



SUMGAYIT STATE  
UNIVERSITY

# REPORT ON SDG 8: DECENT WORK AND ECONOMIC GROWTH



8

DECENT WORK AND  
ECONOMIC GROWTH



# INTRODUCTION



The report highlights the comprehensive efforts of Sumgayit State University in decent work and economic growth. The University publishes Anti-Discrimination policy, Academic Freedom policy, Ethical Organizational Values, Equality, Diversity, Inclusion Policy, offers various scholarship programs to support both local and international students, collaborates with industry partners to offer internships and work placement opportunities, provides affordable canteen services offering a diverse range of healthy food options, organizes regular trainings and actively shares job vacancies on its official website and social media platforms.

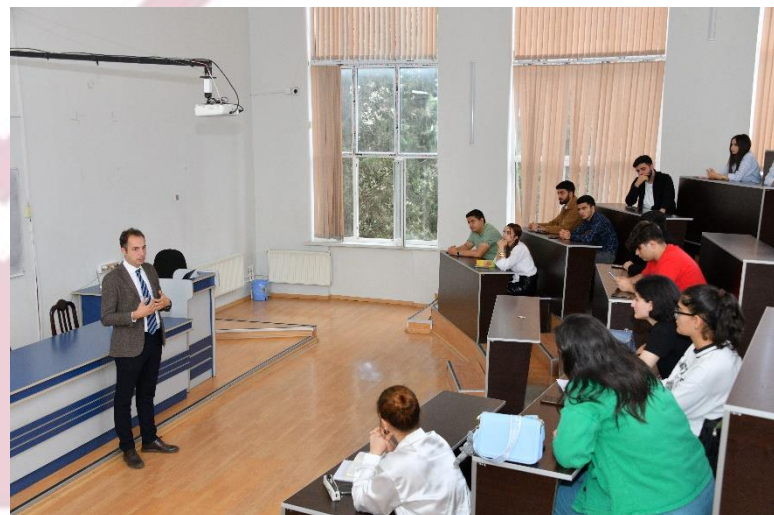


# POLICY DOCUMENTS

Sumgayit State University publishes Policy documents on different directions.

**Anti-Discrimination Policy** shows its commitment to maintaining a community and opposing forced labour dedicated to the advancement, application and transmission of knowledge and creative endeavors through academic excellence, where all people who participate in University programs and activities can work and learn together in an atmosphere free of discrimination, harassment, and retaliation.

**Academic Freedom Policy** considers the set of principles that grant teaching and research staff members of higher education institutions and research organizations the autonomy to present academic subjects at their own discretion, select topics and methodologies for scientific research, and for students to acquire knowledge based on their interests and requirements. SSU acknowledges the value of research in expanding knowledge and tackling difficult societal issues and tries to encourage single disciplinary, interdisciplinary and multidisciplinary research that includes promotion system.







## Equality, Diversity, Inclusion Policy (EDIP)

aims to make the various services provided to the collective members and students within the University, as well as to external partners, transparent, fair and accessible. In implementing the policy, all participants are treated equally. This policy is implemented taking into account the following features: Age, Health condition, Physical limitation, disability, Gender, Sexual orientation, Marriage and marital status, Pregnancy and motherhood, Race or Ethnicity, Social status and social status of the family, Religion or belief, Nationality and moral values, Fighting against all kinds of discrimination.

## Ethical Organizational Values Policy

aims to set up a fair work environment in the university, provide students have fair access to educational opportunities, ensure sustainable development, generate an environment of mutual respect, protect the rights of employees and students, ensure academic integrity and accountability.

Each member of the university must responsibly fulfill the ethical values and obligations reflected in this policy.



# SSU TRADE UNION COMMITTEE



The Trade Union Committee, established in 1963, has significantly contributed to the university's development and community well-being, growing its membership from 35 to 733 faculty and staff. The Committee organizes key events, and sports competitions, fostering a sense of unity and promoting physical and mental well-being. Cultural enrichment activities, including excursions to historical landmarks, museums, and sacred sites, further enhance employees' social and cultural engagement. Through these efforts, the Committee strengthens workplace satisfaction, improves social cohesion, and contributes to the university's alignment with the Sustainable Development Goals.







## SSU OFFERS A WIDE RANGE OF SCHOLARSHIP OPPORTUNITIES FOR STUDENTS

The University provides scholarships to students from low-income families and with high performance, both at its own expense and through its partner institutions. These scholarships encourage academic excellence, fostering an inclusive learning environment and ensure that students have the opportunity to pursue their educational goals, regardless of their socioeconomic status.



# **SSU COLLABORATES WITH INDUSTRY PARTNERS**

SSU cooperates with industrial enterprises in updating the content of teaching, scientific research projects, organizing short-term trainings for academic staff and students, organizing internship programs for students,, holding practical conferences and student camps, internship programs, workshops for practical skills, updating laboratories and content, motivating students to specialize, improving the practical skills of teachers and students, research and optimization projects, participation of specialists from industrial enterprises in teaching, and organizing advanced training courses for industry.





# SSU ACTIVELY SHARES JOB VACANCIES

Sumgayit State University actively shares job vacancies on its official website and social media platforms, promoting career advancement and ensuring transparency in recruitment. The University is committed to providing equal access to all employment opportunities, ensuring that recruitment processes are fair, inclusive, and based on merit. It prioritizes the recruitment of qualified individuals who align with the institution's values and objectives, fostering a diverse and talented workforce.





# THE UNIVERSITY PROVIDES SUSTAINABLE AND HEALTHY FOOD OPTIONS

Sumgayit State University is committed to promoting the health and well-being of its employees and students by providing nutritious and affordable food options. The university operates canteens in all three of its educational buildings, each equipped with modern kitchen facilities and adhering to strict sanitary standards.

The canteens offer a diverse selection of healthy food options, ensuring that individuals with different dietary preferences and requirements have access to balanced meals.

By supporting local food producers, Sumgayit State University is enhancing the overall food environment on campus and contributing to the achievement of the United Nations Sustainable Development Goals (SDGs).



# Sumgayit State University regularly organizes training sessions and events

These sessions cover a range of topics, including Decent Work Day, Supporting an Innovative Environment, Career Week, International Human Rights Day, Human Rights Month, Employment and professional choice of young people, Secrets of digital teaching. Through these events and training sessions, Sumgayit State University supports the development of a skilled, competitive workforce while fostering innovation, entrepreneurship, and social responsibility.

SUSTAINABLE  
DEVELOPMENT  
8 DECENT  
ECONOMY



An event dedicated to October 7 - World Decent Work Day was held at Sumgayit State University (SSU).



Training was held at Sumgayit State University within the framework of the project "Employment and professional choice of young people" with the financial support of the Youth Fund of the Republic of Azerbaijan.



# VARIOUS OPPORTUNITIES FOR STAFF



SSU staff regularly participate at international professional development programs, various projects, and international events for advancing their pedagogical, research, digital, language and other essential skills. The University always support and encourage them in this direction.



# **DORMITORY**

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The university dormitory, strategically located within the campus, offers a conducive living environment. It features approximately 100 rooms, designed to cater to the diverse needs of its residents. Each floor is equipped with modern amenities, including shower rooms, kitchens, and laundry facilities, ensuring convenience and comfort for all students.

The rooms are designed to meet high-quality standards, offering a comfortable and functional living space with reliable heating and high-speed internet access. The overall infrastructure is thoughtfully planned to enhance the holistic experience of students, promoting sustainable living and well-being in line with the university's commitment to the Sustainable Development Goals.





# **FUTURE GOALS**

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**Strengthen collaboration with  
international universities and NGOs**

**Enhance professional development  
programs for staff**

**Strengthen employee wellness  
programs**

**Foster a culture of innovation and  
research**