

8.2.2 - Does your university as a body recognise unions for all, including women & international staff?

The Trade Union Committee (TUC) of the Azerbaijan State Oil and Industry University (ASOIU) operates in accordance with the Charter of the University, the Labour Code of the Republic of Azerbaijan, and the Collective Agreement concluded between the university administration and the Trade Union of Education and Science Workers of Azerbaijan.

This agreement ensures the social, economic, and legal protection of all staff and faculty and is continuously monitored for compliance by both parties.

Composition and Structure

1. The General Conference is the supreme governing body of the Trade Union Committee and convenes once every five years.
2. The Trade Union Committee Board serves as the executive body between conferences and is elected for a five-year term.
3. The Chairperson, Deputy Chairperson, Board Members, and Audit Commission are elected during the General Conference.
4. The Committee's officers ensure implementation of the decisions adopted by the Presidium, the Plenary, and the General Conference.
5. The Committee's financing is derived from monthly membership dues, amounting to at least 1 % of each member's monthly salary, as per the national charter.

<https://etihi.org/qanunvericilik>

Main Goals and Objectives

The primary goal of the Trade Union Committee is to protect the labor, socio-economic, cultural, and intellectual rights and interests of its members and their family members.

Key objectives include:

- Participating in the preparation of institutional and legal documents protecting employee rights.
- Conducting collective monitoring of compliance with labor and safety laws.
- Concluding and enforcing the Collective Agreement in cooperation with the university administration.
- Strengthening social protection mechanisms for staff, including health, welfare, and housing support.
- Organizing cultural, social, and educational programs to enhance staff well-being and university spirit.

- Promoting health and recreation initiatives, such as sports events, wellness programmes, and sanatorium visits for employees and their families.

Inclusivity and Recognition of Unions

ASOIU formally recognises the right of all staff members — including women, international faculty, and administrative employees — to participate in trade unions and benefit from collective representation.

The Trade Union Committee ensures that:

- Membership is open to all, without discrimination based on gender, nationality, or employment status.
- Women employees are proportionally represented in the Committee and its decision-making bodies.
- International staff working under employment contracts enjoy equal access to union membership and protection under the Collective Agreement.
- Trade union activities are conducted with full institutional support and independence, ensuring staff can freely express their concerns and negotiate working conditions.

<https://etihi.org/gender-siyaseti>

Cooperation and Partnerships

The Trade Union Committee cooperates with:

- The Republican Council of Trade Unions of Education and Science Workers of Azerbaijan;
- The Baku City Trade Union Organisation;
- Trade union committees of other universities across Azerbaijan;
- Public, non-governmental, and international organisations supporting labor rights, education, and equality.

Through these collaborations, ASOIU's Trade Union Committee contributes to national and international social-partnership initiatives, sharing good practices in workplace equality, staff development, and sustainable employment.

Social Partnership with the University

The TUC functions on the principle of social partnership with ASOIU's management. This collaboration aims to:

- Improve working and salary conditions;
- Ensure fair and transparent performance-based pay;
- Promote staff development and well-being;
- Support occupational safety and work-life balance;
- Foster an inclusive, equitable, and respectful university environment for all employees.