

IMU SDG PROGRESS REPORT

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



8 DECENT WORK AND ECONOMIC GROWTH



SDG PROGRESS REPORT

ISTANBUL MEDENIYET
UNIVERSITY

**Istanbul Medeniyet University
Sustainability Office**

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SDG Icons
<https://www.un.org/sustainabledevelopment/news/communications-material/>
Sustainable Development Report Maps
<https://dashboards.sdgindex.org/map/>
SDG Statics
<https://unstats.un.org/sdgs/report/2025/>
<https://sdgs.un.org/goals>

FOREWORD

The 17 Sustainable Development Goals adopted by the United Nations in 2015 with the mission statement “a blueprint to achieve a better and more sustainable future for all people and the world by 2030” have become guiding principles for all of us as countries, institutions, and individuals today. In this context, the new vision for universities has now shifted from the older scholastic concept of education solely oriented toward professional training to an understanding that prioritizes human and social responsibility. Therefore, universities are central to the achievement of sustainable development goals. Thus, as İstanbul Medeniyet University,

We always consider sustainable development goals in our university’s high-level strategies, organize our management and implementation processes in line with these principles, and follow up on our activities and process of sustainability through reports for continuous improvement. **(OPERATIONS)**

While we help our students gain professional and personal skills and qualifications, we are raising future leaders, decision-makers, entrepreneurs, teachers, and more importantly, individuals with the awareness of creating a better world through the sustainability trainings we include in our course contents. **(LEARNING)**

We carry out a wide range of activities and events to share our knowledge, experience, and best practices about the implementation of SDGs with our students, staff, and local community with the ultimate aim of building a more conscious society. **(EVENTS)**

In 2022, IMU Sustainability Office was established to assume the role to place “Sustainable Development Goals” in the center of our institutional practices, educational planning, and research activities and to lead toward the realization of these goals. IMU Sustainability Office plays a significant part in developing our institutional strategies for SDGs, planning and carrying out our related activities and reporting on our progress. In addition to its contribution to institutional development, the Office also organizes public training programs and workshops.

Our Sustainability Office has planned to create annual sustainability development goals progress reports that will include all the goals and all areas of activity of our university so that we can see our progress in achieving SDGs to create new and better strategies and the report you are reading has been issued for the year 2025 as a result of these efforts. I thank everyone who have contributed to the creation of the report and especially Res.Asst. Ayça ÇELİKBİLEK, Res.Asst. Furkan ERUÇAR and Lect. Zehra SAVAN who have edited and published all the content for our SDG website and our reports. I hope that our efforts will inspire new ideas, actions, and collaborations to take action for a more sustainable and livable future.

Prof. Dr. Yaşar BÜLBÜL

Vice-Rector and Sustainability Office Coordinator
İstanbul Medeniyet University

The Times Higher Education Impact Rankings, which assesses the contribution of universities around the world to sustainable development goals, has been an important source of motivation for us to see our place in the world and measure our contribution with all the activities we carry out for sustainable development as a higher education institution. As Istanbul Medeniyet University, we were included in THE Impact Ranking for the first time in 2021 by applying with only 4 SDGs, while we applied with 11 SDGs for 2024, being ranked 601-800 in the global ranking. The table below shows IMU's continued rise on this ranking.

Sustainable Development Goals	THE Impact Rankings 2025	THE Impact Rankings 2024	THE Impact Rankings 2023	THE Impact Rankings 2022	THE Impact Ranking 2021
General Ranking	401-600	601-800	801-1000	1001+	1001+
SDG 1 No Poverty	801-1000	601-800	601-800	-	-
SDG 2 Zero Hunger	301-400	301-400	401-600	401+	301-400
SDG 3 Good Health and Well-being	401-600	301-400	301-400	401-600	401-600
SDG 4 Quality Education	801-1000	1001-1500	801-1000	801-1000	601-800
SDG 5 Gender Equality	1001-1500	801-1000	801-1000	-	-
SDG 8 Decent Work and Economic Growth	601-800	401-600	401-600	401-600	-
SDG 9 Industry, Innovation and Infrastructure	601-800	801-1000	601-800	601+	-
SDG 10 Reduce Inequalities	401-600	401-600	401-600	401-600	-
SDG 11 Sustainable Cities and Communities	401-600	601-800	401-600	601+	-
SDG 12 Responsible Consumption and Production	101-200	201-300	201-300	-	-
SDG 15 Life on Land	101-200	-	-	-	-
SDG 17 Partnerships for the Goals	301-400	401-600	601-800	1001+	601-800

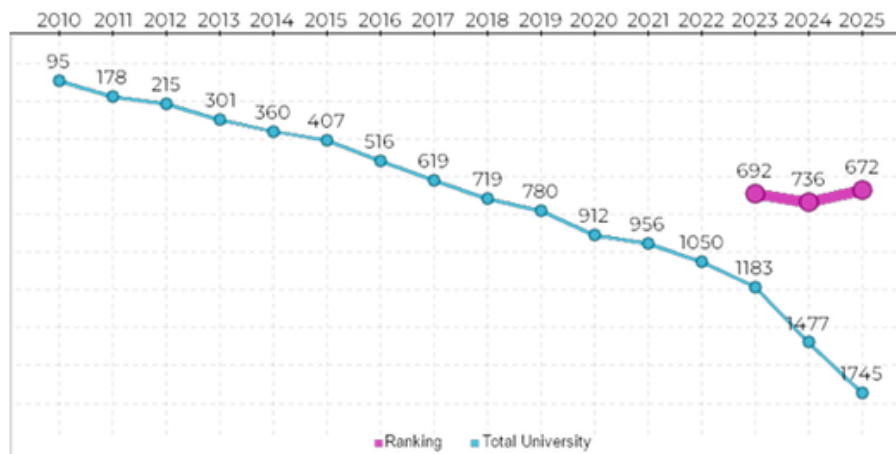
Another international index that assesses universities' performance in the field of sustainability is UI GreenMetric, which was launched by the University of Indonesia in 2010 and has since become the world's leading ranking for green campuses and environmental sustainability.

Participating in the UI GreenMetric World University Rankings for the third time in 2025, Istanbul Medeniyet University ranked 672nd out of 1,547 universities worldwide and 72nd out of 142 universities nationally.

IMU achieved full marks in the "Waste" category – one of the six categories assessing universities' environmental initiatives – and was among the 33 universities worldwide to achieve first place in this category.

Following the Waste category, in which we ranked first both globally and in Turkey, our University achieved its second-best result in the "Water" category, scoring 737.5 out of 1,000 to rank 477th globally and 43rd in Turkey.

In the Education and Research category, our University scored 1,362.5 out of a possible 1,800, placing 501st globally and 50th in Turkey.



UI GreenMetric World University Rankings History Diagram

World Ranking	SI Ranking	EC Ranking	WS Ranking	Country Ranking	SI Ranking	EC Ranking	WS Ranking
672	1464	1002	33	72	129	89	5
WR Ranking	TR Ranking	ED Ranking	WR Ranking	TR Ranking	ED Ranking	WR Ranking	TR Ranking
478	1231	501	43	113	53	43	113

8

DECENT WORK AND ECONOMIC GROWTH



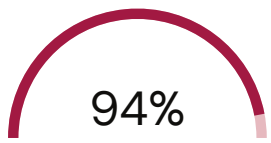
8 DECENT WORK AND ECONOMIC GROWTH



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.

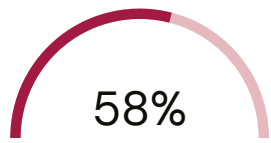
According to the International Labour Organization, more than 204 million people were unemployed in 2015. The SDGs promote sustained economic growth, higher levels of productivity and technological innovation. Encouraging entrepreneurship and job creation are key to this, as are effective measures to 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.



94%
of women in LDCs were informally employed in 2024



9 in 10 workers in sub-Saharan Africa were informally employed in 2024



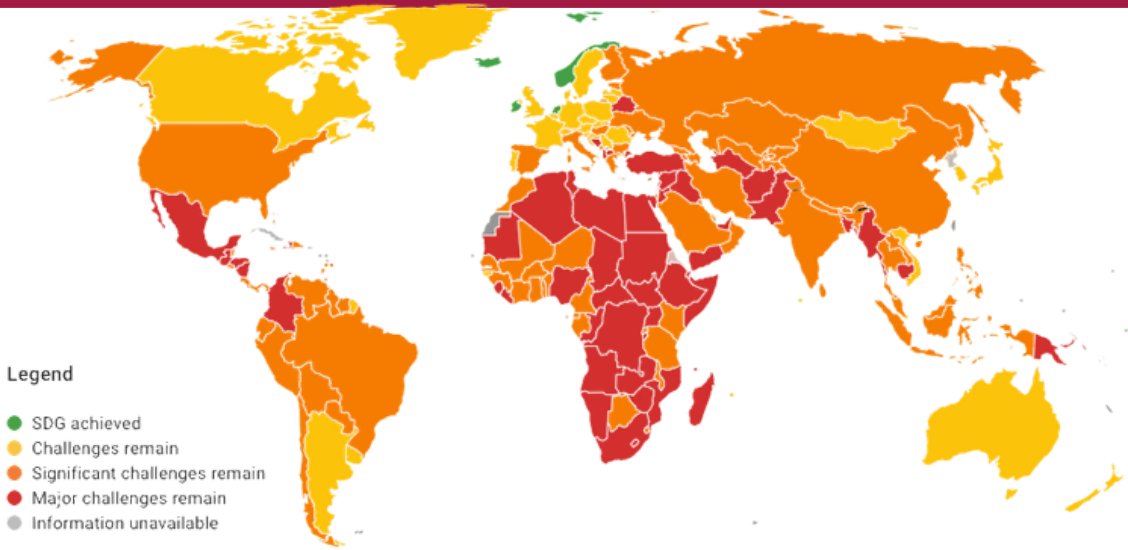
58%
unregistered employment rate



of young people (aged 15–24) globally were NEET in 2024

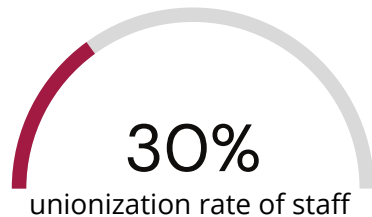
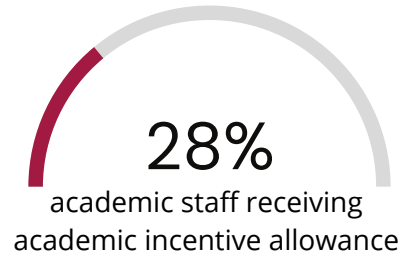
OVER 2 BILLION

people worked in precarious jobs without social protection



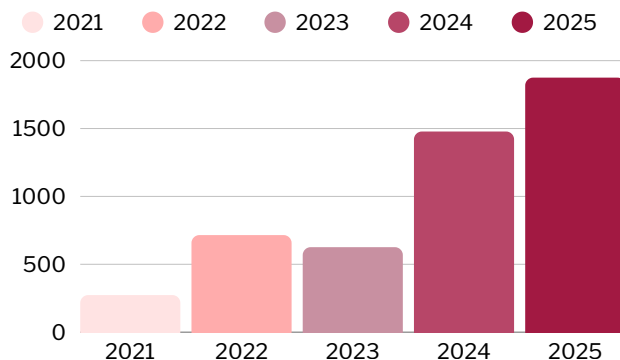
601-800

"Decent Work and Economic Growth"
category 2025 ranking



1,875
STUDENTS
with work placements for more than a month

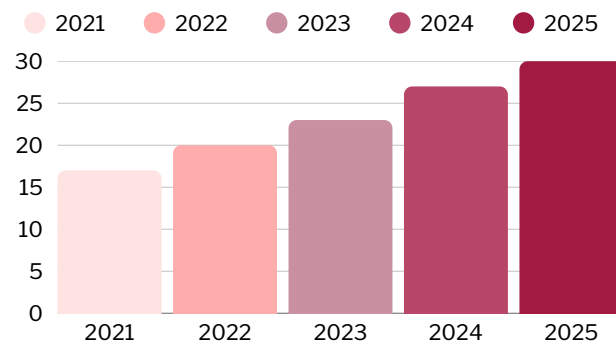
Number of Students with Work Placements for more than a Month



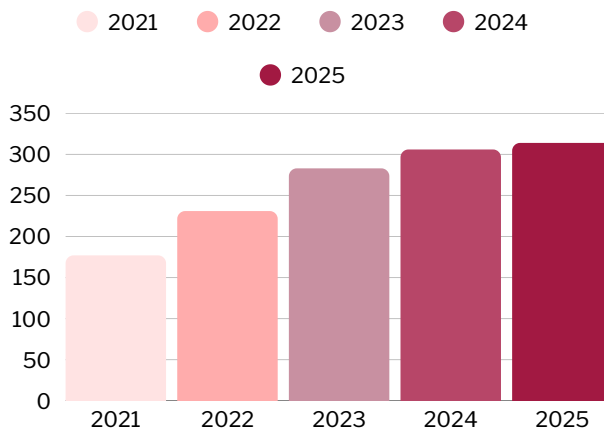
There is a significant increase in number of students with placements of more than one month as part of their studies. There is remarkable progress in student employment placements, with the number of students completing mandatory placements **increasing by approximately 587% from 2021 to 2025, rising from 273 students to 1,875 students.**

There has been a steady increase in the number of unionized employees since 2021. The unionization rate of staff, which was 17% in 2021, **increased by 13 percentage points to reach 30% in 2025.**

Unionization Rate of Staff



Incentive Allowance



There had been a steady increase in the number of academic staff receiving academic incentive payments at IMU since 2021. The number of academics receiving academic incentives **rose from 170 in 2021 to 314 in 2025.**

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.

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, 314 academic staff members, or 28% of all academic staff, received academic incentive payments for their academic activities and publications in 2025.

“
314
ACADEMIC STAFF
received academic
incentive payments
”



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.

“
404
STAFF
were members
of unions
”



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 work 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 complaine. 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.

Proportion of Employees on Secure Contracts

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

OPERATIONS

Expenditure per Employee

Our university spent TRY 1,727,161 per staff member in the year 2025, with a monthly expenditure per employee of TRY 143,930.

143,930₺
EXPENDITURE
per employee

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

study area reserved for our academics, located within IMU 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 various 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.

OPERATIONS

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.

In order to encourage public transport, IMU provides all administrative staff with a **public transport card with 200 monthly public transport passes**. Our academic staff members can use their **institutional ID cards to buy discounted fares on the public transport services** of the municipality.

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

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.

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 aspects of career development.

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 2025, all taught by academic experts.

OPERATIONS

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 33 projects in 2025. 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 2025, 1,875 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.



25
STUDENTS
were supported as

IMU's part-time employees

”

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

In 2025, **100% food scholarships** were provided to 113 students, while all our students are given an 80% discount on the regular lunch prices each year.

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.

OPERATIONS

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.

In 2025, our Department of Library and Documentation organized many **free training and certification programs** including courses on **digital design using Canva**, the use of **office software**, **effective literacy**, the use of **social media in the workplace** and **onboarding training**, and **storytelling**.



İSTANBUL MEDENİYET ÜNİVERSİTESİ

ÜCRETSİZ SERTİFİKALI

HALK EĞİTİM KURS KAYITLARI BAŞLADI

Canva

Office

Başvuru Tarihleri: 15-22 EKİM 2025

- ▶ Canva ile Dijital Tasarım Eğitimi (Başlangıç Düzeyi) (54 Saat)
- ▶ Ofis Programları Kullanımı (72 Saat)
- ▶ Etkili Okur Yazarlık (100 Saat)
- ▶ İş Yaşamında Sosyal Medya Kullanımı Geliştirme ve Uyum Eğitimi (30 Saat)
- ▶ Masal Anlatıcılığı Eğitimi (Yetişkin) 30 Saat

* Kayıt kabulü başvuru sırasına göre yapılacaktır.
* Her öğrenci bir dönem için tek kursa başvuru yapabilir. Birden fazla olmasa durumunda ilk başvurusu kabul edilecektir.
* Başvuru bilgileriniz Halk Eğitim Müdürlüğü ile paylaşılmaktadır.

Kayıt ve Bilgi için:

Belgelendirme: Kursu başan ile tamamlayanlara, Milli Eğitim Bakanlığı Hayat Boyu Öğrenme Koordinatörlüğü tarafından kurs bitirme belgesi verilecektir.

www.library.medeniyet.edu.tr

İmukutuphone

Kütüphane ve Dokümantasyon Dairesi Başkanlığı

"Public Education" Certificate Programs

Through the IMU Continuous Education Center (IMUSEM), a wide range of **professional training and personal development certificate programs** are offered.

These programs are open not only to our students and academic staff but also to external participants. IMUSEM aims to support lifelong learning by providing accessible and high-quality educational opportunities for diverse groups.



Enroll Now!

İSTANBUL MEDENİYET ÜNİVERSİTESİ

ENGLISH

A2 GENEL İNGİLİZCE

YDS

YÖKDİL

Sürekli Eğitim Uygulama ve Araştırma Merkezi (IMUSEM) bünyesinde açılacak Yabancı Dil kursları kayıtları başladı. Sınırlı sayıda kontenjanlar için hemen yerinizi alın!!!

Detaylı bilgi için:
0216 280 27 58
Website: <https://imusem.medeniyet.edu.tr>
e-posta: imusem@medeniyet.edu.tr



İSTANBUL MEDENİYET ÜNİVERSİTESİ

BİLİRKİŞİLİK TEMEL EĞİTİM PROGRAMI

1. GRUP: 16 - 17 - 18 - 19 HAZİRAN 2025
2. GRUP: 20 - 21 - 23 - 24 HAZİRAN 2025
3. GRUP: 25 - 26 - 27 - 28 HAZİRAN 2025
4. GRUP: 30 HAZİRAN - 01 - 02 - 03 TEMMUZ 2025
5. GRUP: 04 - 05 - 07 - 08 TEMMUZ 2025

IMU Continuous Education Center
Training Programs

OPERATIONS

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.

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 141 higher education institutions in the participating countries in the Erasmus+ program; as well as Memoranda of Understanding (MoU) with 28 universities around the world which also involve student and faculty exchange.

“ **169**
UNIVERSITIES
with which IMU collaborates
internationally ”



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 **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.

Istanbul Medeniyet University was authorized by Huawei as a **Certified Huawei ICT Academy**, officially becoming part of Huawei's internationally recognized information and communication technologies education network. This achievement strengthens the IMU's efforts to enhance students' employability and support the development of skills that respond to the evolving needs of the digital economy and labour market.

Through the Huawei ICT Academy programme, students and academic staff will have access to advanced technical training, industry-recognized certification opportunities and international career pathways. The programme will offer training and certification opportunities in high-demand fields such as network management, cybersecurity, cloud computing, artificial intelligence and big data.

By equipping students with practical, technology-oriented and industry-relevant competencies, the programme aims to strengthen the connection between higher education and the world of work. These opportunities are expected to improve graduates' career prospects, support their transition into employment and help develop a skilled workforce capable of responding to the changing requirements of emerging and technology-driven sectors. Through collaborations with industry and access to internationally recognized certification programmes, Istanbul Medeniyet University continues to promote inclusive and sustainable economic development by supporting the acquisition of relevant skills for decent employment and productive work.

Through a protocol signed between Istanbul Medeniyet University and Kadıköy District Directorate of the Turkish Employment Agency (İŞKUR), the **İŞKUR Youth Programme** was launched to support students' transition from education to working life and enhance their employability. Within the scope of the programme, 237 students were provided with work opportunities across different units and areas of the University, enabling them to gain practical work experience while continuing their studies.

By providing students with opportunities to develop practical skills and gain direct experience in diverse working environments, the programme supported the development of competencies relevant to the changing needs of the labour market and strengthened students' preparedness for future employment.

In addition to practical work experience, participants received training designed to promote safe, healthy and decent working environments and support their personal and professional development.



Signing Ceremony for the İŞKUR Youth Programme

OPERATIONS

IMU signed a cooperation protocol in 2025 with **Gaziantep Governor's Office, Gaziantep Metropolitan Municipality** and **Gaziantep Municipality** for the **"Sosyopark: Five-Dimensional Future of Gaziantep"** project.

As part of the project, 600 pupils aged 15–18 attending eight Anatolian high schools in the city will receive training throughout the year in the areas of personal and character development, vocational development, academic progress, healthy socialisation, fostering global awareness, and physical and mental development. Furthermore, the project—which will also provide social activities, workshops, camps, excursions, seminars and financial support—aims to help young people steer clear of harmful habits.



20 February 2025

Signing Ceremony for the "Sosyopark: Five-Dimensional Future of Gaziantep" Project

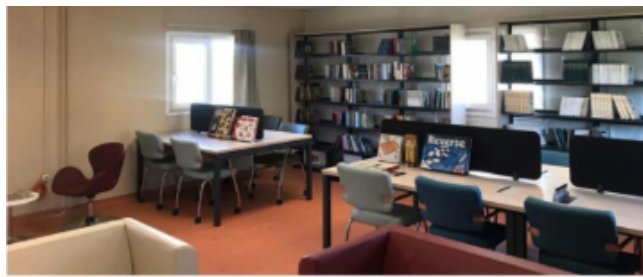
In 2025, Istanbul Medeniyet University introduced the **Social Diploma**, an initiative designed to recognise and document students' achievements beyond their academic performance, including their engagement in volunteering, social responsibility and community-oriented activities. The Social Diploma evaluates students' participation throughout their university education in scientific and social research, social responsibility projects, training programmes and other certified learning experiences.

By making these competencies and experiences visible and formally recognisable, the initiative supports students in developing and demonstrating the skills, experience and social awareness valued in the world of work. The Social Diploma therefore contributes to enhancing graduates' employability and preparedness for decent work, while encouraging students to actively participate in voluntary activities, community engagement and social responsibility initiatives alongside their academic education.



23 July 2025

The 2025 Social Diploma Ceremony



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 academic expertise to enhance the municipality's service quality.

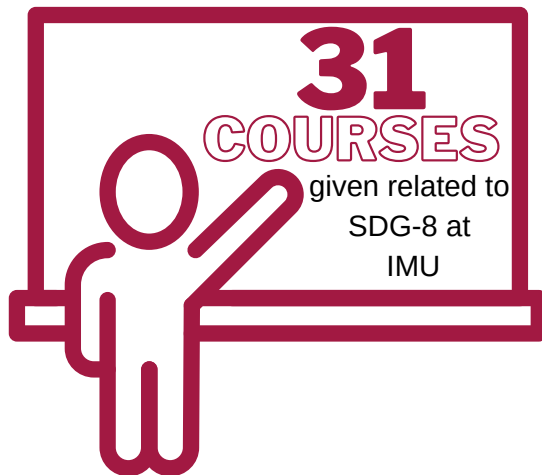
IMU signed a protocol for collaboration in education with **Kartal Provincial Directorate of National Education** aiming to carry out planned and structured projects and activities in the fields of education, teaching, research and development, projects and community service.

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.

IMU has signed a cooperation protocol with **Hatay Mustafa Kemal University and the Foundation for People with Physical Disabilities** to provide academic support in delivering theoretical training and practical sessions on basic wound care, nutrition, self-care, food safety and hygiene to healthcare professionals.

LEARNING

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 2025, 31 courses related to SDG-8 were given at IMU. Some of these are listed below.



Faculty	Course
Arts and Humanities	PSİ319 - Career Development
Education Sciences	ÖZL023 - Teaching Work and Occupational Skills
	ÖZL409 - Teaching Independent Living Skills
Health Sciences	HEM108 - Patient and Employee Safety
Engineering and Natural Sciences	GNK062 - Innovation and Entrepreneurship
Political Science	IKT210 - Economic Growth
	İŞL434 - Enterprise Resource Planning
	İKT409 - Agricultural Economy
All - Elective	IMU071-Introduction to Sustainability
	IMU055 - Society and Ethics
	IMU084 - Career Planning
Tourism	TİŞ213 - Tourism Economy
	GMS301 - Cost Analysis in Food and Beverage Businesses
Medicine	TFS106 - Health Economy

EVENTS

IMU

Career Week, organised by the Career Development Co-ordinators' Office at Istanbul Medeniyet University between 12 and 16 May 2025, brought students and leading organisations in the sector together for the second time this year. During the five-day event, participants had the opportunity both to listen to inspiring presentations and to gain experiences that would guide their career planning.

The event began on 12 May with a folk song recital performed by the IMU Culture and Arts Society Orchestra. This was followed by the opening address delivered by our University's Vice-Rector, Prof.Dr. Yaşar BÜLBÜL. In his speech, BÜLBÜL highlighted the activities undertaken by our University to ensure that our graduates are placed in roles suited to their potential and talents. He noted that Career Week, which has been organised at our University for the past two years, is one of these important initiatives, and expressed his hope that the week would prove beneficial in helping our students shape their careers.

The highlight of the opening day was the panel discussion titled **"From AI-Powered Robots to Superhumans: Sustainable Human Resources Management"**, featuring Yonca TOPKARA, Marketing Manager at Yapı Kredi Yatırım Menkul Değerler A.Ş.; Prof.Dr. Öykü IŞIK, Lecturer at IMD Business School; and Dr.H. Ulaş ÖZCAN, Managing Partner at FlowQ Talent Management Systems A.Ş. The panel sparked discussion on thought-provoking questions regarding the ethical boundaries of artificial intelligence, its impact on human nature, and the future of professions.

During the panel discussion, centred on the question 'To what extent and how should we use artificial intelligence?', the limitations of systems that, whilst delivering high efficiency, could lead to ethical breaches were examined. Participants discussed whether artificial intelligence could determine whether we were lying through our gestures and facial expressions, and whether it was possible to promote products in dreams via neuromarketing.

The event featured companies from a wide range of sectors, including finance, healthcare, technology, aviation, law, human resources and insurance. Career Week continued with sessions running throughout the day following the opening panel. Participating companies included Plus Kitchen, Heetsoft Information Technologies, Merkez Health Group, Anadolu Health Group, Neova Insurance Participation, Zoomlion, Turkcell Global Bilgi, Turkish Airlines, Albaraka Türk, Grafton, Macellan SuperApp, RSM Turkey, Vienna Life, Armor Broker, Turkcell Digital Insurance, Alp Aviation, Nils Coding, Mapin Data and many other leading brands.



IMU Career Week 2025

EVENTS

In 2025, Istanbul Medeniyet University continued to contribute to the development of professional skills and capacity in the tourism sector through the Erasmus+ project **"WITH you, we can do more for LESS"** (WITH4LESS) (2023-1-MT01-KA220-ADU-000159589). Coordinated by the Malta Energy and Water Authority, the project brings together partners from Türkiye, Italy, Greece, Bulgaria and Portugal to promote environmental sustainability and resource-efficient practices in tourism and hospitality businesses.

As part of the project, Istanbul Medeniyet University's Faculty of Tourism organised a training workshop for hotel owners and managers who are members of the Old City Hoteliers Platform. Held on 2 December 2025 at Antik Hotel, the workshop brought together 45 hotel owners and managers and focused on strengthening the knowledge and professional capacities required to integrate sustainability into accommodation businesses.

The training addressed practical approaches to energy and water efficiency, waste reduction and management, the use of organic, local and eco-labelled products, as well as sustainability management and communication. By equipping tourism professionals with knowledge and practical skills related to resource efficiency and sustainable business practices, the initiative supported the development of green skills that are increasingly important for employment and competitiveness in the tourism sector.

The project also produced practical capacity-building resources, including a guidebook on environmental sustainability practices for tourism businesses and an assessment tool to support their implementation. In addition, 54 participants from the partner countries received international training in Greece to become "Do More with Less Consultants". To expand access to professional learning opportunities, the project developed an online learning platform consisting of nine training modules available in six languages, which was successfully completed by 190 participants.

Through these activities, Istanbul Medeniyet University contributed to improving access to lifelong learning and professional development opportunities for tourism professionals while supporting the transition towards more sustainable and resource-efficient business models. By strengthening the skills needed for the green transformation of the tourism industry, the project contributes to enhancing employability, workforce resilience and opportunities for productive and decent work in the sector.



02 December 2025
Training Workshop
for Tourism Sector Managers

EVENTS

MDU

Istanbul Medeniyet University, in collaboration with the Ataşehir Guidance and Research Center (RAM) and the Mutlu Aile Mutlu Çocuk Association, organized the **“Parent and Teacher Training for Students with Mathematics Learning Difficulties”** programme on 10-11 October 2025. The programme aimed to raise awareness of dyscalculia and strengthen support mechanisms for students experiencing mathematics-related learning difficulties.

The two-day programme brought together parents, teachers, academics, students and education professionals, providing participants with knowledge on the definition, neurological foundations and early identification of dyscalculia, as well as practical approaches to supporting students. Sessions also addressed anxiety management, confidence-building and the challenges experienced by students and their families.

The programme also provided an important skills development opportunity for university students and future teachers, enabling them to engage directly with an under-addressed educational need and gain practical experience in inclusive educational practices. By connecting academic knowledge with community needs, the initiative contributed to strengthening the professional competencies of future educators and supporting their readiness to respond to diverse learning needs in their future workplaces.

Through collaboration among the university, public education services and civil society, the initiative promoted inclusive learning opportunities, professional development and equal access to educational support, contributing to a more inclusive and skilled education workforce. The programme also established a basis for continued capacity building through a second training module planned for November 2025.



10-11 October 2025

“Parent and Teacher Training for Students with Mathematics Learning Difficulties”