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With its Decent Work and Fair Wage policy, Istanbul Gelisim University aims to provide job opportunities with productivity, fair wage, workplace security, social protection for their employees, where people expect more personal development and social cohesion. The main objective of this policy is to ensure the planning, execution and management based on the relevant legislation and the scope, structure, strategies, mission, vision and objectives of the university, in relation to the performance of the employees.

In the management of wages and benefits, fair, objective, appreciative for high performance, competitive, rewarding and motivating criteria are taken into consideration, and language, race, color, gender, political thought, belief, religion, sect, age, physical disability and similar characteristics are not accepted as criteria in the determination of the wages and no discrimination is made.

Decent work and fair wage policy cover the administrators and employees of all levels of the university.

It is essential that the wages to be paid to the administrators and employees of all levels of the university are in line with the ethical values, internal balances, strategic objectives and performance of the employees and not only related to the short-term performance of the company.

The main objectives of our wage policy are to determine wages by emphasizing the concepts of business size, performance, contribution to work, knowledge/skills and competencies, to increase the loyalty by motivating employees and to bring in the workforce with the competence to achieve the objectives of the university.

### **Basic Values**

The basic values on which the university's Decent Work and Fair Wage Policy is based are:

- 1. Fair:** It is essential that the employee's performance is assessed with the fair criteria, and that he/she is informed in detail about personal development and career opportunities.
- 2. Transparent:** The rules governing the functioning of the university, the mission, vision, core values, objectives, success indicators of the university and expectations from the employees are clearly stated and the principle of transparency in the sharing of information and data is essential.
- 3. Measurable and balanced:** All employees' performance and business processes are expected to be transparent, measurable and in line with the strategic objectives of the university.

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4. **Based on performance objectives:** It is the joint responsibility of all employees to continuously improve the physical, social, digital and psychological environment of the University in line with the strategic objectives of the university and achieve the objectives.
5. **Sustainable:** All employees adopt ecological, economic and social sustainability as a primary goal.
6. **Encouraging success:** It is essential to direct and support the units and staff of the university to successful works.

#### **Strategy for Decent Work and Fair Wage Policy:**

The cornerstones of the Decent Work and Fair Wage Policy, which are shaped around these values, are as follows:

It is essential to ensure that the determination of the wages of the University's employees is conducted and managed effectively within the framework of this policy.

Within the framework of this policy, it is aimed to prepare, publish, update, effectively implement and follow-up the university's procedures and principles related to the wage determination and to carry out the duties and activities in the healthiest manner. Considering the fundamental values, decent work and fair wage strategy is tried to be implemented in the most efficient way.

#### **Objectives of Decent Work and Fair Wage Policy:**

1. To maintain internal and external balance in wage structure.
2. To give equal pay for equal work.
3. To improve performance-based wage system.
4. To reward long-term success.

Indicators are created to monitor the degree of realization of these objectives. Realization percentages are determined and corrective and remedial measures are taken.

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