

Report on Sustainable Development Goal 10

REDUCED INEQUALITIES

2024



Foreword

This document delves into the achievements and ongoing initiatives at AzTU to support Sustainable Development Goal 10 (SDG 10): Reduced Inequalities. Focused on promoting equality and inclusivity, the data provided reflects AzTU's commitment to creating a supportive academic environment for all, especially those from underrepresented backgrounds. The document highlights statistics on first-generation students, international students from developing countries, and individuals with disabilities, illustrating AzTU's role in ensuring equitable access to higher education.

Introduction

AzTU's commitment to SDG 10 is evidenced through various structured policies and actions designed to foster inclusivity, reduce inequalities, and support the needs of diverse student and staff demographics. This document presents data from 2023 regarding the representation of first-generation students, students and employees with disabilities, and international students from developing regions. Additionally, it outlines AzTU's policies on anti-discrimination, support for underrepresented groups, and accessibility measures, underscoring the university's proactive approach to creating an equitable campus environment.

References

[National Information Portal on Sustainable Development Goals of the Republic of Azerbaijan](#)

[AzTU Sustainability](#)

[AzTU SDG 10 Report / November 2023](#)

SDG 10 keywords - Reduced inequalities

Affordable housing	Education	Homophobia	Quality of life
Age	Empower	Human rights	Race
Ageism	Equal opportunity	Inclusion	Racism
Business	Equality	Income growth	Reduce inequalities
Children	Equity	Income inequality	Religion
Culture	Ethnicity	Indigenous	Rural
Developing countries	Financial assistance	Inequalities	Sex
Developing states	Foreign aid	Inequality	Sexism
Development assistance	Foreign investments	Migrant remittance	Social protection
Disabilities	Gender	Migration	Society
Discrimination	Global financial markets	Population growth	Vulnerable nations
Discriminatory	Health	Poverty	World trade
Economy	Homelessness	Public policy	

SDG 10 Targets

The concept behind SDG 10 targets is to reduce inequalities by ensuring fair access to educational and employment opportunities for individuals from diverse, often underrepresented backgrounds. This includes efforts to support first-generation students, encourage enrollment of international students from developing countries, and provide equal opportunities for people with disabilities. Achieving these targets requires institutions to implement non-discriminatory policies, facilitate inclusive admissions practices, and provide access to resources and facilities that cater to the unique needs of all individuals. Through these measures, institutions can foster a more equitable environment, promoting social mobility and diverse perspectives.

Statistics and Their Indicators

The concept of using statistics and indicators is to quantitatively assess progress toward inclusivity and equality goals. For instance, tracking the number of first-generation students, students from developing countries, and individuals with disabilities helps institutions measure their effectiveness in reaching underrepresented groups. These indicators serve as benchmarks for evaluating how well policies and programs are working to support diverse populations. By analyzing these data points, institutions gain insights into areas needing improvement and can strategize more targeted actions to fulfill SDG 10 goals, thereby creating a more inclusive educational landscape.

SDG 10's Positive Impact on other SDGs

SDG 4 (Quality Education): Reducing inequalities enables broader access to education, especially for marginalized groups. By supporting first-generation students, students with disabilities, and international students from developing countries, institutions help bridge educational gaps and ensure that quality learning opportunities reach diverse populations, reinforcing lifelong learning for all.

SDG 5 (Gender Equality): Non-discriminatory policies and inclusive practices within institutions promote gender equality by actively supporting and providing equitable opportunities for women and other underrepresented genders. This fosters a balanced academic and work environment, helping to dismantle barriers to advancement based on gender.

SDG 8 (Decent Work and Economic Growth): By addressing inequality within the workforce, including through the employment of individuals with disabilities and those from diverse socioeconomic backgrounds, SDG 10 contributes to a fairer labor market. Equal access to work and fair wages promotes economic resilience, reduces poverty, and fosters inclusive economic growth.

SDG 11 (Sustainable Cities and Communities): Efforts under SDG 10 to support marginalized groups contribute to building inclusive and resilient communities. Universities with accessible facilities and support services empower students and staff with disabilities, setting a model for inclusive infrastructure and community spaces that benefit all citizens.

SDG 16 (Peace, Justice, and Strong Institutions): Promoting equality and inclusivity within educational and employment policies cultivates fairer institutions that uphold human rights and justice. Transparent, non-discriminatory policies not only reinforce public trust in institutions but also contribute to a culture of peace and social cohesion, essential for sustainable development.

SDG 17 (Partnerships for the Goals): Reducing inequalities requires collaboration across sectors and nations. SDG 10 encourages institutions to build partnerships focused on shared goals of inclusivity and equality. By working together, institutions can share resources, strategies, and best practices that amplify progress across all SDGs.

Current situation

Access for First-Generation Students: In 2023, AzTU reported a significant enrollment of first-generation students, with 2,258 starting their degrees. This reflects a targeted effort to expand access to higher education for students who may not have family experience in academia, promoting educational equity.

Support for International Students from Developing Countries: AzTU hosts a relatively small yet notable number of international students from developing (low- and lower-middle-income) countries, with 100 enrolled in 2023. This indicates a step towards increasing global diversity on campus and extending opportunities to students from less advantaged regions.

Inclusivity for Students and Employees with Disabilities: Data shows that AzTU has 48 students and 21 employees with disabilities, demonstrating a commitment to providing accessible education and employment opportunities. The university has also implemented support facilities, such as elevators and access schemes, ensuring that the campus infrastructure accommodates individuals with disabilities.

Non-Discriminatory and Inclusivity Policies: AzTU has publicly posted policies on non-discrimination, equality, and inclusivity, available on its website. These policies promote equal opportunities regardless of gender, religion, sexual orientation, or age, and align with both national and international anti-discrimination standards. The institution also tracks applications and admissions for underrepresented groups, such as ethnic minorities, low-income students, and refugee students, ensuring these populations are supported.

Commitment to Diversity and Equity in Employment: The university has actively recruited underrepresented groups, including 45 employees from refugee and internally displaced communities. A diversity and equality committee, alongside the AzTU Trade Union Committee and Student Trade Union Committee, jointly implement policies and provide support for diversity and inclusion on campus, offering students and staff resources to address any concerns related to equity.

Support Services and Accessible Facilities: AzTU offers multiple support services for underrepresented groups, including mentoring, counseling, and peer support programs. Additionally, the campus provides accessible facilities, such as elevators and personal assistance for those with disabilities, to create an inclusive environment.

Future goals

- **Expanding Enrollment for Marginalized Groups:** AzTU can work to increase the proportion of first-generation, low-income, and international students from developing countries by offering targeted scholarships, preparatory programs, and enhanced outreach efforts.
- **Enhancing Accessibility and Support Services:** Further investment in accessible facilities, such as adaptive technologies and campus-wide mobility aids, would improve the experience for students and staff with disabilities. Establishing additional support services, including specialized academic coaching and disability-specific career counseling, would ensure a more supportive learning environment.
- **Strengthening Data Collection and Transparency:** Improving the scope and precision of data collection on underrepresented groups will allow AzTU to more accurately assess progress and identify areas for growth. Publishing regular reports on diversity and inclusion metrics can further enhance transparency and accountability.
- **Increasing Faculty and Staff Diversity:** Actively recruiting diverse faculty and staff from a range of backgrounds can enrich AzTU's academic environment and promote role models for students from underrepresented groups. Creating fellowships or mentorship programs aimed at supporting minority faculty could be a valuable approach.
- **Enhancing Cultural Competency and Inclusion Training:** Expanding mandatory training for students, staff, and faculty on cultural competency, unconscious bias, and anti-discrimination can foster a more inclusive campus culture. Regular workshops and educational events could deepen understanding and strengthen the institution's commitment to diversity.

Conclusion

AzTU's dedication to reducing inequalities is evident in its policies, initiatives, and supportive campus environment. The institution has taken commendable steps in broadening access to education, promoting diversity, and creating an inclusive space for students and staff from all backgrounds. By setting and pursuing future goals that target expanded support, enhanced accessibility, and greater inclusivity, AzTU can further solidify its role as a leader in advancing SDG 10. Through sustained commitment and strategic development, AzTU is well-positioned to cultivate an academic community where equality, diversity, and opportunity continue to thrive.