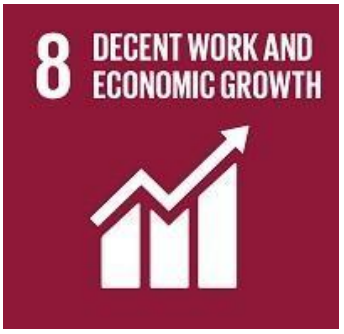
Azerbaijan TECHNICAL University



Report on Sustainable Development Goal 8

Decent Work and Economic Growth

2025



Foreword

This report outlines Azerbaijan Technical University's (AzTU) continuous commitment to Sustainable Development Goal 8 — Decent Work and Economic Growth. In 2025, the University reinforced its mission to integrate employability, innovation, and entrepreneurship within the academic framework, aligning with global sustainability standards. Through industrial partnerships, international collaborations, and policy initiatives, AzTU continues to play a critical role in preparing a highly skilled workforce capable of driving Azerbaijan's economic transformation.

Introduction

SDG 8 seeks to promote sustained, inclusive, and sustainable economic growth, full and productive employment, and decent work for all. At AzTU, this translates into creating a modern, innovation-driven learning environment that enhances employability and ensures fair working conditions for staff.

The 2025 reporting period demonstrates AzTU's strategic engagement in expanding university-industry partnerships, providing students with practical training, and promoting entrepreneurship through national and international initiatives.

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 8 Report / November 2023

Important Document Signed on Workforce Training for Azerbaijan's Defense Industry

Memorandum of Cooperation Signed Between AzTU and Baykar Technological Azerbaijan Company

Azerbaijan Technical University and Dithari Technologies Sign MoU on DISC Innovation and Sustainability Lab

Students of AzTU Undergo Industrial Training at Baku Shipbuilding Plant

AzTU Hosted the International Startup Competition "Finding Innovative and Creative Solutions" (FICS 2025)

AzTU Students Won 2nd Place in the GreenTech II Startup and Green Technologies Competition Awareness Session on Entrepreneurship and Business Fundamentals for AzTU Students

SDG 8 keywords - Decent work and economic growth			
Decent Work and Economic Growth	Sustainable Economic Growth	Employment Opportunities	Graduate Employability
Workforce Development	Industry–University Collaboration	Industrial Internships	Professional Skills Development
Entrepreneurship Development	Startup Ecosystems	Innovation and Technology Transfer	Green Entrepreneurship
Equal Pay	Gender Equality in Employment	Fair Wages	Labour Rights
Safe Working Conditions	Inclusive Economic Growth	Vocational and Practical Training	Career Development
International Student Mobility	Erasmus+ Mobility Program	Industry-Oriented Education	Aerospace Technology
Defense Industry Workforce Development	Sustainable Business Practices	Green Jobs	Graduate Employment Tracking
International Industry Partnerships	Startup Incubation	Modern Slavery Prevention	Workforce Readiness and Employability
Economic Empowerment	Labour Market Integration	Graduate Career Development	Student Entrepreneurship
Business Innovation and Development	Workplace Equality and Inclusion	Transparent Recruitment Practices	Sustainable Industrial Development

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.

Statistics and their indicators

Indicator	2023	2024	2025	Source
Minimum monthly salary at AzTU	400 AZN	400 AZN	400 AZN	AzTU SDG-8 (2024)
Average professor salary	1,390 AZN	1,590 AZN	1,590 AZN	AzTU salary tables
Industrial internship participants	—	—	≈ 40 students (Baku Shipbuilding Plant)	AzTU News, Apr 2025
Erasmus+ outgoing students	8	10	12	AzTU News, Jan 2025
Startup projects developed under FICS 2025	—	—	9	AzTU News, May 2025
Cooperation agreements signed (MoUs)	3	5	3 (MDI, Baykar, Dithari)	AzTU News 2025 (Mar–May)
Trade-union membership rate (staff)	> 70 %	> 70 %	> 70 %	AzTU HR records
Entrepreneurship training sessions held	6	9	11	AzTU News 2025

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 promoting decent work and fair wages, SDG 8 initiatives help reduce poverty, improving the financial security and living standards of workers and their families.
- **SDG 3 (Good Health and Well-being):** Providing safe working conditions, health benefits, and work-life balance contributes to employees' physical and mental well-being.
- **SDG 4 (Quality Education):** By offering training programs, apprenticeships, and skills development, SDG 8 supports lifelong learning and educational opportunities for workers.
- **SDG 5 (Gender Equality):** Promoting equal pay, gender-inclusive workplaces, and career advancement opportunities strengthens women's economic empowerment.
- **SDG 13 (Climate Action):** Green job creation in renewable energy and sustainable industries supports climate change mitigation while driving economic growth.

Current situation

1. **Strengthening Industry Partnerships and Workforce Readiness**

- Defense Industry Workforce Training Framework — A tripartite memorandum was signed between the Ministry of Science and Education, Ministry of Defense Industry, and AzTU to coordinate workforce development for defense engineering and manufacturing sectors. Source
- Cooperation with Baykar Technological Azerbaijan — A new partnership agreement focused on internships, practical projects, and aerospace-technology research collaboration. Source
- DISC Innovation & Sustainability Lab — Established jointly with Dithari Technologies to accelerate applied innovation and sustainability-oriented start-ups. Source

2. **Expanding Practical Training and Employability Programs**

- Industrial Internship at Baku Shipbuilding Plant — Dozens of fourth-year students from Industrial Engineering completed professional practice, with many securing job offers upon completion. Source
- Entrepreneurship and Business Fundamentals Workshop — Conducted for AzTU students to strengthen entrepreneurial mindsets and job-market skills. Source

3. **Fostering Entrepreneurship and Innovation**

- International Startup Competition – FICS 2025 — AzTU hosted the second national stage of the *Finding Innovative and Creative Solutions* competition, involving 60 teams from 21 Azerbaijani universities and 2 Kazakhstani teams; AzTU presented 9 projects. Source
- GreenTech II Startup Competition — AzTU students won 2nd place in the Green Transport category with the "City Mobility" micromobility project. Source

4. **Enhancing Internationalization and Graduate Mobility**

- Erasmus+ KA171 Mobility Program (2025) — 12 students were selected to study and intern at partner universities across Europe and Türkiye, building employability through cross-border experience. Source
- Strategic Delegations Abroad — AzTU delegations visited top universities in Germany, Malaysia, and Indonesia to develop new mobility and dual-degree schemes aligned with SDG-linked labour-market goals. Source

5. **Promoting Decent Working Conditions**

- AzTU guarantees salaries above the national minimum wage and provides transparent pay scales for all positions. The university maintains active trade-union representation and enforces a *Policy on Labor Rights and Modern Slavery Prevention*.

Future Goals

1. **Establish a Graduate Employment Tracking** System to measure job placement within 12 months of graduation.
2. **Expand Industrial Partnership Network** — target 10 active MoUs by 2026 with measurable internship-to-employment conversion.
3. **Launch SDG Entrepreneurship Incubator** within the DISC Lab framework to support 20+ student startups annually.
4. **Publish Annual Pay Equity Audit** ensuring gender balance and transparency in staff remuneration.
5. **Strengthen International Career Support** through bilateral placement offices in Germany, Türkiye, and Malaysia.

Conclusion

In 2025, Azerbaijan Technical University strengthened its commitment to aligning higher education with decent work and sustainable economic growth. Through expanded partnerships, applied training, and entrepreneurship ecosystems, AzTU ensures that education translates directly into meaningful, secure employment.

The University's commitment to fair labour standards, transparency, and global collaboration underpins its contribution to SDG 8.