

8 DECENT WORK AND ECONOMIC GROWTH



NUMBER OF
PUBLICATIONS & THESES

39



NUMBER OF
PROJECTS

1



NUMBER OF
EVENTS

95



NUMBER OF
COURSES OFFERED

9



NUMBER OF
COLLABORATIONS

75



NUMBER OF
AWARDS

34

SDG 8 DECENT WORK AND ECONOMIC GROWTH

Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all

Targets and Indicators

8.1 Sustain per capita economic growth in accordance with national circumstances and, in particular, at least 7 per cent gross domestic product growth per annum in the least developed countries

8.2 Achieve higher levels of economic productivity through diversification, technological upgrading and innovation, including through a focus on high-value added and labour-intensive sectors

8.3 Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity and innovation, and encourage the formalization and growth of micro-, small- and medium-sized enterprises, including through access to financial services

8.4 Improve progressively, through 2030, global resource efficiency in consumption and production and endeavour to decouple economic growth from environmental degradation, in accordance with the 10-Year Framework of Programmes on Sustainable Consumption and Production, with developed countries taking the lead

8.5 By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value

8.6 By 2020, substantially reduce the proportion of youth not in employment, education or training

8.7 Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use



of child soldiers, and by 2025 end child labour in all its forms

8.8 Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment

8.9 By 2030, devise and implement policies to promote sustainable tourism that creates jobs and promotes local culture and products

8.10 Strengthen the capacity of domestic financial institutions to encourage and expand access to banking, insurance and financial services for all

8.10.a Increase Aid for Trade support for developing countries, in particular least developed countries, including through the Enhanced Integrated Framework for Trade-Related Technical Assistance to Least Developed Countries

8.10.b By 2020, develop and operationalize a global strategy for youth employment and implement the Global Jobs Pact of the International Labour Organization

Courses, Theses, Publications

Two Master's theses, summarized below, address two important issues in Turkey's labor market and the wider economy: women's low labor force participation rate and the brain drain. Both issues are highly relevant in promoting inclusive and sustainable economic growth, employment and decent work for all.

The first thesis, entitled "**Comparison of Machine Learning Methods in Predicting Female Labor Force Participation Rates**" (by Ekin Dagli) aims to identify which machine learning method performs best in predicting women's labor force participation rates and to determine the most influential factors shaping women's participation decisions. To this end, the study analyzes data from the second through seventh waves of the World Values

Survey, covering the period 1990–2022. Logistic Regression, Naïve Bayes, k-Nearest Neighbors (KNN), Decision Trees, Support Vector Machines (SVM), Random Forests, Gradient Boosting Machines (GBM), and XGBoost were used as machine learning algorithms. These methods were compared based on performance metrics such as Accuracy, Precision, Recall, F1-Score, AUC, and ROC values. The results indicate that XGBoost and Random Forest achieved the best performance. The analysis further reveals that women's education level, age, number of children, and income level are the most significant determinants of labor force participation, while patriarchal attitudes and religiosity have a limited effect.

The second thesis, entitled "Navigating New Beginnings: Understanding the Migration Decision-Making of Highly Skilled Turkish Women in Germany and the Netherlands" (by Selenay Kasyaka) investigates the migration decision-making processes of highly skilled Turkish women who have migrated to these two countries. Drawing on in-depth interviews with 20 participants and employing a grounded theory approach, the study explores how these women's migration decisions are shaped by a combination of economic motivations, personal aspirations, social networks, and professional opportunities. The findings show that while the pursuit of professional development, security, and a better quality of life are strong motivators, these decisions are also influenced by facilitators such as supportive social and professional networks, as well as by barriers like legal constraints. The study highlights the relevance of the aspiration/capability framework for understanding migration, emphasizing that aspirations alone are insufficient without the capabilities to overcome legal, social, and cultural obstacles. Using a life-course perspective, the research further examines how major life events and changing social roles affect these women's migration choices, challenging traditional views of women migrants as passive actors. Finally, the thesis contributes to the concept of "lifestyle



migration” by demonstrating that, for many participants, migration is not only an economic decision but also a pursuit of a more balanced and fulfilling life. The study calls for more nuanced migration policies that acknowledge the diverse motivations and multidimensional experiences of highly skilled women, address both facilitators and barriers, and support their aspirations and capabilities in their new environments.

The university contributes to SDG8 through scholarly publications.

One of these articles entitled “Impact of Graduating with Honors on Entry Wages of Economics Majors” (by Atay, Asik and Tumen) was published in *Oxford Bulletin of Economics and Statistics*. It examines the signaling value of academic achievement by gender. Employers often use indicators such as academic achievement to assess applicants’ potential productivity. This study investigates the causal effect of graduating with honors ($GPA \geq 3.00/4.00$) on the starting wages of economics graduates in Turkey. Using administrative data from 2014–2018 and a regression discontinuity design, the analysis shows that graduating with honors raises the starting wages of male graduates, particularly those from non-elite universities, by about 4%, while having no effect on females. The findings are interpreted through the lens of statistical discrimination, suggesting that the signaling value of an honors degree varies by gender and university prestige.

The other exemplary journal article entitled “Higher Education Expansion and Women’s Access to Higher Education and the Labor Market: Quasi-Experimental Evidence from Turkey” (by Öztürk and Dayıoğlu) was published in *Higher Education*. It examines the effects of a higher education expansion reform in Turkey and how it differentially impacted men and women, with particular attention to the latter, who are disadvantaged in both higher education and labor market participation. The findings indicate that the establishment of universities in regions that previously lacked them increased women’s

higher education attainment and labor force participation, while having no significant effect on men. Consequently, the expansion policy contributed to narrowing the gender gap in higher education attainment and labor force participation.

Evidence:

<https://www.scopus.com/record/display.url?eid=2-s2.0-85174850946&origin=resultlist>

Events - Activities

Econ Talks for Everyone:

Turkey's Challenge with Central Banking in the 21st Century

TEDU’s Econ Talks for Everyone series aims to inform students, faculty, and the general public about contemporary issues in Turkey. As part of this series, Prof. Dr. Ali Hakan Kara delivered a talk titled “Turkey’s Challenge with Central Banking in the 21st Century,” focusing on Turkey’s struggle with inflation since the 1920s (See Image 1.). Within an economic and political historical framework, the talk examined the dynamics of inflation and the relationship between key turning points in inflation and legislative changes concerning the Central Bank of the Republic of Turkey’s instrument independence. The discussion also addressed the role of foreign investors and the risk assessments of major credit institutions regarding the Turkish economy and their broader impact. In addition, the accumulation of risks stemming from the low-interest-rate policy in the public sector and Turkey’s macroeconomic policies was presented to participants from various disciplines.





Image 1. Turkey's Challenge with Central Banking in the 21st Century

Evidence: <https://society.tedu.edu.tr/en/whats-happening-tedu/econ-talks-everyone-centennial-economic-seminars-turkeys-challenge-central>

Nobel Discussions: Comparative Development Studies and the Role of Institutions

TEDU's Economic Research Union (a student organization) hosts the Nobel Discussions series, focusing on the recipients of the Nobel Prize in Economics (See Image 2). In 2024, the prize was awarded to Daron Acemoğlu, Simon Johnson, and James Robinson. As part of this series, Associate Professor Dr. Aykut Attar from the Department of Economics at Hacettepe University delivered a talk on Daron Acemoğlu's academic work and his contributions to the field, highlighting the crucial role of societal institutions in fostering economic growth and well-being.



Image 2. Nobel Discussions: Comparative Development Studies and the Role of Institutions

Evidence: https://www.linkedin.com/posts/teueru_we-are-pleased-to-announce-that-this-years-activity-7263228866167525376-5xut

Collaboration, Projects, Awards

Collaborations

TED University hosted the event "the Research on Women and Employment," organized in collaboration with TurkishWIN and XSIGHTS Research and Consultancy on February 29 (See Image 3). The event aimed to share insights into how perceptions of gender equality in Turkey have evolved. Participants contributed to raising awareness about women's employment by engaging with the research findings. The event reached a wide audience through both in-person and online participation.



Image 3. The Research on Women and Employment

Evidence: <https://www.tedu.edu.tr/gundemde-neler-var/kadin-ve-istihdam-arastirmasi>

Another important initiative in relation to contributing SDG 8 is the cooperation protocol, which was signed between TED University and Development and Investment Bank of Turkey, Inc. This collaboration, within shared goals on the axis of sustainable development goals and combating climate change aims to mutually provide technical information and research support to increase the sustainability performance of the Turkish economy.

Evidence: <https://www.tedu.edu.tr/en/whats-happening-tedu/ted-university-development-investment-bank-turkey-cooperation>

Projects

The project entitled "An Evaluation of Mass Migration after the February 6 Kahramanmaraş Earthquakes: The Examples of Ankara and Mersin", led by Dr. Gülçin Con Wright, faculty member of TEDU Department of Sociology, has been awarded Tübitak 1001 SOBAG grant (See Image 4). Prof. Dr. Kezban Çelik and Dr. Aylin Çakıroğlu Çevik, faculty members of TEDU Department of Sociology, Assoc. Prof. Dr. Ela Ataç Kavurmacı and Dr. Zeynep Eraydın, faculty members of TEDU Department of City and Regional Planning also participated in the project as co-researchers. This interdisciplinary and inter-institutional project aims to understand the social and economic impact of the 2023 Kahramanmaraş Earthquakes, paying particular attention to mass migration out of earthquake affected regions to Mersin and Ankara.



Image 4. An Evaluation of Mass Migration after the February 6 Kahramanmaraş Earthquakes: The Examples of Ankara and Mersin

Evidence: <https://www.tedu.edu.tr/en/whats-happening-tedu/evaluation-mass-migration-after-february-6-kahramanmaraş-earthquakes-examples>

TEDU also hosted another community oriented project titled "How do you spend your money" (See Image 5). This project aimed to raise financial literacy awareness among middle school students, focusing on the fundamental concepts of saving, investing, and compound interest. The initiative aimed to explain how savings and investments function, the importance of consistent saving habits, and the ways in which financial planning contributes to long-term security. Students were introduced to various investment tools and learned about the impact of inflation on purchasing power. The project also addressed both the positive and negative aspects of borrowing, emphasizing the significance of responsible financial behavior. Through this initiative, participants gained essential knowledge about managing personal finances and understanding economic principles, thereby fostering awareness aligned with sustainable and inclusive economic growth.





Image 5. How do you spend your money?

Campus

TEDU-GO Virtual Incubation Program

The TEDU Entrepreneurship Office aimed to support individuals capable of developing innovative solutions to local and global challenges by helping them transform their ideas into successful commercial or social enterprises. In line with this mission, the office implemented the *TEDU-GO Virtual Incubation Program*, which provided comprehensive support for entrepreneurial initiatives at every stage, from idea generation to business planning, from initial product or service modeling to commercialization. Through this program, aspiring entrepreneurs were encouraged to participate, refine their business ideas, and bring their ventures to life with professional guidance and institutional resources. The initiative contributed to fostering an entrepreneurial culture, promoting innovation-driven growth, and supporting sustainable employment opportunities in alignment with the principles of decent work and economic development. One of the examples of this campus program was the “Crowd Funding” webinar by Cem Ates (See Image 6).

Evidence: <https://go.tedu.edu.tr/en/tedu-go-virtual-incubation-program>

Example activity

webinar

9.10.24

“kitlesele fonlama”



Konuşmacı

Cem Ateş

Startup Relations Manager
@fongogo

go.tedu.edu.tr

Image 6. Crowd Funding by Cem Ates

Evidence:

<https://go.tedu.edu.tr/en/events/webinar-crowdfunding>

