



THE GLOBAL GOALS
For Sustainable Development



ISTANBUL GELISIM UNIVERSITY

DECENT WORK AND ECONOMIC GROWTH REPORT



IGU for “Ecological, Social and Economic Sustainability”



ISTANBUL GELISIM UNIVERSITY

DECENT WORK AND ECONOMIC GROWTH REPORT

2019

Research Support Unit
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INTRODUCTION

Sustainable Development Programme established by the United States to create a global development network, which came into force in January of 2016, continues to lead in the upcoming period until 2030 with 17 goals and 169 sub-goals. The Sustainable Development Goals, which focus on hunger, poverty, economic inequality, healthy living, peace and justice as well sustainable consumption, clean water, clean energy and climate change, contributes to better management.

The eighth of the 17 goals determined in the Sustainable Development Program, the “Decent Work and Economic Growth Goal (SKH 8)” is the main goal of this report. SKH 8 aims that promoting uninterrupted, inclusive and sustainable economic growth, full and productive employment, and decent work for all.

According to the report of Sustainable Development Program of the United Nations, though we have deeply experienced the lasting effects of the economic crisis that affected the whole world in 2008 and the global recession it created, it is obvious that the conditions of workers in extreme poverty have been greatly improved in the last 25 years.

However, as the global economy continues to recover, it is still clear that the growth of national economies is slow and inequalities are increasing, job opportunities are not increasing at the same rate as the growing workforce, and thus the number of unemployed in the world is high. In fact, it is estimated that the number of those who lost their jobs will reach 400 million due to the biggest economic recession so far





caused by the covid-19 pandemic that started at the end of 2019 and surrounded the whole world.

Istanbul Gelisim University is one of the universities that focuses on the "Decent Work and Economic Growth Goal" and is committed to contributing to this goal by creating value. Nowadays, education, training and research activities of universities play an essential role in the development of societies. Universities are the most important actors involved in the production of new technical knowledge and training of manpower. In recent years, universities have assumed an important role, and this role becomes operational with the activities of universities that directly contribute to society. Nowadays the return of university investments is measured on how much they can produce and how much they can transform what they produce into social benefit. This is one of the important indicators of development and sophistication. Therefore, Istanbul Gelisim University takes important steps to realize more productive employment and provide a decent work environment under equal conditions for all women and men by understanding the importance of working under humane and prosperous conditions.

As a result, the policies of Istanbul Gelisim University supporting social development, the working environment and conditions of the university, as well as the projects, trainings and activities carried out within the scope of the 8th sustainable development goal, "Decent Work and Economic Growth" will be presented.



POLICIES OF ISTANBUL GELISIM UNIVERSITY

Decent Work and Fair Wage Policy

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.

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Policy for The Opposition to Wage Discrimination

The University does not allow any difference in language, religion, race, ethnicity, origin, denomination, gender, belief/disbelief, geographic region or the like to have a negative impact on labor and wage policy. In this respect, it acts in accordance with the performance criteria and success criteria which are determined equally in terms of determining wage and wage increase.

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Policy Against Corruption, Crime and Bribery

The University considers the priority to act for the benefit of society in terms of service and responsibility towards society. In this respect, it acknowledges that the duty of being a free and impartial eye for the public and private sector's business processes is naturally recognized by the society. In this context, it conducts research and explains opinions on all issues that will directly affect the society on the basis of original, objective and scientific principles and basis. In order to ensure transparency and fairness in all processes, particularly in the areas of corruption, crime and bribery, it interacts with all segments of the society to educate them, to raise awareness and to produce new approaches.

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Modern Anti-Slavery and Fair Business Policy

The University has an equal approach for all academic and administrative staff, regardless of title, level of education and income level. It takes and implements measures to prevent the exploitation of the labor or the attitudes that prevent them from seeking their rights by benefiting from the material or moral needs of the employees.

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Gender Equality Policy

Istanbul Gelisim University is a university ruled by an internalized culture of quality and tolerance and with a purpose of enriching its society and humanity in general. The University aims to equalize genders with the mission of presenting education, studies and advocacy regarding gender equality and develop policies devoted to eliminate the barriers before women's career development built by the prejudices originated from internalized social roles. Producing positive effects which will affect society in general by these objectives, awareness raising in cooperation with the members of both the administrative and education structure, creating awareness and acting in order to carry it into practice comprise the content of gender equality policy.

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Human Rights, Rule of Law and Justice Policy

Istanbul Gelisim University aims to provide a fair educational and work environment that respects human rights and acknowledges the rule of law. The University provides education in accordance with all national and international legal regulations on human rights and creates a work environment in line with this. All the administrative and academic works and processes are carried out within the framework of the relevant legal regulations, especially the constitution, and no decisions taken, no procedures applied, no processes performed are arbitrary. It respects the differences of religion, language, race, sect, ethnicity, political thought and similar differences between the students and employees of the university and provides an equal and fair educational and work environment.

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Ethical Employment Policy

Istanbul Gelisim University is known with its professional, fair, honest and respectable stance in the eyes of its staff, work partners and stakeholders and protects its reputation with caution. The profit of each stakeholder within the context of doings and related decisions taken is being considered and decisions are being made based on ethical values with a sense of social responsibility.

<https://panel.gelisim.edu.tr/assets/2020/dokumanlar/iguwebsite/RK.YD.04%20Ethical>





Governance Policy

Istanbul Gelisim University defines its employees, students, graduates in academic and administrative staff, and all social and real sector segments related to the input and output of research and education activities as its stakeholders. It is essential that all stakeholders of the university participate in the decision-making, implementation, monitoring and supervision of the results and carrying out the necessary improvement and prevention activities to the extent permitted by the laws and practical difficulties.

<https://panel.gelisim.edu.tr/assets/2020/dokumanlar/iguwebsite/RK.YD.27%20Y%C3%B6netim%20Politikası.pdf>

Equal Opportunity Policy

Istanbul Gelisim University is a higher education institution that provides academic, applied science, art and sports education at associate, undergraduate and graduate levels. It is an institution aiming to follow the intellectual, scientific knowledge, aesthetic understanding and professional practices produced on a world scale, to teach its students to transfer and learn these experiences. The basic policy of the University is to establish and maintain a quality-oriented, human-oriented education system recognizing opportunities, removing obstacles, libertarian, egalitarian, safe, effective, participatory, accountable, quality-oriented based on equality of opportunity.

<https://panel.gelisim.edu.tr/assets/2020/dokumanlar/iguwebsite/RK.YD.19%20Policy>





Respect For Diversity Policy

Istanbul Gelisim University is a university which perceives diversity as richness, which respects and encourages, manages diversity applying and internalizing the inclusive policies and strategies that improves diversity in University life. The university aims to be a community characterized by academic perfection, intellectual integrity and ethical applications. The university tackles clearly with the social, ethical and religious aspects of the problems arising in education, research and service. The university is guided with a fundamental concern regarding justice, equality and all peoples' honors in all activities.

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Equality Policy

The University does not accept the discriminatory policy set forth for any of the topics that constitute social discrimination clauses such as language, religion, race, color, sect, gender, nationality, ethnic origin, geographical region, belief/disbelief, disability. In this context, it provides paid and unpaid services both before the students and in line with the principle of lifelong learning, for providing equal opportunities for other individuals in the society with the duty of serving to the society and for the personal development of all individuals. While providing these services, it takes





advantage of technology to eliminate time and space constraints and aims to reach all segments of the society.

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Policy Against Sexual Harassment and Mobbing

Istanbul Gelisim University is committed to take all the necessary measures and precautions to ensure that the students, academic and administrative staff and all the people and employees within the organization work in a peaceful environment. The university opposes mobbing, which is defined as both sexual harassment and psychological violence, with high sensitivity. In this context, firstly, it aims to take measures to prevent incidents such as sexual harassment and mobbing and to carry out all the necessary activities to raise awareness. In case of an incident of sexual harassment or mobbing, victims are provided with procedural, psychological and legal support, and they are directed to appropriate resources if the relevant support is not within the university's facilities.

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Flexible Working Policy

Istanbul Gelisim University applies flexible working methods for special positions according to the needs of the institution in terms of both academic and administrative staff. Istanbul Gelisim University has adopted the flexible working models of part-time work, remote work and equalization in case of overwork.

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Maternity Policy

Istanbul Gelisim University is committed to supporting the best practice of maternity which recognizes the value of reaching to workforce with gender diversity and of retaining and promoting women's talent.

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Policy of Support to Women and Learners with Disadvantages

Istanbul Gelisim University is an organization aiming to follow the idea produced in the world scale, scientific knowledge, aesthetic understanding and professional practices produced on a global scale and to transfer and teach this knowledge equally to all its students. As a place where universal knowledge is produced and disseminated, the university can survive to the extent that it benefits or reaches every member of society. The university can be a place where education and training are actualized, as long as it contains the society without separating it. The basic policy of the University is to establish and carry out an education system that takes steps towards the needs of disadvantaged individuals and acts with an equal and unifying understanding between races, languages, colors, religions, sects and genders.

https://panel.gelisim.edu.tr/assets/2020/dokumanlar/iguwebsite/RK.YD.11%20Policy%20of%20Support%20to%20Women%20and%20Learners%20with%20Disadvantages_a2f7eb18f6964f6f8d689c8218506895.pdf

Sustainable Procurement and Supplier Policy

In the procurement of all goods and services which are required by Istanbul Gelisim University in order to continue its educational and scientific research activities, it takes priority on social, economic and environmental issues that implement sustainable procurement principles based on high ethical standards, in line with its





professional and qualified procurement policy. In line with this, it develops, promotes and implements appropriate procurement strategies and procedures. It incorporates relevant and proportionate sustainability requirements in the development of procurement specifications and contracts. It encourages the participation of suppliers in line with the University's policy principles with a participatory understanding and a common denominator approach to the core values that require development and support. It audits them with relevant standards by providing systematic documentation of these activities. To reduce procurement and logistics costs, it encourages the implementation of related technology solutions, including e-procurement. It creates optimum procurement strategies in consultation with stakeholders and ensures the continuity of corrective and preventive actions within the strategic plan.

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Subcontractor Policy

The university follows the wage and social rights policies implemented by the suppliers who are subcontractors of the university for their employees. It introduces protective conditions for the labor of the employees in the tendering processes and follows up the implementation of these. It imposes barriers to the participation of companies that do not comply with these rules.

<https://panel.gelisim.edu.tr/assets/2020/dokumanlar/iguwebsite/RK.YD>





External Stakeholder Relations Policy

The University expects all stakeholders to adopt sustainability practices, ethical approaches and business processes policies that prioritize the individual. At this point, the awareness of the stakeholders is paid attention to the positive support and awareness raising issues. It regularly exchanges opinions openly and mutually with all its stakeholders.

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Governance Policy with Internal and External Stakeholders

To ensure the participation of stakeholders in the quality assurance system in order to ensure the continuous improvement and development of all academic and administrative activities carried out at Istanbul Gelisim University. In this context, the principle of governance is primarily aimed at ensuring that all stakeholders are actively involved in decision-making processes and that processes are transparent, sustainable and open to contribution. The University acts in an effort to share the basic rules and principles on which it is based with all the stakeholders with whom it is related and to develop them with their contributions.

<https://panel.gelisim.edu.tr/assets/2020/dokumanlar/iguw>

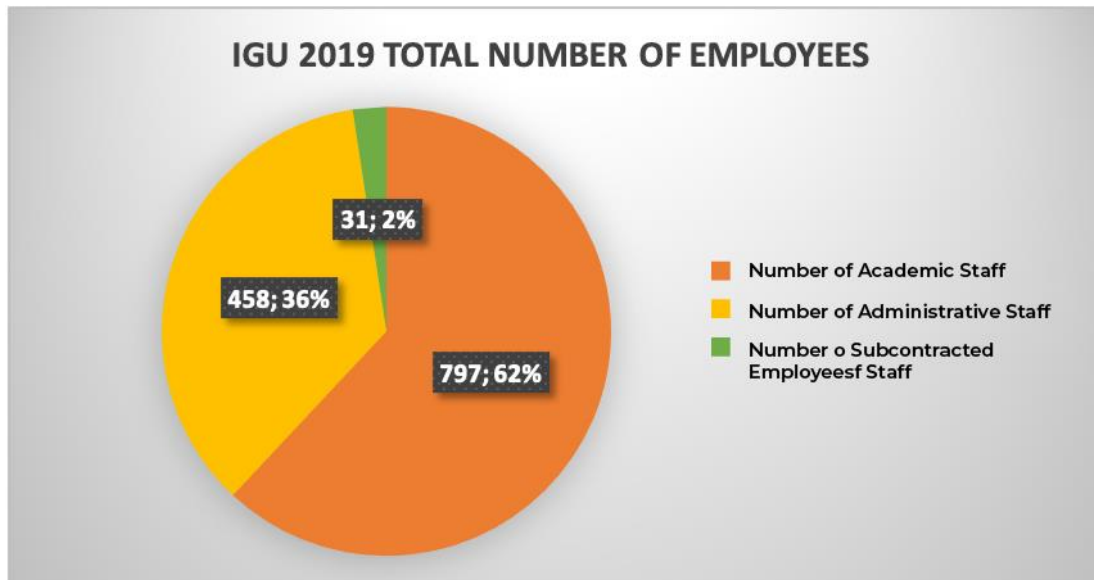




WORKING ENVIRONMENT AND CONDITIONS

Total Number of Employees

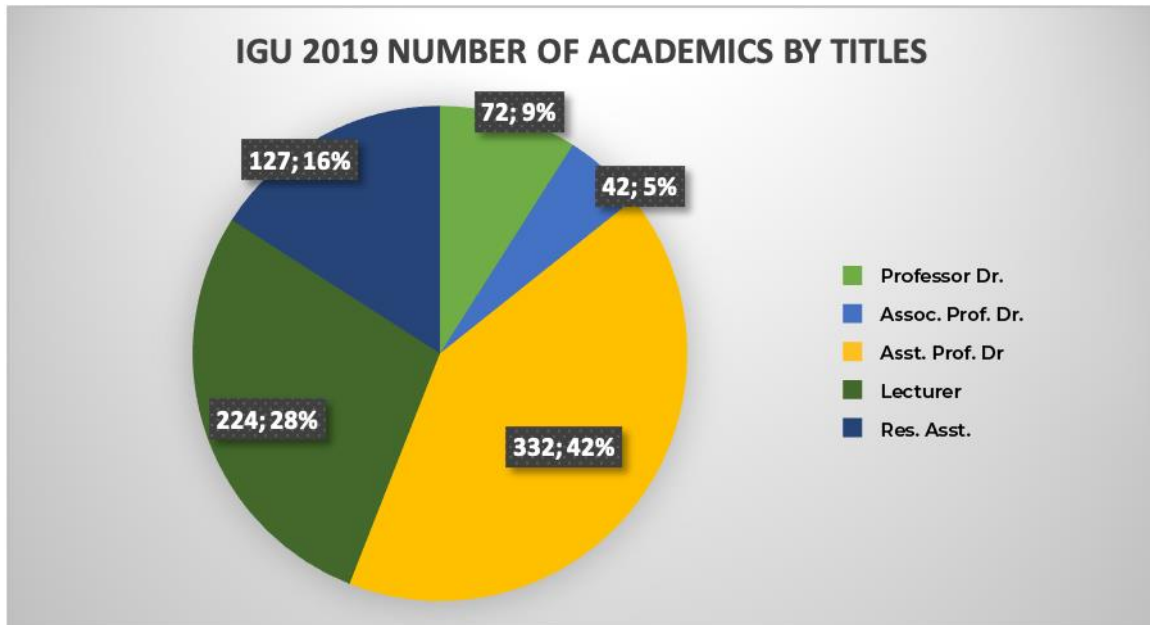
As for 2019, Istanbul Gelisim University has 1286 employees on aggregate. While 797 of them are in the position of academic staff, 458 of them are in the position of administrative staff. Moreover, there are 31 employees ensuring service.





Number of Academics by Titles

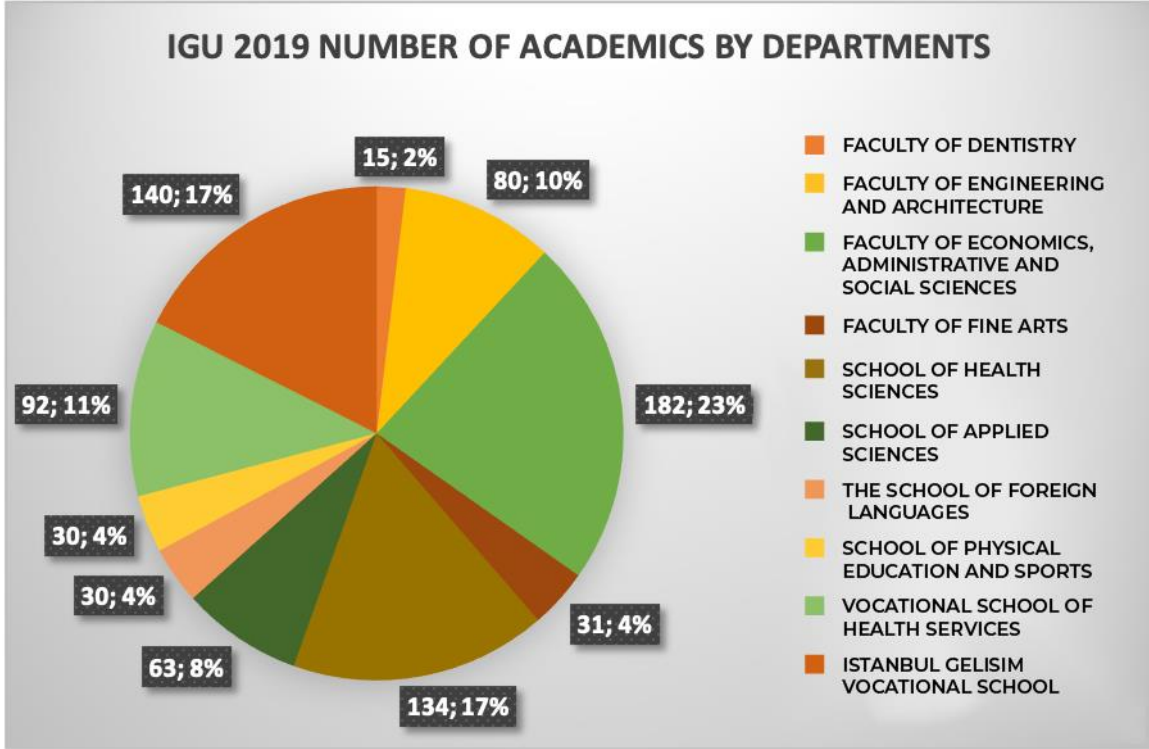
According to the statistics of the number of academic staff of 2019, Istanbul Gelisim University includes 797 academicians. 72 of them are Professor, 42 of them are Associate Professor, 332 of them are Assistant Professor, 224 of them are Lecturer and consequently 127 of them are Research Assistant.



Number of Academics by Departments

Istanbul Gelisim University contains 4 faculties, 4 colleges, and 2 vocational schools. As stated below the chart, there seems the distribution of academicians working at faculties and colleges in 2019.





Number of Students per Academic

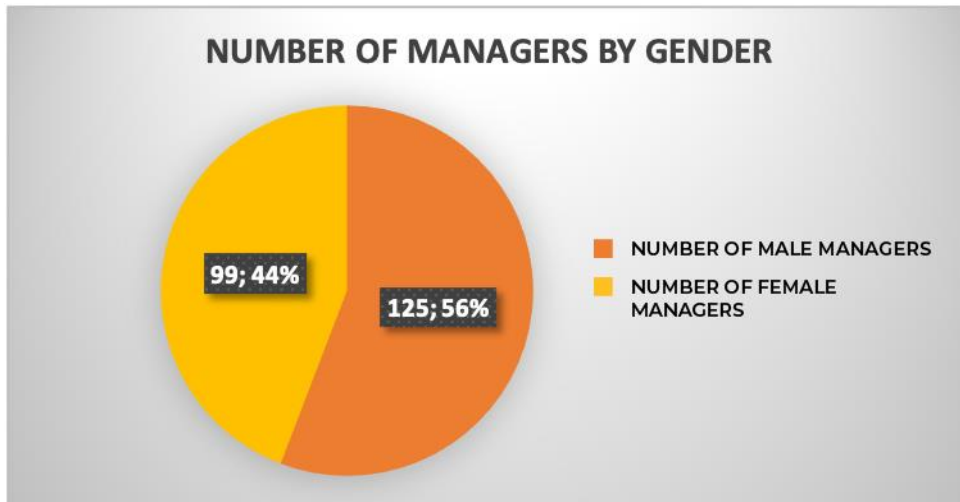
The number of students enrolled in daytime education at Istanbul Gelisim University including associate degrees and undergraduate degrees is 25,628. The number of students per academician in daytime education is 32,16. The number of students associate degree and graduate education enrolled in evening education is 6,594. The number of students per academician in evening education is 8.27.





Number of Managers by Gender

Different various tasks have been given to both academic and administrative staff in Istanbul Gelisim University. There are 224 people working at these positions and 99 of these 224 managers are female and 125 are male managers. Below the chart it seems that the ratio of managers in terms of gender is 56% male and 44% female.



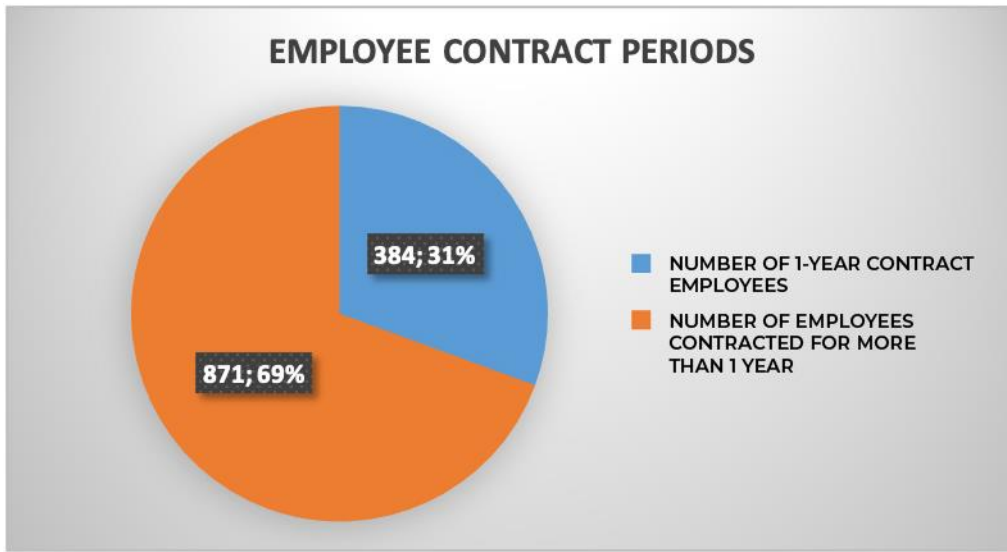
Employee Contract Periods

For 2019, the working conditions of each person employed at Istanbul Gelisim University are guaranteed by a contract and contracts, according to labor law, are made in accordance with legal regulations in Turkey. A newly employed employee





starts his / her first year of employment by signing a fixed term contract of one year. The contract of an employee who completes the first working year is converted into an indefinite-term contract starting from the second working year and working periods are continued in accordance with the provisions of the labor law.



Hiring Process and Employee Wages

Istanbul Gelişim University follows a professional way to realize an efficient hiring process and to employ the best candidates among the applicants. This process, followed by the human resources unit, is initiated by a job advertisement, reference or any hiring platform where candidates can apply for the open position and continues with an interview. The most suitable candidate is chosen on the basis of qualification and is employed under an equal pay policy for equal work. A 1-year fixed-term contract





is signed with the employed candidates when starting work, and after the staff complete their first year, their contracts are converted into indefinite-term contracts.

All staff working at Istanbul Gelisim University take a salary above the minimum wage determined by the government and there are no personnel working under this level. When we look at the personnel expenses of Istanbul Gelisim University as of 2019, it is seen that the total personnel expenses are 79.819.919.31 TL, and the annual average expenses per personnel is 62.068.37 TL. When the figures are analyzed with reference to the relevant year's data, it will be seen that our wage is approximately 2.5 times than the minimum wage paid by the government. Therefore, the rights of the staff at Istanbul Gelisim University are protected both by the general policies implemented by the governments and by the policies within the institution.

Employee Incentives

Academic and administrative staff working at Istanbul Gelisim University receive incentives for each essay, publication, project and patent application they achieved or for each conference they attend. Incentives are applied within the framework of a certain regulation and paid to individuals in TL currency.

In Istanbul Gelisim University, a total of 575.322 TL was paid to persons for 2018 and 65 WoS and Scopus Indexed articles and 187 Field Indexed articles benefited from these incentives. Likewise, for 2019, a total of 845,332 TL was paid to persons and 138 WoS and Scopus Indexed articles and 146 Field Indexed articles benefited from the incentives.

<https://panel.gelisim.edu.tr/assets/2019/dokumanlar/kddb>

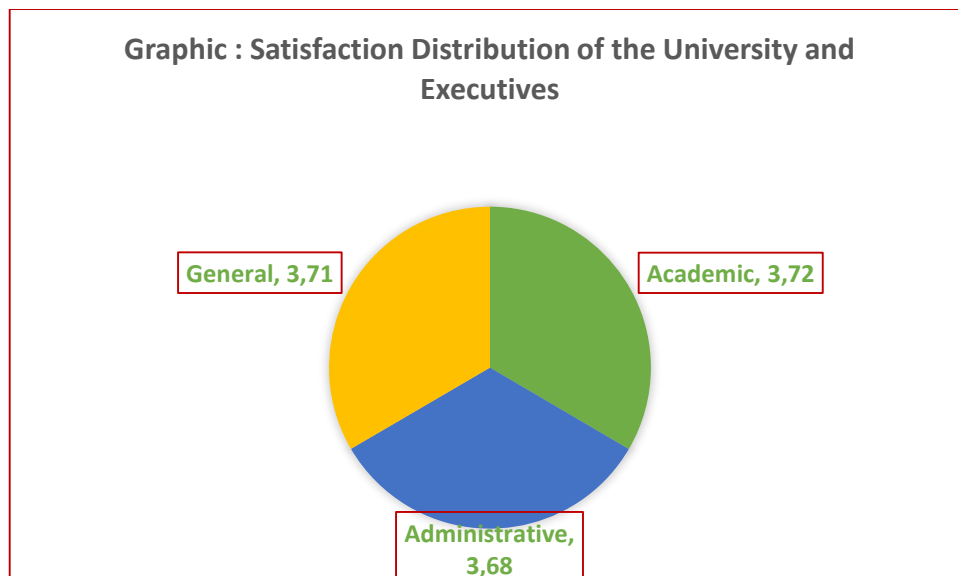




Employee Satisfaction

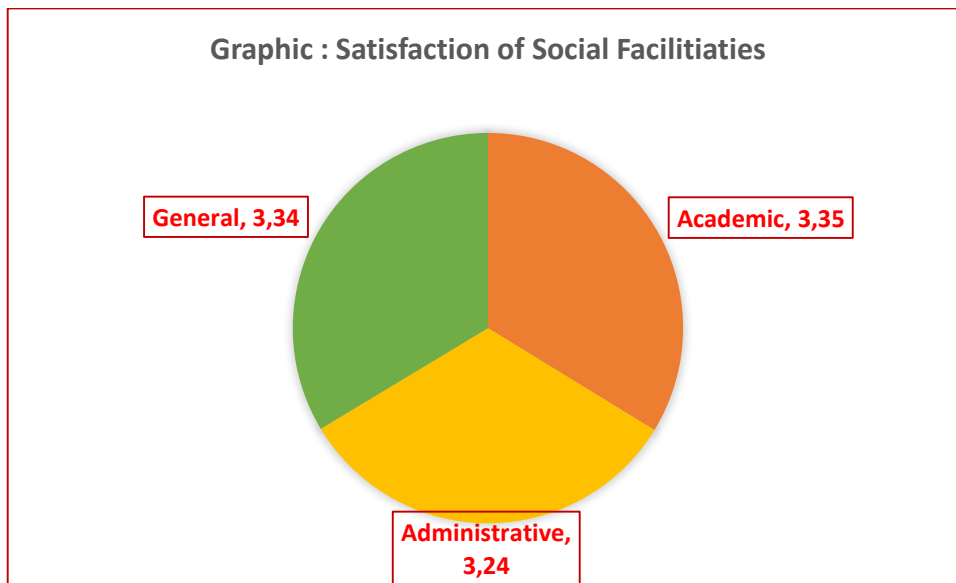
A satisfaction survey was conducted for academic and administrative staff in 2019. In the survey, "Satisfaction with the University and Board Management in General", "Satisfaction with Social Opportunities", "Satisfaction with Working Environment and Conditions", "Educational Satisfaction of Academic Staff", "Research / Publishing Satisfaction of Academic Staff" and "Staff Commitment to the Institution" were measured. According to the results of the questionnaire in which the 5-point Likert scale was used and 404 people answered;

"Satisfaction with the University and Senior Management" in general is 3.71 among those working in academic staff is 3.72 and among those working in administrative staff is 3.68.





"Satisfaction with Social Opportunities" in general is 3.34, among those working in academic staff is 3.35 and among those working in administrative staff is 3.24.

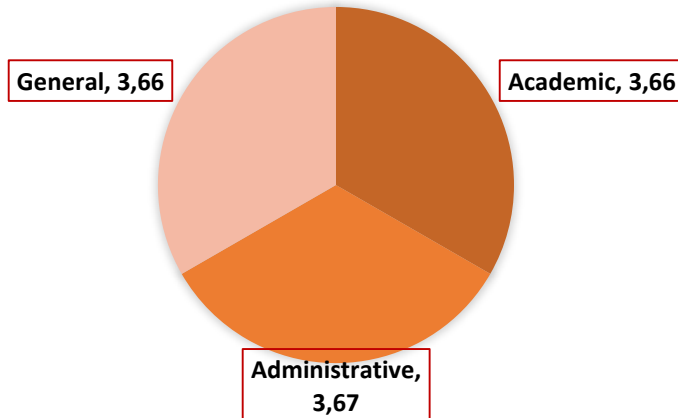


"Satisfaction with the Working Environment and Conditions" in general is 3.66, among those working in academic staff is 3.66 and among those working in administrative staff is 3.67.



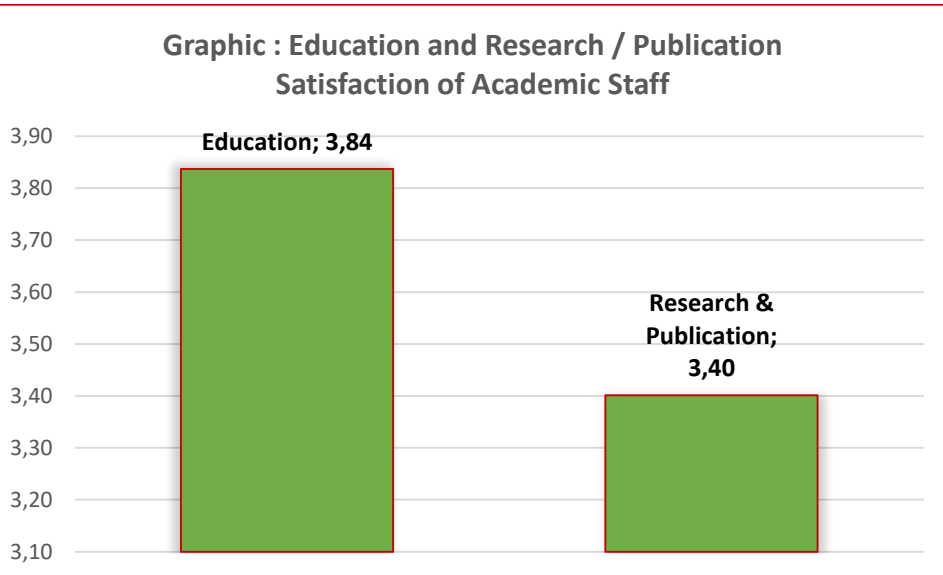


Graphic : Satisfaction with Working Environment and Conditions



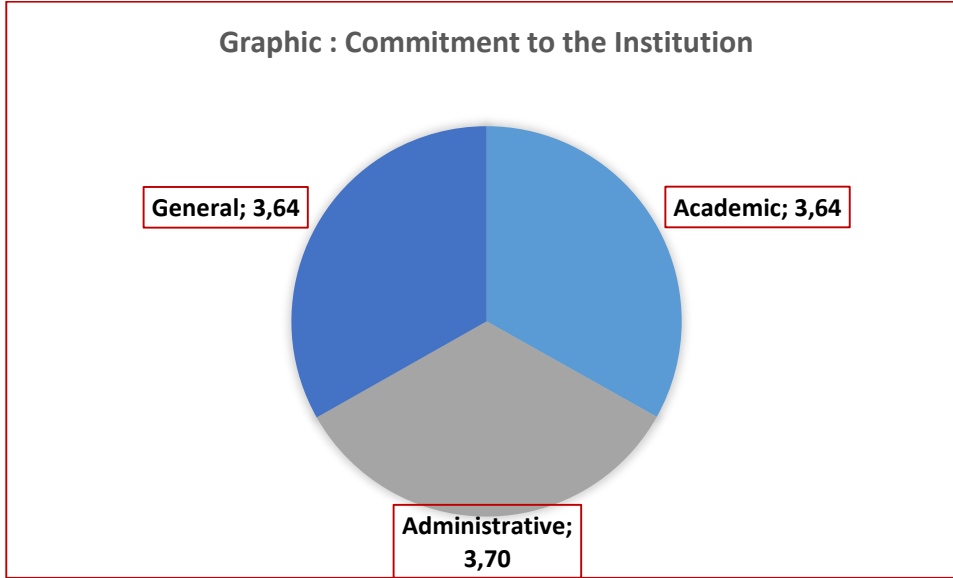
"Academic Staff Education Satisfaction" is 3.84 and "Academic Staff Research / Publishing Satisfaction" is 3.40.

Graphic : Education and Research / Publication Satisfaction of Academic Staff





“Staff Commitment to the Institution” in general is 3.64, among those working in academic staff is 3.64 and among those working in administrative staff is 3.70.



Complaints and Information

Istanbul Gelisim University has created a communication channel within the Quality Management System in order to manage staff satisfaction. All staff can reach the management online via the link <https://kys.gelisim.edu.tr/igumer-send-form> and leave their messages so that they can express their complaints and criticisms or present their positive contributions. Criticism and complaints or positive contributions regarding this form are evaluated by the management by paying attention to personal information security and resolved within the quality processes.



Work Environment

Istanbul Gelişim University consists of 8 blocks as a campus. The campus, which spans a total area of 219.510 m², has 212.378 m² of it consists of closed area and 7.132 m² of green area. It is 65 m² closed area and 5.54 m² green area per staff. There is also 6.59 closed area per student in total.

All staff work in a closed office system in their department where they work. Offices are equipped with all kinds of equipment and furnishings that staff can use while doing their work. Working environments have been made quite comfortable and ergonomic so that each staff can do their job in a comfortable environment. In each office, planning has been made so that at least 6 m² of space per staff.

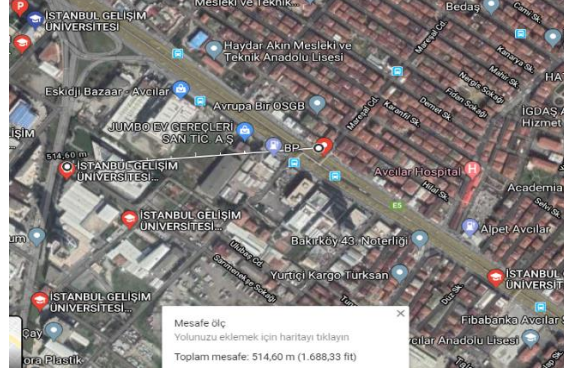
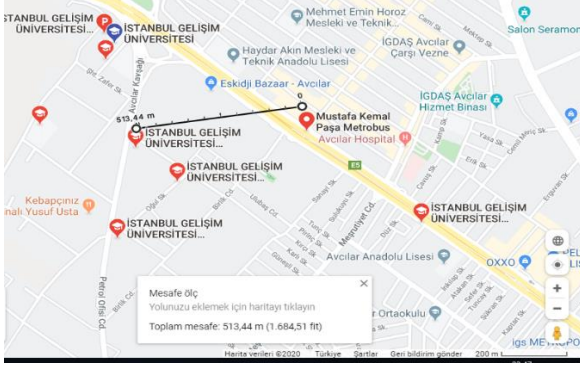


Campus Name	Closed Area (m ²)	Green Area (m ²)
A BLOCK	39.114	3.200
B BLOCK	11.755	30
C BLOCK	10.445	80
D BLOCK	12.353	70
E BLOCK	9.836	120
F BLOCK	8.285	20
G BLOCK	29.536	1.200
TOWER	91.054	2.412
TOTAL	212.378	7.132

Access to University

Istanbul Gelisim University is located in the Avcilar district of Istanbul and is located in the city center of the district and has a high transportation comfort. Metrobus, which is on the E-5 route, which is the main transportation line of Istanbul, is very easy and effortless. Metrobus stops, which are 500 m away, can be reached from the campuses of the school with an average walking pace of 7-10 min.





All staff and students of the university prefer to use Metrobus predominantly. As a second choice in public transportation, there are buses offered by the local government and it is possible to come to the university by bus from every region. Considering that Istanbul has a population of 15.52 million and its traffic density, transportation conditions to the university are quite well.

In addition, a ring service is provided throughout the day to all campuses at 10-15 minute intervals from the -Mustafa Kemal Paşa- metrobus stop located at the nearest location to the university. All students and staff can benefit from the ring service free of charge at any time. The company providing the ring service is one of the university's supplier companies and provides services with the vehicles with the logo of the university and its trained drivers.





For those who want to reach the university in their own car, free parking is provided at different points of the campus areas and especially 2-3 minutes' walk to the offices and classrooms of the individuals.



However, in addition to the transportation options mentioned above, it allows pedestrian access between Istanbul Gelisim University campuses. It is easy and comfortable to move without vehicle between all campuses.





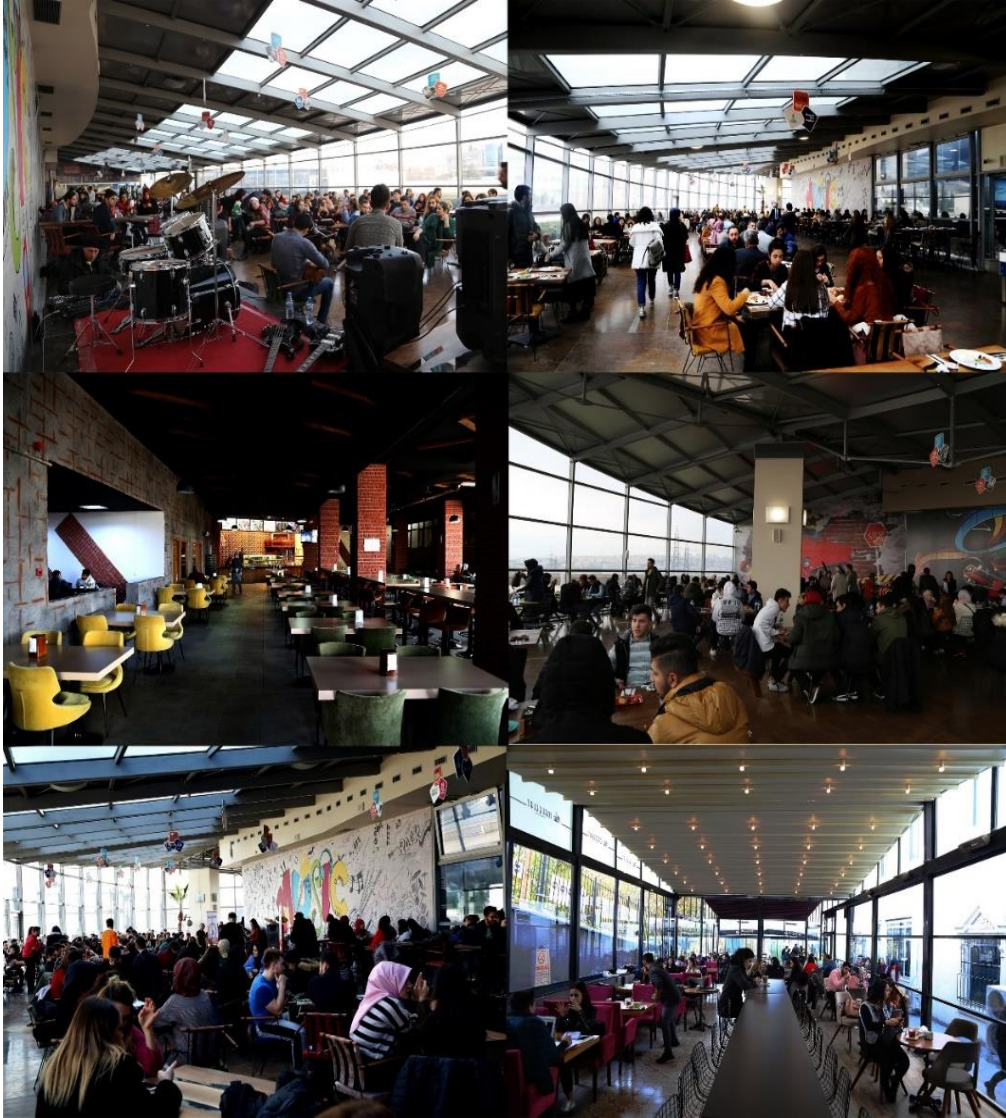
Social Opportunities

Cafeterias

Istanbul Gelisim University has a total of 12 restaurants and cafeterias in campus. These restaurants and cafeterias serve with quality products, taking into account the daily calorie need. All feeding points are constantly inspected by the university administration in terms of cleanliness, compliance with hygiene conditions and price balance.



There is also a healthy lifestyle cafe (Fit Cafe) to draw attention to the importance of healthy and balanced nutrition. It is possible to find a separate menu for each meal in the cafe, where handmade organic food and drinks are available. Daily and fresh meals can be found in the quality of home food in campus life.





Sports Facilities

Sports facilities located within the campus of Istanbul Gelişim University; It was created in order to help all staff and students with sports activities to use their spare time and reveal their sportive abilities. Basketball and volleyball courts, tennis courts, indoor sports hall are open every day for the use of our students and staff. With these facilities, it is aimed to prepare the environment that will provide healthy living habits, to enrich the campus life and to provide people with sports skills that they can use lifelong by organizing quality physical education, sports and conditioning programs.





Remote and Flexible Working

Istanbul Gelişim University applies remote working method to its academic and administrative staff for some positions that are suitable for flexible working. The remote / home working model, which emerged as a requirement of the information society and is one of the flexible working models, is now preferred by universities.

In this process, Istanbul Gelişim University believes that its staff, who aim to lead change and transformation, can easily manage this process with their work discipline and communication skills, and relies on that their staff can contribute more to production by working remotely / from home.

Support Units

Psychological Counseling Unit

There is a Psychological Counseling Unit within Istanbul Gelişim University, where both staff and students can receive consultancy service on. The purpose of this unit is that providing counseling to people about their mental problems and problems they have difficulty coping and to facilitate their adaptation to society and environment and to provide the necessary skills to cope with problems. Psychological Counseling Unit acts in accordance with the principle of confidentiality and acts in accordance with patient ethics by protecting privacy in the psychologist-client relationship.



Disabled Counseling and Coordination Unit

Staff with disabilities who work at Istanbul Gelisim University and their relatives with disabilities can convey their problems and requests to the Disability Counseling and Coordination Unit regarding working conditions and receive consultancy service on from this unit. The problems of our staff with disabilities and their relatives who apply to this unit are evaluated by the management and solution mechanisms are run.

Medico-Social Directorate

There is a Medico-Social Directorate located within the campus of Istanbul Gelisim University where all staff and students can receive general health services and can apply for medical intervention in case of emergency. In this unit, where a doctor and nurse work, general health screenings of staff and students are followed and preventive medicine services are provided. If a full health service is needed for applicants, they are referred to nearby hospitals.

Administrative / Academic Staff

Skill Development Trainings

Istanbul Gelisim University organizes several education activities every year to support the skills of staff. These educations are offered in a wide range from orientation to healthy living in an office environment. In this section, the education of staff events organized in 2019 are stated.





1. Orientations; These are the programs that are organized every year so that the new academic and administrative staff can easily and quickly adapt to the working environment and management processes.
 - Turkish Instructor Orientation
 - Foreign Instructor Orientation
 - Research Assistant Orientation
 - Administrative Staff Orientation
2. Quality Management System Trainings; Istanbul Gelisim University is managed with the support of the Quality Management System and Processes. All the necessary training is provided in the implementation of the Quality Management System and Processes from the top to the lowest level.
 - KYS Automation System
 - PDCA Improvement Technique
 - ISO 9001: 2015 Basic Training
 - TS EN ISO 9001: 2015 Internal Audit Training
 - TS EN ISO 9001: 2015 Documentation Training
 - TS EN ISO 9001: 2015 Risk Based Process Training
 - Training on Issues to Be Considered While Preparing Department Internal Evaluation Reports
 - ISO 9001: 2015 Standards General Information Training
 - QMS Work Flow Chart Drawing Standards
 - IGU Quality Processes



3. Information Technology Trainings; Information Technologies, whose importance has been increasing in recent years, is also important in the operation of Istanbul Gelisim University. The staff of the university are given educations to make the process quick and easier.

- Microsoft Office Basic Level Training
- WEB Panel Training
- EDMS Training
- IGU Information Systems

4. Personal Development Trainings; In Istanbul Gelisim University, various trainings are given to increase the skills of the staff in terms of both professional and personal development.

- Basic Skills in Business Life
- Effective Communication and Body Language
- Communication in Business Life
- Correspondence Rules and Leadership

5. Occupational Health and Safety and General Health Trainings; In Istanbul Gelisim University, the health of our staff and their awareness on these issues is as critical as the processes. Therefore, in addition to the Occupational Health and Safety trainings, which are mandatory as per the legislation, our personnel are also given general health trainings.

- Basic Occupational Health and Safety Training



- Basic Occupational Health and Safety in Offices
 - Healthy Life Training in the Office
 - First aid training
6. Academic Trainings; These trainings, which aim to improve academically and improve the competencies of academic staff, are organized to raise awareness on issues such as increasing the quality of education and establishing healthy communication with the student.
- Project management
 - Student-Centered Learning: Good Practice Examples
 - Scientific Article Writing
 - Student Affairs Processes
 - How does Generation Z Learning?
 - Effective Online Training Tips
 - Project Grant Mechanisms
 - Training of trainers
7. General Trainings; Istanbul Gelisim University organizes trainings for all personnel in terms of understanding and applicability of general management processes and contributes to increasing work efficiency.
- Practical Information for Promotion Days
 - Functioning and Purpose Training of the Public Relations and Publicity Directorate
 - Assignment Process Training



- General Secretariat and Management Processes: Quality
- General Secretariat and Management Processes: Legal Processes
- General Secretariat and Management Processes: EDMS
- General Secretariat and Management Processes: Meeting Processes
- Erasmus Processes

EU Erasmus + Exchange Program

In Istanbul Gelisim University, mobility activities of academic and administrative staff are carried out with contracted EU universities regard of European Union Programs. These mobility activities contribute to the development of both academia and administrative staff.

The total number of personnel participating in 2019 Erasmus + Staff Mobility is 27. 14 of the relevant personnel participated in the Erasmus + Staff Training Mobility and 13 in the Erasmus + Staff Training Mobility. In 2019, the number of academic staff benefiting from Erasmus + Mobility is 21 and the number of administrative staff is 6.

LINE	GRANT AGREEMENT NO	HOST UNIVERSITY
1	2018-1-TR01-KA103-049956	WYKSZA SZKOLA GOSPODARKI EUROREGIONALNEJ IM. ALCIDE DE GASPERI W JOZEFOWIE
2	2018-1-TR01-KA103-049956	WYKSZA SZKOLA SPOLECZNO-PRZYRODNICZA IM. WINCENTEGO POLA W LUBLINIE
3	2018-1-TR01-KA103-049956	UNIWERSYTET GDANSKI
4	2018-1-TR01-KA103-049956	WYKSZA SZKOLA GOSPODARKI EUROREGIONALNEJ IM. ALCIDE DE GASPERI W JOZEFOWIE
5	2018-1-TR01-KA103-049956	FACHHOCHSCHULE WEDEL GEMEINNUTZIGE SCHULGESELLSCHAFT MBH
6	2018-1-TR01-KA103-049956	UNIVERSITAET VECHTA





7	2018-1-TR01-KA103-049956	SVEUCILISTE U RIJECI
8	2018-1-TR01-KA103-049956	CENTRO DE INVESTIGACAO E FORMACAO EM ARTES E DESIGN LDA
9	2018-1-TR01-KA103-049956	UNIVERSITA DEGLI STUDI DI ROMA LA SAPIENZA
10	2018-1-TR01-KA103-049956	UNIVERSITA DEGLI STUDI DI ROMA LA SAPIENZA
11	2018-1-TR01-KA103-049956	
12	2018-1-TR01-KA103-049956	FACHHOCHSCHULE WEDEL GEMEINNÜTZIGE SCHULGESELLSCHAFT MBH
13	2018-1-TR01-KA103-049956	WYZSZA SZKOLA INFORMATYKI I ZARZADZANIA Z SIEDZIBA W RZESZOWIE
14	2018-1-TR01-KA103-049956	
15	2018-1-TR01-KA103-049956	WYZSZA SZKOLA SPOLECZNO-PRZYRODNICZA ĆM. WĀNCENTEGO POLA W LUBLĀNĀE
16	2018-1-TR01-KA103-049956	UNIVERSITAET VECHTA
17	2018-1-TR01-KA103-049956	KATOLICKI UNIWERSYTET LUBELSKI JANA PAWLA II
18	2018-1-TR01-KA103-049956	KARKONOSKA PANSTWOWA SZKOLA WYZSZA W JELENĀJ GORZE
19	2018-1-TR01-KA103-049956	KARKONOSKA PANSTWOWA SZKOLA WYZSZA W JELENĀJ GORZE
20	2018-1-TR01-KA103-049956	EDUTUS FOĀSKOLA





21	2018-1-TR01-KA103-049956	KARKONOSKA PANSTWOWA SZKOLA WYZSZA W JELENIEJ GORZE
22	2018-1-TR01-KA103-049956	SOUKROMA VYSOKA SKOLA EKONOMICKA ZNOJMO
23	2017-1-TR01-KA103-037323	THE UNIVERSITY OF SHEFFIELD
24	2017-1-TR01-KA103-037323	THE UNIVERSITY OF SHEFFIELD
25	2017-1-TR01-KA103-037323	UNIVERSIDADE NOVA DE LISBOA
26	2017-1-TR01-KA103-037323	HOCHSCHULE FUER WIRTSCHAFT UND UMWELT NUERTINGEN-GEISLINGEN
27	2017-1-TR01-KA103-037323	UNIVERSITA DI PISA

Social and Cultural Events

Istanbul Gelisim Universtiy frequently organizes various activities in an attempt to take care staff and to improve their motivations and skills. Thanks to these kind of activities, staff can have the opportunity to make friends and to get social relationship.





These kind of activities are birthday parties, motivation dining, new year activities and celebrations. There are also some staff from different nations in Istanbul Gelisim University. Especially, thanks to birthday parties or new year activities, it is possible to witness meals by any other cultures. So, staff who are foreign country can easily adapt to Turkey and working environment.





So, staff who are foreign country can easily adapt to Turkey and working environment.





GRADUATE STUDENTS

Career Planning Support

The Career Center in Istanbul Gelisim University gives its students and graduate students opportunity to access the personal career planning, finding jobs, the analysis of vocational and personal experience with certified training activities. Furthermore, The Career Center provides individual career coaching for individuals to develop their basic skills and gain competencies. This makes students see opportunity to work not only at home but also and abroad. The Career Center services students and graduate students below the topics basically.

- Self-Assessment & Personality Inventories
- Career Management Workshops - My Career Route
- Personal Development Workshops
- Career Counseling and Career Coaching
- CV Writing Workshop
- Competency Based Interview Workshop
- Peer Mentor Program
- Job Shadowing
- İŞKUR Career Counseling Cooperation
- TC. Human Resources Office Talent Gate Platform



The Activities of Career Center

Istanbul Gelişim University organized the following activities in 2019 for Career Center students and graduates:

- 149 people attended the "Sustainable Retailing and Recruitment Process Decathlon Turkey Conference"



- 49 people attended the "Woman at Work" Conference on the Place of Women in Business Life
- 206 people attended the "Inventory Management and Production Processes-Ford Otosan Event"
- 131 people attended the "Career Route Beylikdüzü Municipality BEYKAM Activity"





- 46 people attended the "Abdi İbrahim Pharmaceutical Company Career Event"



- 24 people attended the "Bag Group Company and Design Competition within the Scope of Industry-University Cooperation"





ISTANBUL GELİŞİM ÜNİVERSİTESİ CANTA GRUP

Nors, Yeni Ürünlerini Üniversite Öğrencileri ile Tasarlıyor

Canta Grup ve İstanbul Gelisim Üniversitesi işbirliği ile Türkiye'nin yeni giyim ve çanta markası Nors, üniversitelerin hayalindeki çanta tasarımı ve tişört üzerine baskı tasarımlarını hayata geçirmeye davet ediyor!

Yarışmaya katılmak, işbirlikler, tasarımlarını 12 Mayıs'a kadar universitelasariy@nors.com.tr mail adresine yönlendirebilirsiniz.

KATILIM KOSULLARI

Nors, İstanbul Gelisim Üniversitesi'ne eğitimci öğrenciler için çaptadır:
 - Nors, çanta ve tişört tasarımı olarak 2 ayrı kategoride düzenlenecek olup öğrencilerimize ve okullarımıza ayrı ayrı olacaktır.
 - Yarışmada katılacak öğrenciler; Adobe Photoshop, Illustrator programları ile a harddiskte minimum 2000 dpi alınmalıdır. Tasarım a4'te ve mail vasıtasıyla gönderilecek. Görsel jpeg formatında ve maksimum 1MB boyutunda olmalıdır.
 - Nors'un hazırladığı tasarımları baskıya bir firmaya teslim etme hakkına sahiptir. Görsel ya da stilü diğer kurumsal görsellerden farklı olarak öğrenciler için hazırlanan tasarımlar olacaktır.
 - Nors'un kurulu elçisi olan esneklik fikri en uygun halde tasarımı olarak 10 m detaylar tasarımları ile kreatif anlamda değerlendirilecektir.

Ödüller

Birincilik Ödülü: 1000 TL Para Ödülü + 2 adet çanta ya da tişört
 İkincilik Ödülü: 500 TL Para Ödülü + 2 adet çanta ya da tişört
 Üçüncülük Ödülü: 250 TL Para Ödülü + 2 adet çanta ya da tişört
 Dördüncülük Ödülü: 2 adet çanta ya da tişört
 Beşincilik Ödülü: 2 adet çanta ya da tişört

YARIŞMA TAKVİMİ

Tasarımları 12 Mayıs 2019
 Sonuçları Açılış: 19 Mayıs 2019

Yarışma Jürisi

Öğr. Gör. Michale ÜZGÜL
 İGMYE Müd. Yard. Prof. Dr. Bekir
 ÖZGÜR KILINÇ
 Cantay Grup Başkanı

www.instagram.com/norsco | www.nors.com.tr

- 337 people attended the "Barrier-Free Leadership Conference with Mayor of Avcılar Turan Hançerli"





- 73 people attended the, "BJK Coach Assoc. Dr. "Leadership in Sports" Conference with Şeref ÇİÇEK and Dolu ARSLAN "



- 174 people attended the "Career Conference in Public with Murat Educational Institutions" with the participation of





- 182 people attended the Conference on the Importance of Education for Career in the International Transport Industry



- 80 people attended the "Global Leadership and Entrepreneurship Conference with Young TABA Amcham"



- 78 people attended the "Communication Strategies Conference with Fatmanur ERDOĞAN"





- 69 people attended the "One of Us "Alumni Meeting"



- 89 people attended the "Career Interview with Klas Magazine in Magazine Press"





- 173 people attended the "Communication Techniques with Entek Automation Conference"



- 73 people attended the, "What is İŞKUR? Conference on the Introduction of İŞKUR and University Cooperation "

<https://kariyer.gelisim.edu.tr/duyuru/iskur-kariyer-danismanligi-projesi>





- 113 people attended the "Let's Develop by Consulting" Civil Aviation Cabin Services and Business Opportunities in the Public and Private Sector Conference
- 202 people attended the "Career Counseling Conference with İŞKUR"

<https://gelisim.edu.tr/etkinlik/iskur-danismanligi>

<https://www.milliyet.com.tr/yerel-haberler/istanbul/merkez/iskur-ve-iguden-ogrenciler-icin-is-birligi-6082856>

<https://kariyer.gelisim.edu.tr/duyuru/iskur-kariyer-danismanligi-projesi>





- 32 people attended the "Interview with Kerem Korkut Conference"

Job Placement Rate of Graduate Students

In Istanbul Gelisim University, to measure the satisfaction of students after graduation, every two years there is a process of survey. Thanks to the surveys that graduate students join whether students have been placed in any job or not. Moreover, the last survey was conducted in 2018. Due to the Covid-19 epidemic, the planned survey to be conducted in 2020 has been called off and it will be conducted in 2021. That is the reason why in this report, it is attached the report done in 2018.

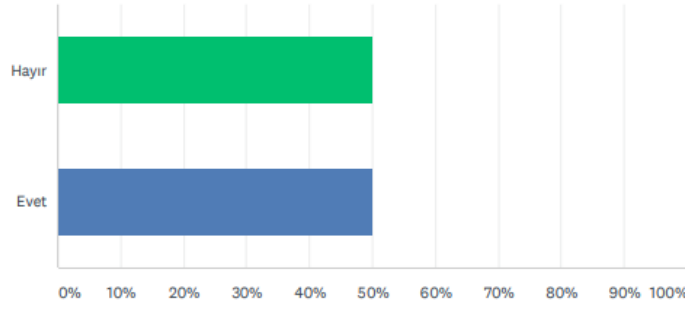
At the end of 2018, 1.228 students joined the graduated survey. Regard of the result of this survey, 614 graduated students got a job. Statistically, it is stated that 50% of graduates of Istanbul Gelisim University have been placed in a job more than one year.



İstanbul Gelişim Üniversitesi Mezun Anketi

Q10 Çalışıyor musunuz?

Answered: 1,228 Skipped: 0



ANSWER CHOICES	RESPONSES	
Hayır	50.00%	614
Evet	50.00%	614
TOTAL		1,228



CONTRIBUTION TO ECONOMIC GROWTH

Nowadays, competition between economies is increasingly based on technological skills. As the pioneers of this change, universities stand out with their education and research activities as well as entrepreneurship activities and play a major role that encourages growth. Especially, industrial collaborations and commercialization of technical knowledge are seen as a resource that increases the competitiveness of developed and developing economies in an open and integrated world. Hence, governments support the investments of universities and improve higher education strategies that will provide economic growth and development.

Consequently, it makes a great contribution to the sustainability goals of universities in terms of realizing their entrepreneurship potential, managing world resources well and increasing welfare. It is clear that Istanbul Gelişim University contributes to the economic growth and development of its country with its studies.

Local Projects

The Technology Transfer Office of Istanbul Gelişim University is such an important unit that plays an essential role on transforming it into value-added products with university-industry cooperation. In the unit that serves as an incubator for many





researches and projects, the projects that have matured in an innovative phase 3 level and the patent process has been initiated are presented under this heading.

The Project of Pharmacy

So as to present an alternative solution to the problem of calling pharmacies on duty, the "Pharmacy" project was developed by Istanbul Gelişim University. The research conducted by the University states that people have problems to achieve pharmacies. In order to present a solution, a prototype has been developed in an attempt to take a drug whenever needed. The practical electronic pharmacy will be open 24/7. People who have difficulties in finding pharmacies will be able to take the medicines they need by entering the information on the doctor's prescription into the prototype. Thanks to this project, people can easily achieve needed drug urgently by paying with credit cards or cash. Moreover, drugs will be protected carefully in case robbing and attacking.

<https://tto.gelisim.edu.tr/en/page/pharmatik-ilacmatik-medicine-dispenser>

Babayiğit and Collision System

"Babayiğit" supported by TUBITAK was developed by Istanbul Gelişim University that means electric car. Its main goal is to present a solution to the traffic in Istanbul. In 2014, it was developed by students and academic staff. The "Babayiğit" project works with a rear-wheel drive system and is driven by two Hub motors on the rear wheels. The mechanical infrastructure of the vehicle is made of aluminum and the outer body is made of carbon fiber material. The "Collision Severity Reduction" system, which reduces the severity of collisions in vehicles during accidents. Furthermore, it





aims to create a safer environment, was produced by Istanbul Gelisim University. The system project is an auxiliary brake system that provides a significant reduction in the severity of the collision by working spontaneously when the possibility of collision stimulates. So as to rise the braking ability of the vehicles, it is designed as a smart helping brake system that can be placed in the desired area of the vehicle independent of the existing brake system.

Increasing the braking capability in addition to the current brake system. In this way, the target is to reduce the severity of the collision in the event of an accident. The system is placed on the "Babayiğit" electric vehicle of the university, which was produced entirely with its own internal resources in the previous years. The project has been carried out successfully.

<https://www.dailymotion.com/video/x6j3nou>

<https://ms-my.facebook.com/gelisimedu/videos/istanbul-geli%C5%9Fim-%C3%BCniversitesinden-jet-fren-sistemli-babayi%C4%9Fit/1967649016591373/>

<https://tto.gelisim.edu.tr/en/page/crushing-strength-reducing-system>

Walking Stick for the Visually Impaired

The project is a walking stick and guide road system that allows visually impaired people to follow the route by giving an audible warning as a result of the information coming from the infrared sensors controlled by microprocessor on the road whose starting and end points are placed in the direction of the known route. Thanks





to this project, both a new sign road design and a new cane design for visually impaired people was developed.

<https://tto.gelisim.edu.tr/Sayfa/gorme-engelliler-icin-manyetik-alan-takibi-yapan-baston-rehber-yol-ve-patentle-turkiye-yarismasi>

<https://tto.gelisim.edu.tr/en/page/line-follow-up-stick-and-guide-system-for-visually-disabled-people>

Flying Car

In May of 2018, the first case study of Turkey and Istanbul Development University's technological meaning of the developments closely track the flying and showing the world could be competing with countries with advanced technology car project has been completed and the first steps for the manufacturing process. During the commercialization process of the project, companies within the scope of university-industry cooperation were worked together and the university's mechanical laboratories were actively used. At the end of June, the main body of the Flying Car project has been completed and thus the Flying Car project has entered the phase 3 phase. Flight tests of the Flying Car project, whose electronic equipment and 1.5-month security tests and improvement processes were completed depending on these tests, started in July. January 2019 with the fairing design is no longer produced due to accelerated work to complete the first flying car in Turkey.

<https://gelisim.edu.tr/en/announcement/flying-car-%E2%80%9Ctusi%E2%80%9D-makes-debut-in-teknofest>

https://www.youtube.com/watch?v=3_pZkGIH4Pg

<https://www.haberturk.com/turk-muhendisler-yapti-ucan-araba-tusin-in-test-suruslerine-baslandi-tusi-ne-demek-tusi-isminin-anlami-2840439-teknoloji>





International Projects

Several project collaborations have been established with European Union member countries by the Research Support Unit of our university, and some projects have been awarded grant support from EU Erasmus +. Some of these projects contribute to economic growth and development, and work on issues such as reducing inequalities in the working environment, employing disadvantaged groups such as women and disabled people.

Ready Women Project

Ready Women Project started in October 2018 under the coordination of FAMS COCEMFE Sevilla from Spain. It is carried out with the participation of 10 different organizations from 7 European countries. The general aim of the project with the contract number 2018-ES01-KA204-050765, which will last for 30 months, is to improve the labor market integration level of disabled women for specific and developing sectors and to increase their employment opportunities through training activities. The added value of this project is to improve employability opportunities for reasons linked to their gender and disability, and to achieve a true social inclusion of these women who are subjected to double social discrimination, depending on their social situation.

<http://www.readywomen.eu/>





The Project of SEED

The project started in January 2019 under the coordination of the establishment of Lycee Technologique Pierre De Coubertin from France and is carried out with the participation of 4 different organizations from 4 European countries. Thanks to this project numbered 2019-3-FR02-KA205-016677, which will end up 24 months, it is aimed that in order to collect information and methods that can be used and disseminated for employment or education professionals who advise, support and assist young people with disabilities and exchange good practices among partner countries.

The project is also about generating awareness-raising findings on how to increase the diversity and participation of young people with disabilities and how to be more tolerant towards them. Therefore, the special objectives of the project are to combat prejudices and stereotypes against disability among young people with disabilities, to eliminate the language elements accompanying prejudices and to create suitable conditions for the integration of disabled people.

<https://www.linkedin.com/showcase/projet-seed-erasmus/about/>





Events, Trainings and Congresses

The Seminar of Digital Technologies in Healthcare

Istanbul Gelisim University Health, Culture and Sports Department, Biotechnology and Life Sciences Club organized an event on "Digital Technologies in Health" on 26.02.2019. Within the scope of the event, a conversation was held on being the pioneer of high-quality medical Virtual Reality and Augmented Reality applications and animations known as Yesil Science, and the applications of promising technologies such as artificial intelligence in medicine.

<https://gelisim.edu.tr/haber/saglikta-dijital-teknolojiler-etkinligi-duzenlendi>

ISTANBUL
GELİSİM
UNİVERSİTESİ

SAĞLIKTA **DIJİTAL
TEKNOLOJİLER**

26 **ŞUBAT** 2019
15:00
Gelişim Tower
Oditoryum

DR. YUSUF YEŞİL
Founder/CEO
Yeşil Science

YESİL

The poster features a circular portrait of Dr. Yusuf Yeşil, a man in a white lab coat with a stethoscope. The background of the poster is a collage of medical and technological images, including a human torso, a brain scan, and a person lying in a hospital bed. Logos for Istanbul Gelisim University, SİKS, and the Yesil Science logo are also present.



Entrepreneurship Seminar with Different Aspects

Istanbul Gelişim University, Health, Culture and Sports Department, Global Leadership and Entrepreneurship Club organized an event on "Entrepreneurship with Different Aspects" on 12.03.2019. The activity involves two veterans in the business world who have done important work in entrepreneurship in Turkey Abdulsamet basic and Hasan bunul been staying and working in Turkey is built on entrepreneurship has been spoken of investors and the business world.

<https://sksdb.gelisim.edu.tr/haber/igulu-ogrenciler-fakli-acilariyla-girisimciligi-konustu>



The Seminar Industry 4.0 and Innovation

'Industry 4.0 and Innovation Conference' was held on 07.05.2019 by the Industrial Engineering Department of Istanbul Gelişim University (IGU). Within the scope of the event, their knowledge and experiences on entrepreneurship, industry 4.0, internet of things, innovation, digital world, dark factories, artificial intelligence and nano technology were conveyed.





<https://mmf.gelisim.edu.tr/bolum/endustri-muhendisligi-9/haber/endustri-40-ve-inovasyon-konferansi>

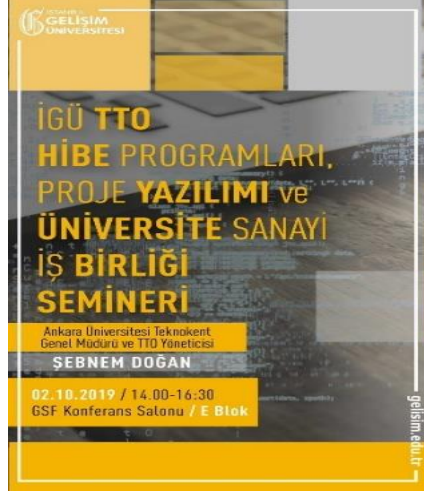


The Seminar of University Industry Cooperation

Istanbul Gelisim University (IGU) Technology Transfer Office (TTO) Application and Research Center organized an activity on "Grant Programs, Project Writing and University-Industry Cooperation" on 02.10.2019. Within the scope of the event, topics such as grant programs, project applications and project management, as well as university-industry cooperation and entrepreneurship (commercialization, company establishment, investment, etc.), Intellectual Property Rights (IPR) management and licensing were discussed.

<https://tto.gelisim.edu.tr/haber/hibe-programlari-proje-yazimi-ve-universite-sanayi-isbirliqi-seminerleri>

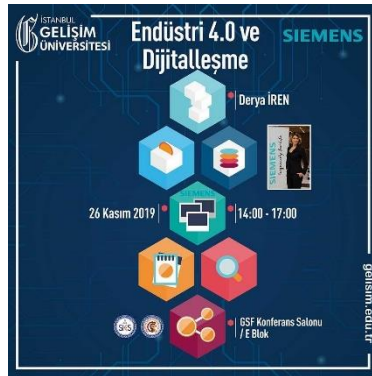




Industry 4.0 and Digitalization Conference

Istanbul Gelişim University (IGU) Faculty of Engineering and Architecture (MMF) organized an "Industry 4.0 and Digitalization Conference" on 26.11.2019. Activities covered, Siemens Turkey 4.0 digitalization and Derya Irene the Manager of Industry Marketing Manager was invited.

<https://mmf.gelisim.edu.tr/bolum/endustri-muhendisligi-9/haber/endustri-40-ve-dijitallesme-konferansi>





Patent Awareness Education

Patent Awareness Training was held on 24.12.2019 by Istanbul Gelişim University Technology Transfer Office. Quantum patent Inc. Within the scope of the training led by General Manager Barış Kurt and Intellectual Industrial Rights expert Orhan Veli Çimen, subjects such as intellectual rights, copyrights, industrial property rights brands, industrial designs, patents, utility models, invention-patent relationship and support of TÜBİTAK and KOSGEB were discussed.

<https://tto.gelisim.edu.tr/etkinlik/argede-patent-farkindalik-egitimi-igu-tto-uam>



The Seminar of Decent Work & Economic Growth

Istanbul Gelişim University Health, Culture and Sports Department, Logistics and Trade Club organized a "Decent Work and Economic Growth" event on 26.11.2019. Thanks to the event, "Yapı Kredi Bank" branch manager Dr. Abdülhakim Diko and Turkey Investment and Development Bank Director Fatma Gamze KIZILOĞLU shared his experience of important figures such power.

<https://ubyo.gelisim.edu.tr/haber/insana-yakisir-is-ve-ekonomik-buyume>





The Activity of MÜSİAD

Istanbul Gelişim University organized an event in cooperation with Abdurrahman Kaan, President of the Independent Industrialists and Businessmen Association (MUSIAD), on the importance of the contribution of universities to the qualified human resources required for organizations that conduct R&D studies.

<https://sem.gelisim.edu.tr/haber/igu-musiad-baskani-abdurrahman-kaani-makaminda-ziyaret-etti>

Foreign Trade Congress

The 6th International Trade Congress, which is regularly organized every year by the İnanç Education Culture, Social, Behavior and Solidarity Association (İNANÇDER), was hosted this year by Istanbul Gelişim University (IGU) with the theme





of 'One Belt, One Road'. Former Prime Minister and Speaker of the Turkish Grand National Assembly Binali Yıldırım, Deputy Minister of Transport and Infrastructure Selim Durgun attended the Congress.



Patents

A patent application has been made for 2019 and the projects in progress are as follows;

- Sigma Profile Guiding System for Brushless DC Motor
- Coaxial Aluminum Sigma Drone Chassis
- Fighter Robot with Vertical Rotating Weapon
- Armed War Robot Rotating Parallel to the Ground
- Electric Fan Motor Air-to-Ground Cruise Missile Design
- Flying car





THE EXPENDITURE OF UNIVERSITY

The expenses made in our university in 2019 are stated below.

The total university expenditure in 2019 is 317,917,820.28 TL.

2019 personnel costs (academician + administrative staff) are 79,819,919.31 TL.

Research activities costs in 2019 are 5,825,114.59.

Other operating expenses (fixed expenses + subcontractor services) in 2019 are 232.272.786.38 TL.





THE GLOBAL GOALS

For Sustainable Development



IGU for “Ecological, Social and Economic Sustainability”

www.gelisim.edu.tr