

Baku State University

REPORT ON

**SDG 8: DECENT WORK AND
ECONOMIC GROWTH**



**8 DECENT WORK AND
ECONOMIC GROWTH**





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INTRODUCTION

Baku State University (BSU) in Azerbaijan has made significant efforts to promote decent work and economic growth, as outlined in Sustainable Development Goal 8. The university adheres to a living wage law, ensuring that employees, including students and staff, receive reasonable compensation. The BSU Trade Union Committee, with over 3,000 members, plays a vital role in safeguarding employees' interests and contributes to the university's cultural integrity. They also influence the adoption of ethical codes.

BSU has established strong anti-harassment, anti-discrimination, diversity, and inclusion policies, reinforcing the commitment to treating all employees with dignity and respect. The university follows legislation that guarantees equal rights for all, regardless of gender, religion, or sexual orientation. They provide job opportunities based on merit and experience.



The university's workforce includes a significant percentage of women, including deans and heads of departments, reflecting gender equality. BSU, known for training lawyers and social workers, plays a key role in preventing forced labor, modern slavery, human trafficking, and child labor. BSU's UNESCO Chair on Human Rights and Information Law reinforces their commitment to human rights education. Gender-based discrimination in employment and wages is prohibited, and any disputes related to employee rights can be addressed through the university administration or the trade union. The university's practices align with SDG 8 by fostering decent work, fair wages, and non-discriminatory policies for its employees.



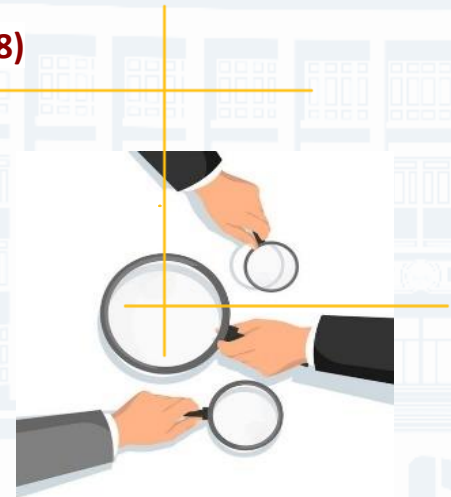


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DECENT WORK AND ECONOMIC GROWTH (SDG8)

The living wage was reflected accordingly "on the limit of the subsistence minimum for 2022" law. According to the law, the size of the living wage for the main socio-demographic groups of the population is set at 210 azn, for the able-bodied population - 220 azn, for pensioners - 176 azn, for children - 193 azn.



The average wage for bsu employees was 1050. The average wage for scientific-pedagogical workers of bsu was 1125.

The committee of trade unions (trade union) of workers of the baku state university was organized nearly from the first day of the existence of the university. Today, this organization has about 3,000 members and is one of the strongest trade unions in the country. The main activities of the trade union: protecting the interests of employees (their social, legal, moral interests). It is also worth to notice the fact that many important events in the life of the university, including anniversary celebrations, commemorative days of knowledge, graduation days, competitions, various sports competitions, are organized by the committee of trade unions.



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The Trade Union Committee had a great influence on the integrity of the organizational culture of our university and directly on the adoption of the Code of Ethics for Academicians and Employees.

BSU trade union is a member of Azerbaijan Trade Unions Confederation. Every year, Baku State University and The Committee of Trade Unions sign a collective agreement, which includes the basic rights and obligations of the parties. The Trade Union Organization of Students of the Baku State University is a strong organization.



The university has an officially recognized "Union of Independent Students" with over 13,000 members. This organization, designed to protect the rights of students, has a great influence on management decisions at BSU at all levels.



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The university has officially adopted an Anti-harassment and Anti-discrimination Policy. It is also complemented by the Equality, Diversity and Inclusion Policy and the Anti-bribery and Corruption Policy. Anti-harassment and Anti-discrimination Policy's

mission is to ensure that all

University employees, regardless of race, color, national origin, religion, sex, age, marital and parental status, disability, or genetic information, recognize the right to dignity and respect. The full document is published on the university website and includes, in addition to the mission statement, goals and objectives, a step-by-step procedure for implementing, monitoring, and reporting the action plan. It should also be noted that the Code of Ethics for Academicians and Staff was adopted by the Academic Council. In this case, it is needed to put sanctions or take preventive actions with the decision of The Disciplinary Committee.

The activities of the university are carried out within the framework of the legislation of the Azerbaijani Republic, which provides equal rights for all employees.

University employees work on long-term and short-term contracts. The requirements for candidates for vacant positions are the same for everyone, regardless

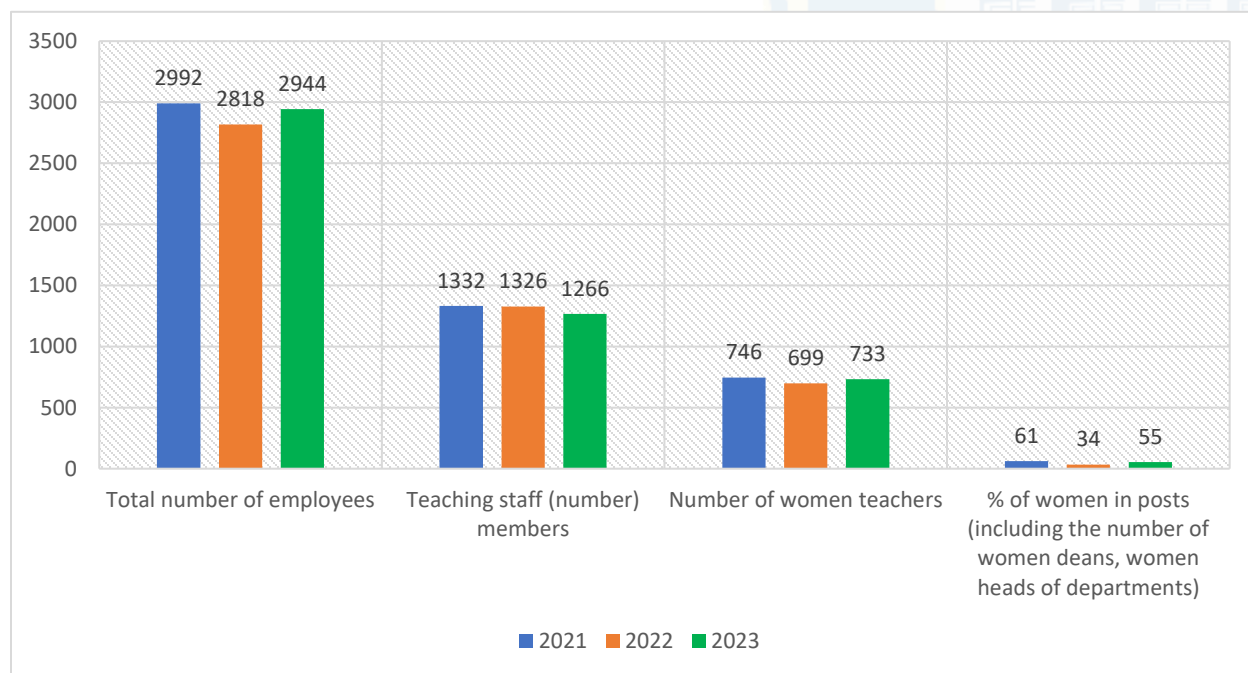


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of gender, religion, or sexual affiliation. Job descriptions, responsibilities and obligations in contracts vary, depending on the vacancy.

Also, some aspects of the BSU anti-discrimination policy are reflected in Baku State University and The Committee of Trade Unions collective agreement (2021-2023-years)



The activities of the university are within the framework of the legislation of the Azerbaijani Republic, and therefore do not involve the use of forced labor, modern slavery, human trafficking, and child labor.

However, it must be highlighted that BSU is the university that trains most of the lawyers for Azerbaijan, as well as social workers, who are the basic force in preventing forced labour, modern slavery, human trafficking, and child labor on the territory of any country. In addition, at all faculties of the university, the study of



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the constitution of the Azerbaijani Republic is included in the program, which enshrined the equality of freedoms of all citizens of the Republic of Azerbaijan.



UNESCO Chair on Human Rights and Information Law operates at Baku State University.

The difference in wages is varied only by additional payments characterizing the professional qualities of the individual, for example, the presence of a Ph. d diploma, etc. this issue is fixed in Anti-harassment and Anti-discrimination Policy (AHAD) and has a reflect in Collective agreement between Baku State University and Baku State University`s union committee. The practice of the university does not assume changing a single clause or position of the contract based on gender difference.

There are 2 ways to appeal disputes related to employee rights, either through the university administration, or through the trade union.



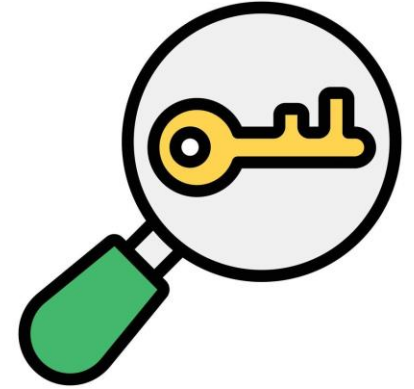


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KEY FINDINGS

The key findings from the provided information about Baku State University (BSU) in Azerbaijan related to Sustainable Development Goal 8 (SDG 8), which focuses on decent work and economic growth, can be summarized as follows.



Living Wage Compliance	BSU adheres to a living wage law, ensuring that employees, students, and staff receive compensation that meets or exceeds the minimum subsistence level. This reflects a commitment to providing fair wages.
Strong Trade Union Influence	The BSU Trade Union Committee, with approximately 3,000 members, is one of the strongest trade unions in the country. It is actively involved in protecting employees' interests, both social and legal, and organizes various events at the university.
Influence on Organizational Culture	The trade union has played a significant role in shaping the organizational culture of the university and has directly contributed to the adoption of a Code of Ethics for Academicians and Employees.
Anti-Discrimination and Equality Policies	BSU has officially adopted anti-harassment, anti-discrimination, diversity, and inclusion policies, demonstrating a commitment to treating all employees with dignity and



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	respect regardless of factors such as race, gender, religion, and age.
Gender Equality	The university has achieved a relatively high level of gender equality, with a significant percentage of women in teaching and leadership positions, including deans and heads of departments.
Prevention of Forced Labor and Trafficking	BSU's role in training lawyers and social workers is crucial in preventing forced labor, modern slavery, human trafficking, and child labor. The study of the constitution of the Azerbaijani Republic at the university further promotes the equality of freedoms for all citizens.
UNESCO Chair on Human Rights	The existence of a UNESCO Chair on Human Rights and Information Law at BSU underscores the university's dedication to human rights education.
Non-Discriminatory Pay Practices	The university maintains gender-neutral employment practices and wages. Differences in wages are determined by additional payments based on professional qualifications, such as possessing a Ph.D. degree.
Dispute Resolution Mechanisms	BSU provides two ways to address disputes related to employee rights, allowing employees to seek resolution through the university administration or the trade union



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FUTURE GOALS

It's essential for bsu to set clear, measurable goals in collaboration with its stakeholders to continue its mission of providing quality education, fostering a culture of equality, and contributing to sustainable development in azerbaijan and beyond.

