

Report on Sustainable Development Goal 8

Decent Work and Economic Growth

2024



Foreword

At Azerbaijan Technical University (AzTU), we are committed to advancing the principles of decent work and economic growth in alignment with the United Nations' Sustainable Development Goal 8 (SDG 8). This report reflects our dedication to providing a fair, equitable, and productive working environment, while contributing to the economic development of the Republic of Azerbaijan. As a leading engineering university, AzTU supports inclusive economic growth and advocates for labor rights, gender equity, and the elimination of forced labor and discrimination.

Introduction

SDG 8, which focuses on "Decent Work and Economic Growth," is crucial to ensuring that everyone has access to fair employment opportunities and that economies grow sustainably. At AzTU, we prioritize these goals through various institutional policies, such as ensuring fair salaries, maintaining workplace equality, preventing forced labor and modern slavery, and respecting labor union rights. This report outlines AzTU's practices in promoting these principles, supporting its employees' rights, and contributing to sustainable economic growth in Azerbaijan. We also highlight our compliance with national labor laws, our support for gender equity, and our commitment to inclusive work environments.

References

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

[AzTU Sustainability](#)

[AzTU SDG 8 Report / November 2023](#)

SDG 8 keywords - Decent work and economic growth

Aid for trade	Finance	Micro finance	Stable jobs
Banking	Financial services	Migrant workers	Society
Child labor	Forced labor	Modern slavery	Sustainable consumption
Child soldiers	GDP growth	Poverty eradication	Sustainable economic growth
Creativity and innovation	Global resource efficiency	Poverty line	Sustainable production
Culture	Global trade	Productivity	Sustainable tourism
Decent work	Gross domestic product growth	Productive employment	Trade
Decent work for all	Human trafficking	Public policy	Unemployment
Development oriented policy	Inclusive economic growth	Quality jobs	Well -paid jobs
Economic growth	Innovation	Quality of life	Women migrants
Economic productivity	Insurance	Resource efficiency	Work
Economy	Job creation	Safe work	Work opportunities
Entrepreneurship	Jobs	Secure work	World trade
Enterprises	Labor market	Slavery	Youth employment
Equal pay	Labor rights	Stable employment	Youth unemployment

SDG 8 Targets

AzTU actively works towards several targets set by SDG 8:

- **Decent Work for All:** AzTU guarantees that salaries remain above the minimum monthly wage of 345 AZN set by the government, with the lowest salary at the university starting from 400 AZN. We ensure fair pay through transparent recruitment and selection processes, offering secure and well-defined contracts to all employees, including academic and administrative staff.
- **Gender Equality and Equal Pay:** We uphold gender equity in pay, as demonstrated by the salary figures across various positions in the institution. Regular tracking of gender-specific pay scales ensures that women are paid equally for the same roles as men.
- **Inclusive Growth:** Through support for entrepreneurial initiatives and fostering innovation in academia, AzTU contributes to economic productivity and growth. The university creates opportunities for research, innovation, and entrepreneurship, which align with Azerbaijan's broader economic development.
- **Preventing Forced Labor, Human Trafficking, and Child Labor:** AzTU strictly follows national and international regulations against forced labor, modern slavery, and child labor, with policies created in 2023 that align with the International Labor Organization (ILO) conventions.

SDG 8's Positive Impact on Other SDGs

SDG 8 has a significant impact on other Sustainable Development Goals, and at AzTU, we see these connections as vital to fostering holistic growth:

- **SDG 1 (No Poverty):** By providing well-paid jobs and fair wages, AzTU helps reduce poverty among its staff, directly contributing to the financial well-being of employees and their families.
- **SDG 4 (Quality Education):** AzTU's focus on research and development also promotes lifelong learning opportunities for its staff and students, further enhancing the quality of education.
- **SDG 5 (Gender Equality):** Our policies on equal pay and gender equity promote SDG 5 by ensuring that women have the same access to opportunities as men, which also fosters more inclusive economic growth.
- **SDG 10 (Reduced Inequality):** Our policies on non-discrimination and inclusivity ensure that all individuals, regardless of their background, have equal access to decent work opportunities, reducing inequalities within the institution.
- **SDG 16 (Peace, Justice, and Strong Institutions):** AzTU's strong stance against forced labor, modern slavery, and human trafficking supports SDG 16 by promoting just and inclusive institutions.

Current situation

Employment living wage: AzTU is committed to provide the salaries concurrent with the economic development in the Republic of Azerbaijan. Both academic and administrative staff shall receive the salary amounts indicated in their employment contract, which are mutually signed by the employer and employees. The salary payment is based on monthly payment system. The table below presents

the average monthly salary as per academic and admin staff categories (except the top management staff). AzTU continuously undertakes the responsibility to make sure that all salaries are above the minimum monthly wage set and announced by the Government of Azerbaijan on annual basis.

Table 1. Salaries as per positions at AzTU in 2023

Title	2023 salary (AZN)
Dean of faculty	2000
Deputy dean of faculty	1400
Head of academic department (cathedra)	1800
Head of administrative department	1700
Deputy head of administrative department	1400
Chief specialist	1160
Lead specialist	870
Specialist	790
Student advisor	760
Professor	1590
Associate professor	1260
Assistant professor	1020
Lecturer	960
Research assistant	605
Minimum monthly salary in Azerbaijan (https://e-ganun.az/framework/53129)	345
Minimum monthly salary in the University	400

Labor Code of the Republic of Azerbaijan

Employment trade unions: Continuously preserving the rights of its employees, AzTU recognizes the labor rights of its employees, and guarantees decent work for all employees including women and international staff. AzTU applies the recruitment, selection and contracting process for all university employees using the best national and international recruitment mechanisms.

AzTU duly respects the labor union rights of its employees. All contracted employees become the members of the Independent Trade Union of Azerbaijan Education Employees (ITUAEE) (<https://atiahi.org/en>). The University also has the Trade Union Committee, the internal advocacy organization of the University employees to represent them (https://www.aztu.edu.az/sub_site/az/hemkarlar-ittifaqi-komitesi-72). The template of the recent collective agreement signed between the Ministry of Science and Education of the Republic of Azerbaijan (MOSE) and the ITUAEE covers the period of 2021-2023 (<https://atiahi.org/pages/huquqi-baza-bas-kollektiv-sazis>). As the University subordinates to the MOSE, the University employees have the right to become the members of the ITUAEE.

Employment policy on discrimination: AzTU has the dedicated policy on Equality, Diversity, Non-Discrimination, and Inclusivity that promotes equal opportunities for AzTU staff and students regardless of gender, religion, sexual orientation and age. AzTU follows all relevant national and international regulations on non-discrimination, as well as own policy, when it comes to workplace discrimination cases.

Azerbaijan Technical University permanently fosters the equality, diversity and inclusivity in all its activities, and prevents all kind of discrimination against its administrative and academic staff and students. The University is committed to maintain the environment that equally treats all. The objective of the University's activities on equality, diversity, non-discrimination, and inclusivity is to form a system that continuously applies the "Equality for All" principle.

Being an engineer university, AzTU aims at providing the convenient academic, administrative, research and education environments and opportunities for those working and studying, or wishing to work or study, in today's technology era in the period of up to 2030, based on the following criterions/categories without any discrimination:

- Age
- Physical disability
- Refugees and internally displaced persons
- Gender
- Social background
- Race (including skin color)
- Religion, philosophical thoughts, or lack of any religious faith
- Ethnicity (including citizenship)
- Pregnancy and maternity
- Official marriage and civil marriage
- Sexual orientation
- Sex change

AzTU condemns all forms of forced labor, modern slavery, human trafficking and child labor. The University supports relevant national regulations and international policies and conventions that prohibit forced labor, modern slavery, human trafficking, and child labor, and raise awareness on these issues.

As a responsible higher education institution, AzTU is committed to respecting workers' rights in due accordance with International Labor Organization's Main Conventions on Rights at Work (<https://www.ilo.org/global/standards/introduction-to-international-labour-standards/conventions-and-recommendations/lang-en/index.htm#:~:text=The%20ILO%20Governing%20Body%20had,of%20forced%20or%20compulsory%20labour>), particularly ILO Declaration on Fundamental Principles and Rights at Work (https://www.ilo.org/wcmsp5/groups/public/---ed_norm/---declaration/documents/normativeinstrument/wcms_716594.pdf). AzTU urges that its contractors and suppliers to follow them, too. AzTU expects that its employees and the employees of its partners, contractors and suppliers are not subject to abusive and/or inhuman practices, including forced labor, trafficking, slavery, discrimination, and harassment. AzTU follows the below principles in its administrative, academic and research activities, and requires its partners, contractors and suppliers adhere to them:

1. Employment terms: Employees shall have clear, well-written employment terms prior to the commencement of their employment in the official language of the Republic of Azerbaijan (or in English in the case of foreign nationals) that shall concur with the terms announced at the

period of recruitment. Employees shall be granted with the right to terminate employment upon reasonable notice without penalty

2. Legal status of employment: Employees shall be legally authorized to work at AzTU and obtain visas, work permits and other relevant legal documents.
3. Legal age of employment: Persons below 18 shall not be hired, either directly or indirectly.
4. Salaries and other legal compensations: AzTU shall pay the exact amount of the employees' salaries on timely basis, which is bilaterally agreed upon prior to employment and indicated in the employment contract. No unlawful deductions can be made from the salaries, unless otherwise agreed.
5. Working time and rest for employees: Employees shall be not required to work times beyond their legal time limits and shall be granted with legally defined break times and vacation periods.
6. Grievance mechanism: Employees shall be granted with the right of complain. They can make necessary complaints, including anonymously, and receive timely responses for their complaints, without any hinderance.
7. Discrimination and harassment: Employment shall not face any discrimination in employment based on gender, marital status, sexual orientation, union membership or political affiliation. Any form of physical abuse, sexual or other harassment and verbal abuse or other forms of intimidation are prohibited.
8. Freedom of Association: In due accordance with the national legislation and international regulations, AzTU shall collaborate with trade unions and other collective legal associations of employees that they choose to represent them.

Employment practice equivalent rights outsourcing: Being a public university, AzTU guarantees the equal rights for all its employees working at its premises. The University requires that all current and future contractors create convenient and safe work conditions for their employees working at the University's campus and ensure all relevant labor rights defined in the AzTU's Policy on Labor Rights and Modern Slavery. AzTU adheres to its Policy on Labor Rights and Modern Slavery when treating all its contractors' employees and the employees with temporarily contracts. The contractors' employees and the employees with temporarily contracts can use relevant amenities of the University including cafeterias and restrooms.

Pay scale gender equity: AzTU is committed to ensure equal rights, terms and pay scales for all its female and male employees in accordance with the Articles 52, 66, 67, 79, 91, 94, 98, 125, 131, 240, 241, 242, 243 and 245 of the [Labor Code of the Republic of Azerbaijan](#) and in accordance with its Policy on Labor Rights and Modern Slavery.

Tracking gender equity in pay scale: Female employees of AzTU are paid with the equal amounts of salaries as male employees, concurrent with the national Labor Code and its Labor Rights and Modern Slavery Policy. The pay scales of female and male employees as the year 2022 is presented in below table. AzTU [Rector](#), the [Scientific Council](#) (Higher Council of the University adopting strategic decisions), and the University's Trade Union Committee (https://www.aztu.edu.az/sub_site/az/hemkarlar-ittifaqi-komitesi-72) continuously track the employee salaries to maintain gender pay scale equality.

Table 2. Gender-specific salaries at AzTU

Title	Women (2023, AZN)	Men (2023, AZN)
Dean of faculty	2000	2000
Deputy dean of faculty	1400	1400
Head of academic department (cathedra)	1800	1800
Head of administrative department	1700	1700
Deputy head of administrative department	1400	1400
Chief specialist	1160	1160
Lead specialist	870	870
Specialist	790	790
Student advisor	760	760
Professor	1590	1590
Associate professor	1260	1260
Assistant professor	1020	1020
Lecturer	960	960
Research assistant	605	605
Minimum monthly salary in Azerbaijan (https://e-ganun.az/framework/53129)	345	
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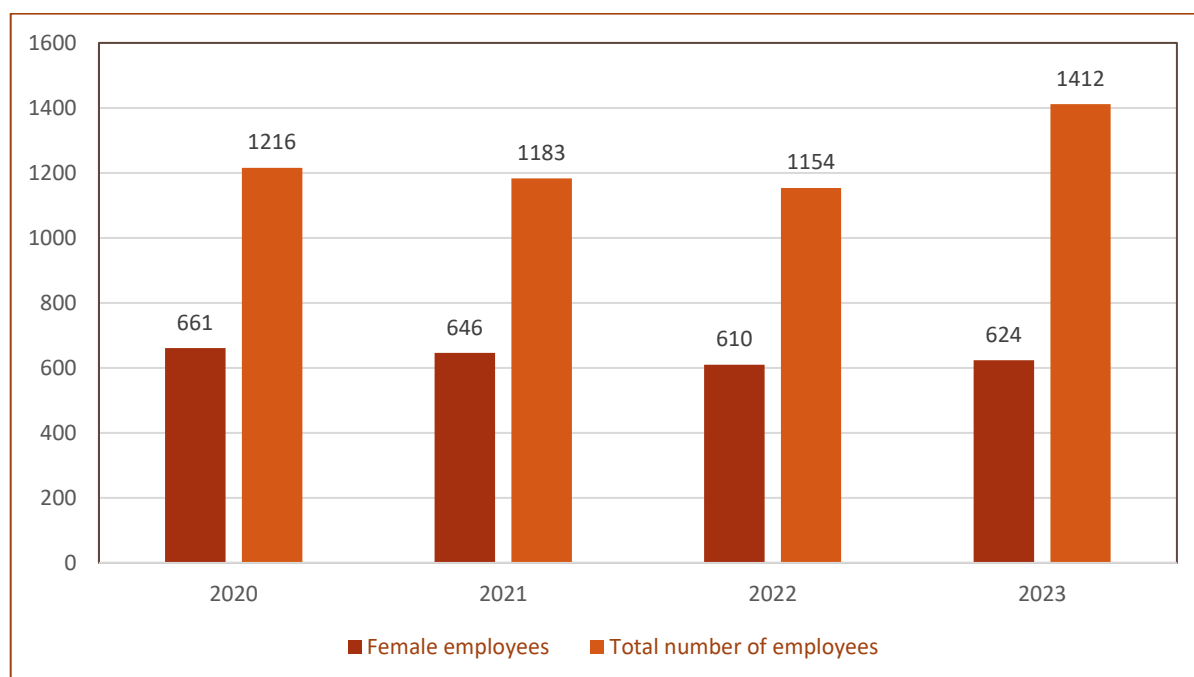
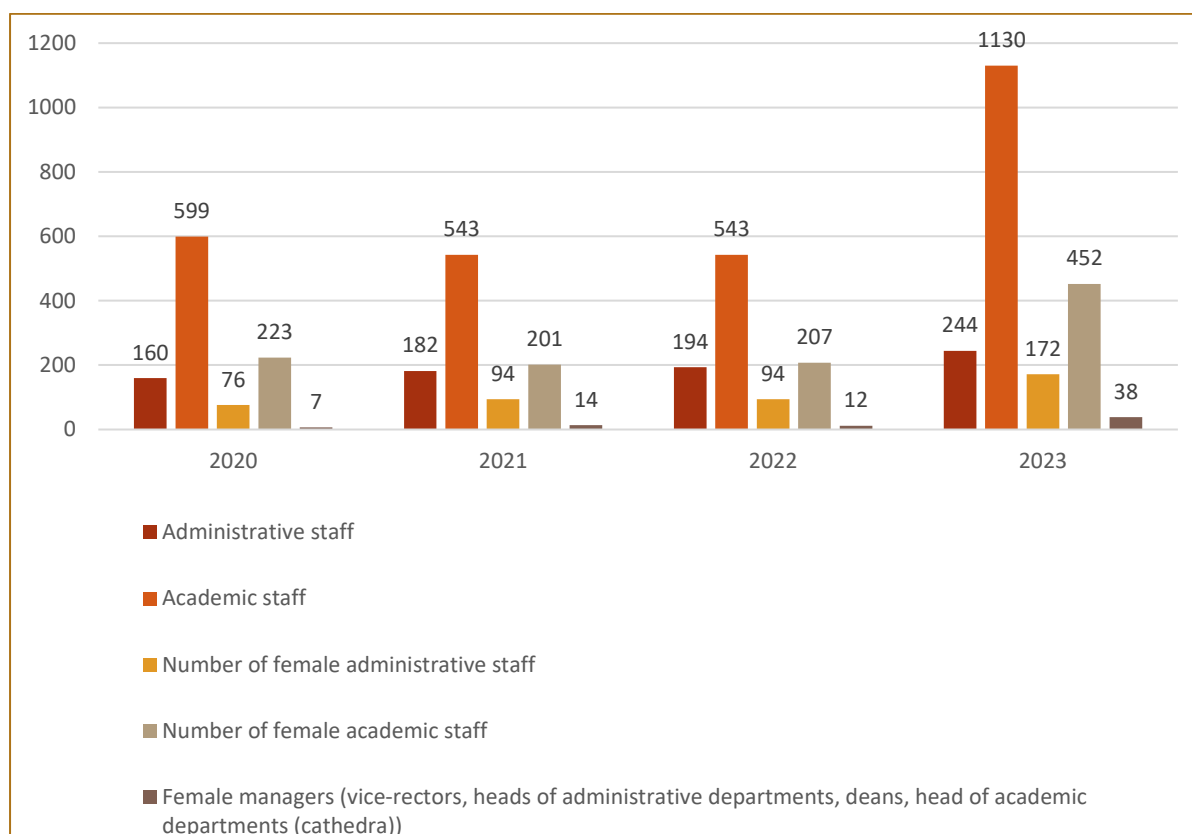

Figure 1. Number of female employees in 2020-2023

Figure 2. Female employees as per positions in 2020-2023



AzTU supports and fosters the opportunities on additional government-provided benefits, such as social insurance and unemployment insurances. The relevant deductions from the salaries for social and unemployment insurances as per the legislative requirements are made by the Accounting Department on routine basis:

- [The Law on Social Insurance](#)
- [The Law on Unemployment Insurance](#)

Employment practice appeal process: AzTU employees can use electronic and paper-based appeal option to appeal to the University management and the Head of the AzTU's Trade Union Committee, namely: aztu@aztu.edu.az; elvin.bextiyarli@aztu.edu.az. They can raise the concerns on work conditions, wages, or any other employment-related inconveniences. All appeals are registered by the Document Control Office, and the employees can track the progress on the implementation of registered documents.

Activities, events and campaigns related to the SDG 8

During year 2023, AzTU's Trade Union Committee conducted various activities and events aimed at supporting the employees' welfare and providing variety of benefits to them, including the celebration of national holidays and routine reporting of the Trade Union Committee, as well as awareness raising campaigns, as described below:

- [The assembly of AzTU Trade Union Committee on annual reporting and election](#)
- [An awareness event on human trafficking held at AzTU](#)

- [AzTU rector met with senior teachers of the University on the occasion of the International Teachers' Day](#)
- [Certificates awarded to the participants of AzTU Volunteers Program](#)
- [Nowruz Holiday celebrated at AzTU](#)
- [The salaries of the teaching staff increased by 30% in average](#)
- [The sports festival dedicated to 100-year anniversary of the National Leader commenced at AzTU](#)
- [An event on gender equity and women freedom held at AzTU](#)
- [The International Women's Day celebrated at AzTU](#)
- ["Women in Tech" Organization held an event at AzTU](#)
- [AzTU rector attended the Women in STEM Festival](#)

Future Goals

AzTU aims to continue strengthening its commitment to decent work and economic growth by focusing on the following objectives:

1. **Enhanced Gender Equity Tracking:** We will regularly monitor and report on gender-specific salaries to ensure sustained pay equity.
2. **Improvement of Employment Benefits:** Further develop employment benefits such as health insurance, social security, and additional pension provisions, aiming to better support employees' well-being.
3. **Further Support for Workers' Rights:** Expand our efforts to advocate for fair labor practices not only within AzTU but also among contractors and suppliers working with the university, ensuring they align with our values.
4. **Innovative Employment Initiatives:** Foster more opportunities for entrepreneurship, innovation, and sustainable tourism within the institution to align with the economic growth priorities of the Republic of Azerbaijan.

Conclusion

AzTU's commitment to SDG 8 represents our dedication to fostering a sustainable and inclusive work environment that promotes decent work and drives economic growth. Through fair pay practices, strict adherence to labor rights, and advocacy for gender equity, we contribute to broader national and global goals. As we look to the future, we aim to strengthen these efforts, ensuring that AzTU remains a leader in promoting sustainable economic practices while offering a supportive and inclusive environment for all.