



## SUSTAINABILITY REPORT: SDG 8

2024

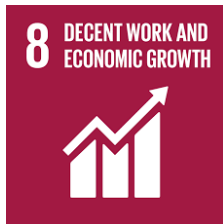


**BAKU EURASIAN UNIVERSITY**



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. BAAU introduced its sustainability website (<https://sdg.baau.edu.az/en>) in August 2024 along with the University's first Sustainability Reports. 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.





Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all

<https://sdgs.un.org/goals/goal8>

Baku Eurasian University pays all staff and faculty at least the living wage defined by government according to the Labour Code of the Republic of Azerbaijan. This policy addresses key issues, including **ensuring a minimum living wage**, acknowledging unions and labour rights, eliminating workplace discrimination, and guaranteeing equivalent rights for workers in outsourced activities to third parties.

<https://sdg.baau.edu.az/en/page/decent-work-standards-and-employee-rights-protection-policy-286>

Baku Eurasian University recognises unions for all, including women and international staff. This policy addresses key issues, including ensuring a minimum living wage, **acknowledging unions** and labour rights, eliminating workplace discrimination, and guaranteeing equivalent rights for workers in outsourced activities to third parties.

<https://sdg.baau.edu.az/en/page/decent-work-standards-and-employee-rights-protection-policy-286>

Baku Eurasian University has a policy on ending discrimination in the workplace including discrimination based on religion, sexuality, gender and age. Baku Eurasian University recognises unions for all, including women and international staff. This policy addresses key issues, including ensuring a minimum living wage, acknowledging unions and labour rights, **eliminating workplace discrimination**, and guaranteeing equivalent rights for workers in outsourced activities to third parties.

<https://sdg.baau.edu.az/en/page/decent-work-standards-and-employee-rights-protection-policy-286>

Baku Eurasian University has a policy commitment **against forced labour, modern slavery, human trafficking, and child labour**. This policy seeks to prevent and eradicate child labour, human trafficking, forced labour, and modern slavery in all university-related partnerships, supply chains, and activities in accordance with Azerbaijan's labour laws, international norms, and our institutional values.

<https://sdg.baau.edu.az/en/page/policy-on-preventing-forced-labour-287>

Baku Eurasian University has a policy on guaranteeing equivalent rights of workers when outsourcing activities to third parties.

This policy addresses key issues, including ensuring a minimum living wage, acknowledging unions and labour rights, eliminating workplace discrimination, and **guaranteeing equivalent rights for workers in outsourced activities to third parties**.

<https://sdg.baau.edu.az/en/page/decent-work-standards-and-employee-rights-protection-policy-286>

Baku Eurasian University has a policy on **pay scale equity** including a commitment to **measurement and elimination of gender pay gaps**.

The university's dedication to fair pay practices is demonstrated by this policy, which guarantees equal pay for all staff members and actively seeks to close the gender pay gap.

<https://sdg.baau.edu.az/en/page/employment-policy-on-pay-scale-equity-288>

Baku Eurasian University has a policy on measuring **pay scale gender equity** to minimize wage gaps and advance equality by ensuring fair, open, and equal pay procedures for all genders.

<https://sdg.baau.edu.az/en/page/employment-policy-on-pay-scale-equity-288>

Baku Eurasian University recognises labour rights such as freedom of association and collective bargaining for all, including women and international staff.

This policy addresses key issues, including ensuring a minimum living wage, **acknowledging** unions and **labour rights**, eliminating workplace discrimination, and guaranteeing equivalent rights for workers in outsourced activities to third parties.

<https://sdg.baau.edu.az/en/page/decent-work-standards-and-employee-rights-protection-policy-286>

Number of employees – 290

Number of employees on contracts of over 24 months – 170

University expenditure – 3,802,204 azn

Number of academic staff – 180

Number of students – 3756

Number of students with work placements for more than a month – 243