

5.6.5 - Does your university as a body have childcare facilities for staff and faculty?

Azerbaijan State Oil and Industry University (ASOIU) is committed to creating an equitable and family-friendly working environment that supports academic and administrative staff in balancing professional and personal responsibilities. In line with SDG 5 (Gender Equality) and ASOIU's internal Human Resources and Social Development Departments, the university ensures that staff members with young children — particularly new mothers — have access to appropriate childcare options that enable continued participation in teaching, research, and operational duties.

Childcare Facilities and Family-Support Measures

ASOIU maintains and facilitates access to child-friendly spaces and services on and near the main campus to support the well-being of its employees:

- **Family-support and childcare rooms:** Within the ASOIU Health Support Center, designated rooms are available for childcare, breastfeeding, and short-term care during working hours.



- **Partnership with local childcare centers:** The university cooperates with nearby early-childhood institutions that provide discounted and prioritized admission for ASOIU employees' children.
- **Flexible work arrangements:** ASOIU's HR strategy allows temporary remote work, flexible hours, and adjusted teaching schedules for staff returning from maternity or parental leave.
- **Health and well-being services:** University medical staff and psychological counselors provide ongoing guidance for parents, including maternal health checkups and family-wellness consultations.

Accessibility and Coordination

- Childcare facilities and partner centers are located within walking distance of ASOIU's central buildings, ensuring convenience for employees.
- The Human Resources Department and Gender Equality Committee jointly oversee registration for childcare assistance and coordinate placement in affiliated centers.
- Information on childcare options, parental leave, and staff benefits is communicated via internal HR portals and the university's Sustainability & SDG platform.

Conclusion

Through the combination of childcare facilities, flexible work policies, and partnerships with local providers, ASOIU ensures that faculty and staff can maintain productive careers while fulfilling family responsibilities. These measures demonstrate ASOIU's institutional alignment with UN SDG 5.6.5, ensuring equitable access to childcare and a supportive, family-friendly workplace for all university employees.