TIMES HIGHER EDUCATION / IMPACT RANKINGS EVIDENCE FACT FILE

SDG 11 / INDICATOR 11.4.3

Remote Working and Condensed Week

Cyprus International University • North Cyprus – Türkiye • www.ciu.edu.tr



SDG 11	11.4.3	Apr 2021
Sustainable Cities and Communities	Remote working and condensed working week	Executive Board approval of the commuting by-law that promotes remote working

Purpose of this evidence file

This fact file answers THE Impact Rankings SDG 11 measure 11.4.3: “Does your university as a body promote or allow telecommuting or remote working for employees as a matter of policy or standard practice, and/or offer a condensed working week to reduce employee commuting?” It sets out what Cyprus International University (CIU) states in its Sustainable Commuting Policy, the remote working and online delivery practice that supports it, the dated record found on ciu.edu.tr and in CIU’s SDG 7, SDG 11 and SDG 11 evidence, and a drafted Remote and Flexible Working Policy. The drafted policy is a proposal and is marked as one; the file says plainly that no standalone telework rule or condensed week was found.

INDICATOR 11.4.3

Remote working and condensed week at a glance

CIU's commuting policy promotes remote working and flexible schedules and its systems support.

The question and the answer

Question. Does your university as a body promote or allow telecommuting or remote working for employees as a matter of policy or standard practice, and/or offer a condensed working week to reduce employee commuting?

Answer: partly (remote working yes, condensed week not found). CIU's Sustainable Commuting Policy, approved as a by-law by the Executive Board in April 2021, ranks "Remote Learning and Working" among its commuting options and says CIU will "promote and facilitate remote learning and teleworking options where academically and operationally feasible", with staggered class and work schedules. CIU's evidence names the staff who can work remotely (administrative and support roles, and academic staff teaching, supervising, marking and attending meetings online) and the tools that make it possible: Moodle, webmail from anywhere, off-campus library access and a central intranet. Courses already run with "Room: Online" status. No standalone telework regulation, count of remote workers or condensed working week was found.

1	5+	0
Written commuting policy that names remote working and teleworking	Online course sections shown in the timetabling system, with more in the screenshots	Condensed working week schemes or telework counts found

Headline result

CIU has the policy statement and the digital tools. The gaps are a rule that sets who may work remotely and how often, figures that show it happens, and a condensed week. Page 5 drafts a policy and page 7 gives the log that would turn it into evidence.

Evidence scope

No.	Evidence item	Where
1	What the commuting policy and CIU's evidence state about remote working	Page 3
2	Remote working in practice: online delivery, systems and the commuting context	Page 4
3	Drafted Remote and Flexible Working Policy, with a condensed week pilot (proposal)	Page 5
4	Dated record and key figures	Page 6
5	Proposed rollout and remote working log	Page 7
6	Points to strengthen before submission, and sources	Page 8
7	Evidence: CIU remote working statement, online course screenshots and Sustainable Commuting Policy	Pages 9–14

WHAT CIU STATES

Policy statements on remote working

Statement	What CIU says	Reading	Source
Commuting option 4	"Remote Learning and Working: Facilitate remote study and work options to reduce the need for commuting."	Ranked after public transport, ridesharing and active travel.	Policy, 2024
Flexible work and study arrangements	"Promote and facilitate remote learning and teleworking options where academically and operationally feasible."	Policy promotion; no eligibility or limit stated.	Policy, 2024
Earlier wording	"Remote Learning Options: Encourage online classes and flexible work hours to reduce the necessity of daily commuting."	The 2023 version names flexible work hours.	Policy, 2023
Staggered schedules	"Offer staggered class and work times to decrease congestion"; "Encourage schools and departments to consider staggered class and work schedules to alleviate peak-hour congestion."	A form of flexible hours; no staff scheme named.	Policy, 2024
Approval and review	The by-law "was approved by the Executive Board of CIU in April 2021". Effectiveness is assessed annually "through surveys and data collection on commuting patterns"; the policy "will be reviewed every two years".	Governance is in place; no survey or review result found.	CIU SDG 11 page
Staff who work remotely	Administrative and support staff whose duties are carried out off-campus (finance, admissions processing, IT, quality assurance, HR, marketing and communications); academic staff delivering online courses, supervising theses, marking, preparing materials and attending meetings, committees and consultations online.	Describes roles; gives no numbers or rule.	Evidence A
Digital services and remote access	Online forms, e-signatures, electronic document management and a virtual helpdesk; VPN, cloud storage and university collaboration tools "to enable secure remote work".	Stated by CIU; see page 8 for what the website shows.	Evidence A

Reading the register

The question asks for remote working "as a matter of policy or standard practice". CIU's policy supplies the first half in general terms. The second half, standard practice, rests on online course delivery and systems, because no rule or count of remote staff was found. A condensed working week is not mentioned in any CIU document reviewed.

REMOTE WORKING IN PRACTICE

Online delivery, systems and the commuting context

Area	What is shown	Source
Online course sections	Moodle and the timetabling platform schedule courses with “Room: Online” and “Is online” status. Examples: TURK100 Turkish; ENGL141 and ENGL103 Reading and Writing Skills I; ENGL143 and ENGL145 Academic Reading and Writing Skills I (School of Foreign Languages). Other screenshots show electives such as World Energy Politics and Artificial Intelligence Awareness.	Evidence B; CIU distance portal
Learning platform	“Moodle is CIU’s learning management system used for sharing course materials, announcements, and academic content”; enrolment “is synchronized automatically with SIS records”. The distance education portal welcomed users on 4 February 2016 and posted access information on 14 October 2019.	Computer Center FAQ
Distance Education Center	Research and application centre for “flexible, accessible, and quality education”; supplies infrastructure for professional development courses and trains staff in the workforce with the Continuing Education Centre.	CIU centre page
Access from anywhere	Webmail “can be used from anywhere with an internet connection”; library databases are available off campus through a proxy; the SHARE portal lets users “share their files securely”; the intranet “provides various online services to the people working at the CIU through a centralized system”; CIU-NET gives secure access to official systems.	Computer Center
Commuting context	Free shuttle: 24,481 departures in 2025 and about 5,000 riders a day; 1,027 parking spaces; 0.07 cars per member of the campus population (SDG 11.4.1 and 11.4.2 files). Fewer staff trips lower this load and the Scope 3 commuting emissions in the 13.4.1 file.	CIU transportation page

How the pieces fit

Online sections and remote access remove travel for students and for the instructors who teach them. The commuting policy names remote working as a way to cut commuting. What is not yet shown is a staff-level rule: who may work remotely, how many days, and how many staff do. Page 5 drafts that rule.

DATED RECORD AND KEY FIGURES

What the record shows, with dates

From CIU documents and pages, including the SDG 7, SDG 11 and SDG 11 evidence.

Ref.	Date	Item	Reading	Source
R1	4 Feb 2016	Welcome post on CIU's distance education portal: users log in with university credentials to see courses and reach instructors.	Online delivery since at least 2016	CIU distance portal
R2	14 Oct 2019	Access information for distance education courses posted for students.	Continuing practice	CIU distance portal
R3	Apr 2021	Executive Board approves the by-law on transportation, with the Sustainable Commuting Policy.	Policy basis	CIU SDG 11 page
R4	2021	Baseline: 10,053 shuttle departures; 1,128 parking places; 761 parking stamps; 1,136 e-bike rides.	Commuting baseline (11.4.1 file)	CIU SDG 11 page
R5	2023 or 2024	25,026 shuttle departures, 118% above 2021 (the page says 2023; the 11.4.1 file says 2024).	Growth in shared travel	CIU SDG 11 page
R6	2024	Sustainable Commuting Policy lists "Remote Learning and Working" and "teleworking options"; uploaded to the site in October 2025.	Written promotion of remote work	Policy, 2024
R7	2025	24,481 shuttle departures; about 5,000 riders a day; 1,027 parking spaces.	Current commuting load	CIU transportation page
R8	2025	CIU 11.4.3 evidence lists remote-working roles, digital services and online sections with screenshots.	Practice described	Evidence A
R9	Every 2 years	Policy review and annual commuting survey required by the policy.	No result found yet	Policy, 2024

EVIDENCE A

CIU statement on remote working for staff

The first page of CIU's 11.4.3 evidence: the roles that work remotely, from the supplied document.

Evidence for THE Impact Rankings Questionnaire

University : Cyprus International University
Country : North Cyprus- Türkiye Web
Address : www.ciu.edu.tr
11.4

11.4.3

Remote Working for Staff

2.1

- Administrative and support staff whose duties are carried out off-campus (e.g. finance, admissions processing, IT, quality assurance, HR, marketing and communications).
- Academic staff delivering online courses, supervising theses, marking, preparing materials, and attending meetings, committees and consultations online.

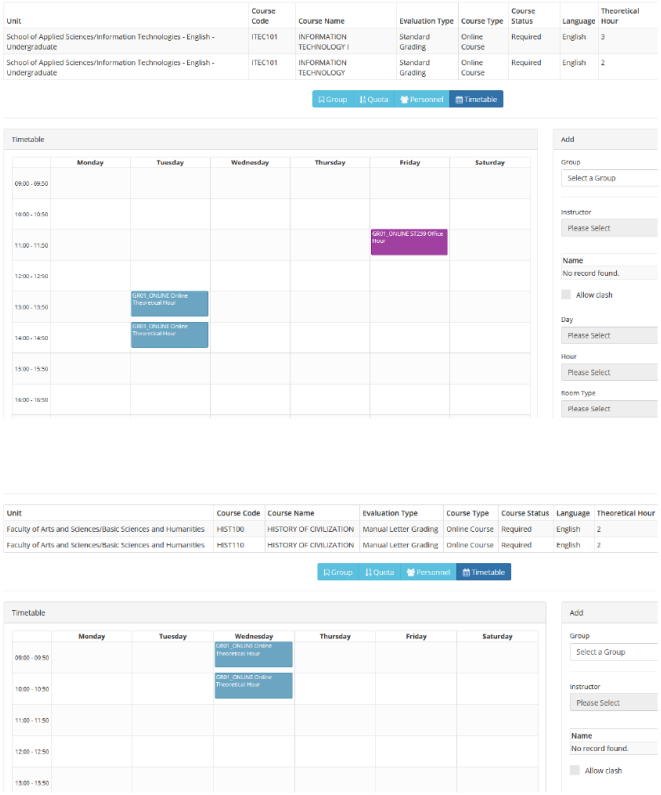
CIU 11.4.3 evidence, 2025, page 1.

EVIDENCE B, PAGE 1 OF 2

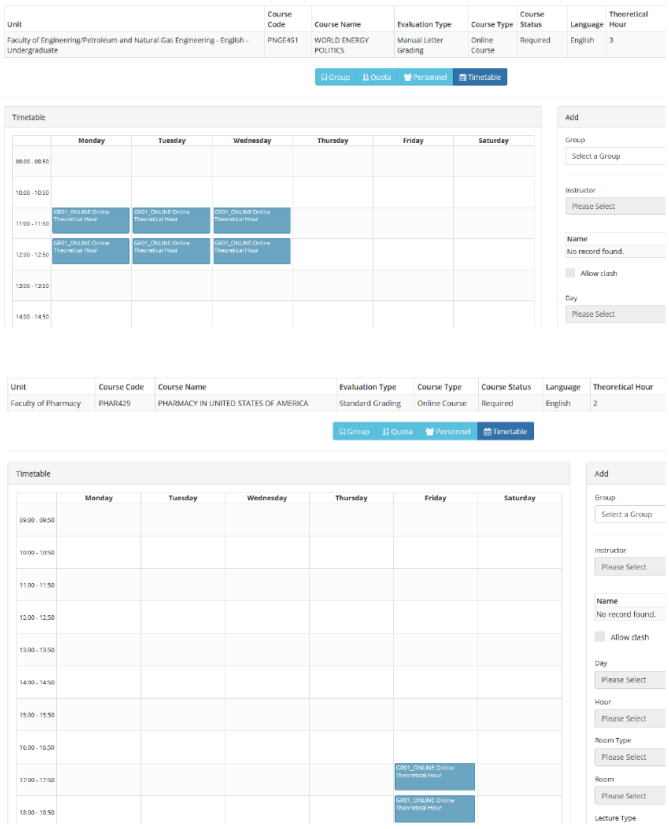
Online course sections in the timetabling system

Screenshots of timetabled courses marked “Online” (Appendix A of the CIU document).

Courses such as Turkish, English language skills, Elective courses (e.g., World Energy Politics, Artificial Intelligence Awareness) are taken by students from many faculties. Delivering them online concentrates the greatest reduction in student travel where enrolment is highest.



Appendix A.

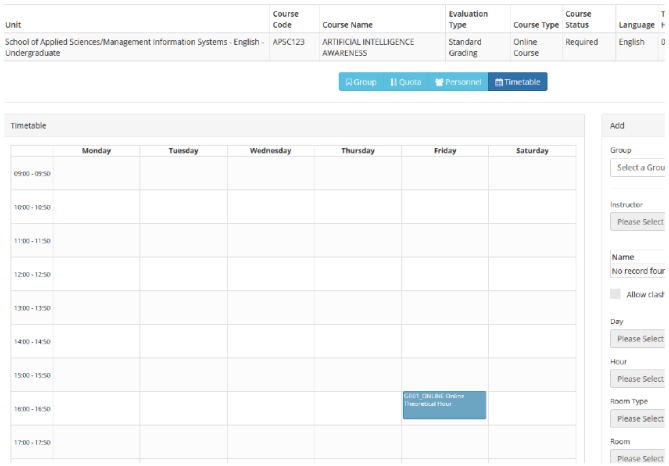


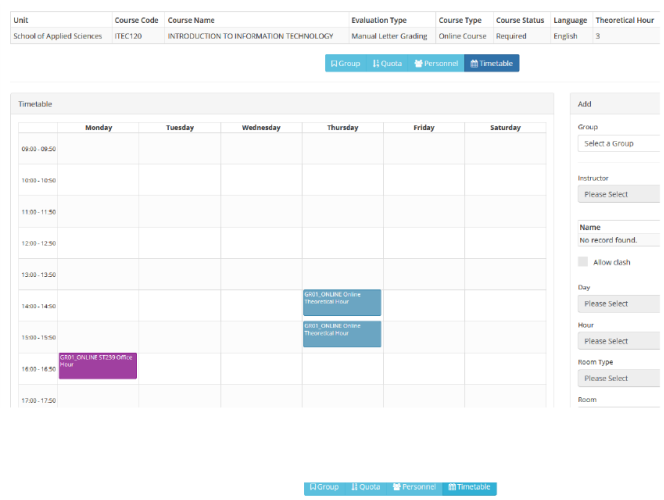
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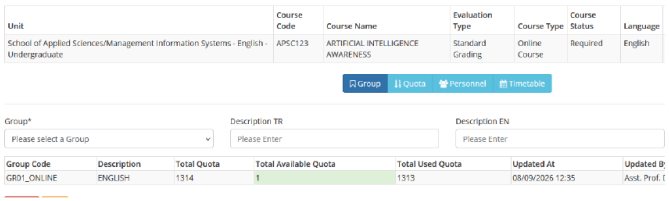
EVIDENCE B, PAGE 2 OF 2

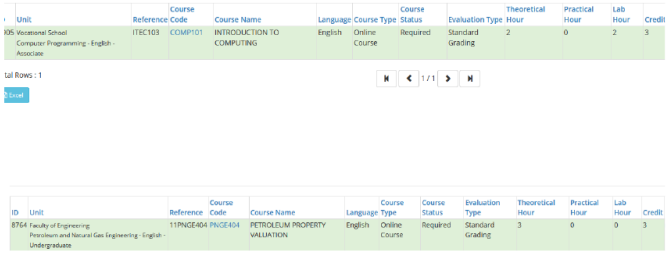
Online course sections, continued

Further screenshots of courses marked “Online”.









Appendix A.

Appendix A.

EVIDENCE C, PAGE 1 OF 3

Sustainable Commuting Policy for CIU

Purpose, scope, policy statement, objectives and the commuting options, from the supplied document.

Sustainable Commuting Policy

Sustainable Commuting Policy for Cyprus International University

Purpose

This Sustainable Commuting Policy formalizes the commitment of Cyprus International University (CIU) to providing a safe, affordable, accessible, and sustainable transport system for our community. The policy aims to significantly reduce the university's carbon footprint, enhance public health, decrease traffic congestion, and foster a culture of sustainability by systematically prioritizing low and zero-emission commuting options.

Scope

This policy applies to all Cyprus International University students, faculty, staff, and visitors. It governs campus planning, infrastructure development, and the provision of services related to transportation and commuting.

Policy Statement

Cyprus International University promotes sustainable commuting practices that benefit our environment and community. The university is committed to integrating commuting-related sustainability targets into its strategic planning, investing in the necessary infrastructure, and incentivizing behavioral change to achieve a greener, healthier, and more connected campus environment.

Objectives

1. Reduce Greenhouse Gas Emissions: Lower carbon emissions associated with commuting to and from campus.
2. Encourage Healthy Lifestyles: Promote walking, biking, and other active forms of transportation.
3. Enhance Campus Community: Foster a supportive and engaged community around sustainable commuting.

Sustainable Commuting Options

CIU encourages the following commuting methods:

1. Public Transportation: Utilize local bus services and shuttles to access the campus.
2. Ridesharing (Carpooling/Vanpooling) and Electric Vehicles: Efficient use of motorized transport.
3. Active Transport (Walking and Cycling): The most sustainable options, prioritized in all campus planning.

Sustainable Commuting Policy, page 1 of 3.

EVIDENCE C, PAGE 2 OF 3

Strategies and incentives

Option 4, “Remote Learning and Working”, and the strategies that follow.

4. Remote Learning and Working: Facilitate remote study and work options to reduce the need for commuting.

Strategies to Motivate Sustainable Transportation Choices

1. Awareness Campaigns
   - Sustainability Workshops: Host workshops to educate the campus community about the environmental benefits of sustainable commuting.
   - Information Sessions: Provide sessions on how to use public transportation effectively and safely.
   - Establish a Sustainable Commuting Working Group with student and staff representation to provide ongoing feedback and ideas.

2. Incentive Programs
   - Transit Subsidies: Offer discounts or reimbursements for public transportation passes and provide information on local transit options.
   - Bicycle Incentives: Create a program that offers financial support for bike purchases and maintenance and a “Bike to Campus” day with participant rewards.
   - Carpool Rewards: : Develop and promote a university-sponsored carpool and vanpool matching platform.
   - Implement a "Green Commuter" rewards program offering tangible benefits (e.g., discounts, prizes) for students and staff who regularly use sustainable modes.
   - Explore subsidized access to the Velespeed bike-share program, NG SCOOTER, and provide financial incentives for personal bicycle purchase and maintenance.
   -

3. Infrastructure Improvements
   - Develop and maintain safe, well-lit, and accessible pedestrian pathways and cycling lanes across campus.
   - Expand secure, covered, and convenient bicycle parking facilities at all major campus buildings.
   - Systematically expand the network of Electric Vehicle (EV) charging stations.
   - Prioritize the completion of the dedicated bicycle lane to Nicosia city center.

4. Recognition Programs
   - Sustainability Champions: Recognize and reward individuals or groups who promote sustainable commuting, such as those who organize carpool groups or lead cycling initiatives.

Sustainable Commuting Policy, page 2 of 3.

EVIDENCE C, PAGE 3 OF 3

Flexible work and study arrangements

Remote learning options, staggered schedules, responsibilities, monitoring and review.

- Green Commuter Awards: Establish annual awards for departments or student groups that significantly reduce their commuting carbon footprint.

5. Flexible Work and Study Arrangements
   - Remote Learning Options: Promote and facilitate remote learning and teleworking options where academically and operationally feasible.
   - Staggered Schedules: Encourage schools and departments to consider staggered class and work schedules to alleviate peak-hour congestion

6. Feedback Mechanisms
   - Surveys and Suggestions: Regularly solicit feedback from the campus community about commuting challenges and preferences to tailor support and resources effectively.
   - Commuting Committees: Establish a committee to explore sustainable commuting initiatives and gather ongoing input from the university community.

Responsibilities

- Students and Staff: Actively engage in sustainable commuting options and utilize available incentives.
- University Management: Support and promote sustainable commuting initiatives through resources and communications.
- Sustainability Committee: Monitor and evaluate the effectiveness of the policy and recommend improvements.
- Transportation Unit: Manages the shuttle bus fleet and services, ensuring efficiency, accessibility, and high service quality.

Monitoring and Evaluation

The effectiveness of this policy will be assessed annually through surveys and data collection on commuting patterns. Feedback from the campus community will guide necessary adjustments to enhance participation and effectiveness.

Review

This policy will be reviewed every two years to ensure its relevance and effectiveness in promoting sustainable commuting practices at Cyprus International University.

Sustainable Commuting Policy, page 3 of 3.