

 ABDULLAH GÜL ÜNİVERSİTESİ	Policy on Pay Scale Equity and Gender-Based Pay Gap Elimination	Doküman No	POL-10
		Yayın Tarihi	03.10.2022
		Revizyon No	3
		Revizyon Tarihi	30.11.2023

1. Scope

Abdullah Gül University (AGU) is committed to ensuring fair pay practices by eliminating gender-based pay gaps and advancing equity in compensation. This policy ensures that pay equity is achieved through state-determined scales, alongside university-led initiatives that remove gender-related disadvantages, creating an equitable work environment.

2. Legal and Structural Compliance

AGU complies with Türkiye's Civil Servants Law No. 657 and the Higher Education Personnel Law No. 2914, which set salary scales for public university employees. Salaries are based strictly on job position, service class, educational qualifications, and staff grade, with no consideration of gender, ensuring equal pay for equal work. As a public institution, AGU guarantees that all employees are compensated according to these fair and gender-neutral criteria.

3. Scope and Application

This policy applies to all AGU employees, regardless of position, and includes all contractors and third-party workers. AGU aims to extend its commitment to pay scale equity across its entire workforce, ensuring that employees and partners follow best practices in equitable compensation.

4. Key Commitments

AGU actively implements additional initiatives to ensure equity beyond foundational pay equality:

- **Gender Pay Monitoring and Accountability:** The Gender Equality Commission at AGU is responsible for monitoring, reviewing, and reporting on pay data, identifying any disparities, and recommending adjustments to ensure gender pay equity. Reports are shared with university leadership to maintain transparency and accountability.
- **Work-Life Balance Support:** AGU provides policies for work-life balance, including parental leave, flexible scheduling, and partnerships with childcare facilities. These measures help support employees facing specific gender-based challenges related to caregiving responsibilities, advancing equitable career development opportunities for all staff.
- **Mentorship and Professional Development:** AGU's partnership with the Union of Chambers and Commodity Exchanges of Turkey (TOBB) Women's Entrepreneurship Council offers mentorship and development opportunities tailored to female employees. This initiative equips women with essential skills and resources to support career growth, leadership, and equity within the workplace.

5. Additional Benefits and Equity Measures

AGU also provides child allowances and other family-related benefits at equal rates for all eligible employees, regardless of gender, further supporting gender equity in staff benefits and creating an inclusive workplace.

6. Policy Review and Continuous Improvement

AGU commits to regularly reviewing this policy and its associated practices to ensure they align with emerging best practices in gender equity and pay scale fairness. The Gender Equality Commission will oversee periodic evaluations and make recommendations for improvements as needed.

By implementing this policy, AGU fosters a fair and inclusive work environment where all employees are encouraged to reach their full potential, with equitable compensation that reflects their qualifications and contributions.