



## SUSTAINABILITY REPORT: SDG 5

2023



**BAKU EURASIAN UNIVERSITY**



The United Nations' 17 Sustainable Development Goals (SDGs) are at the heart of the 2030 Agenda for Sustainable Development adopted by all United Nations Member States in 2015. They are the blueprint for all developed and developing countries to tackle the global challenges, starting from ending poverty and eliminating all deprivations, providing equal access to resources by all, spurring economic growth fighting climate change and preserving the land and the sea. Universities have a unique role in creating and disseminating knowledge, yet as one of the leading universities in Azerbaijan, BAAU extends its mission to cover community service as well as education and research. BAAU aims to fulfill all SDGs through research, teaching and outreach activities, sustainable campus operations and collaborations with the stakeholders. Baku Eurasian University in Azerbaijan is setting the example by putting sustainability at the core of the institution. In fact, by viewing its responsibility toward these global goals, BAAU understands its role in achieving SDGs, including education, research, community engagement, and operational practices.

801-1000

801-1000

601-801

1001-1500





Achieve gender equality and empower all women and girls

<https://sdgs.un.org/goals/goal5>

### First-generation female students at BAAU

First-generation female students	
Number of students	3 243
Number of students starting a degree	1 120
Number of first-generation students starting a degree	649
Number of women starting a degree	750
Number of first-generation women starting a degree	255

BAAU provides women's access schemes in the form of **mentoring and scholarships**.

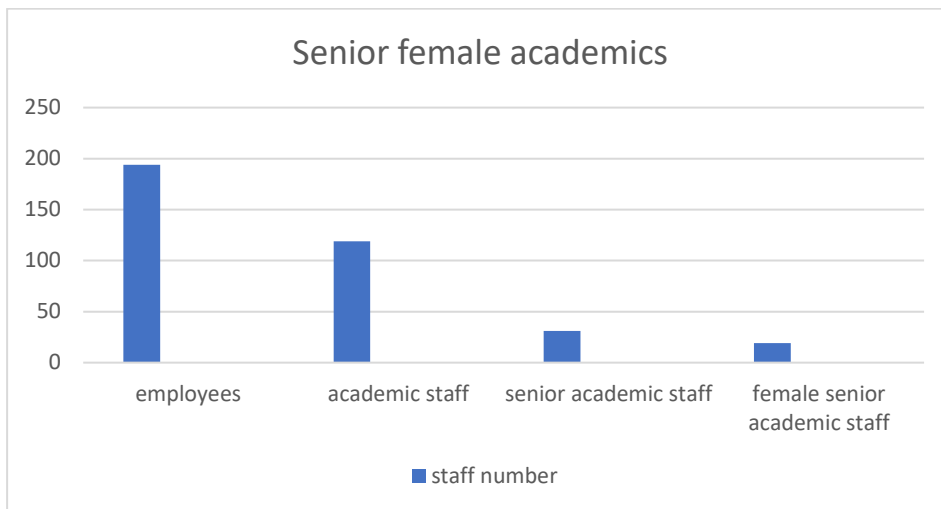
<https://baau.edu.az/en/page/scholarship-116>

<https://km.baau.edu.az/az/page/telimler-195>

BAAU encourages applications by women in subjects where they are **underrepresented** through university outreach. Women's underrepresentation in science, technology, engineering, and mathematics (STEM) fields is a prominent concern in our society. BAAU aims at encouraging a considerable number of girls to choose such fields. Each year BAAU organizes several events or meetings with schools in order to motivate girls to study IT, Math, Physics. Not only career service employees are involved in such events, but also BAAU invites successful women in those spheres by which a number of girls selecting these areas are increasing year by year.

<https://iro.baau.edu.az/az/page/gender-equality-policy-of-baku- Eurasian-university-218>

### Senior female academics at BAAU



### Women receiving degrees at BAAU

Women receiving degrees	
Number of graduates	522
Number of graduates by subject area (STEM, Medicine, Arts&Humanities /Social Sciences)	522
Number of graduates: STEM	20
Number of graduates: Arts & Humanities / Social Sciences	502
Number of female graduates by subject area (STEM, Medicine, Arts & Humanities / Social Sciences)	276
Number of female graduates: STEM	8
Number of female graduates: Arts & Humanities / Social Sciences	268

BAAU has a **policy of non-discrimination** against women. Baku Eurasian University is committed to creating a learning and working environment that promotes equality, respect, and non-discrimination. We firmly uphold the principles of gender equality and are dedicated to eliminating all forms of discrimination, including gender-based discrimination, against women in all aspects of university life.

<https://iro.baau.edu.az/az/page/non-discrimination-policy-of-baku-eurasian-university-220>

BAAU has a **policy of non-discrimination for transgender people**. Baku Eurasian University has formulated a policy to help students and staff belonging to the transgender community to pursue their education and career without any social discrimination.

<https://iro.baau.edu.az/az/page/non-discrimination-policy-of-baku-urasian-university-220>

BAAU has a **maternity policy** that support women's participation. At Baku Eurasian University, we are committed to fostering a supportive and inclusive environment that promotes equal opportunities for women's participation and advancement. Our Maternity Policy aims to create a respectful and empowering atmosphere that enables female employees to balance their work and family responsibilities, thereby enhancing gender equality and overall well-being.

<https://iro.baau.edu.az/az/page/maternity-leave-policy-at-baku-urasian-university-219>

BAAU has childcare facilities for staff and faculty. Baku Eurasian University provides both staff and faculty personnel and students who are parents with an on-campus **childcare center**.

#### **Childcare facility at Baku Eurasian University**

Baku Eurasian University provides both staff and faculty personnel and students who are parents with an on-campus childcare center.

With the growing demand for childcare provision, there is a recognition that such provision must be of a suitably high quality. Quality childcare can benefit children, their parents (employers and students) and communities in general.

It is obvious that parents or students can hesitate whether or not to return to work and study after the birth of a child. One way is helping alleviate the stresses involved in choosing a childcare provider is by providing on-campus childcare by Baku Eurasian University. An on-campus childcare center has been proven to help working and studying parents better focus on their work and study, boost their productivity and promote a healthy work/study-life balance. Undoubtedly, it is helpful in terms of reduced absenteeism and tardiness of colleagues and students with children.

A childcare center is provided with indoor and outdoor space and meet licensing requirements, state regulations as well. Besides, furnishings, toys, snacks and cleaning supplies are stocked on an ongoing basis. Also, hiring qualified caretakers is strictly regulated by BAAU Recruitment Code. This service is offered hourly, daily, weekly depending on parents' need. It is important to mention that this childcare center is not run as a kindergarten.

In terms of building and child security, security technology has been installed around the university building and facility staff is regularly trained for emergencies.

Overall, the childcare facility aims to:

- ✓ help reduce employee absenteeism and tardiness;
- ✓ increase productivity, engagement and morale among employees;
- ✓ be used as a recruitment and retention tool;
- ✓ encourage employees/students to return to work sooner after the birth of a child;
- ✓ promote work/study-life balance;
- ✓ allow employees/students to check on their children throughout the day and allow breastfeeding mothers access to their children;
- ✓ frame the institution as an employer of choice;
- ✓ increase retention of students with children and increase on-time graduation rates.

BAAU has women's **mentoring schemes**, in which at least 10% of female students participate. The female mentees have the opportunity to learn from the experiences of the mentors for their upcoming career start, to exchange ideas and to network with the participants in this program in the long term.

<https://km.baa.u.edu.az/az/page/telimler-195>

BAAU has a policy that protects those who report **discrimination from educational or employment disadvantage**. It is the policy of Baku Eurasian University to maintain an academic and work environment free of discrimination and harassment for all students, faculty, and staff. Discrimination and harassment are contrary to the standards of Baku Eurasian University. University has a policy to protect those who report discrimination from educational/employment disadvantage.

<https://iro.baa.u.edu.az/az/page/non-discrimination-policy-of-baku-urasian-university-220>

Baku Eurasian University provides female students, who are from low-income families particularly from Azerbaijan regions, with a **dormitory** to promote their education.

<https://baa.u.edu.az/en/page/yataqxana-117>

## Understanding Gender Equality (Baku Eurasian University)

Gender equality and women's empowerment is an important piece of the United Nations Sustainable Development Goals under SDG 5.

**This course** is structured by Baku Eurasian University, open to general public and it is free of charge.

<https://km.baau.edu.az/az/page/understanding-gender-equality-223>

The training of the **project "Strong Woman - Strong Future"** was held by Baku Eurasian University beyond campus.

<https://baau.edu.az/az/article/the-training-of-the-project-quot-strong-woman-strong-future-quot-was-held-by-baku-eurasian-university-beyond-campus-164>

Supporting female students in their **career choice and career path**

<https://baau.edu.az/az/article/supporting-female-students-in-their-career-choice-and-career-path-166>