

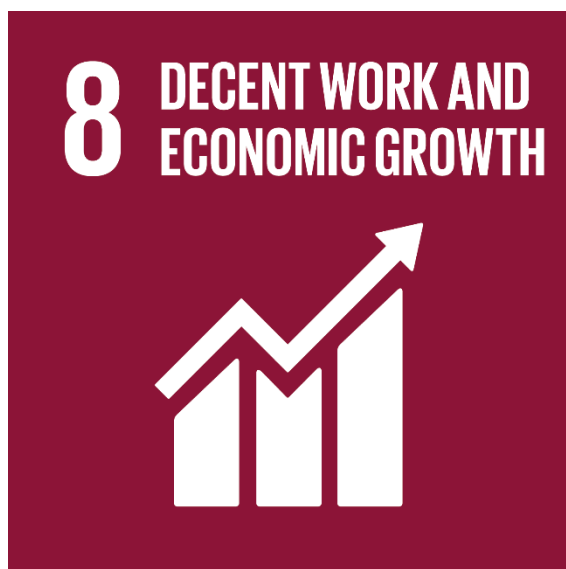


AZƏRBAYCAN  
TEKNOLOGİYA  
UNİVERSİTETİ

**Azerbaijan Technological University**

**REPORT ON**

**SDG 8: Decent Work and Economic Growth**



Azerbaijan Technological University (ATU) is committed to advancing SDG 8: Decent Work and Economic Growth, focusing on creating sustainable employment opportunities, fostering innovation, promoting entrepreneurship, and ensuring a safe and inclusive work environment. This report outlines ATU's key contributions to SDG 8, including its policies on anti-discrimination and labor practices, trade union involvement, wage comparison, and workforce statistics.

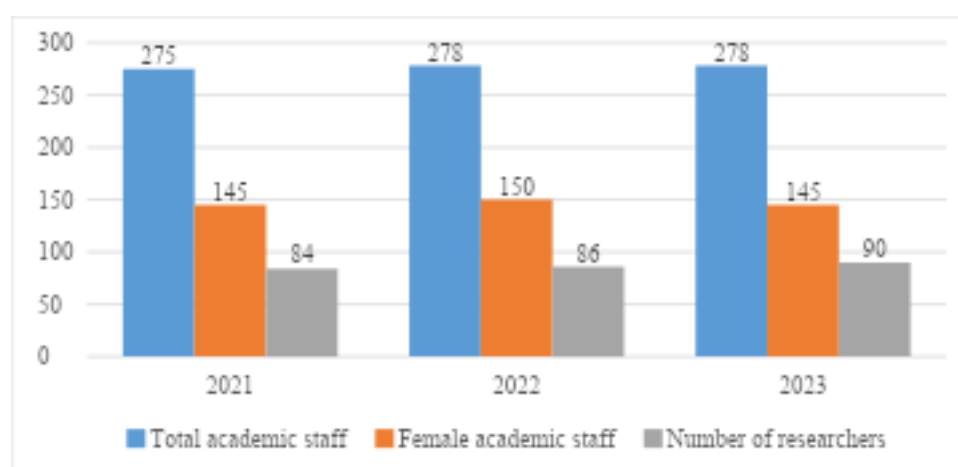
### **1. Policies on Anti-Harassment, Anti-Discrimination, Diversity, Inclusion, Combat Forced Labor, Modern Slavery, Human Trafficking, and Child Labor**

ATU upholds strong principles in its Anti-Harassment and Anti-Discrimination policies, fostering a work environment free from discrimination based on race, gender, ethnicity, or religion. The university has also adopted policies to promote Diversity and Inclusion, ensuring equal opportunities for all employees and students, regardless of their background. These policies are part of ATU's broader strategy to provide a supportive and inclusive campus culture.

In alignment with global efforts to combat forced labor, modern slavery, human trafficking, and child labor, ATU has implemented strict policies ensuring that all university operations, including partnerships and supply chains, adhere to ethical labor standards. ATU ensures compliance with national labor laws and international guidelines, protecting both its workforce and the students involved in practical training or internships.

### **2. Workforce Statistics (2020-2023)**

ATU's workforce statistics reflect the university's commitment to gender diversity and research development. Below are the statistics for academic staff and researchers from 2020 to 2023:



These numbers highlight ATU's efforts to maintain a stable academic workforce while increasing the number of researchers, particularly in key sectors such as technology and innovation. The proportion of women in academic roles remains consistent, underscoring ATU's ongoing efforts to promote gender equality in higher education.

### **3. ATU Trade Union Committee**

The ATU Trade Union Committee plays a crucial role in safeguarding the rights and well-being of academic and non-academic staff. The committee is actively involved in

negotiating employment terms, ensuring fair wages, providing social protections, and promoting a healthy work-life balance for employees. Through regular consultations with university management, the trade union advocates for decent working conditions, emphasizing transparency in decision-making processes that affect staff welfare.

Moreover, the committee provides financial assistance to university employees in need and works on organizing cultural and social events, contributing to a sense of community and social solidarity at ATU.



<https://atu.edu.az/xeber/1027>

<https://atu.edu.az/xeber/978>

<https://atu.edu.az/xeber/752>

#### 4. ATU Student Union Committee

The Student Union Committee (SUC) at Azerbaijan Technological University (ATU) actively supports SDG 8: Decent Work and Economic Growth by providing financial aid to economically disadvantaged students, fostering leadership skills, and organizing events that promote entrepreneurship and innovation. It assists students with lunch vouchers, accommodation, and financial rewards, helping 80 students in the 2023/2024 academic year. SUC also plays a crucial role in developing students' leadership abilities and ensures their rights are protected, collaborating with the Trade Union Committee to advocate for fair work practices. Through initiatives like the Young Innovators Startup Contest, SUC contributes to job creation and economic growth.



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#### 5. Living Wage Comparison

According to Azerbaijan's national regulations for 2023, the **minimum living wage** was set at:

- **246 AZN** overall,
- **261 AZN** for the working population,
- **199 AZN** for pensioners,
- **220 AZN** for children.

When compared with the average salary at ATU, which is **792,5 AZN** for academic staff and **569.8 AZN** for non-academic staff, the wages provided by the university are significantly higher than the national minimum wage. This salary structure reflects ATU's commitment to ensuring that employees receive compensation that supports a decent standard of living, aligning with **SDG 8** goals of providing decent work and sustainable economic growth. Additionally, ATU actively measures and tracks pay scale gender equity. The university is committed to fostering an inclusive work environment where diversity and gender equality are prioritized. Through regular assessments, ATU ensures that salaries for male and female employees are equitable across all positions.



## 6. Promoting Employment through Education and Entrepreneurship

ATU's curriculum focuses on equipping students with the skills necessary to thrive in the workforce, particularly in fields like ICT, light industry, logistics, and food technology that contribute to **sustainable economic growth**. The university offers hands-on training and internships that allow students to gain real-world experience, improving their employability upon graduation. Through **internships, industry collaborations** (such as the partnership with **Huawei**), and **innovation competitions** (like the **Young Innovators Startup Contest, Greentech startup contest**), ATU ensures that students are prepared for real-world challenges. The Young Innovators (Gənc Innovatorlar) Startup Competition organized in collaboration with Huawei, Education Development Fund, and the Bir Student Volunteer Organization. This competition encouraged students to develop innovative solutions in areas like ICT, light industry, and transportation. The "Laser Eye" team, which presented a mine-seeking drone, won first place, demonstrating ATU's commitment to developing innovative ideas that address local and global challenges. By promoting such initiatives, ATU plays a critical role in nurturing a new generation of entrepreneurs and job creators who will contribute to Azerbaijan's economic development. For instance, ATU collaborates with Huawei, offering courses through the Huawei ICT Academy that focus on cloud computing, 5G, and AI technologies. These initiatives enable students to acquire critical skills that make them competitive in a rapidly evolving job market.



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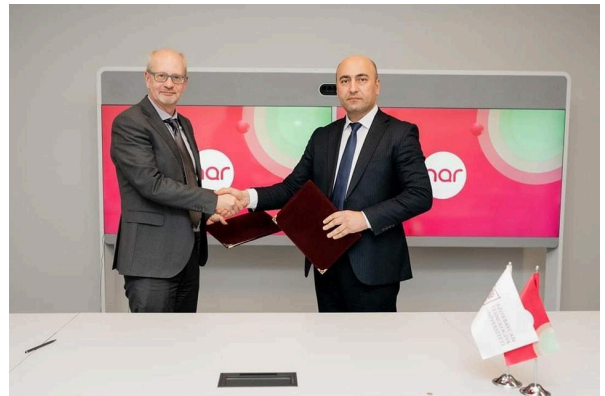
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## 7. Industry-University Cooperation

ATU's success in driving innovation and economic growth lies in its robust partnerships with industry leaders. In collaboration with multinational companies as **Huawei** and **Coca-Cola** ATU helps prepare students for careers in advanced technological fields by offering

specialized training and certification programs. This partnership significantly enhances students' job prospects, both in Azerbaijan and internationally.

In addition, ATU has established collaborations with other local industries such as **Kapital Bank, Azersun, ATS food, Azeraluminium and AzGranata** and etc., which provide students with internships and practical work experiences in **banking, food production, and sustainable manufacturing**. Such partnerships foster skills that meet the market's needs, directly contributing to **SDG 8** by creating more job opportunities and boosting economic productivity





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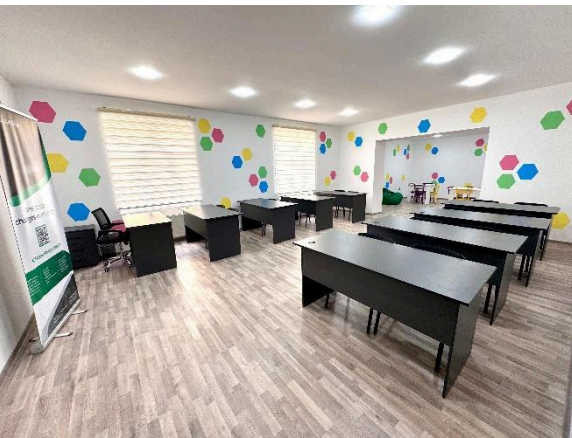
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## **8. Infrastructure Development**

ATU has invested significantly in renovating its educational facilities, ensuring that students have access to modern technology and resources. These infrastructure upgrades include newly equipped classrooms, laboratories, and research centers that support cutting-edge education and innovation. These improvements are aligned with SDG 8's goal of fostering sustainable economic growth through the creation of high-quality jobs and modern educational spaces





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## **Conclusion**

Azerbaijan Technological University's strategic focus on **SDG 8** is evident through its comprehensive policies, initiatives, and labor practices. By ensuring fair wages, promoting diversity, supporting innovation, and fostering partnerships with industry leaders like **Huawei**, ATU plays a crucial role in Azerbaijan's journey towards **decent work** and **sustainable economic growth**.

The university's policies on **anti-harassment**, **anti-discrimination**, and the prevention of **modern slavery** and **child labor** reinforce its commitment to maintaining ethical labor standards. Combined with the **Trade Union Committee's** efforts, ATU creates a supportive and fair work environment, positioning itself as a leader in higher education aligned with global sustainability goals.