



Lankaran State University Policy on Employee Rights, Equality, and Ethical Labor Practices

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An official copy of this policy can be obtained upon request.

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Purpose

This policy outlines Lankaran State University (LSU) commitment to fair labor practices, equality, and ethical standards in the workplace. LSU is dedicated to fostering an inclusive, equitable, and respectful environment for all staff, including women, international staff, and other marginalized groups. Our policies reflect the core values of fairness, respect, and dignity for all, and they are fully aligned with the Labor Code of the Republic of Azerbaijan.

1. Recognition of Unions for All Employees

Lankaran State University admits and encourages those treatment where every employee has a right to belong or even formulate trade unions and negotiate on his/ her behalf. This is women inclusively, international staff and any other member of staff regardless of their country of origin, gender or any other classification. To this we have agreed with the idea to support unions that will guard the rights of the employees as well as the rights of fair work. LSU will cooperate with trades unions in good faith and share interests in workplace environment, remuneration, rewards, and other workers' matters. Discrimination in certification for union and rights for collective bargaining by gender or nationality is prohibited in the university organizations. This includes women, international staff, and any other staff members, irrespective of their nationality, gender or other status. We affirm the importance of unions in protecting the rights of employees and ensuring fair working conditions.

- LSU will engage with trade unions in good faith and collaborate on issues related to workplace conditions, pay, benefits, and other employee concerns.
- The university ensures that all employees, regardless of gender or nationality, have equal access to union representation and collective bargaining rights.

2. Commitment to Ending Discrimination in the Workplace

Lankaran State University does not tolerate all forms of discrimination, harassment and bias in the working environment. Per maltreatment on religious bias, sexual preference, sex, calss, disability, race, nationality, or any other classification that is protected. LSU pledges compliance with equal opportunity laws and regulations in the provision of employment and employee benefits, processes on employment decision making, fair treatment of employees and applicants and lastly on termination policies. To enhance equal opportunities provision in the university, the university has stated and Implemented measures against discrimination, With clear procedure that is strictly followed and the university also provides Sensitization and training to the staff about diversity and equality, or any other protected characteristic is strictly prohibited.

- LSU upholds the principles of equal opportunity and ensures fair and just treatment for all employees at every stage of employment, including recruitment, hiring, promotion, compensation, and termination.

- The university has established clear anti-discrimination policies and procedures, which are consistently enforced, and offers regular training to staff on issues of diversity, inclusion, and equal rights.

3. Commitment Against Forced Labor, Modern Slavery, Human Trafficking, and Child Labor

Lankaran State University condemns any form of forced labor, more so modern slavery, human trafficking and Child labor. Concerning the personnel policy we are determined to follow the international requirements and the Labor Code of the Republic of Azerbaijan for all employment of students in the university as well as the external contractors. University emphasizes on the non tolerance to oppression of any worker in the project. Slavery, human trafficking and child labor. We are committed to ensuring that all employment of students in the university, as well as among external contractors, complies with international standards and the Labor Code of the Republic of Azerbaijan.

- The university has zero tolerance for the exploitation of workers in any form. We also insist that employment can only be sought and entered into through mutual agreement, equal opportunities and respect of human rights. • In the event that LSU has engaged in forced labor, human trafficking or child labor as claimed within any of its supply chain tiers, LSU will act promptly to investigate the allegations and to implement the corrective actions required. In the university, as well as among external contractors, complies with international standards and the Labor Code of the Republic of Azerbaijan.
- The university has zero tolerance for the exploitation of workers in any form. We require that all employment relationships be voluntary, fair and respectful of human rights.
- LSU will take immediate action to investigate any allegations of forced labor, human trafficking, or child labor, and will ensure that appropriate corrective measures are implemented.

4. Guaranteeing Equivalent Rights for Outsourced Workers

Lankaran State University also ensures all rights of workers involved in outsourcing of activities will be protected to standards of LSU employees. This entails workers to have labour rights to fairly remunerated pay, working under adequate conditions of job safety and freedom of joining trade unions or any other workers' organization.

- The university ensures that all contracts with third-party vendors or contractors include provisions for fair treatment of workers, compliance with labor laws, and respect for labor rights.
- LSU will regularly review and audit outsourced labor practices to ensure alignment with the university's ethical standards and legal obligations.

5. Commitment to Pay Scale Equity and Elimination of Gender Pay Gaps

Lankaran State University also supports equal remuneration for work regardless to its gender. This entails utter adherence to the principals that seek to eradicate any disparity in the remuneration of employees based on their gender as found within the institution. LSU continues to review pay differentials frequently to search for and correct any gender-related inequalities in compensation by reviewing employees compensation to ensure that these are consistent with their work and responsibilities, experience, performance. The university will undertake remedial measures to expunge gender disparities in the pay at the university with regard to independence of its pay structures and policies.aps within the institution.

- LSU conducts regular pay equity audits to identify and rectify any disparities in compensation between men and women, ensuring that all employees are paid fairly for their work based on their role, experience, and performance.
- The university will implement corrective actions to eliminate any gender pay gaps and promote transparency in its pay structures and policies.

6. Recognition of Labor Rights, Freedom of Association, and Collective Bargaining

Lankaran State University fully recognizes the labor rights of all employees, including women and international staff, and supports their right to freely associate, organize, and engage in collective bargaining activities.

- LSU guarantees that all employees, irrespective of gender, nationality, or other characteristics, have the right to join unions, participate in collective bargaining, and advocate for their rights without fear of retaliation or discrimination.
- The university will ensure that all employees have the freedom to voice their concerns and will work constructively with labor organizations to resolve any workplace issues.