

Prof. Dr. Halil NADİRİ

Rector

Cyprus International University (CIU)

Dear Prof. Dr. Halil NADİRİ,

We, the undersigned research assistants of Cyprus International University (CIU), write to you collectively to express our deep concern about the longstanding issue regarding the inadequate compensation we receive. This problem has persisted for years, but with the increasing inflation and rising costs of living, it has become even more difficult to sustain ourselves on the current salaries for all categories of assistants. Category A assistants currently receive a monthly salary of 5,500 TL, while Category B assistants receive 4,600 TL, and Category C assistants receive only 3,900 TL.

It is particularly troubling to note that the cost of the residency permit alone now stands at 7,550 TL, which is higher than the monthly salary of a Category A assistant. Coupled with the rising costs of rent, groceries, and transportation, these financial burdens have made it nearly impossible to make ends meet. Despite the scholarship we receive, we are still required to pay a registration fee of 550 Euros each semester. This scholarship does not alleviate the financial challenges we face in meeting basic living expenses and other responsibilities, leaving us in a deeply precarious situation.

As mandated, we are required to be present on campus from 8:00 AM to 5:00 PM, fulfilling both academic and administrative responsibilities. Despite this, the salary we receive does not reflect the time, effort, and dedication we bring to our roles. It is even more disheartening to recall that we were told the salary is meant to cover our "coffee allowance." While this comment may have been made lightly, it starkly contrasts with the reality of our full-time workload and the significant contributions we make to the institution's academic and research output. Our situation becomes even more disheartening when compared with that of research assistants in other universities across Cyprus, where they receive appreciable compensation in addition to their full scholarships. This disparity not only undermines our efforts but also devalues the work we do to uphold CIU's academic reputation. It is not unreasonable for us to expect our salaries to comply with the labor laws of the Turkish Republic of Northern Cyprus (TRNC), reflecting fair compensation for the workload and responsibilities we bear.

We kindly request an immediate salary adjustment this semester to address the current financial challenges. Taking action on this matter is not only a matter of fairness but also crucial for maintaining the morale and productivity of the research assistants who play an integral role in the success of CIU. Thank you for your attention to this pressing concern. We look forward to a timely and favorable resolution.

Sincerely,

CIU Research Assistants.

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