AZERBAIJAN TECHNICAL UNIVERSITY

SDG REPORT 2026

Sustainability Office

SDG 8
DECENT WORK AND ECONOMIC GROWTH

AT A GLANCE

Fair employment and a path into work

SDG 8 calls for decent work for all and sustained, inclusive growth. Over the past year AzTU signed a new collective agreement, updated its Labour Rights Policy, kept equal pay scales for women and men, and placed students in internships with more than 70 companies.

Reporting period November 2025 – October 2026

UN targets addressed: 8.5 · 8.6 · 8.8

1,300+

employees, over 700 of them full-time academic staff

Evidence E4

85%+

of employees on contracts longer than 24 months

Evidence E4

70+

enterprises hosting one department's internships, May 2026

Evidence E17

800+

vacancies from 100 employers at the April 2026 job fair

Evidence E16

POLICY AND COMMITMENT

Commitments set out in published policy

Labour Rights Policy, 5 and 5.1–5.2

v4.0 · 2026

No forced labour, modern slavery, trafficking or child labour. Written contracts before work starts; no one under 18 employed.

Evidence E2

Labour Rights Policy, 5.3–5.5

v4.0 · 2026

Salaries paid on time with no unlawful deductions, legal working hours and leave, and freedom to join trade unions.

Evidence E2

Labour Rights Policy, 5.6

v4.0 · 2026

Contractors' workers get safety training, campus amenities and reporting channels. Flexible and remote work where duties allow.

Evidence E2

Sustainable Procurement Policy, 5.3

v4.0 · 2026

Purchasing considers health and safety, fair treatment and responsible labour practices in supply chains.

Evidence E3

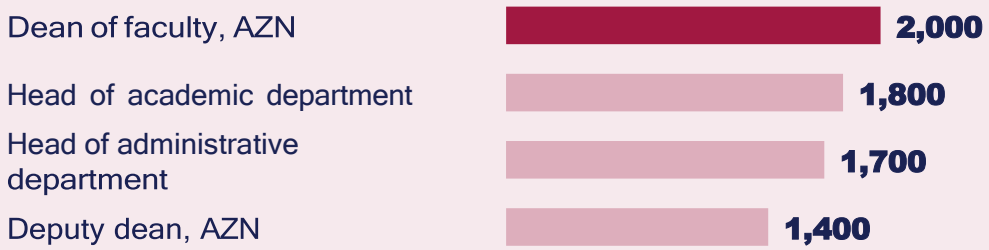
KEY INDICATORS

Fair pay and work placements in numbers

Pay table as published for 2023; placements November 2025 – October 2026 from published news

Equal pay scales for women and men

14 positions with identical monthly pay for women and men



Published pay scales by position, not a full payroll gap analysis.

Placements and job matching

70+ enterprises hosting industrial internships

- Job fair: 800+ vacancies from 100 employers, April 2026
- Defence-industry enterprises and Azersilah interviewed graduates, January 2026
- Baku Shipyard hired three interns part-time, October 2026
- Nar trained 40 students of partner universities

Internship figure covers one department's programmes.

Also: collective agreement signed 30 December 2025 · trade-union membership above 70% of staff

Evidence: E5, E17, E16, E12, E18, E13, E11, E1

KEY INDICATORS, 2023–2025

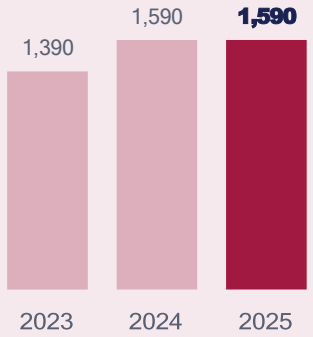
Pay, mobility and enterprise skills

As reported in the SDG 8 Report 2025 (rev2). The report gives AzTU salary tables, news and HR records as sources.

Average professor salary, AZN

1,590

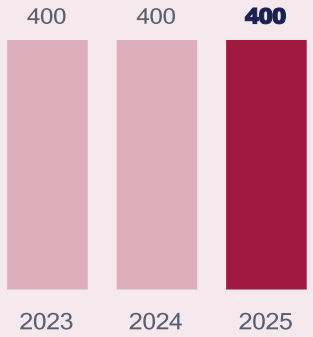
+14% since 2023



Minimum monthly salary at AzTU, AZN

400

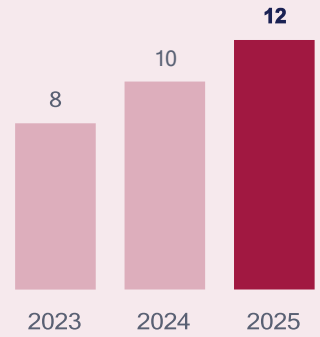
+0% since 2023



Erasmus+ outgoing students

12

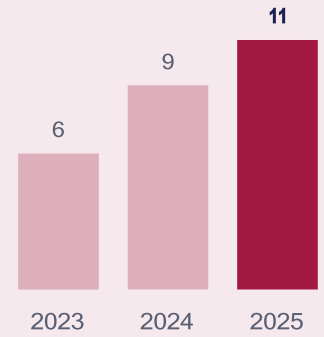
+50% since 2023



Entrepreneurship training sessions

11

+83% since 2023



Trade-union membership is reported above 70% of staff in each year.

Evidence: E1



THE IMPACT METRIC

8.2

Employment practice

How AzTU protects the rights of its staff and contractors and keeps pay fair and transparent.

IN THIS SECTION

Labour rights · Unions · Equal pay · Appeals

8.2 · EMPLOYMENT PRACTICE

Rights at work, in writing

On 30 December 2025 AzTU and its Trade Union Committee signed a collective agreement under the Labour Code and the 2025-2027 sector agreement for education and science.

Appeals

Staff can appeal on working conditions or pay, by email or on paper, to management and the Trade Union Committee. The Document Control Office registers every appeal so it can be tracked.

70%+

of staff are trade-union members

As reported for 2023-2025 in the SDG 8 Report 2025 (rev2).

LABOUR RIGHTS POLICY v4.0

- No forced labour, trafficking or child labour
- Contractors' workers get safety training and reporting channels

Evidence: E11, E6, E1, E2

8.2 · EMPLOYMENT PRACTICE

Fair and transparent pay

Equal pay scales

2023 table

Identical monthly pay for women and men in 14 positions, tracked by the Rector, Scientific Council and Trade Union Committee.

Evidence E5

Minimum salary

2023–2025

400 AZN minimum monthly salary at AzTU in each year, as reported in rev2.

Evidence E1

AMAS system

17 December 2025

Staff trained on the system that underpins the differentiated salary mechanism.

Evidence E8

Secure contracts

2026

More than 85% of over 1,300 employees hold contracts longer than 24 months.

Evidence E4

Spending on people

2025

Teaching and personnel took 45% of expenditure; infrastructure 31%.

Evidence E4, E7

Flexible work

Policy 5.6

Remote and flexible working for eligible staff, subject to approval.

Evidence E2

8.2 · EMPLOYMENT PRACTICE

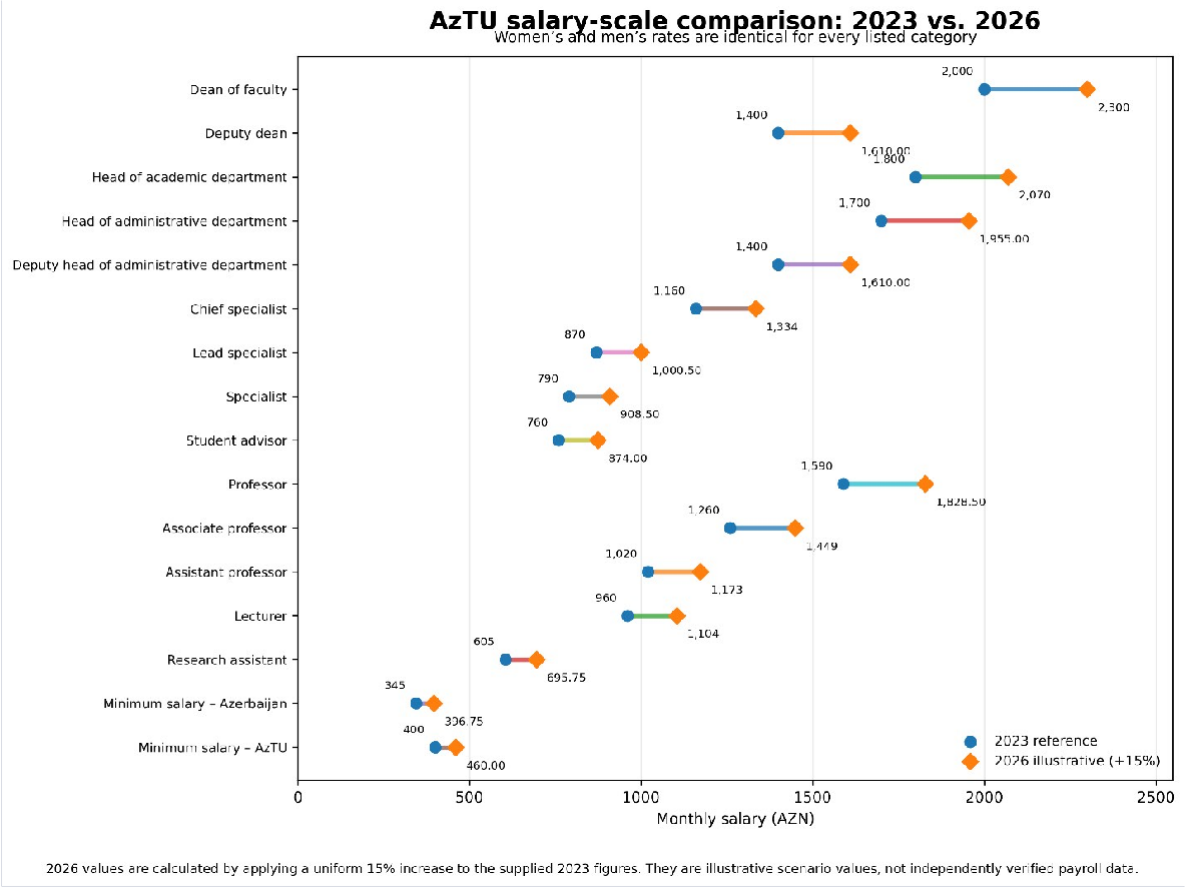
Equal pay scales for women and men

Salary scales by position

The published pay table sets the same monthly rate for women and men in every listed category, from research assistant to dean of faculty, alongside the AzTU and national minimum salaries.

How the 2026 values were derived

A uniform 15% increase applied to the 2023 figures. They are illustrative scenario values, not verified payroll data.



8.2.7 Tracking pay-scale gender equity

Evidence: E5



THE IMPACT METRIC

8.4

Work placements

How AzTU prepares students for work through internships, employer events and skills training.

IN THIS SECTION

Internships · Job fairs · Employers · Skills

8.4 · WORK PLACEMENTS

Internships in more than 70 enterprises

8 May 2026 · Industrial internships

Food, industrial, mechatronics and process automation engineering students learned production planning, equipment operation and automation in more than 70 enterprises.

8 January 2026 · Job placement

Defence-industry enterprises and Azersilah Holding interviewed graduates of the Faculty of Special Engineering and Technologies.



Industrial visit to FAB, April 2026

Evidence: E17, E12, E15

8.4 · WORK PLACEMENTS

From campus to the labour market

Job fair

24 April 2026

100 employers and 800+ vacancies, run with the State Employment Agency.

Evidence E16

Baku Shipyard

20 October 2026

Eight interns certified; three now work part-time and a graduate joined as a design engineer.

Evidence E18

Azersun Career Day

19 March 2026

Internship and job opportunities presented directly to students.

Evidence E14

Nar professional training

12 March 2026

Two-stage telecom careers training for 40 students.

Evidence E13

IT SkillSprint

24 December 2025

Intensive digital-skills programme with IDDA, two ministries and Ironhack.

Evidence E9

21st-century skills

29 December 2025

Career coach training on the skills employers ask for.

Evidence E10

LINKS TO OTHER SDGS

Decent work that serves the other Goals

1 No Poverty

Job fair and shipyard hires open routes out of low income.

4 Quality Education

Internships in more than 70 enterprises build practical skills.

5 Gender Equality

Equal pay scales for women and men in 14 positions.

9 Industry, Innovation and Infrastructure

Placements with defence-industry and manufacturing firms.

12 Responsible Consumption and Production

Procurement weighs labour practices in supply chains.

16 Peace, Justice and Strong Institutions

Collective agreement and a tracked appeal process.

PRIORITIES FOR 2027

From policy to verified working conditions

01

Compare pay with a living wage

Set a local living-wage benchmark and compare actual earnings.

02

Publish a full pay-gap figure

Gender gap in actual earnings, not only pay scales.

03

Check contractor conditions

Audit pay and rights of outsourced cleaning, catering and security staff.

04

Keep an internship register

Placements by programme, employer and length.

05

Track graduate employment

Employment rate six months after graduation.

EVIDENCE

Sources behind this report

Code	Evidence	Date
E1	SDG 8 Report 2025 (rev2)	Oct 2026
E2	Labour Rights Policy v4.0	2026
E3	Sustainable Procurement Policy v4.0	2026
E4	Workforce and finance figures from AzTU records (SDG 8 report draft)	2026
E5	8.2.7 Pay scale gender equity (2023 table)	2023
E6	8.2.8 Employment practice appeal process	2026
E7	Statement on Expenditure	2026
E8	Training on the AMAS system	17 Dec 2025
E9	Infosession on the IT SkillSprint programme	24 Dec 2025

Code	Evidence	Date
E10	Training “21st Century Skills for the Labor Market”	29 Dec 2025
E11	Collective agreement with the Trade Union Committee	30 Dec 2025
E12	Job placement for Special Engineering graduates	8 Jan 2026
E13	Nar professional training for students	12 Mar 2026
E14	Azersun Career Day	19 Mar 2026
E15	Industrial visit to FAB	13 Apr 2026
E16	Job fair with the State Employment Agency	24 Apr 2026
E17	Industrial internships at more than 70 enterprises	8 May 2026
E18	AzTU students hired at Baku Shipyard	20 Oct 2026

Every title links to its public source on aztu.edu.az.

Azerbaijan Technical University

Sustainability Office

REPORT	SDG Report 2026
GOAL	SDG 8 · Decent Work and Economic Growth
ADDRESS	25 H. Javid Avenue, Baku AZ1073, Azerbaijan
WEBSITE	**aztu.edu.az/sdg**

