reports published by the most visited countries in the world. With the results of the analysis, they offered suggestions to tourism destinations to make their economies sustainable.

The article titled **“Female Entrepreneurship for Sustainable Economy and Development—Challenges, Drivers, and Suggested Policies for Resource-Rich Countries”**, co-authored by Dr. İbrahim ARI, a faculty member of our University’s Computer Engineering Department, was published in *Sustainability journal*. In the article, a holistic strategic model was developed, primarily using design and systems thinking approaches, to alleviate obstacles and limitations to women’s entrepreneurship, such as gender inequalities, and to sustain economic development with the help of women. Secondly, based on this conceptual model, an integrated policy framework was proposed to promote women’s entrepreneurship and increase their participation in economic diversification to achieve sustainable development. Third, a survey was conducted to verify the feasibility and effectiveness of the proposed policy framework. The results revealed that aspiring female entrepreneurs surveyed believe that the proposed policies of providing more local training and mentoring programs, as well as subsidies and funding from the government, remain valid. Moreover, although female participants agreed that entrepreneurial practices should comply with local and cultural traditions, it was concluded that spreading awareness about their social and economic contributions to society and moral support are an additional need. Finally, the findings showed that many female participants, mostly Qatari citizens, were willing to become both entrepreneurs and investors to partner with other women and help fund other initiatives to contribute to the overall sustainability of female employment.

The article titled **“Sustainable, therefore reputable: linking sustainability, reputation, and consumer behavior”**, co-authored by Umut ÜNAL, a master’s student of our University’s Institute of Graduate Studies, MBA program, and Assoc.Prof.Dr. Mertcan TAŞÇIOĞLU, a faculty member of the Faculty of Political Sciences,



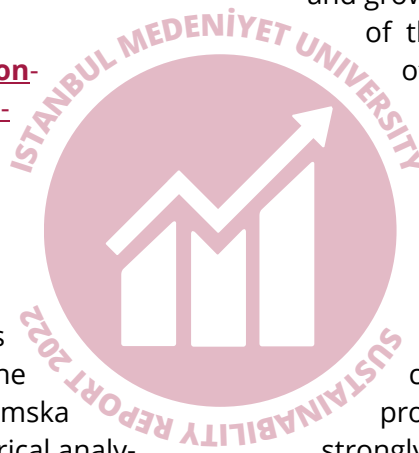
was published in Marketing Intelligence & Planning journal. In their study, ÜNAL and TAŞÇIOĞLU examined the importance of companies' sustainability efforts for corporate strategies from the consumer behaviours perspective. In their study, ÜNAL and TAŞÇIOĞLU examined the impact of social, economic and environmental sustainability efforts on society, one of the most important stakeholders of sustainable development. They also showed that sustainability efforts carried out by companies within the framework of corporate social responsibility have a positive impact on corporate reputation and pointed out that putting sustainability at the center of their corporate strategies has simultaneous benefits for society, the environment and the economy. Thus, they emphasized that developing a policy consistent with the sustainable economic development policy creates an important win-win situation for companies.

The article titled **"Dynamic relationship between international tourism, economic growth and environmental pollution in the OECD countries: evidence from panel VAR model"**, co-authored by Prof. Seyfettin ERDOĞAN, a faculty member of the Department of Economics of our university, was published in the Journal of Economic Research-Ekonomiska Istraživanja. As a result of their empirical analysis, the authors found that tourism shocks not only increase economic growth but also cause more carbon emissions. They also found that the negative impact of tourism shocks on environmental pollution is greater than its positive impact on economic growth. Based on the empirical results, the authors emphasized that policy makers should take action and take measures to reduce the impact of international tourism on environmental degradation. They suggested the development and dissemination of clean energy technologies in all tourism activities in order to reduce the negative impact of tourism on the environment.

Asst.Prof.Dr. Fatih YİĞİT and Res.Asst. İsmail CANÖZ from the Faculty of Political Sciences, Department of Management presented the results of their research titled **"The Impact of Energy Investments on Regional Development"**, in

which they investigated the effects of energy policies on the economic growth of regions, at the International Congress of Economics, Politics, Humanities and Social Sciences held in Batman on March 24-25, 2022. the research focused on the relationship between energy investments and economic growth, recognizing that Turkey is dependent on foreign sources for energy access and consumption, which is a major and ongoing economic problem for the country. The research revealed that especially recently, energy investments have been given great importance in Turkey, and that economic breakthroughs in this sector have intensified with the energy policies developed. In addition, based on the hypothesis that the increase in energy investments in Turkey, where the socio-economic development differences between regions have reached significant dimensions, will positively affect many parameters representing regional development and growth, the research revealed the existence of these positive effects through a number of econometric methodologies. Thus, the effects of energy investments on regional development were observed. The results of the research revealed that the reduction of Turkey's dependence on foreign energy will enable the country to transform the expenses arising from high energy costs into domestic and value-added production investments, thus contributing strongly to regional development in Turkey.

Asst.Prof.Dr. Ayşenur ERDİL, faculty member of the Department of Management of the Faculty of Political Sciences of our university, presented the results of her research on the effects of enterprise resource planning on the economic efficiency and sustainable growth of enterprises with her paper titled **"Evaluation of the Importance of Enterprise Resource Planning on Business Performance and Sustainability"** at the VIIIth International European Congress on Social Sciences held in Croatia on 4-5 December 2022. In the study, ERDİL first presented a general review of ERP. Then, she examined the importance of ERP applications in the decision-making process in management through national and international ERP application examples. She also used the case study to discuss the contributions of ERP to the sustainable growth of enterprises by presenting analyses on the sustainability of business



performance and efficiency-oriented productivity enhancement as well as and evaluations and suggestions on business factors. The results of the research revealed that there were improvements in most of the performance criteria for businesses before and after the ERP software, business processes were shortened thanks to the process innovations, the speed of information transfer got faster, and financial management and inventory management were facilitated.

In the same congress, Asst.Prof.Dr. Ayşenur ERDİL presented her paper titled **“The Importance of Information Security and Technology: Evaluation of the Business in terms of Sustainability”**, in which she evaluated the importance of information security and technology in the sustainable growth of businesses.

In her research, ERDİL stated that process innovations in encrypting information, especially against threatening situations, provide benefits in terms of ensuring the reliability of the information system of the enterprise and the sustainability of information security. However, she pointed out that in parallel with the advances in technology, there is now a greater need to pay attention to the elements that threaten the security of information and she highlighted the concepts of data security. The results of the research revealed that information management is vital for the sustainable growth of businesses. For this reason, it was pointed out that business employees should be informed about product and process innovations in technology and that employees should be trained on information security, information management, information systems, etc.

