



>> **Mingachevir State University**

Report

8 DECENT WORK AND
ECONOMIC GROWTH



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Despite being a relatively young institution among regional universities in Azerbaijan, Mingachevir State University (MSU) holds a distinct position, striving to achieve decent work and economic development in the region. A review of MSU's newly revised Strategic Development Plan (SDP) for 2024–2030, made public on January 30, 2024, reveals that numerous elements reflecting decent work and sustainable development, as outlined in Sustainable Development



Goal 8, are incorporated. Today, the rights of MSU employees and students to be provided with a minimum standard of living, as per Article 94, Part I, Paragraph 16 of the Constitution of the Republic of Azerbaijan, are



safeguarded, ensuring they receive appropriate compensation. The MSU Trade Union Committee (MSU TUC), representing a total of 981 individuals—including 375 professors, teachers, and administrative-technical staff, as well as 933 students—plays an important role in protecting the interests of these members. In doing so, it not only positively contributes to preserving the

university's integrity but also serves as an example in supporting the cultural unity of the region.

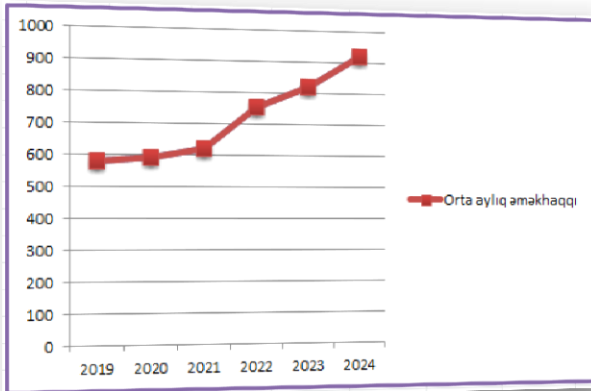
All employees at Mingachevir State University (MSU) benefit from legislation that guarantees equal rights for everyone, regardless of religion, language, social status, or sexual orientation. This policy is rooted in strong principles of anti-discrimination, diversity, and inclusivity.





It is noteworthy that among MSU's workforce of 375 academic and administrative staff, 242 are women, including 14 of the 31 senior positions, demonstrating the university's commitment to gender equality in the workplace, which has been steadily improving over the years. MSU, which trains teachers, engineers, economists, and social workers, plays an essential role in preventing human trafficking, forced labor, and child labor in the region. In line with university policy and SDG 8 principles, any form of gender-based discrimination in employment and wages is prohibited. Disputes regarding employee rights are resolved objectively through the university administration and the trade union committee. Through its policies promoting decent work, equal opportunities, fair wages, and non-discrimination, MSU can be considered aligned with the goals of SDG 8.

According to the Law on the Minimum Living Standard of the Republic of Azerbaijan for 2024, the minimum living standard has been set at 270 AZN across the country. Specifically, it is set at 287 AZN for the working-age population, 222 AZN for pensioners, and 235 AZN for children.
(<https://meclis.gov.az/news-layihe.php?id=2175&lang=az&par=0>)



Over the past five years, the average monthly salary at Mingachevir State University (MSU) has increased from 580 AZN in 2019 to 924 AZN in 2024. This significant rise aligns with government policy and reflects the university administration's dedicated efforts to improve the social welfare of its employees.



As noted, the MSU Trade Union Committee (TUC) represents a total of 1208 members, including 375 faculty staff. Each year, with the support of the MSU TUC, a range of events is organized—such as



jubilees, sports competitions, knowledge contests, educational excursions, social projects, and awards ceremonies. These initiatives undoubtedly reflect a policy focused on enhancing the material, moral, and social well-being of employees.

The Student Youth Organization at Mingachevir State University has over 1,500 members, with women representing a ratio of 9 out of 20 within the management board.





The Student Youth Organization at Mingachevir State University is actively involved in implementing diverse projects, encouraging students' participation in social and cultural events, and engaging them in globally prioritized fields for sustainable development.



The main goal is to promote gender equality among the youth, fostering a culture against gender discrimination, and thereby achieving positive outcomes within the region.

Today, Mingachevir State University is actively working towards promoting equitable education, ensuring quality learning, and achieving equal employment opportunities in support of Decent Work and Sustainable Economic Development goals. These efforts are carried out with the support and involvement of various stakeholders, aiming to build a better future.

