



## **Sustainable Development Goal 8**

### **Decent Work and Economic Growth Report**

#### **Azerbaijan State University of Culture and Arts**

The Azerbaijan State University of Culture and Arts (ASUCA) remains steadfast in its commitment to provide a fair, safe, and inclusive working environment that aligns with Sustainable Development Goal (SDG) 8: Decent Work and Economic Growth. ASUCA is focused on fostering economic stability, ensuring equal opportunities for employees, and promoting rights and protections that support all staff, both local and international. The university integrates principles of decent work into its policies and practices, aiming to create a respectful and growth-oriented workplace.

#### **Employment and Fair Compensation**

ASUCA is committed to offering competitive salaries aligned with Azerbaijan's economic landscape, ensuring that academic and administrative personnel receive compensation as outlined in their employment contracts. This payment framework is structured on a monthly basis and guarantees that all employee salaries are above the minimum wage set by the government of Azerbaijan each year.

#### **Protection of Labor Rights and Union Membership**

To uphold labor rights, ASUCA recognizes and respects employees' rights to fair treatment and representation. The university guarantees decent working conditions for all, including women and international staff, by using rigorous recruitment and contracting procedures that adhere to best practices in Azerbaijan and internationally. All ASUCA employees become members of the Independent Trade Union of Azerbaijan Education Employees (ITUAEE), ensuring their voices are represented on both national and university-specific issues. ASUCA's own Trade Union Committee also provides internal advocacy, reinforcing workplace rights and standards. The recent collective agreement template between the Ministry of Science and Education (MOSE) and ITUAEE, effective from 2021-2023, underpins these protections for ASUCA employees.

#### **Policy on Equality, Non-Discrimination, and Inclusivity**

ASUCA maintains a strict Equality, Diversity, Non-Discrimination, and Inclusivity Policy, ensuring a welcoming and respectful environment for all staff and students, regardless of gender, religion, sexual orientation, or age. Following both national and international guidelines, ASUCA's policy emphasizes fairness, with processes in place to address and prevent any form of workplace discrimination. This dedication extends to creating a "Equality for All" environment, which the university aims to foster until at least 2030.

#### **Zero Tolerance for Forced Labor and Human Trafficking**

In alignment with national laws and international standards, ASUCA stands against forced labor, modern slavery, and human trafficking. The university's stance is supported by the Presidential Decree on Azerbaijan's accession to the Convention on the Prohibition of Child Labor and the Law on Fighting Human Trafficking. ASUCA requires all contractors and suppliers to share these values, ensuring that none of their employees are subjected to abusive practices.

#### **Employment Standards and Workers' Rights**

ASUCA is committed to implementing employment policies that uphold clear employment terms, legal authorization, and timely payment for all employees. Key employment policies include:

**Clear Terms of Employment:** All employees are provided with well-documented terms of employment in Azerbaijani (or English for foreign staff), ensuring transparency from the outset.

**Legal Authorization to Work:** Employees must have valid work permits or legal authorization.

**Minimum Age Requirements:** In compliance with international regulations, ASUCA does not employ individuals under the age of 18.

**Timely and Fair Compensation:** The university adheres to agreed-upon salary terms, with no unauthorized deductions.

**Work Hours and Rest:** Employees are granted rest periods and vacations in accordance with legal requirements.

**Grievance Mechanisms:** ASUCA provides a robust grievance process, allowing employees to voice concerns anonymously, ensuring accountability and timely responses.

**Freedom of Association:** The university collaborates with unions and respects employees' rights to representation in accordance with local laws and international standards.

### **Inclusivity for Outsourced Employees**

ASUCA requires that all contractors maintain the same rights and standards for their staff as university employees, ensuring a safe and respectful environment across the institution's campus. Outsourced and temporary employees are granted access to university amenities, including cafeterias and restrooms, promoting an inclusive campus culture.

### **Equal Pay and Gender Equity Tracking**

ASUCA is fully dedicated to gender pay equity. Salaries are carefully managed to ensure equal pay for equal work, in compliance with Azerbaijan's Labor Code and the university's Labor Rights and Modern Slavery Policy. The pay equity monitoring process, overseen by ASUCA's Rector, Scientific Council, and Trade Union Committee, continuously reviews and addresses any disparities in pay scales to uphold gender equality.

### **Employment practice appeal process**

ASUCA employees can use electronic and paper-based appeal option to appeal to the University management and the Head of the ASUCA's Trade Union Committee, namely: [sayavush.mahishov@admiu.edu.az](mailto:sayavush.mahishov@admiu.edu.az)

They can raise the concerns on work conditions, wages, or any other employment-related inconveniences. All appeals are registered by the Document Control Office, and the employees can track the documents.

