



8 DECENT WORK AND
ECONOMIC GROWTH



Message From the Rector

In an era when the world faces mounting environmental, social, and economic challenges, the role of universities has become more vital than ever. Institutions of higher education are not only centers of learning but also agents of transformation — shaping knowledge, values, and actions that define the future of our planet and humanity.

At Biruni University, we embrace this global responsibility with determination and vision. Guided by the United Nations Sustainable Development Goals (SDGs), we are committed to advancing sustainability through excellence in education, innovative research, and community-centered impact.

Our mission extends beyond academic achievement; it is about producing knowledge that heals, transforms, and sustains life in all its forms.

As a pioneering health sciences university, we channel our scientific expertise toward creating solutions that enhance well-being and social equity. Our multidisciplinary approach allows us to integrate health, innovation, and sustainability — transforming research into real-world benefits for people and communities. The projects and studies we carry out, particularly in the fields of medicine, health, and technology, stand as concrete reflections of this commitment.

Our understanding of sustainability transcends academic boundaries. It is woven into the fabric of our campuses, hospitals, and community initiatives — from energy efficiency and environmentally friendly infrastructure to nurturing students with the awareness and capacity to become responsible global citizens.

Through the dedication of our academic and administrative teams, and the unwavering support of our partners, Biruni University continues to build a resilient, inclusive, and sustainable future. Together, we reaffirm our pledge to serve humanity through science and compassion — today and for generations to come.



Prof. Dr. Adnan Yüksel
Rector, Biruni University

Message From the Editor

The world is entering an age of profound transformation — one that demands wisdom as much as it demands action. Climate disruption, social fragmentation, and economic imbalance have made it clear that the systems which once defined progress can no longer sustain it. Humanity needs a new compass — one that points toward balance, compassion, and collective renewal.

Universities stand at the very heart of this change. They are not merely institutions of teaching and research; they are the laboratories of humanity's future — places where science, conscience, and purpose must meet.

At Biruni University, we see sustainability not as a goal to be reached, but as a way of being. It is the thread that weaves through our research, our classrooms, our hospitals, and our partnerships. It is how we measure success —

by the difference we make in people's lives and the legacy we leave for the generations to come.

Guided by the **United Nations Sustainable Development Goals**, we are reimagining higher education as a force for healing — for reconnecting human progress with planetary well-being, for bridging innovation with empathy, and for transforming knowledge into impact.

Our mission is both scientific and moral: to cultivate minds that create, question, and care; to generate ideas that build a more equitable, peaceful, and sustainable world. Every discovery, every collaboration, every act of learning becomes part of a larger story — the story of humanity's renewal through knowledge.

This report is more than an evaluation of where we stand; it is a reflection of who we choose to be. Biruni University stands as a living commitment

to the idea that education can heal, science can serve, and together we can build a future worthy of hope.



Aslıhan Güzin ALSAN, P.h.D. FHEA
Director of Institutional Impact,
Visibility and Corporate Reputation



BIRUNI UNIVERSITY COMMITMENT TO DECENT WORK AND ECONOMIC GROWTH

Work is more than a means of survival it is an expression of human purpose, dignity, and creativity. A society that ensures fair opportunity and meaningful labor for its people builds not only economic prosperity, but psychological and moral well-being. At Biruni University, we embrace Sustainable Development Goal 8: Decent Work and Economic Growth as a guiding principle in shaping an economy that serves humanity, not the other way around. We believe that sustainable growth cannot exist without human development, and that true progress emerges when productivity and purpose coexist.

Our mission is to cultivate a new generation of professionals who view work not merely as employment, but as contribution individuals who are competent, conscious, and committed to creating value that uplifts both people and the planet. Through education, research, and social innovation, we aim to build bridges between learning and livelihood, and between industry and integrity.

As a health sciences university, Biruni stands at the heart of sectors where ethical work practices, innovation, and human-centered design directly

not only in economic outputs, but in the quality of impact generated through our graduates, partnerships, and projects.



This report reflects our determination to contribute to an inclusive, resilient, and regenerative economy one where work restores meaning, growth restores balance, and innovation restores hope.

shape lives. Our ecosystem from the classroom to the hospital, from the laboratory to the community fosters both professional excellence and moral responsibility. We measure success

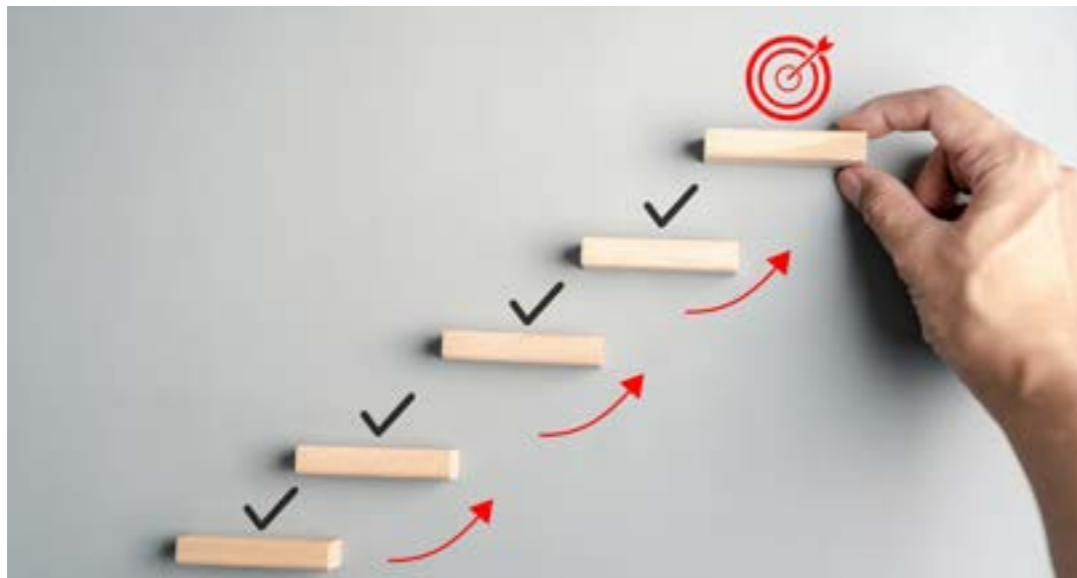
Our Approach: Reimagining Work as Purpose in Motion

Our approach to SDG 8 is rooted in a simple truth: economies exist to serve people, not the reverse. At Biruni University, we build human capacity that drives ethical, inclusive, and sustainable growth.

Our strategy is built on three pillars: Empowerment, Innovation, and Integrity.

- **Empowerment:** We equip students and staff with the knowledge, skills, and emotional intelligence required to thrive in evolving labor markets.
- **Innovation:** We promote entrepreneurship, creativity, and problem-solving through experiential learning, incubation programs, and research partnerships.
- **Integrity:** We ensure that ethical principles guide all forms of economic activity reinforcing transparency, equality, and respect within workplaces and communities.

Through this lens, decent work becomes a vehicle of human progress where economic growth is not measured by accumulation, but by contribution.



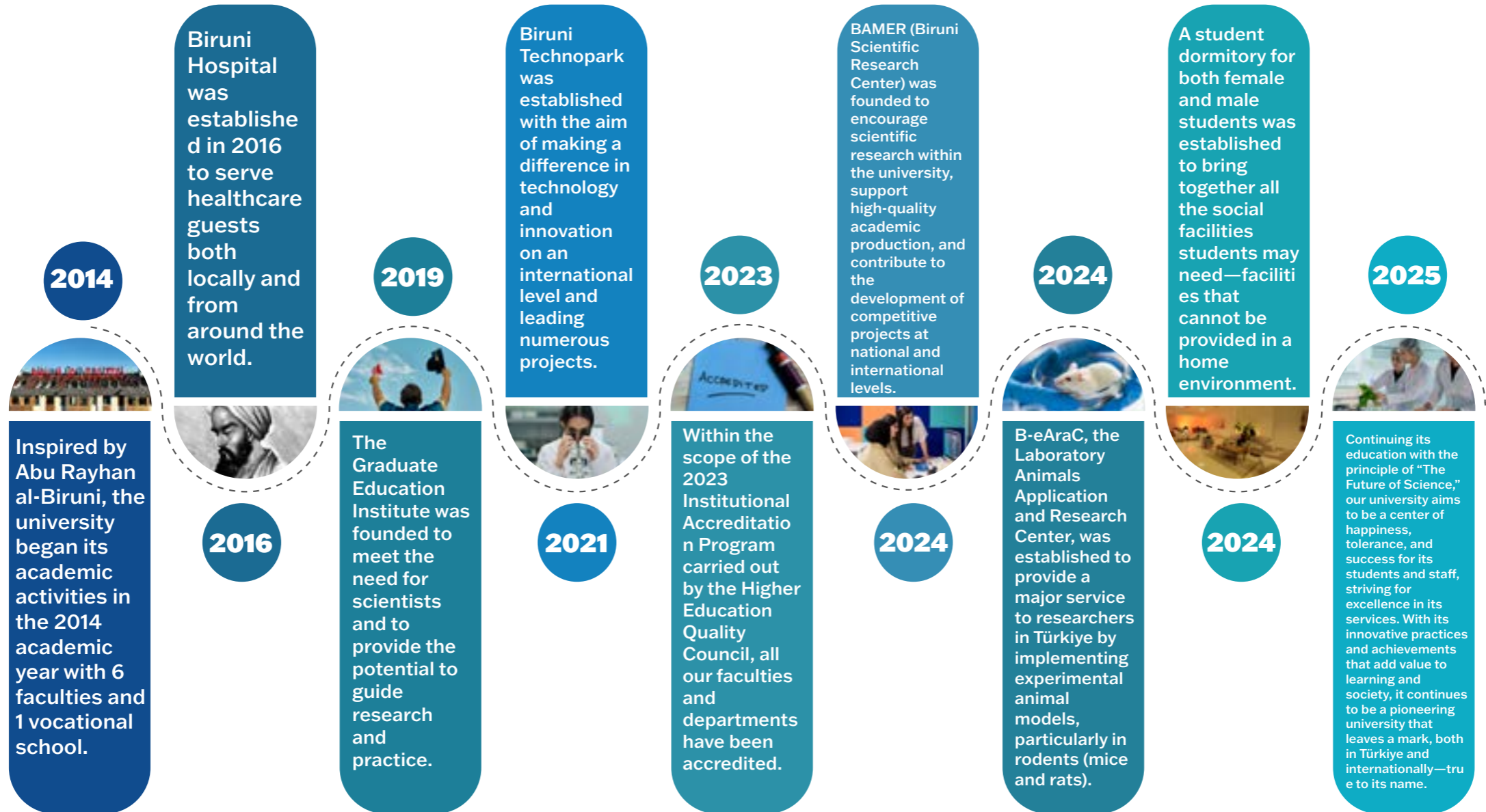
Institutional Framework: Building an Economy of Knowledge and Care

Biruni University's institutional ecosystem connects academic excellence with social and economic empowerment.

- **Career and Employability Systems:** Our Career Development Center provides personalized guidance, skill-based workshops, and industry partnerships that support meaningful employability.
- **Entrepreneurship and Innovation Hubs:** Students and researchers are encouraged to turn ideas into sustainable ventures, fostering an entrepreneurial mindset grounded in ethical impact.
- **Equitable Employment Practices:** The university ensures fair working conditions, equal pay, and inclusive opportunities for all employees, embodying the principles of dignity and diversity.
- **Partnerships for Growth:** Collaborations with public, private, and NGO sectors enhance innovation capacity and create pathways for real-world problem-solving.
- **Research for Impact:** Academic studies focus on labor equity, healthcare economics, and sustainable business models transforming knowledge into policies that strengthen social welfare.

Biruni University thus stands as a living example of an institution where education, innovation, and economic development converge for human-centered progress.

O U R S T O R Y



O u r V i s i o n

To be a pioneering university that, true to its name, leaves a lasting mark — leading change through knowledge, innovation, and impact.

O u r M i s s i o n

To be an innovative and leading university that cultivates qualified individuals through transformative education, produces original knowledge at both national and international levels, and contributes to solving societal challenges with scientific and ethical responsibility.

C O R E V A L U E S



K n o w l e d g e

Commitment to learning, discovery, and the pursuit of truth as the foundation of progress.



W i s d o m

Using knowledge with depth, reflection, and ethical judgment to serve humanity.



H u m a n i t y

Placing human dignity, empathy, and compassion at the heart of education, research, and service.



A c a d e m i c F r e e d o m

Protecting the right to think, question, and create freely within an environment of respect and integrity.



P i o n e e r i n g S p i r i t

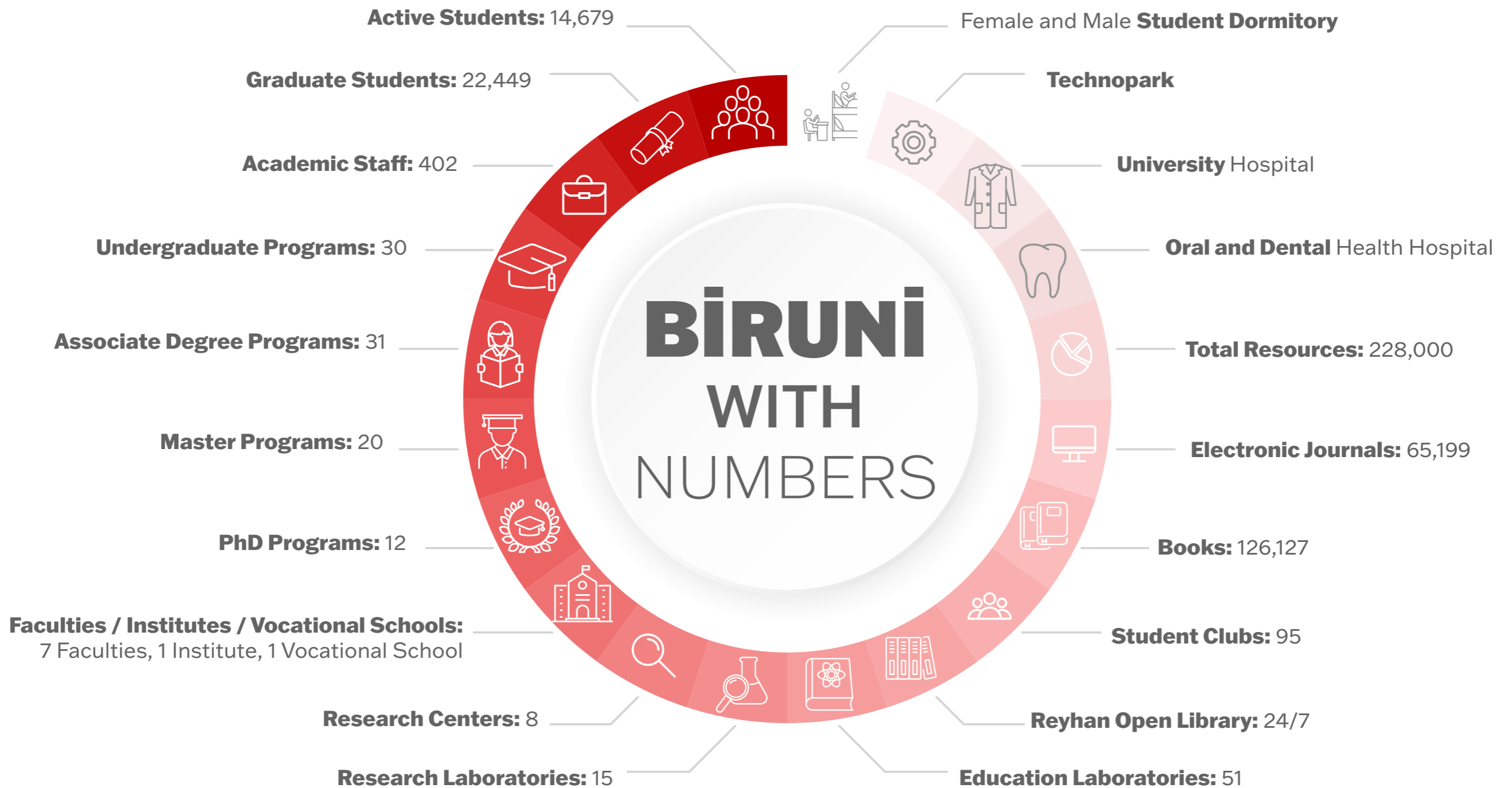
Challenging conventions with creativity and vision; leading transformative change in education and science.



C o u r a g e

Acting with integrity and resilience in the face of uncertainty — daring to stand for what is right and meaningful.

BİRÜNİ WITH NUMBERS



674
**Number of
Employees**

482
**Number of
Academic Staff**

321
**Number of
Employees
on contracts of
over 24 months**

1.271.867 ₺
University expenditure

2.542
**Number of Students
with work placements
for more than a month**

9.562
**Number of
Students**

Flexible Working Policy

Biruni University is committed to providing a flexible work environment that fosters employee work-life balance, increases productivity, and promotes employee satisfaction. Our Flexible Working Policy aims to help employees balance their personal and family obligations while fulfilling their work responsibilities. By offering employees work options independent of location and time, leveraging the opportunities offered by digital technologies, our university aims to increase productivity and job satisfaction.

Core Values

Biruni University's Flexible Working Policy is based on the following core values:

- 1. Work-Life Balance:** Our university supports its employees in balancing their work and personal lives. Flexible working models allow employees to fulfill their professional responsibilities while also dedicating time to their family and personal needs.
- 2. Productivity and Motivation:** Aims to increase job satisfaction and motivation by allowing employees to manage their work processes more flexibly. Flexible working

hours positively impact job performance and productivity.

- 3. Diversity and Inclusion:** Flexible work arrangements adapt to the needs of employees of all ages and lifestyles, ensuring that all individuals feel comfortable in the workplace.



An inclusive work environment is created for employees with diverse lifestyles.

- 4. Effective Use of Technology:** Digital communication and collaboration tools are

effectively used to create a productive work environment with remote work and flexible hours. This technological infrastructure allows employees to continue their work from anywhere.

- 5. Responsibility and Trust:** A flexible working policy encourages employees to perform their work responsibly, on time, and completely. Our university offers flexibility to its employees based on mutual trust.

Flexible Working Policy Strategies

Biruni University implements the following strategies to offer its employees a flexible work environment:

- 1. Remote Work Opportunities :** Employees are offered remote work options that allow them to conduct their work off-campus. Digital platforms are used for communication and collaboration, enabling employees to conduct their work processes efficiently.

- 2. Flexible Working Hours:** Employees are given the opportunity to set flexible working hours. This practice helps them balance their personal responsibilities with their work

commitments.

3. **Part-Time and Project-Based Work:** Employees are given the opportunity to work part-time or on a project basis, without being tied to a specific timeframe. This allows them to flexibly manage their workload and schedule.

4. **Rotational Working Patterns:** Employees can work in the office on certain days and remotely on others. This system reduces office congestion and ensures a consistent workflow.

5. **Technology Support for Business Processes:** The university strengthens its technological infrastructure to effectively implement flexible working arrangements. Remote access, digital meeting platforms, and collaboration software enable employees to seamlessly continue their work outside the office.

6. **Flexible Work Request Process:** Employees can submit flexible work requests to their managers based on their workload and personal needs, and benefit from a system where these requests are evaluated and integrated into their work plans when deemed appropriate.

7. **Supporting Employee Well-Being:** Flexible working arrangements aim to reduce employee stress levels and foster a better balance between workload and personal life. Employee health and well-being programs are also implemented in accordance with this policy.

Goals

Biruni University's Flexible Working Policy are:

1. **Improving Work-Life Balance:** Expanding flexible working arrangements to enable employees to better balance their work and private lives.
2. **Increasing Employee Productivity:** Increasing employee productivity and job satisfaction through flexible working hours and remote work options.
3. **Improving Digital Collaboration and Technology Use:** Making remote and flexible working processes more efficient by increasing the use of digital platforms and technological tools.
4. **Supporting Diversity and Inclusion:** Creating a more inclusive work environment for employees with different lifestyles and needs through flexible working models.
5. **Increasing Employee Well-being and Motivation:** Increasing employee motivation and job satisfaction through flexible working arrangements, thus contributing to the overall performance of the university.

Biruni University aims to help employees balance their work and private lives through its flexible working policy, thereby increasing workplace productivity and job satisfaction. The university is committed to the effective implementation and continuous improvement of this policy.



Ethical Business Policy

Biruni University is committed to creating a workplace environment based on the principles of honesty, respect, and transparency. Our Ethical Business Policy aims to ensure that all our employees, students, and stakeholders act in accordance with ethical values. This policy aims to foster a fair, responsible, and professional business culture while maintaining high business standards. Our university prioritizes creating an environment where employees and students can operate with confidence by providing a workplace based on ethical values.

Core Values

Biruni University's Ethical Business Policy is based on the following core values:

1. **Honesty and Transparency:** All employees and students act with the principles of honesty, integrity and transparency in all their relationships within and outside the university.
2. **Justice and Equality:** Our university opposes all forms of discrimination among its staff and students. All individuals have equal rights and are evaluated fairly in their

employment and education processes.

3. **Responsibility:** Employees are obligated to act in accordance with the university's mission and values. They must fulfill their duties and responsibilities to the best of their ability and adhere to the university's ethical business



principles.

4. **Confidentiality:** All information and documents obtained within the university are protected in accordance with the principle

of confidentiality. Staff and students are responsible for ensuring the confidentiality and security of university information.

5. **Respect:** All members of the university community are obligated to behave respectfully toward each other and external stakeholders.

There is zero tolerance for any form of harassment, bullying, or violence in the workplace.

6. **Professionalism:** In the performance of their duties, employees adhere to high professional standards and avoid unethical behavior. This applies both in business processes and in external relations representing the university.

Ethical Business Policy Strategies

Biruni University implements the following strategies to develop and maintain ethical business practices:

1. **Ethics Training Programs:** All employees and students receive regular training on ethical business principles and professional responsibilities. These trainings raise awareness of ethical standards.

2. **Code of Ethics and Practice Guide:** The

University develops a code of ethics that includes the ethical rules that all employees and students must adhere to and makes it available to each community member. The practice guide guides ethical decision-making processes.

3. Preventing Conflicts of Interest: Transparency is ensured to prevent any conflicts of interest that may arise between the personal interests and professional responsibilities of individuals working within the university. These situations are reported, and solutions are developed in accordance with ethical principles.

4. Strengthening Privacy Policies: Strict privacy policies are implemented to protect university data, personal information, and confidential documents. Employees are responsible for the misuse of this information.

5. Combating Harassment and Discrimination: Our university has a zero-tolerance policy against all forms of harassment, discrimination, and bullying in the workplace. All individuals are protected against such behavior, and complaints mechanisms are actively used.

6. Business Ethics Consultation and Complaint Mechanism: Employees and students who encounter unethical behavior or need advice on ethical matters can contact the university's ethics consulting units. These units

evaluate applications in accordance with the principles of confidentiality and confidentiality.

7. Encouraging Ethical Behavior: Our university encourages employees and students who demonstrate ethical business conduct. Ethical behavior is rewarded and promoted



throughout the community.

Goals

Biruni University's Ethical Business Policy are:

1. Raising Ethical Awareness: Organising regular training and seminars to raise awareness

among all employees and students about ethical business rules.

2. the Ethical Complaint Mechanism: To ensure that all complaints are evaluated quickly and fairly by effectively operating the complaint mechanism established against unethical behavior.

3. Raising Privacy Standards: Raising awareness about the privacy of personal and corporate information and continuously improving practices for the protection of this information.

4. Strengthening Equality and Justice: Continuously developing and implementing new policies to eliminate all forms of discrimination and injustice in the workplace and education environment.

5. Disseminating a Culture of Ethical Behavior: To encourage all community members to contribute to this culture by disseminating behaviors in line with ethical business principles throughout the university.

Biruni University aims to create a safe and fair working and learning environment by ensuring that all employees and students act in accordance with ethical principles through its ethical business policy. The university is committed to the effective implementation and continuous improvement of this policy.

Decent Work And Fair Wage Policy

Biruni University is committed to providing all employees with working conditions consistent with respect, justice, and human dignity. Our Decent Work and Fair Wage Policy aims to create a fair, equitable, and safe work environment that values the work of each individual. Our university provides fair wages and decent working conditions to raise the living standards of its employees, provide them with social security, and support their career development. This policy promotes economic and social sustainability as part of our university's social responsibilities.

Core Values

Biruni University's Decent Work and Fair Wage Policy is based on the following core values:

1. **Fair Compensation:** Our university is committed to providing all employees with fair and competitive compensation commensurate with the value of their work. Compensation policies are based on the principles of transparency and equality.
2. **Occupational Health and Safety:** Ensuring that our employees work in a safe and healthy

environment is one of our top priorities. By ensuring working conditions that comply with occupational health and safety standards, we create an environment where everyone can work safely.

3. **Work-Life Balance:** Flexible working



arrangements and family-friendly policies are developed to support employees in balancing their work and private lives. Practices that

enhance employee well-being are prioritized.

4. **Equality and Anti-Discrimination:** Our university opposes all forms of discrimination in the workplace based on gender, race, ethnicity, religion, or other personal characteristics.

Every employee has equal opportunities and is evaluated based on their abilities and performance.

5. **Professional Development and Career Advancement:** Supporting the professional development of our employees, encouraging their career advancement and providing them with continuous learning opportunities are among the main priorities of our university.

Decent Work and Fair Wage Policy Strategies

Biruni University implements the following strategies to provide decent working conditions and fair compensation to its employees:

1. **Fair Wage Policy:** Our university's wage policies are determined transparently and fairly, taking into account market conditions, the nature of the job, and the individual's

responsibilities. The wage system is regularly reviewed and maintained at a competitive level.

2. Social Security and Fringe Benefits: In addition to statutory social security rights, all employees are provided with health insurance, retirement plans, and additional fringe benefits.

A comprehensive fringe benefit package is implemented to improve and secure employees' living standards.

3. Occupational Health and Safety Protocols: A work environment that complies with occupational health and safety standards is created to protect the physical and psychological health of our employees. Safe working conditions are ensured through regular inspections and training.

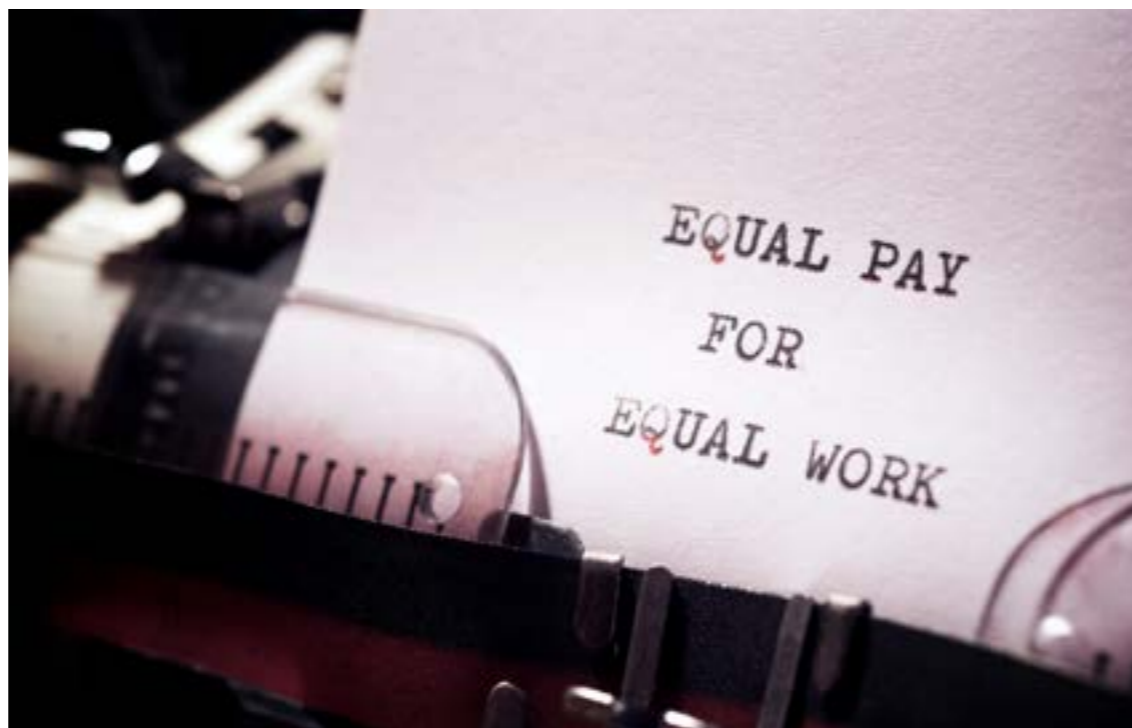
4. Equal Pay and Equal Opportunity: The principle of equal pay is adopted for male and female employees, and equal pay is paid for the same work. Based on the principle of equal opportunity, every employee has equal career opportunities and access to promotion opportunities without discrimination.

5. Flexible Working and Wellbeing Supports: Flexible working hours and remote working opportunities are offered to support work-life balance. We also provide wellness programs and support services that enhance employees' physical and mental wellbeing.

6. Professional Development Programs:

Continuing education programs are offered to support employees' skills and career goals. Managers provide guidance to encourage and support employees' career advancement.

7. Occupational Safety and Union Rights: Employees' rights to occupational safety, union



membership, and collective bargaining are respected. A free and supportive workplace environment is provided where employees can advocate for their rights.

Goals

Biruni University's Decent Work and Fair Wage Policy are as follows:

1. Developing a Fair Remuneration System: Maintaining a competitive wage structure in line with market conditions by continuously improving a transparent and fair remuneration system for all employees.

2. Increasing Occupational Health and Safety Standards: Regularly updating workplace safety standards and expanding occupational health and safety training for employees.

3. Dissemination of Equal Pay Practices: Ensuring wage equality between male and female employees and integrating equal opportunity policies into all business processes.

4. Supporting Employee Well-being: Expanding flexible working arrangements and increasing health support programs to improve work-life balance and enhance employee well-being.

5. Increasing Professional Development Opportunities: Increasing participation in training and career programs for professional development of employees by 50% and supporting employees in advancing their careers.

Biruni University aims to provide its employees with a respectful, safe, fair, and motivating work environment through its policy of decent work and fair wages. The university is committed to the continuous improvement and implementation of this policy.

Governance Policy With Internal And External Stakeholders

Biruni University embraces a transparent, participatory, and collaborative governance approach with its internal and external stakeholders. Our Governance Policy with Internal and External Stakeholders supports the achievement of the university's strategic objectives while ensuring the active participation of all stakeholders in decision-making processes. This policy aims to establish healthy and sustainable relationships with our university's students, academic and administrative staff, alumni, the business community, public institutions, civil society organizations, and other external stakeholders. Our university is committed to creating a structure that responds to the needs of society and generates added value by fostering a strong environment of collaboration and dialogue with its stakeholders.

Core Values

Biruni University's Governance Policy with Internal and External Stakeholders is based on the following core values:

1. **Transparency:** Our university prioritizes transparency in all decision-making processes.

Open communication and information sharing are ensured in collaborations with internal and external stakeholders.

2. **Participation:** Active stakeholder participation in decision-making processes is encouraged. The opinions and suggestions of each stakeholder are taken into account,



and processes are conducted in a democratic manner.

3. **Collaboration:** The university aims to develop joint projects and contribute to society by establishing strong collaborations with its internal and external stakeholders.

4. **Sustainability:** Relationships with stakeholders are structured in line with long-term and sustainability principles. This creates lasting and strong partnerships.

5. **Responsibility:** Our university is sensitive to the needs of its stakeholders and adopts an accountable approach. Responsibility and ethical principles are adhered to in our governance processes.

Governance Policy Strategies with Internal and External Stakeholders

Biruni University implements the following strategies to establish a strong governance structure with stakeholders:

1. **Stakeholder Relationship Management:** Our university establishes a stakeholder management system to effectively

communicate and foster collaborations with internal and external stakeholders. This system is structured to understand the expectations of all stakeholders and develop solutions that meet these expectations.

2. **Participation and Feedback Mechanisms:**

Regular meetings, workshops, and feedback mechanisms are established to ensure stakeholder participation in decision-making processes. Internal stakeholders (students, academic and administrative staff) and external stakeholders (alumni, the business world, public institutions) are regularly included in the processes.

3. Joint Projects and Collaborations: Joint research, education, and social projects are developed with external stakeholders. Collaborations with public institutions, the private sector, and civil society organizations are conducted in a way that enhances the university's contribution to society.

4. Stakeholder Communication Channels: The University establishes various communication channels to ensure continuous and effective communication with stakeholders. Digital platforms, social media, stakeholder newsletters, and regular meetings are used to ensure a transparent flow of information.

5. Social Responsibility and Impact Assessment: The University regularly assesses the social, environmental, and economic impacts of projects undertaken with all stakeholders. Collaborations are continuously improved based on these assessments.

6. Collaboration and Innovation with External

Stakeholders: Our university encourages research and development (R&D) collaborations with external stakeholders to develop innovative projects and generate sustainable solutions. In these processes, innovative projects are implemented in line with new technologies and



sustainable development goals.

7. Alumni Relations and Feedback: Relationships with alumni are continually strengthened, and alumni feedback plays a crucial role in the university's development processes. Alumni play a significant role among the university's external stakeholders, and

collaborations are fostered on community development projects.

Goals

Biruni University's Governance Policy with Internal and External Stakeholders are:

1. Increasing Stakeholder Participation: Our university aims to increase the active participation of internal and external stakeholders in governance processes by 40%. The number of meetings and events that foster collaboration with stakeholders will be increased.

2. Strengthening Joint Projects and Collaborations: To develop innovative and sustainable projects that benefit society by increasing the number of joint projects with public institutions, the private sector and non-governmental organizations.

3. Strengthening Alumni Relations: Increasing communication with alumni and more effectively integrating alumni feedback into the university's decision-making processes.

Increasing alumni participation in the university's community development projects by 30%.

4. Developing Transparent Communication Channels: Adopting the principle of transparency in communication with stakeholders and

expanding the use of digital platforms and other communication channels.

5. Expanding Social Responsibility Projects: Increasing the number of social responsibility projects carried out with stakeholders for social development and regularly monitoring and improving the impact of these projects.

Biruni University is committed to strengthening the university-society bond by establishing strong and sustainable relationships with internal and external stakeholders, and to developing a participatory governance model that is responsive to stakeholder needs. Our university ensures the effective implementation and continuous improvement of this policy.



Anti-Corruption, Crime And Bribery Policy

Biruni University is committed to providing an educational and working environment based on transparency, honesty, and ethical values. Our Anti-Corruption, Crime, and Bribery Policy aims to ensure that all students, faculty, and administrative staff work and study in an environment free from corruption, crime, and bribery. Our university operates with a zero-tolerance policy against corruption, bribery, and all forms of crime and is resolute in its fight against such behavior. This policy aims to ensure compliance with ethical standards in all university activities and to minimize the risks of corruption.

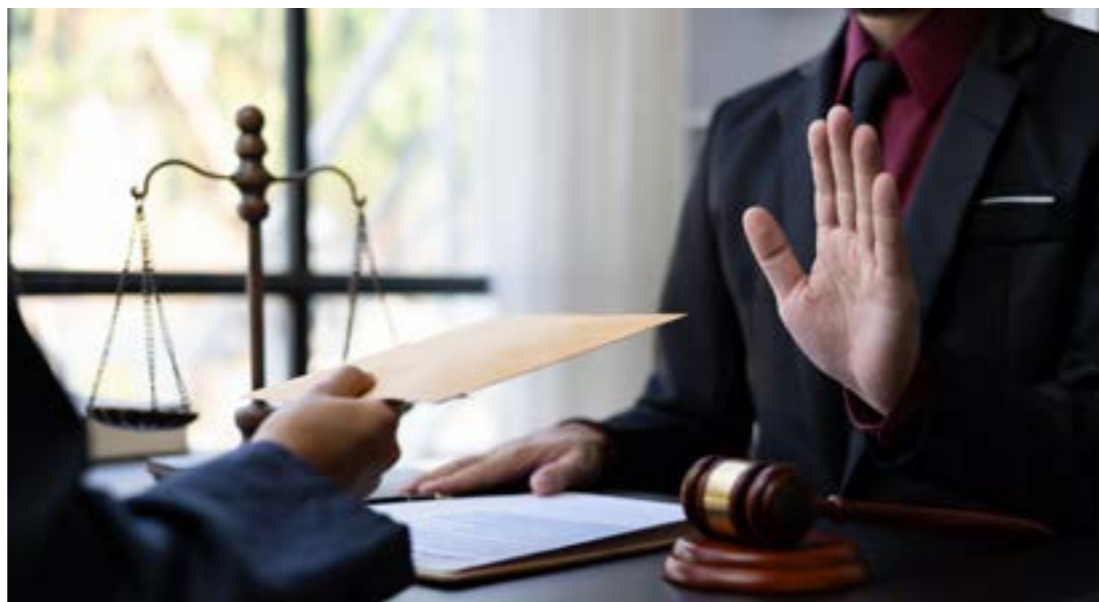
Core Values

Biruni University's Anti-Corruption, Anti-Crime and Anti-Bribery Policy is based on the following core values:

1. **Honesty and Transparency:** All university activities are conducted based on the principles of honesty and transparency. All decisions and actions are made openly and accountably.
2. **Compliance with Ethical Standards:** Our university acts in accordance with high ethical

standards and takes strict measures against all activities involving corruption, bribery and crime.

3. **Zero Tolerance:** Corruption, bribery, and crime of any kind are not tolerated. Appropriate sanctions are swiftly implemented against those who engage in such activities.



4. **Accountability:** All students, faculty, and administrative staff are responsible for adhering to ethical principles and conducting their activities within legal frameworks. Within this framework, everyone must be held accountable.
5. **Responsibility and Awareness:** Our

university raises awareness and fosters a sense of responsibility in all community members regarding the fight against corruption, crime and bribery.

Policy Strategies Against Corruption, Crime and Bribery

Biruni University implements the following strategies to prevent corruption, crime and bribery and to create an ethical work environment:

1. **Code of Ethical Conduct:** Our university has developed a code of ethics that clearly outlines ethical rules of conduct for students, faculty, and administrative staff. These rules encourage behavior consistent with the principles of honesty, transparency, and accountability.
2. **Auditing and Monitoring:** University activities are regularly audited to prevent corruption and bribery. Financial transactions and decision-making processes are strictly monitored through internal and external audit mechanisms.
3. **Bribery and Corruption Reporting Mechanisms:** Our university has established

a secure and confidential reporting line and referral mechanism for reporting suspected cases of corruption, crime, or bribery. All reports are meticulously reviewed, and appropriate action is taken.

4. **Training and Awareness Programs:** Regular training and awareness seminars are held for students and employees on the fight against corruption, crime, and bribery. These trainings encourage ethical behavior.

5. **Conflict of Interest Management:** To prevent conflicts of interest risks, mechanisms are implemented to identify conflicts of interest between employees and managers. Any activity that could lead to a conflict of interest is prevented.

6. **Disciplinary and Sanctions Processes:** Individuals involved in corruption, bribery, or crime are subject to strict sanctions, in accordance with university disciplinary rules. Such activities are resolved through legal and administrative processes.

7. **Transparent Tendering and Procurement Processes:** Our university implements strict oversight and controls to ensure transparency in all procurement and tendering processes. These processes are structured to minimize the risks of corruption and bribery.

Goals

The objectives of Biruni University's Anti-Corruption, Anti-Crime and Anti-Bribery Policy are:

1. **Dissemination of Ethics Training:** To increase participation in ethics training



programs organized across the university by 50% and to spread awareness of the fight against corruption, crime and bribery among students and employees.

2. **Strengthening Audit Processes:** To increase transparency and accountability in all university activities by strengthening internal and external audit processes.

3. **Improving Reporting and Complaint Mechanisms:** Improving reporting mechanisms for corruption and bribery cases by 40% and increasing the effectiveness of these mechanisms.

4. **Implementation of Disciplinary Sanctions:** Implementing a zero tolerance policy by decisively implementing disciplinary sanctions for individuals who engage in behavior related to corruption, crime and bribery.

5. **Establishing Transparent Tender and Procurement Systems:** Establishing new digital monitoring and audit systems to increase transparency and accountability in all tender and procurement processes.

Biruni University is committed to adhering to honesty, transparency, and ethical values in all its activities through its policy against corruption, crime, and bribery, preventing such negative behavior, and providing a safe working and educational environment for its community members. Our university ensures the effective implementation and continuous improvement of this policy.

Modern Anti-Slavery Policy

Biruni University takes a resolute stance against all forms of modern slavery, guided by respect for human rights and ethical values. Our Anti-Modern Slavery Policy aims to prevent and demonstrate zero tolerance for all forms of modern slavery, including human trafficking, forced labor, debt bondage, and child labor. Our university takes the necessary measures against modern slavery practices, both within its own organization and within its supply chain, ensuring that all members of its community work and study in conditions compatible with human dignity.

Core Values

Biruni University's Anti-Modern Slavery Policy is based on the following core values:

1. **Respect for Human Rights:** Our university respects the fundamental rights of all individuals and opposes all forms of slavery and forced labor. Any form of work that violates human dignity is unacceptable.
2. **Equality and Justice:** All employees and students have the right to education and work under fair and equal conditions, without

discrimination. There is zero tolerance for practices such as forced labor or exploitation of the workforce.

3. **Ethical Working Conditions:** Our university provides all employees and students with dignified, safe, and healthy working conditions. It adheres to ethical principles to prevent



exploitation of the workforce.

4. **Responsibility and Accountability:** Our university adopts an accountable approach to combating modern slavery and is responsible in its actions. This includes ensuring transparency in supply chain processes.

5. **Social Awareness:** Our university carries out continuous education and information activities to raise awareness and raise community awareness against modern slavery.

Modern Anti-Slavery Policy Strategies

Biruni University implements the following strategies to prevent modern slavery and ensure respect for human rights:

1. **Supply Chain Control:** Our university implements rigorous controls against modern slavery practices across all supply chain processes. Suppliers are obligated to comply with our modern slavery code of ethics, and this process is regularly reviewed.
2. **Ethical Employment Policies:** Our university guarantees ethical working conditions for its employees and subcontractors. We adhere to national and international standards regarding working hours, wages, and occupational safety.
3. **Complaint and Support Mechanisms:** Secure and confidential complaint mechanisms are established for individuals experiencing forced labor, human trafficking, or labor

exploitation. During these processes, victims are provided with the necessary legal and psychological support.

4. **Auditing and Monitoring:** Our university includes anti-modern slavery clauses in all agreements with suppliers and business partners. The entire supply chain is regularly audited, and appropriate sanctions are implemented when unethical practices are detected.

5. **Education and Awareness Programs:** Training programs are organized to raise awareness about modern slavery and forced labor for students, academic staff, and administrative staff. These programs aim to identify and prevent modern slavery practices.

6. **Social Participation and Collaboration:** Our university collaborates with national and international organizations combating modern slavery and contributes to social awareness projects in this field.

7. **Ongoing Review and Reporting:** The University regularly reviews and reports on its policies to combat modern slavery. Processes are improved and transparency is ensured based on developments and new findings.

Goals

Biruni University's Anti-Modern Slavery Policy are:

1. **Expanding Awareness Training:** Increasing participation in training and seminars on modern slavery and human rights by 50%.



2. **Improving Supply Chain Audits:** Increasing the frequency of audits against modern slavery practices in the supply chain and ensuring 100% ethical compliance in risky areas.

3. **Complaint and Support Mechanisms:** Expanding the use of secure complaint and support mechanisms and improving referral processes for victims of modern slavery.

4. **Strengthening Ethical Collaborations:** To take part in social awareness projects by increasing collaborations with non-governmental organizations and international platforms that fight against modern slavery.

5. **Expanding Ethical Working Conditions:** To develop ethical working conditions with all business partners and suppliers within the University and eliminate the risk of modern slavery.

Biruni University maintains its resolute stance against modern slavery, prioritizing respect for human rights in all its activities and committed to the continuous development of this policy. Our university ensures the effective implementation of this policy to prevent modern slavery and ensure an ethical business environment.

Admissions Policy (Fair Access And Economic Inclusion)

Biruni University recognizes the right to fair access to higher education as a fundamental principle and is committed to implementing an equitable, transparent, and inclusive admissions process for all applicants. This policy ensures that social, economic, or cultural differences do not constitute barriers to accessing higher education and that all candidates are evaluated based on merit, potential, and the principles of equal opportunity.

The university aims to build a diverse and inclusive academic community that reflects the values of fairness, equal opportunity, and social responsibility. In this context, Biruni University develops mechanisms that promote economic inclusion, facilitating the equitable participation of students from all socioeconomic backgrounds in academic life.

Core Values

Biruni University's Admissions Policy on Fair Access and Economic Inclusion is grounded in the following core values:

- **Equality:** Equal opportunities are provided to all applicants regardless of socioeconomic

status, gender, ethnicity, or disability.

- **Transparency:** Admission requirements, evaluation criteria, and processes are clearly defined and publicly shared.

- **Merit and Potential:** Admission decisions are based on the applicant's academic performance, competencies, and potential for



success in the chosen program.

- **Diversity and Inclusion:** The university values the contributions of students from diverse social, cultural, and geographical backgrounds, recognizing that this diversity enriches the academic environment.

- **Economic Support:** Scholarship and support mechanisms are established to ensure that financial limitations do not hinder access to education.

- **Accountability:** All processes are regularly monitored, evaluated, and continuously improved in accordance with national standards.

Policy Strategies

Biruni University implements the Fair Access and Economic Inclusion Policy through the following strategic actions:

1. **Transparent Admissions Procedures:** Admission requirements and evaluation criteria are announced in advance. All admissions are conducted in compliance with national regulations and institutional standards.

2. **Equal Opportunity Framework:** Applicants from socioeconomically disadvantaged or underrepresented

groups are provided equal access to academic programs. Inclusive practices are adopted throughout the evaluation process.

3. **Scholarship and Financial Aid Programs:** Both merit-based and need-based scholarships are offered to strengthen economic inclusion.

The university allocates a specific portion of its annual budget to financial assistance and tuition support programs.

4. Outreach and Awareness Activities: Information sessions, promotional events, and guidance seminars are organized in high schools and youth centers particularly in economically disadvantaged regions to raise awareness about higher education opportunities.

5. Support for Students with Disabilities: Accessible learning environments and special admission arrangements are implemented to ensure the full participation of students with disabilities.

6. Gender and Regional Balance: Efforts are made to maintain gender equality and regional representation among newly admitted students. National and international diversity goals are supported accordingly.

7. Monitoring and Evaluation: Admission data are regularly analyzed to assess the extent to which the policy achieves its objectives of fair access and inclusion. Findings are reported by the Office of Institutional Development and Quality Assurance.

Targets

Within the scope of this policy, Biruni University has established the following measurable targets:

- To maintain 100% transparent admission procedures across all academic programs.



- To increase scholarship coverage for economically disadvantaged students by 20% within three years.
- To ensure that at least 30% of newly admitted students benefit from financial aid or tuition reduction programs.
- To organize annual outreach and promotional programs across all major regions

of Türkiye.

- To implement policies that promote gender balance among enrolled students by 2027.
- To publish an annual “Fair Access and Inclusion Report” outlining progress, challenges, and continuous improvement actions.

Through this policy, Biruni University reaffirms its commitment to the principles of equal opportunity, inclusivity, and social responsibility in higher education. The university continues to foster an equitable academic community where every student regardless of background, financial status, or social position has the right to succeed, contribute, and grow.

Employment of Individuals with Autism Spectrum Disorder and the Barriers They Face

Aim:

To identify the key barriers to employment experienced by individuals with Autism Spectrum Disorder (ASD) and to propose effective strategies for fostering inclusive, equitable, and sustainable employment opportunities for neurodiverse individuals.

Description:

This research investigates the social, structural, and institutional challenges that hinder the employment of individuals with ASD. Using qualitative interviews, surveys, and workplace analyses, the study explores employer attitudes, accessibility barriers, workplace adaptation needs, and policy shortcomings affecting neurodiverse employment. The project also examines successful models of inclusive hiring practices and supported employment programs, aiming to develop recommendations for organizations and policymakers.

The interdisciplinary approach brings together

perspectives from psychology, occupational therapy, labor studies, and social policy, emphasizing the importance of inclusive workplaces that value diversity as a strength rather than a limitation.



Impact:

The project raises awareness of neurodiversity and workplace inclusion, providing actionable

insights for creating more accommodating and understanding employment environments. It supports both public and private sector organizations in designing training, mentorship, and support systems that empower individuals

with autism to participate fully in the workforce. By promoting inclusivity, the research contributes to social equity, reduced unemployment, and long-term economic sustainability.

SDG 8 Contribution: Aligned with SDG 8: Decent Work and Economic Growth, this project advances Target 8.5 achieving full and productive employment and decent work for all, including persons with disabilities. It emphasizes the need for inclusive labor policies and equal opportunities, demonstrating that fostering neurodiverse employment not only enhances individual well-being but also drives innovation, productivity, and sustainable economic growth.

An Investigation of Snack Packaged Foods Consumed by High School Students in Terms of Sustainability Criteria and Effects on Individual-Specific Parameters

Summary:

This research explores the consumption patterns of snack packaged foods among high school students, emphasizing their implications for sustainable economic growth and responsible employment practices in the food industry. Beyond assessing environmental and health aspects, the study considers how consumer choices and awareness at a young age can influence future market dynamics and drive demand for ethically produced, sustainable food products.

The research identifies key factors such as production transparency, fair labor practices in supply chains, and the economic accessibility of sustainable snack alternatives. By evaluating students' purchasing tendencies and perceptions of sustainability, the study provides insight into the evolving consumer behaviors that shape future labor markets and sustainable business strategies.

Contribution to SDG 8:

The study contributes to SDG 8: Decent Work and Economic Growth by linking youth consumer awareness to the advancement of fair, sustainable, and innovative economic models in the food sector. It emphasizes that promoting sustainable consumption among younger generations supports long-term economic resilience, fosters responsible production chains, and encourages the growth of employment opportunities that uphold decent work principles.



Service Sector Competitiveness and SDG 8: Social Awareness for Sustainable Growth at Biruni University



In alignment with Sustainable Development Goal 8 (Decent Work and Economic Growth), Biruni University has hosted or actively participated in a conference focused on enhancing the competitiveness of the service sector. This event embodies our vision to support long-term, high-quality economic growth based on sustainability principles by fostering academic discussions on the challenges and opportunities within the sector.

The conference created an environment of strong student engagement among industry representatives, academics, and students, contributing to the development of strategies aimed at improving service quality and generating significant social impact. During the discussions, inclusive approaches such as increasing employment opportunities in the service sector for individuals with special needs were emphasized, thereby raising social awareness among participants toward a fairer labor market.

Through such integrated events, Biruni University strengthens its commitment to achieving SDG 8 by supporting not only sectoral development but also inclusivity.

Regional Development and Employment Opportunities: Sustainability in Alignment with SDG 8 through ISTKA Financial Support Programs

In line with Sustainable Development Goal 8 (Decent Work and Economic Growth), Biruni University actively participated in the “Istanbul Development Agency (ISTKA) 2025 Financial Support Program Information and Project Writing Workshop” held at Istinye University Vadi H Campus, taking an active role in promoting regional development projects.

The workshop, which also featured the participation of Arif Can Asal, General Coordinator of the Şişli Municipality Future Design Office, strengthened university–public–local government collaboration and explored funding mechanisms for sustainability-oriented projects. Through comprehensive training sessions offered to students and academics, the workshop fostered hands-on student engagement, aiming for newly developed projects to create qualified employment opportunities for disadvantaged groups including individuals with special needs and to generate strong social impact.

Through such educational activities, Biruni University demonstrates its institutional commitment to SDG 8 by enhancing its project development capacity and raising social awareness for innovative economic models.



International Trade and Economic Growth: Sustainability in Alignment with SDG 8 through the Greece Market Export Information Event



As part of its commitment to achieving Sustainable Development Goal 8 (Decent Work and Economic Growth), Biruni University has organized or participated in an informative event focusing on sectors with export potential in the Greek market. This initiative creates a strong social impact by promoting sustainability-oriented economic growth through the encouragement of regional and international trade, while contributing to national competitiveness.

Presentations and the subsequent Q&A session during the event provided a valuable platform for student engagement, enabling students and academics to gain practical insights into foreign trade dynamics. Through these efforts, the University aims to foster social awareness by increasing economic diversity and creating broader employment opportunities for all citizens, including individuals with special needs.

By delivering concrete market analyses for various sectors, Biruni University strengthens the inclusive and sustainable growth objectives of SDG 8.

Innovation and Entrepreneurship Mentorship: Inclusive Economic Growth in Alignment with SDG 8 through the Start-Up Brunch



Organized by Biruni University, the “Start-Up Brunch” event marked a strong step toward achieving Sustainable Development Goal 8 (Decent Work and Economic Growth) by bringing together the most successful students from faculties and vocational schools with entrepreneurial guests from Biruni Technopark.

This friendly gathering, held over breakfast, provided valuable student engagement by enabling the first-hand sharing of entrepreneurial experiences. It aimed to broaden students’ perspectives on the business world and inspire new sustainability-oriented business models.

This mentorship-based social impact initiative not only supported economic growth but also fostered social awareness toward creating inclusive employment opportunities for everyone—including individuals with special needs—through innovation. In doing so, Biruni University strengthened its vision of promoting an entrepreneurial spirit within the institution and contributing qualitatively to the regional economy.

Pharmacy Faculty Students Plan Their Careers: Qualified Workforce and Sustainability in Alignment with SDG 8

In line with Sustainable Development Goal 8 (Decent Work and Economic Growth), Biruni University organized an event that enabled students to define their career goals and learn about current opportunities and professional development pathways in the sector. The insights shared by experts in the field provided students with a realistic understanding of the labor market after graduation, creating a strong social impact that facilitates their transition into qualified employment.

This interactive program achieved a high level of student engagement by integrating theoretical knowledge with practical professional development strategies. Through such career development initiatives, Biruni University raises social awareness about the importance of ensuring equal access to economic opportunities including the employment of individuals with special needs and strengthens its commitment to inclusive, sustainability-oriented economic growth.



Career Summit in the Health Sector: Social Impact Focused on Qualified Workforce and Sustainability within the Scope of SDG 8



Organized by Biruni University, the “Career in Health” event reinforced the institution’s mission to promote qualified employment within the framework of Sustainable Development Goal 8 (Decent Work and Economic Growth). The event provided participants with comprehensive information about various professions, current career opportunities, and entry processes in the health sector.

This expert-driven initiative fostered strong student engagement by helping students understand sectoral requirements and chart effective professional development paths, thereby enhancing the competitiveness of Biruni graduates. Beyond raising social awareness through improving workforce quality in such a fundamental field as healthcare, the event also strengthened our sustainability vision by promoting social impact objectives that support accessible and decent job opportunities for individuals with special needs.

In this context, Biruni University concretizes its commitment to regional economic growth and inclusive employment.

Financial Literacy and Entrepreneurial Growth: SDG 8 and Sustainability through the “Access to Investment” Webinar

Organized by Biruni University, the “Access to Investment” webinar aimed to enhance economic capacity in alignment with Sustainable Development Goal 8 (Decent Work and Economic Growth) through the sharing of critical insights on the investment process by Murat Özanlar, founder of Key of Change.

Presented in an online format, this expert-led session provided strong student engagement and practical learning by increasing the financial literacy and understanding of financial mechanisms among students and aspiring entrepreneurs. This entrepreneurship support initiative creates a direct social impact by facilitating access to capital for innovative projects, thereby contributing to regional economic growth, while also raising social awareness of inclusive growth among all stakeholders, including individuals with special needs.

Through such digital platforms, Biruni University demonstrates its commitment to fostering sustainability-oriented, high-quality economic opportunities.



Human Resources Gathering: Social Impact and Student Engagement for Qualified Workforce within the Scope of SDG 8 through the H&R Meeting



Hosted by the Career Community, the “H&R Meeting” event aimed to provide students with in-depth knowledge of human resources processes, recruitment trends, and professional career pathways in alignment with Sustainable Development Goal 8 (Decent Work and Economic Growth).

This organization created a strong platform for student engagement by bringing together industry professionals and students, bridging theoretical knowledge with practical expectations. Through such events, Biruni University promotes inclusivity and generates significant social impact by preparing all students including individuals with special needs for integration into a qualified workforce while raising social awareness in this area.

With programs like the H&R Meeting, the University demonstrates its commitment to supporting the development of sustainability-oriented, fair, and decent working conditions.

Financial Literacy and Entrepreneurial Growth: SDG 8 and Sustainability through the “Access to Investment” Webinar

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Through such digital platforms, Biruni University demonstrates its commitment to fostering sustainability-oriented, high-quality economic opportunities.



Vocational Skill Development: Contribution to Youth Employment through School-Industry Collaboration



Within the scope of the School-Industry Collaboration Project, the Career Development in the World of Technology (DevOps & Clouds) seminar organized for vocational high school students reflects Biruni University's vision of cultivating a qualified workforce in alignment with Sustainable Development Goal 8 (Decent Work and Economic Growth).

This seminar created a strong social impact by equipping young people with advanced, in-demand technological skills that enhance their employability. Vocational high school students gained essential knowledge for their career development, experienced hands-on student engagement, and developed an understanding of the sustainability requirements of the industry.

Through this project, Biruni University reaffirms its commitment to promoting inclusive economic growth and raising social awareness on opening vocational education and career pathways for individuals with special needs.

Innovation and Career Pathways in the Hearing Aid Industry: Social Awareness

The discussions on hearing aids and innovations in the sector reinforce Biruni University's vision of supporting technological advancement and employment specialized in health technologies within the framework of Sustainable Development Goal 8 (Decent Work and Economic Growth).

Addressing innovations in the sector creates a strong social impact that contributes to the objectives of economic sustainability. These activities provided valuable student engagement by helping students understand potential career paths after graduation.

In particular, since the hearing aid industry offers solutions that improve the quality of life for individuals with special needs, Biruni University continues to raise social awareness in this field.



Global Career Perspectives and Qualified Workforce Development: Sustainability through the Industrial Pharmacy Event



Organized by BİRUPSA and featuring Gözde Karamancı as the guest speaker, the event titled “Industrial Pharmacy in Germany” strengthened Biruni University’s commitment to Sustainable Development Goal 8 (Decent Work and Economic Growth) by providing students with critical insights into global career pathways and industry standards.

This international perspective offered valuable student engagement aimed at enhancing students’ competencies to a level that enables them to compete in global markets, reinforcing Biruni University’s sustainability-oriented contribution to the development of a qualified workforce in the field of pharmacy.

The event also aimed to create strong social impact and raise public awareness by highlighting inclusive employment opportunities and accessible career paths for individuals with special needs in vital fields such as health technologies and pharmacy.

Pharmaceutical Logistics and Industry Experience: Industrial Sustainability through the Selçuk Ecza Holding Visit

The field trip organized by the İVEK Community to Selçuk Ecza Holding offered students the opportunity to gain direct insights from pharmaceutical company representatives and observe the sector's operational processes on-site, within the framework of Sustainable Development Goal 8 (Decent Work and Economic Growth).

This experiential student engagement supports Biruni University's mission of cultivating a qualified workforce by helping future professionals concretize their career goals. Students gained valuable awareness of the sector's role in economic growth and how sustainability principles are implemented in practice.

Considering the pharmaceutical industry's responsibility to meet society's healthcare needs—including those of individuals with special needs this socially impactful visit also emphasized the importance of inclusive and ethical business practices.



Strengthening the Entrepreneurship Ecosystem: Social Impact and Economic Growth Based on SDG 8 through GirişimExpo



The GirişimExpo event organized by the Entrepreneurship Community demonstrated Biruni University's commitment to Sustainable Development Goal 8 (Decent Work and Economic Growth) in line with its broader sustainability objectives.

Featuring prominent figures who have made a mark in the world of entrepreneurship, the event provided students with inspiring insights into entrepreneurial journeys and success stories. This platform offered valuable student engagement and hands-on learning opportunities that enhanced students' abilities to start their own businesses and create employment, thereby fostering the drivers of future economic growth.

At the same time, GirişimExpo promoted inclusive business models, raising social awareness about creating opportunities for individuals with special needs and generating a strong social impact.

Career Integration in the Pharmaceutical Sector: Emphasis on SDG 8 and Sustainability through the Menarini Company Visit

The Menarini Pharmaceutical Company Visit, organized by the İVEK Community, highlighted Biruni University's commitment to supporting students' professional development within the framework of Sustainable Development Goal 8 (Decent Work and Economic Growth).

Through direct engagement with company representatives, our students had the opportunity to gain first-hand insights into the operation of the pharmaceutical sector, explore career opportunities, and understand the expectations for a qualified workforce through practical, experiential learning. This field visit strengthened our mission to promote economic sustainability and social impact through industry collaboration, while raising social awareness about inclusive employment pathways for all individuals particularly those with special needs.

Through such industrial integration initiatives, Biruni University continues its commitment to preparing students for the global workforce and supporting ethical, sustainable business practices.



Career Development in the Field of Expertise: Student Engagement Based on SDG 8 through the Meeting with Pharmacist Ezgi Ersoy



The event “Meeting with Pharmacist Ezgi Ersoy”, organized by the Ethnobotany Community, directly contributed to Sustainable Development Goal 8 (Decent Work and Economic Growth) by enabling students to explore professional development pathways within their areas of specialization.

This meeting created strong student engagement and social impact by offering students first-hand insights into career goals, sector dynamics, and specialization processes. Through such expertise-focused activities, Biruni University strengthens its vision of preparing students for a qualified workforce while raising social awareness about inclusive labor markets for all graduates, including individuals with special needs.

This initiative reflects the University’s commitment to supporting knowledge-based, ethical, and sustainable economic growth in accordance with sustainability principles.

SDG 8 and Student Engagement in the Innovative Entrepreneurship Ecosystem: Girişim EXPO Summit

The Girişim EXPO event organized within Biruni University demonstrated our commitment to supporting innovative business ideas and economic development in line with Sustainable Development Goal 8 (Decent Work and Economic Growth).

During the event, the entrepreneurship ecosystem, innovative business models, and successful start-up examples were shared with participants, maximizing student engagement and interaction with leading figures in the sector while enhancing students' entrepreneurial potential.

This summit fostered social awareness about the participation of all individuals—including those with special needs—in economic life, while promoting a culture of risk-taking to drive economic sustainability and social impact. Through platforms like Girişim EXPO, Biruni University strengthens its vision of promoting sustainability-oriented growth that creates qualified employment and nurtures the spirit of entrepreneurship.



Supporting Investment-Based Entrepreneurship: SDG 8 and the Sustainability Vision through the TÜBİTAK 1812 Program



The TÜBİTAK 1812 Investment-Based Entrepreneurship Support Program 2025/2 information webinar, organized in collaboration with the Biruni University Entrepreneurship Office and Pre-Incubation Center, strengthened the goals of regional development and qualified employment within the framework of Sustainable Development Goal 8 (Decent Work and Economic Growth).

Comprehensive information was provided by Entrepreneurship Office Manager Aygül Arı and Coordinator Esma Avcı, ensuring strong student engagement by informing students and researchers about the financing processes for high-potential entrepreneurial ideas. These support programs aim to create a strong social impact by generating new employment opportunities within the framework of economic sustainability, while raising social awareness about inclusive economic growth for all communities, including individuals with special needs.

Through such informative initiatives, Biruni University reinforces its commitment to promoting the spirit of entrepreneurship and fostering the growth of the economic ecosystem in collaboration with national development agencies.

Sectoral Experience and Career Integration: Sustainability Based on SDG 8 through the Pharmaceutical Industry Visit

The Selçuk Ecza Holding Visit, organized by the İVEK Community, made a strong contribution to Sustainable Development Goal 8 (Decent Work and Economic Growth) by enabling students to gain practical experience of the business world through direct interactions with representatives of a large-scale pharmaceutical company.

These visits created a unique environment for student engagement where theoretical knowledge was integrated with corporate practices, generating a strong social impact that supports graduates' transition into qualified employment. Through these lasting collaborations with the industry, Biruni University demonstrates its commitment to promoting sustainability-oriented economic growth and decent working conditions.

The event also aligns with our vision of fostering social awareness on equal opportunities for individuals with special needs by emphasizing inclusivity in labor markets.



Participation in the SMEs and Productivity Congress: Sustainability Based on SDG 8 through Institutional Representation



The participation of General Director Sezgin Erzan, representing the institution at the 12th SMEs and Productivity Congress held at Istanbul Kültür University, strengthened Biruni University's commitment to social impact and sustainability in line with Sustainable Development Goal 8 (Decent Work and Economic Growth).

Such high-level institutional representation highlights the University's academic and strategic role in enhancing the productivity of SMEs and contributing to the national economy. The insights gained and networks established during the congress are integrated into academic curricula, providing students with in-depth engagement in professional development and business dynamics, thereby accelerating their transition into qualified employment.

Furthermore, the University maintains its vision of fostering social awareness by promoting inclusive employment opportunities and ensuring the full participation of individuals with special needs in economic life.

Inclusive Governance in Health Policies: SDG 8-Focused Meeting on the Freelance Practice Regulation

The meeting held with the Ministry of Health, focusing on the “Freelance Practice Regulation,” reflects Biruni University’s active social impact efforts toward fostering ethical and sustainability-oriented working environments in the health sector within the framework of Sustainable Development Goal 8 (Decent Work and Economic Growth).

The meeting aimed to promote qualified employment that contributes to economic growth by regulating the rights and working conditions of freelance health professionals. Participation in the regulatory process also provided students with indirect engagement, offering insights into how policymaking influences their professional future. Biruni University supports raising social awareness through legal frameworks that ensure equal rights for individuals with special needs within the freelance work model.



Professional Governance and Qualified Employment: Membership in the Association of Nurse Managers



The membership of the Faculty of Health Sciences (SABİF) in the Association of Nurse Managers reinforces Biruni University's vision of supporting professional standards and ethical governance in the health sector within the framework of Sustainable Development Goal 8 (Decent Work and Economic Growth).

This institutional participation creates a strong social impact by promoting qualified employment in managerial positions and advancing sustainability-oriented workforce management. The membership also provides students with indirect engagement through networking opportunities with industry leaders.

Biruni University fosters social awareness by supporting the professional development of individuals with special needs and their access to leadership positions within the health sector.

Vocational School Connections and Ethical Employment: Membership in the Istanbul Chamber of Pharmacists

The membership of the Vocational School (MYO) in the Istanbul Chamber of Pharmacists demonstrates Biruni University's commitment to supporting ethical work practices and qualified professional development in the field of pharmacy, in line with Sustainable Development Goal 8 (Decent Work and Economic Growth).

This institutional partnership creates a significant social impact by facilitating students' integration into the workforce after graduation. The collaboration with the professional chamber provides students with opportunities to learn about current sectoral demands, fostering strong student engagement and increasing awareness of professional sustainability.

Biruni University also promotes social awareness regarding equal employment opportunities for individuals with special needs who graduate from vocational programs in the field of pharmacy.



Health Sector Standards and Decent Work: Membership in the Turkish Nurses Association



**TÜRK
HEMŞİRELER
DERNEĞİ**

The membership of the Faculty of Health Sciences (SABİF) in the Turkish Nurses Association reinforces Biruni University's vision of promoting high ethical standards and decent working conditions in the nursing profession within the framework of Sustainable Development Goal 8 (Decent Work and Economic Growth).

This strategic membership creates a sustainability-oriented social impact in the health sector, contributing to the widespread delivery of high-quality healthcare services. Through their connection with a national professional organization, students gain valuable opportunities for engagement and professional development.

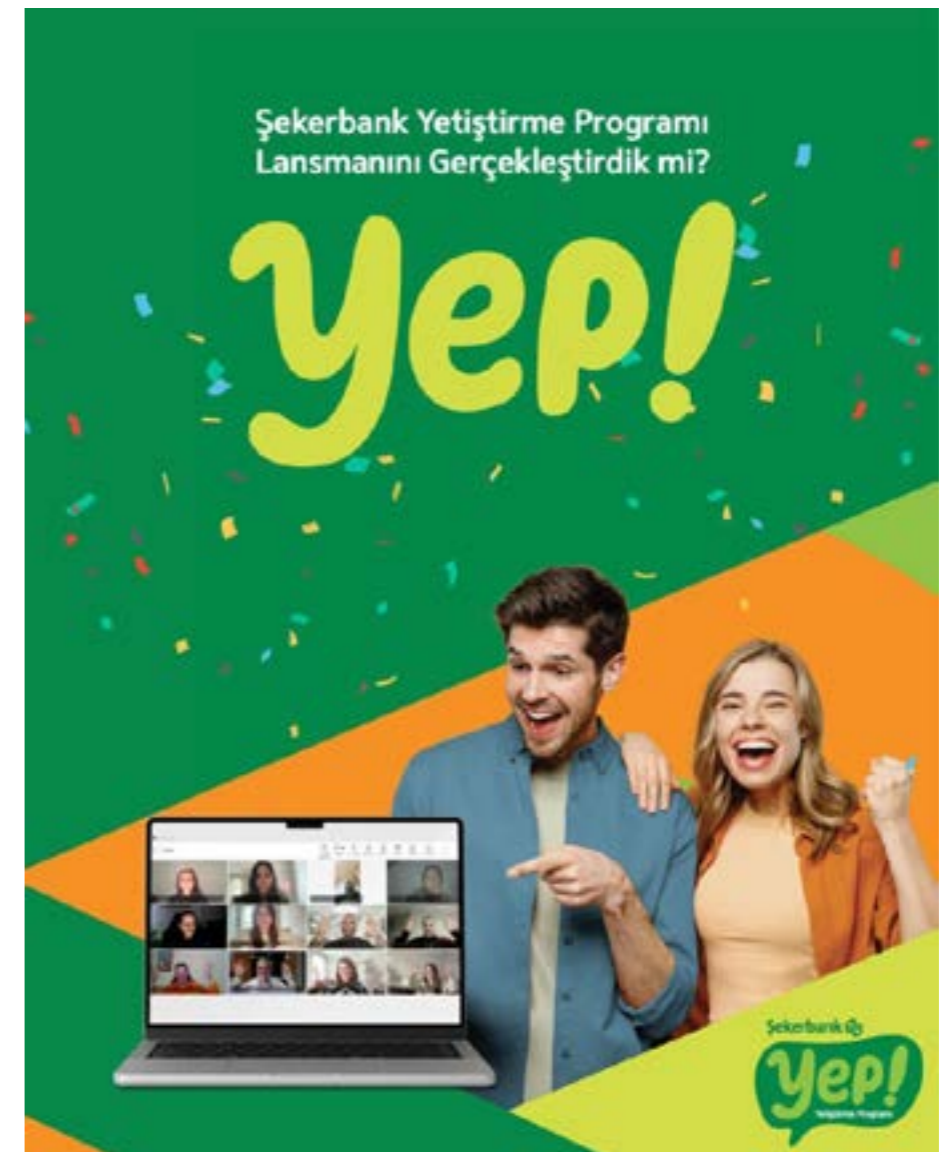
Biruni University is committed to raising social awareness about the full inclusion of individuals with special needs in essential professions such as nursing.

Entrepreneurship Acceleration and Capital Creation: Sustainability toward SDG 8 through the YEP PLUS Program

The YEP PLUS Acceleration Program, organized for the teams that succeeded in the Şekerbank YEP Program, strengthened Biruni University's vision of qualified entrepreneurship and economic growth in alignment with Sustainable Development Goal 8 (Decent Work and Economic Growth).

This acceleration program provided comprehensive support to teams in their company formation and business expansion processes, offering entrepreneurs the opportunity to transform their ideas into strong enterprises—thereby generating a significant social impact. Through advanced mentoring and financial support, the program fostered intensive student engagement and encouraged the establishment of new business ventures in accordance with sustainability principles.

At the same time, social awareness was raised by promoting inclusive employment policies within these enterprises and creating job opportunities for individuals with special needs.



Public Supports and Experience Sharing: Institutional Sustainability through ÜSİ Participation



ÜSİMP

ÜNİVERSİTE - SANAYİ İŞBİRLİĞİ
MERKEZLERİ PLATFORMU

Participation in the University–Industry Collaboration (ÜSİ) program, which included public support mechanisms and experience sharing, demonstrated Biruni University’s commitment to achieving the objectives of Sustainable Development Goal 8 (Decent Work and Economic Growth).

The program created a strong social impact on regional economic development by facilitating knowledge exchange on the effective use of public resources and the dissemination of successful business models. The strategic insights gained were integrated into academic research and applied projects, fostering high-level student engagement and encouraging sustainability-oriented approaches in career planning.

Additionally, Biruni University promotes social awareness by emphasizing how public support mechanisms can enhance access to entrepreneurship and employment opportunities for individuals with special needs.

Discovering Young Talents: Qualified Workforce Development Based on SDG 8 through School-Industry Collaboration

Career development activities organized for vocational high school students within the scope of the School-Industry Collaboration Project aimed to maximize youth employability and their contribution to economic growth in line with Sustainable Development Goal 8 (Decent Work and Economic Growth).

This collaboration model creates a strong social impact by exposing students to real-world scenarios and enhancing their professional competencies. Practical workshops and mentoring sessions provide students with deep, hands-on engagement opportunities, contributing to the development of a workforce grounded in sustainability principles.

Biruni University is committed to raising social awareness about empowering the career pathways of individuals with special needs, starting from vocational high school education.



Inclusive Professional Development: An Education Vision Aligned with SDG 8 through School–Industry Collaboration



Advanced vocational training activities organized for vocational high school students within the scope of the School–Industry Collaboration Project demonstrate Biruni University’s commitment to inclusive and quality education within the framework of Sustainable Development Goal 8 (Decent Work and Economic Growth).

These trainings create a strong social impact by enabling the young workforce to quickly adapt to technological and industrial expectations. The practical knowledge and guidance provided foster meaningful student engagement toward career goals, thereby laying the groundwork for achieving economic sustainability objectives.

Biruni University also promotes social awareness and equal opportunity by ensuring the inclusion of individuals with special needs in these vocational education processes.

Supporting Innovative Startups: SDG 8-Focused Social Impact through the TÜSİAD Demoday Program

Participation in the TÜSİAD “Bu Gençlikte İş Var! Accelerate the Transformation!” Demoday Program demonstrates Biruni University’s mission to promote innovation and entrepreneurship in alignment with Sustainable Development Goal 8 (Decent Work and Economic Growth).

This program created a strong social impact by connecting young entrepreneurs with investors, fostering economic sustainability, and supporting the creation of new business sectors. The projects presented during the Demoday event reflected high-level student engagement and focused on potential contributions to economic growth.

Biruni University continues its commitment to raising social awareness by promoting an inclusive business environment that ensures the participation of individuals with special needs in the entrepreneurship ecosystem.



Export and International Trade: Institutional Participation in Sectoral Programs Prepared by the Ministry



Participation in the programs specially prepared by the Ministry of Trade for the export sector reflects Biruni University's efforts to enhance global economic growth and international competitiveness within the framework of Sustainable Development Goal 8 (Decent Work and Economic Growth).

These sector-specific briefings create a strategic social impact by facilitating the integration of domestic initiatives into international markets. The up-to-date market insights gained through our institutional participation are shared with students, fostering strong student engagement and encouraging the development of sustainability-oriented export strategies.

Biruni University continues its mission of promoting social awareness by supporting inclusive foreign trade and the creation of new employment opportunities for individuals with special needs.

Venture Capital Investment Forum: Entrepreneurship Ecosystem through Technopark Collaboration

The Venture Capital Investment Event, organized in collaboration between Biruni Technopark and Startupfon, focused on the financing of innovative business ideas in line with Sustainable Development Goal 8 (Decent Work and Economic Growth).

This event strengthened the foundations of sustainable economic growth by demonstrating pathways for entrepreneurs to access capital, creating a significant social impact on the regional economy. The meeting between investors and entrepreneurs provided high-level student engagement, allowing students to gain practical insights into the dynamics of the business world.

Biruni University also fosters social awareness by promoting an inclusive ecosystem that supports access to venture capital for individuals with special needs.



Legal Perspective and Venture Management: Collaboration between Teknopark and Yaşar Law Office



The event “Perspective of Start-Up Companies”, organized in collaboration between Biruni Technopark and Yaşar Law Office, focused on the legal and operational sustainability dimensions of the entrepreneurship ecosystem within the framework of Sustainable Development Goal 8 (Decent Work and Economic Growth).

This event created a significant social impact by providing students with critical insights into the challenges that start-up companies may face and the requirements of corporate governance. Addressing legal and commercial issues fostered conscious student engagement regarding career development and encouraged the adoption of ethical business practices.

Biruni University fulfills its social awareness mission by supporting access to knowledge on legal processes and entrepreneurship rights for individuals with special needs.

Leadership in Digital Transformation: Innovation Based on SDG 8 through the Artificial Intelligence and Cybersecurity Summit

At the Summit, presentations by Artificial Intelligence and Cybersecurity experts on emerging threats and opportunities reinforced Biruni University's vision of supporting the transition to a digital economy and innovation-driven growth in alignment with Sustainable Development Goal 8 (Decent Work and Economic Growth).

This high-tech summit created a strong social impact by presenting expert insights in critical fields that shape the jobs of the future. Students experienced intensive engagement by gaining knowledge on digital sustainability and new business models, preparing them for active participation in the post-graduation workforce.

Biruni University continues its mission of raising social awareness on creating digital and accessible career pathways that include individuals with special needs.



Participation in the SMEs and Productivity Congress: Sustainability Based on SDG 8 through Institutional Representation



The participation of General Director Sezgin Erzan, representing the institution at the 12th SMEs and Productivity Congress held at Istanbul Kültür University, strengthened Biruni University's commitment to social impact and sustainability in line with Sustainable Development Goal 8 (Decent Work and Economic Growth).

Such high-level institutional representation highlights the University's academic and strategic role in enhancing the productivity of SMEs and contributing to the national economy. The insights gained and networks established during the congress are integrated into the curriculum, providing students with in-depth engagement in professional development and business dynamics, thereby accelerating their transition into qualified employment.

Furthermore, Biruni University continues to uphold its vision of fostering social awareness by promoting inclusive employment opportunities and ensuring the full participation of individuals with special needs in economic life.

Entrepreneurship Fair and Investment Event: ITU Big Bang 2024 and the Technopark Vision

The participation of Biruni Technopark in the Big Bang 2024 event organized by İTÜ ARI Technopolis supports social impact and sustainability efforts within the entrepreneurship ecosystem in alignment with Sustainable Development Goal 8 (Decent Work and Economic Growth).

Institutional presence at such major national events enhances the visibility of Technopark entrepreneurs, paving the way for the creation of new business sectors and qualified employment. The event also provides hands-on student engagement through mentorship and investment opportunities between students and entrepreneurs.

Biruni University continues its mission of fostering social awareness and promoting inclusive economic growth by ensuring the full participation of individuals with special needs in the entrepreneurship ecosystem.



High School Students Meet: Focused Career Planning through the Collaboration of the Technopark and Provincial Directorate of National Education



The “High School Students Meet” event, jointly organized by Biruni Technopark and the Istanbul Provincial Directorate of National Education, created a strong social impact in line with Sustainable Development Goal 8 (Decent Work and Economic Growth) by supporting early career development for youth and preparing them to become part of the qualified workforce of the future.

This collaboration provided high school students with hands-on engagement in technology and entrepreneurship, raising awareness about career choices and economic sustainability.

Biruni University is committed to fostering social awareness about preparing young people for an inclusive labor market and to opening career pathways for individuals with special needs.

Regional Innovation and Service Export: Strategic Collaboration with Technopark Associations

Participation in events organized in collaboration with the Association of Technology Development Zones and the Service Exporters' Association demonstrates Biruni University's vision of supporting high value-added industries and economic sustainability in line with Sustainable Development Goal 8 (Decent Work and Economic Growth).

These strategic partnerships create significant social impact by offering Technopark-based entrepreneurs opportunities to access global markets. The sectoral insights gained through these collaborations provide students with deep engagement and valuable knowledge about international career opportunities

Through such partnerships, Biruni University aims to raise social awareness about creating inclusive employment opportunities for everyone, including individuals with special needs.



Global Entrepreneurship Summit: International Collaboration with Take Off Istanbul



Participation in international entrepreneurship summits such as Take Off Istanbul strengthens Biruni University's vision within Sustainable Development Goal 8 (Decent Work and Economic Growth) by providing opportunities to engage with relevant governmental institutions, non-governmental organizations, and global technology leaders. This summit serves as a powerful social impact platform that supports efforts toward high-quality employment and economic sustainability at a global level. Students and entrepreneurs gained insights into international market dynamics and experienced a high level of student engagement. Biruni University is socially committed to promoting global job opportunities and inclusive economic policies for individuals with special needs.

Corporate Governance and Technology: Professional Development Based on SDG 8 through the Dorak Holding Presentation

The presentation by Business Management Information Technologies Inc., a subsidiary of Dorak Holding, on corporate governance and technology use provided practical training to prepare students for professional careers in alignment with Sustainable Development Goal 8 (Decent Work and Economic Growth).

This presentation highlighted the strong social impact mechanisms of corporate sustainability and technological adaptation on economic growth. The direct interaction established with industry representatives created productive student engagement, helping students to concretize their career goals.

Biruni University promotes social awareness by supporting the development of inclusive corporate workplaces and accessible technologies for individuals with special needs.



Central Institutional Representation: Participation in the Haliç Congress Center Event and Support for SDG 8



11 Ekim Cuma günü Haliç Kongre Merkezi Kuleli Blok'ta gerçekleşen merkezi bir etkinliğe katılım, Biruni Üniversitesi'nin Sürdürülebilir Kalkınma Hedefi 8 (İnsana Yakışır İş ve Ekonomik Büyüme) alanında ulusal düzeyde sosyal etki ve sürdürülebilirlik taahhüdünü göstermektedir. Bu tür geniş katımlı organizasyonlarda yer almak, üniversitemizin ekonomik politika diyaloglarına akademik bilgi sağlamasına olanak tanımaktadır. Etkinlikten elde edilen veriler, öğrencilere güncel sektör beklentileri hakkında bilgi sunularak zengin bir öğrenci etkileşimi sağlamaktadır. Biruni Üniversitesi, kapsayıcı işgücü piyasalarının önemine dikkat çekerek ve özel ihtiyaç sahibi bireyler için eşit fırsatlar yaratarak toplumsal farkındalık oluşturmayı misyon edinmiştir.

Entrepreneurship in Health Technologies: SDG 8-Focused Innovation through Participation in the Koç University Event

Participation in the event titled “Start-Ups and the Entrepreneurship Ecosystem in Health Technologies” held at Koç University reinforced Biruni University’s vision of promoting innovation and supporting qualified employment in the health sector within the framework of Sustainable Development Goal 8 (Decent Work and Economic Growth).

This event created a strong social impact on economic growth by presenting entrepreneurship opportunities in the field of health technologies. The insights gained provided hands-on student engagement, raising awareness among students about sustainability and entrepreneurship dynamics in healthcare.

Biruni University aims to foster social awareness by promoting the development of an inclusive entrepreneurship ecosystem and encouraging business models that ensure the participation of individuals with special needs.



Financial Technology Success: Applied Entrepreneurship through the Hedys Fintech Visit



The visit to Hedys Financial Technology, one of the technology-developing companies within Biruni Technopark, exemplified the strong social impact that Technopark initiatives have on economic growth in alignment with Sustainable Development Goal 8 (Decent Work and Economic Growth).

This visit provided students with the opportunity to closely observe innovative business models in the field of financial technology (fintech), offering practical, hands-on engagement beyond theoretical learning. The success of Hedys highlights the sustainability and employment-generation potential of technology-driven enterprises.

Biruni University fosters social awareness by encouraging the inclusion of individuals with special needs in these technology-oriented sectors.

Education and Innovation Collaboration: Visit to the Provincial Directorate of National Education R&D Unit and Social Awareness

Biruni Technopark's hosting of the Provincial Directorate of National Education's Branch Manager and R&D Unit represents a critical social impact initiative supporting the transformation of education into a qualified workforce within the framework of Sustainable Development Goal 8 (Decent Work and Economic Growth).

This official meeting served the objectives of economic sustainability by integrating educational policies with the innovation ecosystem of the Technopark. The institutional-level exchange of knowledge and experience created indirect student engagement by helping students understand the future connections between education and the labor market.

Through this collaboration, Biruni University reinforced its mission to raise social awareness about expanding educational and career opportunities for individuals with special needs.



International Technopark Collaboration: Institutional Presentation to Yakutia Technopark Representatives



The presentation introducing Biruni Technopark to the delegation from Yakutia Technopark served the goal of promoting international technology transfer and supporting global economic growth within the framework of Sustainable Development Goal 8 (Decent Work and Economic Growth).

This international visit created a platform for social impact and knowledge exchange by showcasing how the Technopark model operates in accordance with sustainability principles. The diplomatic engagement established with the visitors provided indirect student engagement, contributing to Biruni University students' understanding of global business dynamics.

The University also emphasizes inclusivity in international collaboration by raising social awareness about global employment opportunities for individuals with special needs.

MÜSİAD Cyber Power Turkey '24 Summit

Through its participation in the MÜSİAD Cyber Power Turkey '24 Summit, Biruni University contributed to a significant academic and sectoral gathering that promotes knowledge exchange in the fields of digital transformation and secure technologies.

At the summit, which featured leading experts in artificial intelligence and cybersecurity, the future threats and opportunities of the digital era were discussed from multiple perspectives. Additionally, investor-entrepreneur meetings created new avenues for collaboration within the business development ecosystem.

The University's presence at this event provided a meaningful contribution to Sustainable Development Goal 8: Decent Work and Economic Growth, by fostering innovative business models, strengthening qualified employment, and supporting technology-driven entrepreneurship.

In doing so, Biruni University further solidified its position as a nationally recognized academic institution that drives impact in sustainability, social innovation, and digital capacity development.



School-Industry Collaboration Project



(İHKİB Kağıthane Vocational and Technical Anatolian High School, İMMİB Erkan Avcı Vocational and Technical Anatolian High School, Istanbul Chamber of Commerce Vocational and Technical Anatolian High School, and Baykar National Technology Vocational and Technical Anatolian High School)

Within the scope of the School-Industry Collaboration Project, Biruni University has aimed to enhance youth employability and strengthen their capacity for economic participation through entrepreneurship trainings and technical seminars conducted with various vocational and technical Anatolian high schools, in alignment with Sustainable Development Goal 8: Decent Work and Economic Growth.

Activities organized for students of İHKİB Kağıthane Vocational and Technical Anatolian High School, İMMİB Erkan Avcı Vocational and Technical Anatolian High School, Istanbul Chamber of Commerce Vocational and Technical Anatolian High School, and Baykar National Technology Vocational and Technical Anatolian High School established collaborations with sector representatives such as GARDROPS, ROBOSME, GAIN Media, and Baykar, raising awareness in areas such as entrepreneurship, digital transformation, media literacy, and green technology.

These initiatives have made tangible contributions to the development of vocational skills, the encouragement of innovative thinking, and the sustainable preparation of young people for the labor market. Thus, through activities that promote social development and integrate students into the workforce of the future, Biruni University has presented a measurable model of progress centered on sustainability, social impact, and university-industry collaboration.

SDG RELATED COURSES

Health Economics

The Health Economics course lies at the core of Biruni University's approach to sustainable development and resource management in higher education and is strongly aligned with Sustainable Development Goal 8: Decent Work and Economic Growth.

The primary aim of the course is to enable students to gain an in-depth understanding of the fundamental principles of the economics of healthcare services—including cost-effectiveness analysis, resource allocation, the functioning of health markets, and the macroeconomic impacts of the health sector. It also seeks to equip them to analyze individual and societal economic issues scientifically, focusing on the sustainability of health expenditures, the health labor market, and equitable access to healthcare. Moreover, students are encouraged to develop solutions to critical economic and social impact challenges, such as improving employment quality in the health sector, designing innovation-based health policies that promote economic growth, and developing sustainable financial models.

Through an experiential learning approach, the applied aspect of the course allows students to practice their skills in economic modeling, health technology assessment, and the design of entrepreneurial health service projects. By engaging with diverse socioeconomic groups, they also gain awareness of supporting equitable access to healthcare from an economic perspective, in line with the principle of inclusive education.

Students demonstrate tangible social responsibility through economic analysis projects and policy proposals. This interdisciplinary learning process strengthens their research participation and professional ethical awareness, contributing both to their personal development and to global well-being.

In this way, Biruni University reinforces its identity as an innovative higher education institution that serves the realization of sustainable development goals by cultivating competent professionals who promote decent work and economic growth, particularly through the financial sustainability and efficiency of health systems.



Entrepreneurship in the Health Sector



The Entrepreneurship in the Health Sector course lies at the heart of Biruni University's sustainable development and economic growth strategies in higher education and is strongly aligned with Sustainable Development Goal 8: Decent Work and Economic Growth.

The primary aim of the course is to enable students to gain an in-depth understanding of the fundamental principles of identifying unmet needs in the health field, developing viable business models, financial planning, and commercializing innovative health technologies. It also aims to equip them with the ability to scientifically analyze individual and societal economic issues such as unemployment, lack of innovation, and inefficiency in healthcare services, while fostering their capacity to develop solutions to critical economic and social challenges. These include building high value-added, quality employment-generating healthcare entrepreneurship ecosystems and developing sustainable health technologies that support economic growth.

Through an experiential learning approach, the practical dimension of the course allows

students to gain hands-on experience in business plan development, feasibility studies, and prototyping, while promoting awareness of designing accessible health solutions that serve all segments of society in line with the principle of inclusive education.

Students demonstrate tangible social responsibility through original entrepreneurial projects and investor presentations. This interdisciplinary learning process strengthens their engagement in research and professional ethical awareness, contributing both to their individual development and to global well-being.

In this way, Biruni University reinforces its identity as an innovative higher education institution that supports the realization of the sustainable development goals by cultivating a competent workforce that promotes decent work and economic growth, particularly through the expansion of an innovation-driven entrepreneurship culture within the health sector.

Career Planning in Computer Engineering

The Career Planning in Computer Engineering course lies at the core of Biruni University's approach to sustainable development and employability in higher education and is strongly aligned with Sustainable Development Goal 8: Decent Work and Economic Growth.

The primary aim of the course is to enable students to gain an in-depth understanding of the fundamental principles of global technology market dynamics, identification of contemporary skill sets, ethical professionalism, and lifelong learning strategies. It also seeks to equip them to scientifically analyze individual and societal economic challenges such as youth unemployment, shortage of qualified workforce, and the competencies required by digital transformation. Moreover, students are encouraged to develop solutions to critical economic and social impact issues, including the promotion of decent and sustainable career pathways in technology, the creation of high-value, innovation-based entrepreneurship opportunities, and the integration of disadvantaged groups into the technology sector through inclusive education.

Through an experiential learning approach, the applied aspect of the course allows students to gain hands-on experience in areas such as industry mentorship, résumé development, and career simulations, while cultivating awareness of ethical and responsible technology use grounded in social responsibility.

Students make tangible contributions through career planning and industry analysis projects. This interdisciplinary learning process strengthens their engagement in research and professional ethical awareness, contributing both to their individual development and to global well-being.

In this way, Biruni University reinforces its identity as an innovative higher education institution that supports the realization of the sustainable development goals by cultivating a competent workforce that promotes decent work and economic growth, particularly through the education of future technology leaders and ethical entrepreneurs.



Career Planning in Electrical and Electronics Engineering



The Career Planning in Electrical and Electronics Engineering course lies at the core of Biruni University's approach to sustainable development and sectoral employment in higher education and is strongly aligned with Sustainable Development Goal 8: Decent Work and Economic Growth.

The primary aim of the course is to enable students to gain an in-depth understanding of the fundamental principles of lifelong learning strategies that encompass the evolving dynamics of the global electrical and electronics market, industrial standards, technical competencies, and ethical professionalism. It also seeks to equip them to scientifically analyze individual and societal economic issues such as the shortage of skilled technical labor, occupational safety risks in the industry, and the need for innovation to support economic growth. Furthermore, students are encouraged to develop solutions to critical economic and social impact challenges, including the promotion of high value-added and qualified employment through technological entrepreneurship and the support of sustainable career

pathways.

Through an experiential learning approach, the applied aspect of the course allows students to gain practical experience in industry mentorship, portfolio development, and professional networking simulations, while cultivating awareness about the integration of women and disadvantaged groups into engineering in line with the principle of inclusive education.

Students demonstrate tangible social responsibility through career planning and ethical technology practice projects. This interdisciplinary learning process strengthens their engagement in research and professional ethical awareness, contributing both to their personal development and to global well-being.

In this way, Biruni University reinforces its identity as an innovative higher education institution that supports the realization of the sustainable development goals by cultivating a competent workforce that promotes decent work and economic growth, particularly through the education of innovative leaders and ethical entrepreneurs in the engineering sector.

Entrepreneurship and Brand Management

The Entrepreneurship and Brand Management course lies at the core of Biruni University's sustainable development and economic growth strategies in higher education and is strongly aligned with Sustainable Development Goal 8: Decent Work and Economic Growth.

The primary aim of the course is to enable students to gain an in-depth understanding of the fundamental principles of ethical entrepreneurship, market analysis, brand identity development, and value creation strategies. It also aims to equip them to scientifically analyze individual and societal economic challenges such as unemployment, lack of economic diversification, and the need for high value-added production. Furthermore, students are encouraged to develop innovation-based solutions that promote decent working conditions, create innovative business models, and support sustainable economic growth.

Through an experiential learning approach, the applied aspect of the course allows

students to gain hands-on experience in business plan development, brand strategy design, and start-up simulations, while raising awareness of creating opportunities for all entrepreneurs—including women and disadvantaged groups—in line with the principle of inclusive education.

Students demonstrate tangible social responsibility through social impact-oriented entrepreneurship projects and research participation. This interdisciplinary learning process strengthens their research-based thinking and professional ethical awareness, contributing both to their personal development and to global well-being.

In this way, Biruni University reinforces its identity as an innovative higher education institution that serves the realization of the sustainable development goals by cultivating a competent workforce that promotes decent work and economic growth, particularly through the advancement of an innovative entrepreneurship culture and responsible brand management.



Occupational Health and Safety



The Occupational Health and Safety course lies at the core of Biruni University's sustainable development and safe workplace strategies in higher education and is strongly aligned with Sustainable Development Goal 8: Decent Work and Economic Growth.

The primary aim of the course is to enable students to gain an in-depth understanding of the fundamental principles of identifying workplace hazards, risk analysis methodologies, legal regulations, and the science of establishing a preventive safety culture. It also aims to equip them to scientifically analyze individual and societal economic challenges such as occupational accidents, work-related diseases, and productivity loss, while developing solutions to critical economic and social impact issues such as establishing decent, safe, and healthy working environments across all sectors; designing innovation-based safety solutions; and promoting sustainable workforce participation that supports economic growth.

Through an experiential learning approach,

the applied aspect of the course allows students to gain hands-on experience through field observations, risk assessment simulations, and emergency plan design. It also enhances their awareness of occupational safety by engaging with diverse socioeconomic and at-risk worker groups, in line with the principle of inclusive education.

Students demonstrate tangible social responsibility through original occupational health and safety projects and research participation. This interdisciplinary learning process strengthens their professional ethics and critical thinking awareness, contributing both to their individual development and to global well-being. In this way, Biruni University reinforces its identity as an innovative higher education institution that supports the realization of the sustainable development goals by cultivating a competent workforce that promotes decent work and economic growth, particularly through the continuous improvement of occupational health and safety within the labor force.

Occupational Health and Safety Law and Legislation

The Occupational Health and Safety Law and Legislation course lies at the core of Biruni University's sustainable development and fair workplace strategies in higher education and is strongly aligned with Sustainable Development Goal 8: Decent Work and Economic Growth.

The primary aim of the course is to enable students to gain an in-depth understanding of the fundamental principles of national and international occupational health and safety (OHS) legislation, legal responsibilities, judicial processes, and ethical professionalism. It also aims to equip them to scientifically analyze individual and societal economic issues such as occupational accidents, work-related diseases, and lack of regulatory compliance, while developing solutions to critical economic and social impact challenges. These include ensuring legally protected, decent, and sustainable working environments for all employees; creating innovation-based solutions that enhance legal awareness; and promoting entrepreneurship activities that comply with legal frameworks to support economic growth.

Through an experiential learning approach, the applied component of the course allows students to gain hands-on experience in legal case analysis, compliance auditing, and ethical decision-making simulations. It also raises awareness about the legal rights of at-risk worker groups in line with the principle of inclusive education.

Students demonstrate tangible social responsibility through legal analysis projects and research participation. This interdisciplinary learning process strengthens their professional ethics and critical thinking awareness, contributing both to their personal development and to global well-being.

In this way, Biruni University reinforces its identity as an innovative higher education institution that supports the realization of the sustainable development goals by cultivating a competent workforce that promotes decent work and economic growth, particularly through the continuous improvement of legal safeguards and compliance within the field of occupational health and safety.



Protection Methods and Ergonomics in Occupational Health and Safety

The Protection Methods and Ergonomics in Occupational Health and Safety course lies at the core of Biruni University's sustainable development and human-centered workplace strategies in higher education and is strongly aligned with Sustainable Development Goal 8: Decent Work and Economic Growth.

The primary aim of the course is to enable students to gain an in-depth understanding of the fundamental principles of the hierarchy of protection from workplace hazards, the selection of personal protective equipment, the identification of ergonomic risks, and the design of work environments adapted to human capabilities. It also seeks to equip them to scientifically analyze individual and societal economic issues such as occupational diseases, musculoskeletal disorders, and productivity loss, while fostering the ability to develop solutions to critical economic and social impact challenges. These include ensuring safe, healthy, and decent working environments for all employees in a sustainable manner; designing innovation-based ergonomic solutions; and supporting entrepreneurial activities that promote economic growth within healthy and safe workplace conditions.

Through an experiential learning approach, the applied component of the course allows students to gain hands-on experience in ergonomic assessments, developing protection plans, and conducting workstation design simulations. It also raises awareness about the safe integration of disabled employees and individuals with diverse physical characteristics into the workforce, in line with the principle of inclusive education.

Students demonstrate tangible social responsibility through original projects focused on ergonomics and protective methods. This interdisciplinary learning process strengthens their engagement in research and professional ethical awareness, contributing both to their individual development and to global well-being.

In this way, Biruni University reinforces its identity as an innovative higher education institution that supports the realization of the sustainable development goals by cultivating a competent workforce that promotes decent work and economic growth, particularly through improving ergonomic workplace conditions and protecting employee health.



Engineering Applications in Occupational Health and Safety

The Engineering Applications in Occupational Health and Safety course lies at the core of Biruni University's sustainable development and technology-driven safety strategies in higher education and is strongly aligned with Sustainable Development Goal 8: Decent Work and Economic Growth.

The primary aim of the course is to enable students to gain an in-depth understanding of the fundamental principles of hazard control at the source, safety system design, engineering solutions for risk reduction, and the safe optimization of production processes. It also aims to equip them to scientifically analyze individual and societal economic issues such as occupational accidents, system failures, and productivity loss, while fostering their ability to develop solutions to critical economic and social impact challenges. These include ensuring safe, healthy, and decent working environments across all sectors in a sustainable manner, and promoting technology-based innovation and entrepreneurship activities that support economic growth.

Through an experiential learning approach,

the applied component of the course allows students to gain hands-on experience in designing machine guards, conducting system reliability analyses, and prototyping engineering control systems. It also raises awareness about the importance of ergonomic and accessible design in line with the principle of inclusive education.

Students demonstrate tangible social responsibility through original engineering projects and research participation. This interdisciplinary learning process strengthens their professional ethics and critical thinking awareness, contributing both to their individual development and to global well-being.

In this way, Biruni University reinforces its identity as an innovative higher education institution that supports the realization of the sustainable development goals by cultivating a competent workforce that promotes decent work and economic growth, particularly through enhancing occupational health and safety standards via advanced engineering solutions.

BİRÜNİ
UNİVERSİTESİ

Genel İş Sağlığı ve Güvenliği Eğitimi

Eğitmenler: Doç. Dr. Mehmet DOKUR ve Dr. Adem ALTAY

Eğitim Tarihi:
03-04 Şubat 2024

Bilgi için link:
(<https://bilsem.biruni.edu.tr/cappity.php>)
*Eğitim yüz yüze yapılacaktır.

Risk Factors in Occupational Health and Safety



The Risk Factors in Occupational Health and Safety course lies at the core of Biruni University's sustainable development and safe working environment strategies in higher education and is strongly aligned with Sustainable Development Goal 8: Decent Work and Economic Growth.

The primary aim of the course is to enable students to gain an in-depth understanding of the scientific principles of identifying, measuring, and evaluating physical, chemical, biological, psychosocial, and ergonomic hazards in the workplace, as well as analyzing their effects on employee health and work performance. It also aims to equip them to scientifically analyze individual and societal economic challenges such as occupational diseases, workforce absenteeism, and related economic losses. Moreover, students are encouraged to develop solutions to critical economic and social impact challenges, including ensuring sustainable, decent, safe, and healthy working environments across all sectors; creating innovation-based preventive risk management solutions; and maintaining entrepreneurship activities that support economic growth in

healthy workplace conditions.

Through an experiential learning approach, the applied component of the course allows students to gain hands-on experience in risk factor measurement techniques, exposure assessment, and control plan simulations. It also raises awareness of customized preventive measures for at-risk worker groups, in line with the principle of inclusive education.

Students demonstrate tangible social responsibility through risk factor analysis and control projects. This interdisciplinary learning process strengthens their research engagement and professional ethical awareness, contributing both to their individual development and to global well-being.

In this way, Biruni University reinforces its identity as an innovative higher education institution that supports the realization of the sustainable development goals by cultivating a competent workforce that promotes decent work and economic growth, particularly through the scientific management of occupational risk factors and the protection of employee health.

Professional Legislation and Management

The Professional Legislation and Management course lies at the core of Biruni University's sustainable development and ethical corporate governance strategies in higher education and is strongly aligned with Sustainable Development Goal 8: Decent Work and Economic Growth.

The primary aim of the course is to enable students to gain an in-depth understanding of the fundamental principles of legal frameworks, ethical standards, corporate governance models, and regulatory compliance strategies related to their professional field. It also aims to equip them to scientifically analyze individual and societal economic issues such as professional ethics violations, legal risks, and the establishment of decent working conditions. Furthermore, students are encouraged to develop solutions to critical economic and social impact challenges, including the promotion of high ethical standards, decent work practices, and sustainable management approaches that support economic growth within their respective sectors.

Through an experiential learning approach, the applied component of the course allows students to gain hands-on experience in case analysis, compliance auditing, and the design of ethical innovation projects. It also raises awareness of the legal foundations of fair and equitable working environments, in line with the principle of inclusive education.

Students demonstrate tangible social responsibility through legal and ethical management projects and research participation. This interdisciplinary learning process strengthens their professional ethics and critical thinking awareness, contributing both to their individual development and to global well-being.

In this way, Biruni University reinforces its identity as an innovative higher education institution that supports the realization of the sustainable development goals by cultivating a competent workforce that promotes decent work and economic growth, particularly through enhancing professional compliance and ethical management quality.



Clinic and Business Management



The Clinic and Business Management course lies at the core of Biruni University's sustainable development strategy and its approach to supporting micro-scale economic activities, being strongly aligned with Sustainable Development Goal 8: Decent Work and Economic Growth.

The primary objective of the course is to enable students to gain an in-depth understanding of the fundamental principles of financial, operational, and human resource management in small and medium-sized enterprises (such as private practices, clinics, and laboratories) within the healthcare sector. It also aims to equip them to scientifically analyze individual and societal economic challenges such as the quality of local employment, service efficiency, and ethical entrepreneurship. Furthermore, students are encouraged to develop solutions for critical economic and social impact issues, including the creation of innovation-based management models that promote decent working conditions, cost-effective operations, and sustainable healthcare service delivery.

Through an experiential learning approach, the applied course component allows students

to gain hands-on experience in preparing business plans, optimizing patient flow, and designing inclusive service models aligned with accessibility principles. It also helps them build awareness about providing high-quality and accessible healthcare services for disadvantaged groups with a sense of social responsibility.

Students demonstrate tangible contributions through original business management simulations and research participation. This interdisciplinary learning process strengthens their professional ethics and critical thinking awareness, contributing to both individual development and global well-being.

In this way, Biruni University reinforces its identity as an innovative higher education institution that promotes decent work and economic growth, particularly through advancing ethical management standards and entrepreneurial innovation in the healthcare sector, thereby contributing to the realization of the sustainable development goals..

Office Management And Ergonomics

The Office Management and Ergonomics course lies at the core of Biruni University's sustainable development strategy and its approach to promoting healthy working environments, being strongly aligned with Sustainable Development Goal 8: Decent Work and Economic Growth.

The primary objective of the course is to enable students to gain an in-depth understanding of the fundamental principles of modern office management techniques, the integration of ergonomic principles into workspace design, occupational health and safety culture, and productivity enhancement science. It also aims to equip them to scientifically analyze individual and societal economic issues such as workplace health problems, low productivity, and the lack of decent working conditions. Furthermore, students are encouraged to develop solutions for critical economic and social impact issues, including the sustainable establishment of safe and healthy working environments, the development of innovation-based ergonomic solutions, and the promotion of entrepreneurship activities that support economic growth within healthy workplaces.

Through an experiential learning approach, the applied component of the course allows students to gain hands-on experience in ergonomic risk assessment, office layout design, and workflow optimization projects. It also raises awareness of designing accessible and ergonomic workspaces for employees with different needs, in line with the principle of inclusive education.

Students demonstrate tangible social responsibility through original ergonomics and management projects. This interdisciplinary learning process strengthens their participation in research and their awareness of professional ethics, contributing both to their personal development and to global well-being.

In this way, Biruni University reinforces its identity as an innovative higher education institution that promotes decent work and economic growth, particularly by cultivating competent professionals who contribute to the ergonomic improvement of office environments and the protection of employee well-being, thereby advancing the realization of the sustainable development goals.



Business Management in Opticianry

The Business Management in Opticianry course lies at the core of Biruni University's sustainable development strategy and its approach to sectoral entrepreneurship, being strongly aligned with Sustainable Development Goal 8: Decent Work and Economic Growth.

The primary objective of the course is to enable students to gain an in-depth understanding of the fundamental principles of business models, financial management, customer relations, and ethical business practices specific to the opticianry sector. It also aims to equip them to scientifically analyze individual and societal economic issues such as the sustainability of small businesses, the quality of local employment, and service efficiency. Moreover, the course encourages students to develop innovative and sustainable opticianry enterprises that promote decent working conditions and contribute to economic growth.

Through an experiential learning approach, the applied component of the course allows students to gain hands-on experience in business plan development, market research, and designing new entrepreneurial projects

within optical health services. It also raises awareness about providing accessible eye care services for individuals with visual impairments and other disadvantaged groups, in line with the principle of inclusive education.

Students create tangible social impact through feasibility studies and research participation. This interdisciplinary learning process strengthens their research-based thinking, social responsibility, and professional ethics awareness, contributing to both their personal development and the local economy.

In this way, Biruni University reinforces its identity as an innovative higher education institution that promotes decent work and economic growth, particularly by cultivating qualified professionals who advance ethical business management standards and sustainability within the optical health and retail sectors, thereby supporting the realization of the sustainable development goals.



Self-Management Skills

The Self-Management Skills course lies at the core of Biruni University’s approach to sustainable development and human capital empowerment and is strongly aligned with Sustainable Development Goal 8: Decent Work and Economic Growth.

The primary objective of the course is to enable students to gain an in-depth understanding of the scientific principles of self-management essential for success and well-being in professional life—such as time management, stress management, goal setting, emotional intelligence, and self-motivation. It also aims to equip students to scientifically analyze individual and societal economic issues such as workforce inefficiency, burnout, and underutilization of personal potential, while developing solutions to promote a healthy, decent, and sustainable work culture. Furthermore, the course fosters entrepreneurial and innovative activities grounded in individual competence, supporting inclusive and sustainable economic growth.

Through an experiential learning approach, the applied component of the course allows

students to develop hands-on experience in creating personal development plans, conducting feedback analysis, and managing task-based simulations. It also raises awareness—consistent with the principle of inclusive education—about empowering individuals with diverse learning styles to maximize their self-efficacy.

Students demonstrate tangible social responsibility through personal development and productivity projects. This interdisciplinary learning process strengthens their research participation, professional ethics, and self-awareness, contributing both to personal growth and global well-being.

In this way, Biruni University reinforces its identity as an innovative higher education institution that promotes decent work and economic growth by cultivating a highly motivated, self-managed, and productive workforce, thereby advancing the realization of the sustainable development goals.



Risk Management and Assessment

The Risk Management and Assessment course lies at the core of Biruni University’s approach to sustainable development and a culture of safe working environments and is strongly aligned with Sustainable Development Goal 8: Decent Work and Economic Growth.

The primary objective of the course is to enable students to gain an in-depth understanding of the scientific principles of identifying potential hazards in work processes, applying risk analysis methodologies, planning preventive measures, and implementing occupational health and safety management systems. It also aims to equip students with the ability to scientifically analyze individual and societal economic issues related to occupational accidents, occupational diseases, and loss of workforce productivity. Furthermore, the course supports the development of solutions that ensure the establishment of safe and healthy working environments across all sectors, promote decent working conditions, and encourage the widespread adoption of sustainable business practices that drive economic growth.

Through an experiential learning approach, the applied component of the course allows students to gain hands-on experience in conducting field observations, developing risk assessment matrices, and designing emergency action plans. In addition, by engaging with workers from diverse socioeconomic and at-risk groups, students develop awareness of occupational safety and inclusivity in line with the principles of inclusive education.

Students demonstrate tangible social responsibility through original risk management projects and field applications. This interdisciplinary learning process strengthens their research-based thinking, professional ethics, and critical awareness—contributing to both individual development and global well-being.

In this way, Biruni University reinforces its identity as an innovative higher education institution that promotes decent work and economic growth, particularly by advancing the continuous improvement of occupational health and safety, and by cultivating a skilled workforce that contributes to the achievement of sustainable development goals.



Health Care Management

The Health Care Management course lies at the core of Biruni University’s approach to sustainable development and institutional efficiency and is strongly aligned with Sustainable Development Goal 8: Decent Work and Economic Growth.

The primary aim of the course is to enable students to gain an in-depth understanding of the fundamental principles of management science required to enhance the quality of health services, ensure financial sustainability, manage human resources effectively, and maintain patient safety. It also seeks to equip students with the ability to scientifically analyze individual and societal economic issues related to inefficiencies in the health sector, workforce quality, and inequalities in access to health services. Furthermore, the course focuses on developing solutions for creating decent working conditions for health professionals, designing innovation-based management models that support economic growth, and building sustainable health institutions.

Through an experiential learning approach, the applied component of the course allows

students to develop hands-on skills in process optimization, cost-effectiveness analysis, and the design of new health service entrepreneurship projects. By engaging with diverse socioeconomic and at-risk groups, students also gain awareness of promoting equity in healthcare delivery in line with the principles of inclusive education.

Students demonstrate tangible social responsibility through original management projects and research participation. This interdisciplinary learning process strengthens their research-based thinking, professional ethics, and critical awareness—contributing to both personal development and global well-being.

In this way, Biruni University reinforces its identity as an innovative higher education institution that promotes decent work and economic growth, particularly through the efficient and ethical management of health institutions, by cultivating a qualified workforce that contributes to the realization of sustainable development goals.



Health Tourism

The Health Tourism course lies at the core of Biruni University’s approach to sustainable development and sectoral growth, and it is strongly aligned with Sustainable Development Goal 8: Decent Work and Economic Growth.

The main objective of the course is to provide students with an in-depth understanding of the fundamental principles of the global health tourism market, international patient management, destination marketing, and service delivery in accordance with ethical standards. It also aims to enable students to scientifically analyze individual and societal economic issues such as leveraging regional development potential, creating a qualified workforce, and generating foreign exchange income. Furthermore, the course focuses on developing sustainable health tourism models that create high value-added and decent employment, reduce regional inequalities, and support economic growth.

Through an experiential learning approach, the applied part of the course allows students to gain practical experience in international

marketing strategies, facility innovation projects, and new entrepreneurship ideas in health tourism. In line with the principle of inclusive education, students also develop awareness of ensuring international access to healthcare services and strengthening cultural competence.

Students create tangible social impact through feasibility studies and research participation. This interdisciplinary learning process enhances their research-based thinking, social responsibility, and professional ethics, contributing both to their personal development and to national and global well-being.

In this way, Biruni University strengthens its identity as an innovative higher education institution that promotes decent work and economic growth, particularly through the ethical and efficient integration of the health and tourism sectors, by cultivating a qualified workforce that contributes to the realization of sustainable development goals.



COMMUNITY LIFE-LONG LEARNING

Professional Skills Development and Employment Environment Improvement: SDG 8-Oriented Social Impact

Activities aimed at developing individuals' existing or potential professional skills and improving workplace environments reflect Biruni University's mission to create a qualified workforce and strengthen employment through the principles of sustainability in line with Sustainable Development Goal 8 (Decent Work and Economic Growth).

These trainings provide participants with the practical knowledge necessary to achieve their career goals, fostering strong student engagement and generating a significant social impact. While supporting the professional development of all individuals, Biruni University also continues to raise social awareness about ensuring accessible work environments and equal opportunities for individuals with special needs.



Innovation and Career Pathways in the Hearing Aid Industry: Social Awareness



The discussions on hearing aids and innovations in the sector reinforce Biruni University's vision of supporting technological advancement and specialized employment in health technologies within the framework of Sustainable Development Goal 8 (Decent Work and Economic Growth). Addressing innovations in the sector has created a strong social impact that contributes to the goals of economic sustainability. These activities have provided valuable student engagement by helping students understand career paths after graduation. In particular, since the hearing aid industry offers solutions that improve the quality of life for individuals with special needs, Biruni University continues to raise social awareness in this field.

Global Market Expansion and Support Mechanisms: Export-Based Economic Sustainability

The briefings on support mechanisms provided under Innowider Global Programs to facilitate companies' international expansion reflect Biruni University's mission to enhance global competitiveness in line with Sustainable Development Goal 8 (Decent Work and Economic Growth). These programs accelerate the transition from local to global economies, creating a strong social impact and fostering economic sustainability. Students who received information about international trade processes experienced a high level of student engagement focused on understanding global business dynamics. Biruni University also promotes social awareness regarding the encouragement of inclusive global trade policies that involve individuals with special needs.



International Career Planning with Global Participation: Global Perspective and Sustainability



The presentations on sustainable career planning delivered during the seminar, which included international participants, reinforced Biruni University's vision of promoting qualified employment at a global level in line with Sustainable Development Goal 8 (Decent Work and Economic Growth). This international setting created a strong social impact by emphasizing the adoption of sustainability principles in career development journeys. Students gained a rich student engagement experience by connecting with professionals from diverse cultural backgrounds. Biruni University is committed to fostering social awareness on creating global employment and education opportunities for individuals with special needs.

Entrepreneurship and Pre-Incubation Training

The Entrepreneurship and Pre-Incubation Training organized by Biruni University was designed as a practical, impact-oriented learning program that encourages students to transform their innovative ideas into sustainable business models. Participants gained hands-on experience in the dynamics of the entrepreneurial ecosystem by receiving guidance from expert trainers on business plan development, investor relations, and project management. In line with Sustainable Development Goal 8: Decent Work and Economic Growth, the program aimed to enable young individuals to contribute to economic development as productive and innovative professionals. This comprehensive program has strengthened Biruni University's academic development approach, which integrates sustainability and social impact while unlocking the potential of its students.



Human Resources and Recruitment Dynamics: A Practical Approach to Career Management; HR Meeting



Events organized to inform students seeking to shape their careers about human resources, recruitment, and interview processes have strengthened Biruni University's mission to facilitate the transition to the workforce in line with Sustainable Development Goal 8 (Decent Work and Economic Growth). These guidance-focused activities create a strong social impact by providing students with practical insights into the professional world. The presentations offered intensive student engagement on topics such as interview techniques and résumé preparation, contributing to sustainability in employment. Biruni University aims to promote social awareness regarding the creation of equal opportunities for individuals with special needs within recruitment processes.

Graduate Experience and Professional Challenges: Career Path Guidance within the Scope of SDG 8

During the event, graduates shared their experiences regarding their professional fields, the challenges they encountered, and their career paths — deepening Biruni University’s efforts to promote career guidance and qualified employment within the framework of Sustainable Development Goal 8 (Decent Work and Economic Growth). By reflecting on real-world challenges and successes, the graduates created a meaningful social impact, offering students valuable insights into the sustainability dimension of career development. These engaging sessions provided mentorship-focused and high-level student interaction opportunities. Biruni University continues to foster an inclusive labor market by raising social awareness about the potential barriers faced by individuals with special needs in their career journeys.



Expert Mentorship and Career Development: SDG 8-Focused Guidance for Senior Students – Coffee Talking



Events bringing together Biruni University's senior students and expert mentors have supported the University's mission to facilitate a smooth transition of young people into the qualified workforce in line with Sustainable Development Goal 8 (Decent Work and Economic Growth). These mentorship sessions created a strong social impact by helping students clarify their career expectations and enhance professional sustainability. The direct communication between mentors and students provided a personalized student interaction experience. Biruni University continues to raise social awareness about providing the necessary guidance and support for individuals with special needs to achieve their career goals.

Professional Expertise and Field Knowledge: Student Interaction with Experts – For Nutrition and Dietetics Students

Through events where students met with experts in their fields, Biruni University strengthened its mission of providing qualified education integrated with the industry in alignment with Sustainable Development Goal 8 (Decent Work and Economic Growth). The up-to-date professional insights shared by the speakers created a significant social impact, enabling students to achieve sustainability and success in their careers. These meetings fostered a dynamic and high-level student engagement, allowing students to receive direct responses to their questions. The University also promotes social awareness by supporting the professional development of individuals with special needs and encouraging the creation of an inclusive workforce.



Global Careers and Education Opportunities: International Perspective and Social Impact



Presentations on international career and education opportunities, as well as strategies for working abroad, reinforced Biruni University's commitment to enhancing graduates' global competitiveness in line with Sustainable Development Goal 8 (Decent Work and Economic Growth). This global perspective created a strong social impact by encouraging students to make sustainability-oriented decisions in their careers. The event provided students with a unique interactive learning experience through detailed insights into international opportunities. The University remains dedicated to raising social awareness on ensuring equal participation for individuals with special needs in the global labor market.

Early Career Awareness: Qualified Workforce Development Aligned with SDG 8 through University Promotion

The University Tour and Campus Introduction organized by the Corporate Communications Directorate for students of Özel Bayrampaşa Atakent Anatolian High School supported Biruni University's vision of fostering early career awareness in line with Sustainable Development Goal 8 (Decent Work and Economic Growth). The event created a strong social impact by providing information about higher education and the demands of future employment sectors. Career guidance offered to participants enabled significant student engagement, facilitating a sustainability-focused transition into the workforce. The University continues to raise awareness for inclusive career planning and educational accessibility for individuals with special needs.



Career Orientation and Employment Perspective: Career Days Presentation



The Career Days University Presentation held by the Corporate Communications Directorate for students of Kazim Karabekir Anatolian Imam Hatip High School demonstrated Biruni University's commitment to training a qualified and sustainable workforce in alignment with Sustainable Development Goal 8 (Decent Work and Economic Growth). The event had a strong social impact by providing up-to-date information on career opportunities, enhancing students' employability. By guiding students in their career decision-making, the presentations fostered effective student interaction. Biruni University emphasizes inclusive education and raises social awareness on ensuring equal opportunities for individuals with special needs.

Career Awareness and Access to Higher Education: Promoting Sustainability through Ahmet Rasim Anatolian High School Presentation

The Career Days University Presentation organized by the Corporate Communications Directorate at Ahmet Rasim Anatolian High School supported Biruni University's efforts to enhance youth participation in economic growth through education, aligned with Sustainable Development Goal 8 (Decent Work and Economic Growth). The activity created a strong social impact by promoting access to higher education, which forms the foundation for a qualified workforce. The professional insights provided offered meaningful student engagement and encouraged sustainability-based career choices. The University continues to advocate for equal career opportunities for individuals with special needs.



Integration of Science and Career: Development Aligned with SDG 8 through Doğan Cüceloğlu Science High School Presentation



The Career Days University Presentation conducted by the Corporate Communications Directorate at Doğan Cüceloğlu Science High School emphasized Biruni University's vision to increase qualified employment in science and technology within the framework of Sustainable Development Goal 8 (Decent Work and Economic Growth). The presentation generated a strong social impact by highlighting the importance of research- and innovation-based careers for economic development. Focusing on students' career expectations in scientific fields fostered deep student interaction, emphasizing the role of sustainability in technological advancement. The University also promotes social awareness on improving access for individuals with special needs to science and technology careers.

Career Paths in the Sciences: Sustainability and Employment through Çapa Science High School Presentation

The Career Days University Presentation at Çapa Science High School, organized by the Corporate Communications Directorate, reinforced Biruni University's commitment to cultivating highly qualified professionals in scientific and technical disciplines aligned with Sustainable Development Goal 8 (Decent Work and Economic Growth). The event had a meaningful social impact by guiding students toward economically sustainable sectors of the future. Students gained comprehensive insights into science and technology careers, engaging in productive student interaction. The University continues to raise social awareness to ensure full participation of individuals with special needs in scientific careers.



Early Opportunities in Career Development: SDG 8 Perspective through Avcılar Okyanus High School Presentation



The Career Days University Presentation held by the Corporate Communications Directorate at Avcılar Okyanus High School provided practical guidance to help young people succeed in their professional lives, aligned with Sustainable Development Goal 8 (Decent Work and Economic Growth). By emphasizing the link between university education and employment, the presentation created a strong social impact. The career roadmaps provided enabled students to clarify their goals through active student engagement, encouraging sustainability-oriented career choices. Biruni University remains committed to fostering social awareness regarding inclusive access to job markets for individuals with special needs.

Collaboration with Private Schools: Sustainability and Career Development through MEV Büyükçekmece College Presentation

The Career Days University Presentation conducted by the Corporate Communications Directorate at MEV Büyükçekmece College strengthened Biruni University's vision to contribute to the formation of a qualified workforce in line with Sustainable Development Goal 8 (Decent Work and Economic Growth). This impactful institutional outreach created a strong social effect by raising awareness among students about sustainability and ethical business practices in career planning. The comprehensive career information provided enabled informed decision-making in higher education, generating a high level of student interaction. The University continues to emphasize inclusive education and employment opportunities for individuals with special needs.



Fatih Okyanus College Visit: Supporting SDG 8 and Economic Growth through Institutional Guidance



The Career Days University Presentation delivered by the Corporate Communications Directorate for students at Fatih Okyanus College focused on equipping youth with the knowledge to contribute to future economic growth, in line with Sustainable Development Goal 8 (Decent Work and Economic Growth). The event created a strong social impact by providing insights into career opportunities and specialization pathways in higher education. The student-focused sessions offered meaningful student interaction, contributing to the development of a sustainable workforce. Biruni University continues to promote social awareness for the full inclusion of individuals with special needs in career development.

Science Education and Qualified Employment: Sustainability Focus through Çamlıca Oğuz Science High School Presentation

The Career Days University Presentation held by the Corporate Communications Directorate at Çamlıca Oğuz Science High School strengthened Biruni University's vision of promoting qualified employment in scientific disciplines, consistent with Sustainable Development Goal 8 (Decent Work and Economic Growth). The event created a strong social impact by helping students understand the vital role of scientific careers in economic sustainability and social development. The presentations provided in-depth student engagement on future career paths and emphasized the importance of sustainability-driven technological progress. The University continues to raise social awareness to ensure full inclusion of individuals with special needs in scientific and technological career fields.



Living Wage and Fair Compensation



Biruni University guarantees that all full-time, part-time, and contract employees receive remuneration above the nationally defined living wage. In Türkiye, the minimum legal wage is regulated by the government and publicly updated each fiscal year; the University aligns its pay scales accordingly and ensures that no staff member receives less than this threshold.

Annual compensation reviews conducted by the Human Resources Directorate benchmark salaries against the local cost-of-living index and inflation rate published by the Turkish Statistical Institute (TÜİK). Salary adjustments are implemented every January to maintain purchasing power parity.

Beyond monetary compensation, Biruni University provides meal cards, transport allowances, private health insurance, and educational discounts for staff and their dependents. These in-kind benefits ensure that total income exceeds the local poverty threshold for a family of four.

To enhance transparency, the University is preparing an annual Living Wage and Fair Pay Report within the Sustainability & SDG Dashboard, which will publicly disclose compliance metrics and serve as an institutional benchmark for future THE Impact Ranking cycles.

Recognition of Labour Rights and Freedom of Association

Biruni University explicitly recognises the freedom of association and collective bargaining for all employees, including women, contractual, and international staff. This right is embedded in the Ethics and Labour Rights Policy, aligned with International Labour Organization (ILO) Conventions 87 and 98 and with national labour legislation. All employees are free to join recognised trade unions or professional associations without discrimination or penalty. The University maintains constructive dialogue with union representatives to address workplace conditions, career progression, and occupational safety.

The Human Resources Directorate ensures that labour-relations records, meeting minutes, and consultation outcomes are documented annually. Biruni's commitment to freedom of association demonstrates its alignment with SDG 8's target on inclusive and sustainable economic growth.



Gender Pay Equity Monitoring



Gender equity in remuneration is systematically monitored through the B-ACCESS (Biruni Access & Social Equity System), the University's institutional data-tracking platform. Each academic year, gender-disaggregated payroll data are analysed across faculty, title, and employment type to identify potential disparities.

The results are presented in the Gender Equity and Access Report prepared by the Equality & Inclusion Committee (EIC) and reviewed by the Rectorate. Historical analyses show less than a 2 percent variance between male and female salaries for equivalent positions.

If an anomaly exceeding this threshold is detected, a joint review by the EIC and HR Directorate is initiated to correct structural discrepancies and ensure compliance with the principle of equal pay for equal work. To enhance transparency, the University plans to publish a public Gender Pay Gap Dashboard, providing yearly progress data and comparative indicators with national higher-education benchmarks.

Employee Appeal and Grievance Mechanisms

Biruni University maintains a transparent, multi-tier Employee Appeal Process ensuring fairness and accountability in all employment-related matters, including pay, promotion, and workplace conditions.

Employees may submit formal appeals through the Human Resources Directorate, the Ethics & Compliance Committee, or directly to the University Senate Appeal Board. All submissions are registered, acknowledged within five working days, and resolved within fifteen days.

A digital Employee Feedback Portal is under development to centralise grievances, enabling data-driven analysis of recurring issues. Confidentiality, non-retaliation, and impartial review are guaranteed throughout the process.

Quarterly summaries of appeals and resolutions are reviewed by the Rectorate and included in the Annual Staff Satisfaction and Equity Report, demonstrating continuous improvement in organisational justice and staff trust.



Recognition of Unions and Collective Representation



Consistent with national labour law, Biruni University acknowledges the legal status of trade unions and staff associations across all categories of employment. The University encourages employees especially women and international staff to engage in representative activities and to elect workplace delegates.

Joint Consultation Meetings between union representatives and senior management are held annually to review compensation adjustments, occupational safety, and diversity objectives. Outcomes are formally documented and submitted to the Rectorate Council.

A new Union Engagement Policy (to be published 2025) will institutionalise these practices, formalising participation procedures, non-discrimination guarantees, and grievance follow-up mechanisms.

By embedding collective representation within its governance culture, Biruni strengthens institutional accountability and alignment with SDG 8's principles of decent work, inclusion, and shared prosperity.

Future Development and Continuous Improvement Plan

1. Living Wage Verification: Conduct annual external audit comparing salary bands to TÜİK living-cost indicators.
2. Gender Pay Gap Dashboard: Integrate automated analytics into the B-ACCESS platform.
3. Union Engagement Policy: Formalise consultation calendar and publish outcomes in Sustainability Report.
4. Employee Appeal Portal: Launch digital reporting interface with anonymised statistics.
5. Staff Well-Being Survey: Add “Decent Work and Pay Equity” index to institutional KPIs.

These continuous-improvement actions will ensure measurable impact, verifiable documentation, and higher scoring potential across the THE Impact Rankings SDG 8 indicators.

