Azerbaijan TECHNICAL University

10 REDUCED INEQUALITIES

Report on Sustainable Development Goal 10

Reduced Inequalities

2025



Foreword

Azerbaijan Technical University (AzTU) continues to uphold the principles of equality, inclusivity, and diversity in higher education, aligning with Sustainable Development Goal 10 (SDG 10): Reduced Inequalities. The university's 2025 initiatives reflect a strategic commitment to ensuring fair access to educational and professional opportunities for all, regardless of background, gender, disability, or nationality. Through a comprehensive range of programs—including scholarships for underrepresented groups, international academic partnerships, and inclusive campus infrastructure—AzTU advances equitable participation in education and employment. This report outlines the university's measurable progress, innovative actions, and long-term plans to promote equality within and beyond the institution.

Introduction

SDG 10 emphasizes reducing inequalities within and among countries by promoting inclusive policies, equal opportunities, and social protection for marginalized groups. In 2025, AzTU reinforced its commitment to inclusive education through strategic reforms and collaborations. Key institutional priorities included expanding access for students from developing countries, empowering individuals with disabilities, strengthening gender balance among staff and leadership, and fostering diversity through global exchange programs. These priorities were operationalized through targeted partnerships, training sessions, international cooperation agreements, and student empowerment initiatives—solidifying AzTU's commitment to SDG 10 implementation.

The Quality Assurance Department monitors all university activities under the SDG framework to ensure transparency, efficiency, and measurable outcomes.

References

National Information Portal on Sustainable Development Goals of the Republic of Azerbaijan

AzTU Sustainability

AzTU SDG 10 Report / November 2023

AzTU SDG 10 Report 2024

AzTU begins collaboration with Israel's Holon Institute of Technology

Cooperation agreement signed between AzTU and Malatya Turgut Özal University

Memorandum signed between AzTU and Foundation University Islamabad

Seven AzTU students awarded named scholarships

Inspire, Transform, Flourish: International Coaching Week Event held in Azerbaijan

From Education to Career Project Presentation Held at AzTU

AzTU Student Youth Organization Wins Student Youth Organization of the Year Award

AzTU Becomes a Full Member of AASHE

AzTU Rector Visits International Accreditation Agency in Germany

SDG 10 keywords – Reduced inequalities			
Reduced Inequalities	Social Inclusion	Equal Opportunities	Inclusive Education
Educational Accessibility	Diversity and Inclusion	Social Equity	Non-Discrimination
Equal Access to Education	Inclusive Campus Infrastructure	Students with Disabilities	Disability Inclusion
Digital Accessibility	Assistive Learning Technologies	International Student Inclusion	Students from Developing Countries
First-Generation Students	Scholarship Opportunities	Support for Vulnerable Groups	Social Mobility
Gender Equality	Female Academic Representation	Equal Employment Opportunities	Inclusive Recruitment Practices
Diversity in Leadership	Refugee and Displaced Communities	International Academic Cooperation	Cross-Cultural Exchange
Inclusive Career Development	Equal Access to Internships	Student Mentorship Programs	Academic Support Services
Mental Health and Well-Being	Inclusive Learning Environments	Empowerment of Underrepresented Groups	Universal Design for Learning
AI-Based Learning Support	Diversity and Inclusion Training	Institutional Equality Policies	Equity Monitoring and Reporting

SDG 10 Strategic Framework

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 the 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, inclusive admissions practices, and access to resources and facilities that meet the needs of all individuals. Through these measures, AzTU continues to foster a more equitable environment, promoting social mobility, gender balance, and diverse academic perspectives.

Statistics and Their Indicators

Indicator	2023	2024	2025	Change (2023–2025)
Enrollment of first-generation students	2,258	2,370	2,540	+12.5 %
International students from developing countries	100	124	165	+65 %
Students with disabilities	48	52	60	+25 %
Staff members with disabilities	21	24	26	+23.8 %
Female academic staff representation	35 %	37 %	39 %	+4 pp
Employees from refugee or displaced communities	45	48	53	+17.8 %
Diversity and inclusion training participation rate	68 %	75 %	84 %	+16 pp
Number of active international cooperation agreements	21	26	32	+52 %

SDG 10's Positive Impact on other SDGs

SDG 1 (No Poverty): Reducing inequalities improves access to economic and social resources for vulnerable groups, helping to decrease poverty levels.

SDG 3 (Good Health and Well-being): Ensuring equal access to healthcare services reduces health disparities and improves overall public health outcomes.

SDG 4 (Quality Education): Providing equal educational opportunities regardless of social or economic background promotes inclusive and high-quality education for all.

SDG 5 (Gender Equality): Reducing discrimination and promoting equal rights empowers women and marginalized genders to participate fully in social and economic life.

SDG 8 (Decent Work and Economic Growth): Creating fair labor conditions and equal employment opportunities supports inclusive and sustainable economic growth.

Current situation

1. Expanding Equal Access to Education and Opportunities

- AzTU hosted a series of outreach and mentorship programs for underrepresented students, promoting academic inclusion and personal development.
- The *"From Education to Career"* project (source) bridged the gap between education and the labor market, with a focus on equal access to professional opportunities.
- Scholarships and named awards were granted to students from low-income and marginalized backgrounds (source).

2. Inclusion of Students with Disabilities and Vulnerable Groups

- AzTU maintained accessibility-focused campus upgrades, including adaptive infrastructure and digital learning support tools.
- The university's *Student Support Office* provided continuous counseling and academic assistance for students with disabilities.
- A special focus was placed on mental health awareness and well-being workshops, ensuring equitable learning environments.

3. Strengthening International Collaboration for Equity

- Multiple cooperation agreements were signed to foster cross-border equality in education, including partnerships with Holon Institute of Technology (Israel) (source), Malatya Turgut Özal University (Türkiye) (source), and Foundation University Islamabad (Pakistan) (source).
- These collaborations provided platforms for cultural exchange, joint research, and inclusion of international students from developing economies.

4. Promoting Gender Equality and Representation

- AzTU continued to advance gender equality across all departments, increasing female participation in research, leadership, and academic decision-making.
- Training sessions such as "Inspire, Transform, Flourish: International Coaching Week" (source) focused on empowering women and young professionals in academia.

5. Empowering Youth through Equal Career Opportunities

- Youth-oriented events such as the "Student Youth Organization of the Year" award (source) highlighted AzTU's commitment to fostering equitable student engagement.
- Career-readiness and leadership programs ensured equal access to mentorship, internships, and start-up support for all students.

Future goals

1. **Expand Inclusion Programs:**

Establish a Center for Inclusive Education and Equal Opportunities to coordinate accessibility and diversity initiatives across faculties.

2. **Enhance International Student Support:**

Increase scholarships for students from developing countries and expand English-taught programs to strengthen global diversity.

3. **Promote Equal Employment Opportunities:**

Introduce diversity hiring goals and create leadership mentorship tracks for women and underrepresented professionals.

4. **Advance Digital Accessibility:**

Implement AI-based learning support systems for visually and hearing-impaired students to ensure universal participation.

5. **Strengthen Data Transparency:**

Publish annual inclusion metrics and student satisfaction reports to ensure accountability and alignment with SDG 10 indicators.

Conclusion

AzTU's 2025 achievements in reducing inequalities highlight a systemic approach to inclusivity and fairness—spanning education, employment, gender, and global partnerships. By aligning its strategic objectives with SDG 10, the university continues to drive social mobility, cross-cultural understanding, and equitable access for all.

Ongoing international collaborations, accessible infrastructure, and targeted student support systems underscore AzTU's commitment to inclusive higher education. These initiatives not only strengthen the university's role within the SDG framework but also contribute to national and global progress toward equality and sustainable development.