



HUMANITARIAN EMPLOYMENT AND FAIR WAGE POLICY

Istanbul Beykent University's Humanitarian Employment and Fair Wage Policy aims to provide employees with a deserved working environment within the framework of respect and to establish a fair framework with a human-centric approach in accordance with labor laws.

Core Values

The core values on which the university's Humanitarian Employment and Fair Wage Policy is based are as follows:

- 1. Respect for People:** Prioritizing humane values in the working lives of employees by considering their rights.
- 2. Humanitarian Employment:** Creating a work environment that respects the rights of employees, with a foundation in human respect.
- 3. Fair Wage:** Prioritizing fair remuneration based on employees' competencies, experiences, and job performance.
- 4. Continuous Improvement:** Providing opportunities for employees' personal and career development through education.
- 5. Employee Satisfaction:** Implementing various strategies to increase employee satisfaction levels.
- 6. Recruitment and Promotion:** Emphasizing equal opportunities in recruitment and promotion processes regardless of gender, age, nationality, religion, gender identity or expression, marital status, citizenship, disability, or other legally protected factors.

Strategies of the Humanitarian Employment and Fair Wage Policy

The fundamental elements of the Humanitarian Employment and Fair Wage Policy strategy shaped around the university's core values are:

1. Ensuring effective communication among employees.
2. Establishing a fair working environment.
3. Promoting a culture of collaboration throughout the university.
4. Upholding meritocracy.

Objectives of the Humanitarian Employment and Fair Wage Policy

1. Creating an open, transparent communication culture within the university.
2. Developing training and development programs to enhance employees' competencies.
3. Sustaining a fair remuneration system.
4. Enhancing employees' institutional commitment.

Assessments are conducted to monitor the realization of these objectives, and corrective and continuous improvement measures are taken when necessary.