



SUSTAINABILITY REPORT: SDG 5

2025



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.

Baku Eurasian University is ranked in the **401 – 600** category for **SDG 5 (Gender Equality)** in the 2025 edition of the Times Higher Education Impact Rankings.



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	4470
Number of students starting a degree	1564
Number of first-generation students starting a degree	1087
Number of women starting a degree	1251
Number of first-generation women starting a degree	462

BAAU actively encourages and promotes the participation of female students in higher education through various initiatives and programs.

[https://baau.edu.az/uploads/files/sdg_baau_edu_az/menu/Access%20and%20participation%20plan%20\(reviewed\).pdf](https://baau.edu.az/uploads/files/sdg_baau_edu_az/menu/Access%20and%20participation%20plan%20(reviewed).pdf)

BAAU provides women's access schemes, including mentoring programs, scholarships, and other targeted provisions, to support female students and staff in their academic and professional development, such as Volunteer internship program.

<https://sdg.baau.edu.az/en/article/volunteer-internship-program-initiated-by-the-career-and-training-center-of-baku-eurasian-university-continues-successfully-741>

BAAU as a body encourages applications by women in subjects where they are underrepresented through university outreach and through collaboration with other universities and/or community groups and/or government and/or NGOs in regional or national campaigns.

<https://sdg.baau.edu.az/en/article/a-baku-eurasian-university-baau-student-has-successfully->

[participated-in-an-international-hackathon-691](#)

Number of employees – 308

Number of academic staff – 211

Number of senior academic staff – 45

Number of female senior academic staff – 29

Women receiving degrees	
Number of graduates	591
Number of graduates by subject area (STEM, Medicine, Arts&Humanities /Social Sciences)	591
Number of graduates: STEM	30
Number of graduates: Arts & Humanities / Social Sciences	561
Number of female graduates by subject area (STEM, Medicine, Arts & Humanities / Social Sciences)	372
Number of female graduates: STEM	14
Number of female graduates: Arts & Humanities / Social Sciences	358

BAAU has a clear policy of non-discrimination against women, ensuring equal opportunities in education, employment, and participation in all university activities.

[https://baau.edu.az/uploads/files/sdg_baau_edu_az/menu/Non-discrimination%20policy%20\(reviewed\).pdf](https://baau.edu.az/uploads/files/sdg_baau_edu_az/menu/Non-discrimination%20policy%20(reviewed).pdf)

BAAU has a policy of non-discrimination for transgender people, ensuring that all individuals are treated equally and fairly, regardless of gender identity, in education, employment, and participation in university activities.

[https://baau.edu.az/uploads/files/sdg_baau_edu_az/menu/Non-discrimination%20policy%20\(reviewed\).pdf](https://baau.edu.az/uploads/files/sdg_baau_edu_az/menu/Non-discrimination%20policy%20(reviewed).pdf)

Baku Eurasian University has a maternity policy that supports women's participation by providing

maternity leave, flexible work or study arrangements, and resources to balance professional, academic, and family responsibilities.

[https://baau.edu.az/uploads/files/sdg_baau_edu_az/menu/Maternity%20leave%20\(reviewed\).pdf](https://baau.edu.az/uploads/files/sdg_baau_edu_az/menu/Maternity%20leave%20(reviewed).pdf)

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



This document was issued in 24.02.2023.

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, such as the **Career Week Project**, in which at least 10% of female students actively participate, supporting their professional development and career planning.

<https://sdg.baau.edu.az/en/article/the-career-week-project-organized-by-the-career-and-training-center-of-baku-eurasian-university-baau-has-successfully-come-to-an-end-738>

Baku Eurasian University does not currently track women's likelihood of graduating compared to men, as female graduation rates are consistently higher than those of male students, and no gender gap intervention schemes are considered necessary.

BAAU has a policy that protects individuals who report discrimination, ensuring they do not face any educational or employment disadvantage as a result of making a complaint.

[https://baau.edu.az/uploads/files/sdg_baau_edu_az/menu/Non-discrimination%20policy%20\(reviewed\).pdf](https://baau.edu.az/uploads/files/sdg_baau_edu_az/menu/Non-discrimination%20policy%20(reviewed).pdf)

BAAU does not currently have a paternity policy supporting women's participation, as such provisions are not included in the existing state legislation.

<https://sdg.baau.edu.az/en/page/tuition-fee-concessions-scholarship-279>

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://sdg.baau.edu.az/en/page/non-discrimination-policy-of-baku-eurasian-university-268>

Baku Eurasian University provides female students, who are from low-income families particularly from Azerbaijan regions, with a dormitory to promote their education. Also, BAAU provides low-income female employees with housing in the dormitory.

<https://sdg.baau.edu.az/en/page/student-world-289>

Below are the links to events, trainings, and seminars focused on and related to SDG 5:

<https://sdg.baau.edu.az/en/article/a-roundtable-discussion-on-women-in-world-literature-was-held-at-baku-eurasian-university-baau-735>

<https://sdg.baau.edu.az/en/article/the-career-week-project-organized-by-the-career-and-training-center-of-baku-eurasian-university-baau-has-successfully-come-to-an-end-738>

<https://sdg.baau.edu.az/en/article/baau-vice-rector-participates-in-the-first-summit-of-turkic-women-parliamentarians-held-in-northern-cyprus-737>

<https://sdg.baau.edu.az/en/article/volunteer-internship-program-initiated-by-the-career-and-training-center-of-baku-eurasian-university-continues-successfully-741>

<https://sdg.baau.edu.az/en/article/baku-eurasian-university-marks-cancer-awareness-month-with-a-pink-day-664>

<https://sdg.baau.edu.az/en/article/together-we-are-strong-awareness-event-on-cancer-prevention-held-at-baku-urasian-university-663>

<https://sdg.baau.edu.az/en/article/baku-urasian-university-held-the-un-s-5th-gender-equality-event-tracing-the-journey-from-past-to-present-within-the-framework-of-sdg-week-645>