

8.2.1 - Does your university as a body pay all staff and faculty at least the living wage, defined as the local living wage (if government defines this) or the local poverty indicator for a family of four (expressed as an hourly wage)?

ASOIU values its people and is committed to ensuring that all employees—including academic faculty and administrative staff—receive a wage at or above the locally defined living-wage or equivalent poverty-indicator threshold for a family of four in the region.

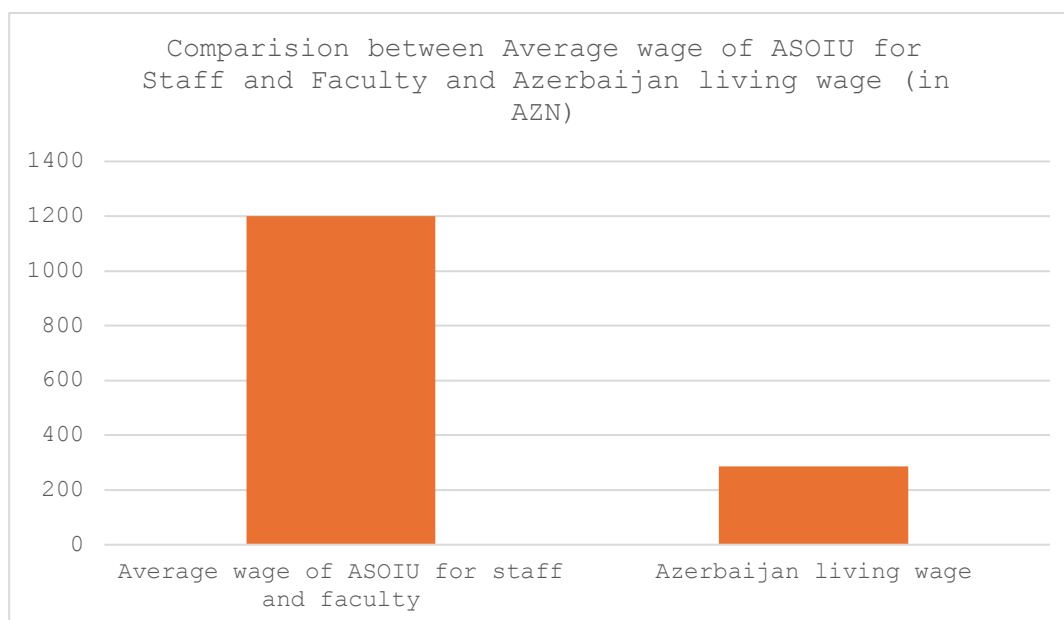
Wage structure and benefits

Employee earnings at ASOIU encompass:

- A base monthly salary.
- Performance-based bonuses determined by individual and departmental results.
- Special allowances for certain roles or units, as determined annually.
- Non-cash benefits according to university policy, which may include health insurance, wellness programmes, and other staff welfare activities.
- Additional welfare programmes to promote employees’ physical and mental well-being, including annual health check-ups, insurance for full-time staff, dedicated spaces and amenities in the workplace, and employee-engagement initiatives.

Review and benchmarking

ASOIU conducts an annual review of salary levels for all staff and faculty under signed employment contracts, and benchmarks those salaries against the prevailing living-wage (or poverty-threshold) figure for the locality. The university ensures that salaries are higher than the local living-wage threshold.



Year	Average wage of ASOIU for staff and faculty	Azerbaijan living wage
2024	1100 AZN	285 AZN

Evidence of commitment

- In 2024, staff and faculty at ASOIU were paid an average salary significantly 4 times higher than the average wage in the national labour force.
- The university continues to invest in improving total compensation, transparency of performance-based pay, and timely salary payment, with the goal of elevating employee income levels and ensuring fair compensation.

Scope for reporting

By aligning the remuneration of all employees with the local cost-of-living and poverty indicators, ASOIU demonstrates its institutional commitment to decent work and ensuring that staff wages support a dignified standard of living for their families.