



**REPORT ON SUSTAINABLE DEVELOPMENT  
GOAL 5**

**GENDER EQUALITY**

**5**  
**GENDER  
EQUALITY**

**2024**

**5** **GENDER  
EQUALITY**



## Foreword

This report provides an in-depth examination of the initiatives, policies, and achievements of Azerbaijan Technical University (AzTU) in advancing gender equality, aligning with the United Nations Sustainable Development Goal (SDG) 5: Gender Equality. AzTU has implemented numerous strategies to foster a gender-inclusive academic environment, with a particular focus on empowering women in traditionally male-dominated fields such as engineering. Through collaborative efforts with UNESCO and local institutions, the university has taken significant strides to ensure equal opportunities for women in higher education and academic advancement. This document highlights AzTU's commitments and achievements, showcasing its alignment with both national policies and international standards for gender equality.

## Introduction

Azerbaijan Technical University's dedication to gender equality is embodied in its policies, projects, and support systems that encourage female participation in education, particularly in STEM fields. As part of its commitment, AzTU has implemented policies that promote equal access to education and provide targeted support for women. The university's gender equality framework is reinforced by its collaboration with UNESCO to enhance female engagement in engineering and technical studies. AzTU's internal policies cover a broad spectrum, including non-discrimination for gender and transgender identities, maternity and paternity leave provisions, and accessible childcare services. This report delves into these initiatives, using data from AzTU's official reports and external partnerships, to highlight the university's progress in creating a supportive and inclusive educational landscape for women.

## References

[National Information Portal on Sustainable Development Goals of the Republic of Azerbaijan](#)

[AzTU Sustainability](#)

[AzTU SDG 5 Report / November 2023](#)

## SDG 5 Keywords - Gender equality

Basic living standards	Equal opportunities	Marginalized	Violence against girls
Dignity	Exploitation	Pay Parity	Violence against women
Disadvantaged	Female genital mutilation	Reproductive rights	Women
Discrimination	Feminism	Sexual and reproductive health	Women in work
Employment	Forced marriage	Sexual exploitation	Women's rights
Empower girls	Gender discrimination	Sexual violence	Workplace equality
Empowerment	Governance and gender	Social inclusion	
Empowerment of women	Humanitarian	Trafficking	
Equal access	Human rights	Universal health coverage	
Equality	Human trafficking	Violence	

## SDG 5 TARGETS

- **Increasing Women's Access and Participation:** AzTU has policies to promote women's applications, participation, and progression. Although admissions are managed centrally, AzTU ensures gender equality in student activities and organizations. Programs like the UNESCO project help increase female participation in engineering, supported by policies like the [Gender Equality Policy](#).
- **Representation of Female Staff and Students:** The university aims to increase female representation in academia and STEM fields. Currently, women constitute 23 of 135 senior academic roles, and they make up 741 of 2,861 graduates, with substantial participation in STEM disciplines.
- **Non-Discrimination Policies:** AzTU has robust policies to protect against discrimination based on gender or gender identity. This includes supporting gender equality, anti-discrimination, and inclusivity, as outlined in the [Non-Discrimination Policy](#).
- **Support for Maternity and Family Needs:** Maternity and paternity leave policies comply with national labor laws, ensuring that women and non-gestational parents can balance family responsibilities with their careers and studies. The [Labor Code of Azerbaijan](#) also provides child care support up to age 3, accessible to university staff and students.
- **Mentoring and Access Schemes for Women:** Mentoring programs are available, with at least 10% female student participation. AzTU also offers scholarships, career guidance, and other supportive resources, as evidenced by projects like the AZTAF Program.

## Statistics and Their Indicators

### 1. Graduation Statistics:

- **Total Graduates:** 2,861, with 741 female graduates.
- **Female Graduates in STEM:** 498 of 2,333 total STEM graduates.
- **Female Representation in Arts & Humanities/Social Sciences:** 243 of 528 graduates.

### 2. Faculty Composition:

- **Total Academic Staff:** 586, with 135 in senior roles, 23 of whom are women.

### 3. Policy Implementation and Impact:

- **Non-Discrimination and Inclusivity Policies:** Effective university policies promote gender equality and anti-discrimination across various identity spectrums, with documented [Gender Equality Policy](#) and [Inclusivity Policies](#).
4. **Childcare and Family Support:**
- **Maternity Leave:** Governed by the Azerbaijani labor code, AzTU supports maternity and paternity leave and ensures accessible childcare facilities for students and staff.

#### SDG 5's Positive Impact on other SDGs

**SDG 1 (No Poverty):** Empowering women through equal access to education, employment, and resources reduces poverty, as women are better positioned to earn incomes, support families, and drive economic growth.

**SDG 3 (Good Health and Well-being):** Gender equality improves health outcomes for women and children, ensuring access to healthcare, reducing maternal mortality, and promoting overall family health.

**SDG 4 (Quality Education):** SDG 5 promotes equal access to education, which enhances female enrollment, retention, and graduation rates, ultimately creating a more educated workforce.

**SDG 8 (Decent Work and Economic Growth):** Gender equality supports workforce diversity and economic resilience. When women participate equally, businesses see increased productivity and innovation, driving sustainable economic growth.

**SDG 10 (Reduced Inequalities):** Reducing gender-based disparities also helps address other inequalities, benefiting marginalized groups and promoting inclusive development.

**SDG 13 (Climate Action):** Women's participation in climate resilience and adaptation efforts leads to more inclusive and effective climate strategies, as women often bring unique insights and priorities to environmental management.

**SDG 16 (Peace, Justice, and Strong Institutions):** Gender equality promotes fair and representative governance, encouraging peaceful societies and inclusive institutions that reflect diverse perspectives.

#### Current situation

**Gender Representation and Policies:** AzTU has implemented a Gender Equality Policy aimed at creating an inclusive environment for female students and staff. The policy, along with initiatives such as mentoring programs, scholarships, and targeted outreach, is directed toward increasing the participation of women in underrepresented fields like engineering. Additionally, events and workshops funded by UNESCO emphasize the importance of female inclusion in STEM, addressing gender stereotypes and encouraging young women to pursue technical fields.

**Student Access and Participation:** The university does not control admissions directly, as this is managed centrally. However, within its capacity, AzTU promotes equal access and female representation in activities, organizations, and courses. Notably, AzTU tracks female participation in specific areas and encourages applications in underrepresented subjects through partnerships and community engagement. For instance, its collaboration with organizations to host awareness campaigns highlights AzTU's commitment to fostering a supportive environment for women.

**Academic Staff and Leadership:** Gender representation among AzTU's senior academic staff is lower, with 23 out of 135 senior positions held by women. The institution has outlined goals to boost this representation, which aligns with its broader gender equality mission. Efforts to close this gap are crucial, given the influence of senior academic roles on the university's direction and culture.

**Maternity and Childcare Support:** AzTU complies with national labor codes that offer maternity and paternity leave, along with accessible childcare facilities provided by the government. This ensures women have the necessary support to balance academic or professional responsibilities with family commitments, a key aspect of gender equality in education and employment.

**Non-Discrimination and Inclusivity:** The university has robust anti-discrimination policies that apply to all genders and gender identities, including protections for transgender individuals. This framework supports a safe environment for reporting discrimination and emphasizes inclusivity across different identity spectrums.

#### **Future goals**

- **Enhanced Female Representation in Leadership:** Increase the proportion of women in senior academic roles and decision-making positions.
- **STEM Gender Parity:** Strengthen outreach and support programs to elevate female enrollment and retention in STEM fields.
- **Expanded Mentorship and Career Support:** Broaden mentorship and career resources for women to support academic and professional advancement.
- **Collaborative Admission Initiatives:** Partner with external organizations to promote gender-balanced admissions and address gender disparities early on.
- **Supportive Work-Life Policies:** Implement more family-friendly policies, including accessible childcare, to support both students and staff.

**Conclusion**

AzTU's commitment to SDG 5 highlights its proactive stance on gender equality, as demonstrated by comprehensive policies and targeted programs. Despite external constraints like centralized admissions, the university has created an inclusive environment and supports women's access to education and leadership roles. With a clear focus on expanding gender equity, AzTU is positioned to make significant strides in creating a balanced and diverse academic community.