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**FOR BALANCED
AND ACCESSIBLE
ECONOMIC
OPPORTUNITIES**

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**DECENT WORK AND
ECONOMIC GROWTH**



THE GLOBAL GOALS



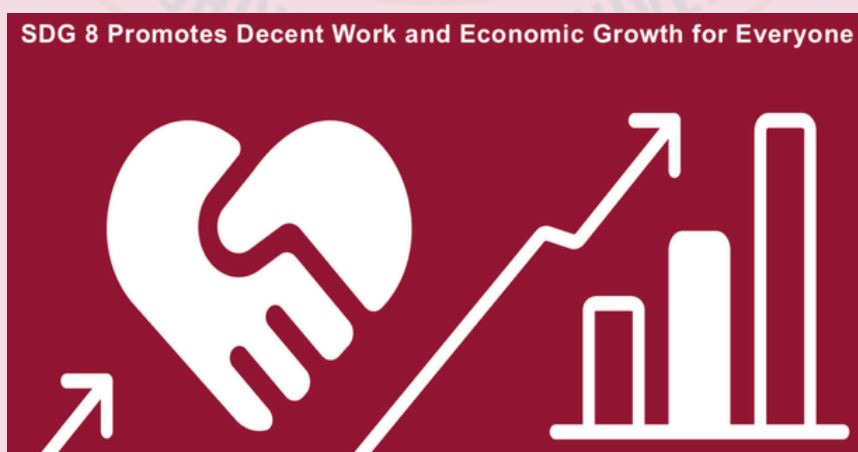
Introduction

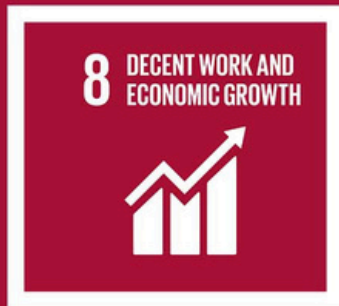
Nakhchivan State University is a public higher education institution serving the Nakhchivan Autonomous Republic and contributing to national development priorities through education, research, and community engagement.

Nakhchivan State University integrates SDG principles into institutional strategy, academic delivery, research priorities, and administrative operations. SDG 8 is addressed through workforce development, economic engagement, and responsible employment practices.

Nakhchivan State University (NSU) reaffirms its commitment to the United Nations Sustainable Development Goals (SDGs) and recognizes its institutional responsibility to promote inclusive and sustainable economic growth, productive employment, and decent work for all in alignment with SDG 8.

This Progress Report presents a structured overview of NSU's policies, governance mechanisms, initiatives, and outcomes related to SDG 8 during the 2025 reporting year. Nakhchivan State University's activities focused on enhancing graduate employability, supporting entrepreneurship and innovation, strengthening labor market engagement, and ensuring fair and decent working conditions for all employees in 2025.





Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all

Career Development and Employment Support

During 2025, NSU implemented structured career development activities, including career fairs, employer engagement events, and individual career counseling services. Students received support in CV preparation, interview skills, and job search strategies, strengthening their transition to employment.

Entrepreneurship and Innovation

NSU promoted entrepreneurial competencies through student startup initiatives, innovation competitions, and awareness programs focused on business development and economic growth. These activities supported innovation-driven employment pathways.

Decent Work and Human Resources Practices

NSU maintained compliance with national labor laws and institutional regulations, ensuring:

- Fair and transparent recruitment and promotion procedures;
- Safe and healthy working conditions;
- Access to professional development and lifelong learning for staff.

Contribution of NSU to Regional and National Economic Development

NSU contributes to economic development by supplying qualified human capital, supporting workforce development in priority sectors, and fostering innovation aligned with regional needs. Nakhchivan State University's graduates play a significant role in the socio-economic development of the Nakhchivan Autonomous Republic.



NSU pursued the following strategic objectives in 2025:

Strengthen graduate employability and labor market readiness;
 Promote entrepreneurship, innovation, and self-employment;
 Expand cooperation with public and private sector employers;
 Ensure decent, safe, and inclusive working conditions;
 Support equal access to employment and professional development opportunities.



Career Fair and Employment Outcomes

Nakhchivan State University (NSU) organized its annual Career Fair in 2025 to connect students and graduates with potential employers and to provide insight into current labor market trends. The event aimed to facilitate professional networking, internships, and full-time employment opportunities for students across all faculties.

Career Fair 2025 – Highlights

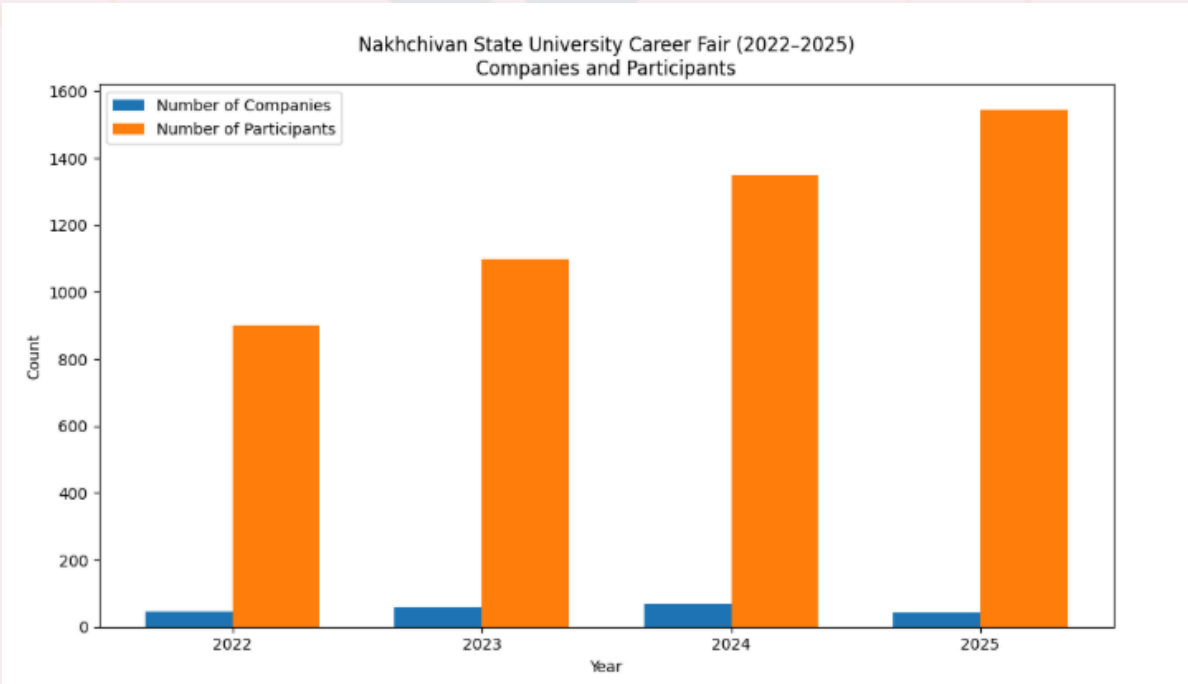
Nakhchivan State University presented vacant positions at the fair through a total of 42 organizations, including 28 state institutions and 14 private enterprises.

Employment Outcomes

The preliminary outcomes of the Career Fair are as follows:

- Student Engagement: High participation from NSU students, with many attending interviews and submitting applications.
- Job Offers & Internships: Several students secured internships and full-time positions directly during the fair.
- Employer Feedback: Employers highlighted the professionalism and preparedness of NSU graduates, indicating that university training aligns well with labor market demands.
- Skills Insights: Employers provided feedback on skills in demand, helping the university tailor curricula and training programs.

The 2025 Career Fair at Nakhchivan State University successfully connected students with employment opportunities, strengthened ties with both public and private sector employers, and showcased the professional capabilities of NSU graduates. The event reinforced NSU’s role in fostering career development and promoting employment readiness among its students.



Field Experience and Work Experience Programs

In the second semester of the 2024–2025 academic year, a total of 1,544 students from the university were sent for internships to 43 organizations. Of these, 443 students completed pedagogical internships, while 1,101 students undertook industrial (production) internships. For the internships to be held in the second semester of the 2025–2026 academic year, negotiations were conducted and agreements were signed with 38 public and private institutions of the Nakhchivan Autonomous Republic.

Recruiters conducted 29 on-the-spot job interviews, offering immediate opportunities for qualified candidates. In addition to networking, students joined a series of practical panels and workshops covering:

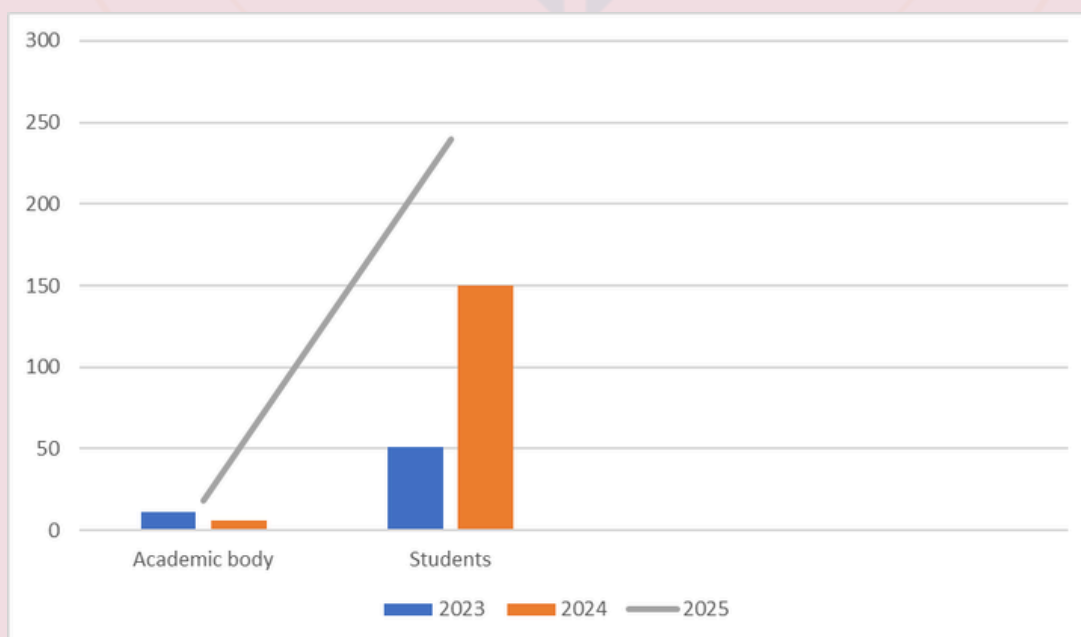
- CV and cover letter writing
- Remote work tools and soft skills
- Women in tech and inclusive hiring practices

Internships and Practical Training

Nakhchivan State University expanded internship and practical training opportunities through cooperation with government institutions, private enterprises, and other stakeholders. Practice-based learning was embedded in academic programs to ensure alignment with labor market requirements.

Key Outcomes in 2025:

Within the framework of the signed bilateral cooperation memoranda and ERASMUS agreements, 18 teachers and 240 students participated in mobility and internships.



Graduate Employment Trends

- Increasing employer engagement, particularly from state institutions
- High demand for graduates with practical experience, especially those who completed industrial internships
- Positive employer feedback regarding graduates' professional skills, adaptability, and discipline
- Growing opportunities for employment through internship-to-job pathways

These trends indicate that NSU graduates are competitive in the regional labor market and well-prepared for professional integration.

Training for Students

It's common for NSU to hold training sessions, seminars, and workshops under broader SDG or sustainability rubrics. These sessions frequently cover topics.

The following trainings were held in 2025:

"Journey to Success - Career Marathon"

"The role of education and innovation in the career development of young people"

"Ethical principles and transparency in career"

"Recruitment to the civil service"

As well, the project named "The best center of the month (Career center)" and "An open mic project titled 'Doctor of the Future: Career and Development'" were held at Nakhchivan State University for SDG8 in 2025.















8 DECENT WORK AND ECONOMIC GROWTH

Decent work and economic growth helps to facilitate sustainable development

Economic growth and employment enables investment in healthcare, education and infrastructure



Decoupling economic growth from environmental degradation provides new opportunities



Decent, well-paid and fulfilling jobs boosts development and well-being



Sustainable and resilient economies are achieved through:

Reduced consumption of natural resources (e.g., minerals, water)



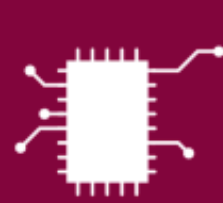
Improved understanding of the complex interactions between the environment and society



Economic diversification, reducing the impacts of economic and environmental shocks



Technological upgrading, knowledge exchange and research to improve economic productivity



Decent work boosts economic growth, which helps to sustain livelihoods:

Job creation is critical to meet growing demand, particularly in the Global South



More jobs will support environmental sustainability, decarbonisation and the circular economy



Sustainable geotourism also provides new jobs



Workplaces must be safe and secure, and free of violence and harassment of all kinds



Conclusion

In 2025, Nakhchivan State University demonstrated strong commitment to SDG 8: Decent Work and Economic Growth by integrating employability, entrepreneurship, and skills development into its institutional strategy. Through career services, industry partnerships, practical training, and student-centered initiatives, the university enhanced graduates' readiness for the labor market and supported sustainable economic development in the Nakhchivan Autonomous Republic.

NSU's efforts contributed to inclusive employment opportunities, strengthened links between education and the economy, and promoted innovation and lifelong learning. By embedding SDG 8 principles into teaching, research, and community engagement, the university not only improved student outcomes but also reinforced its role as a key driver of regional economic growth.

Moving forward, continued expansion of digital skills training, international collaborations, and inclusive access to decent work opportunities will further strengthen NSU's impact and ensure sustained progress toward the objectives of SDG 8.

