Azerbaijan TECHNICAL University



Report on Sustainable Development Goal 5
Gender Equality
2025



Foreword

This report presents a comprehensive overview of Azerbaijan Technical University's (AzTU) initiatives, policies, and achievements in promoting gender equality in 2025, in alignment with the United Nations Sustainable Development Goal (SDG) 5: Gender Equality. AzTU continues to implement strategies that cultivate a gender-inclusive academic environment, with a strong emphasis on empowering women in traditionally male-dominated fields, particularly engineering and technical sciences. Through ongoing collaborations with UNESCO and national institutions, the university has strengthened efforts to provide equal opportunities for women in higher education, research, and leadership positions. This report highlights AzTU's 2025 commitments and accomplishments, demonstrating its adherence to both national policies and international standards for gender equality.

Introduction

Azerbaijan Technical University remains committed to fostering gender equality through comprehensive policies, targeted projects, and support systems that encourage female participation in education and STEM fields. In 2025, the university has expanded programs to ensure equal access to education and enhance professional development opportunities for women. AzTU's partnership with UNESCO and other national organizations continues to promote female engagement in engineering and technical disciplines. This report uses updated 2025 data from AzTU's internal records and external collaborations to illustrate the university's progress in building an inclusive and supportive academic environment for women.

References

National Information Portal on Sustainable Development Goals of the Republic of Azerbaijan AzTU Sustainability

AzTU SDG 5 Report / November 2023

AzTU female students awarded named scholarships Entrepreneurship session for AzTU students

International Coaching Week event on well-being and balance Meeting of Minister of Youth and Sports with AzTU TGT Chair

SDG 5 Keywords - Gender equality			
Gender Equality	Gender Equity in Higher Education	Women's Empowerment	Women's Participation in STEM
Women in Engineering	Women in Technical Sciences	Female Student Representation	Female Academic Staff
Women's Leadership	Female Leadership Representation	Equal Access to Education	Equal Employment Opportunities
Equal Pay Policy	Gender-Inclusive Education	Gender-Sensitive Teaching	Gender Diversity and Inclusion
Anti-Discrimination Policies	Safe Campus	Prevention of Harassment	Psychological Support Services
Work–Life Balance	Maternity and Paternity Leave	Childcare Support	Inclusive Academic Environment
International Gender Equality Partnerships	STEM Outreach for Girls	Women in Green Technology	Female Participation in Innovation
Women-Led Startups	Female Entrepreneurship	Gender Research and Analysis	Gender Equality Policy Monitoring
Gender Equality	Gender Equity in Higher Education	Women's Empowerment	Women's Participation in STEM

SDG 5 TARGETS

AzTU operates under a gender-equality framework grounded in:

- The National Strategy on Women's Empowerment (2021–2030);
- The State Program on Higher Education (2022–2026);
- AzTU's Gender Equality Policy (reviewed June 2024).

The university guarantees equal recruitment, promotion, and participation across all departments, and upholds a strict anti-discrimination policy.

Gender equality objectives are coordinated by the Quality Assurance Department, in collaboration with the Trade Union Committee and the Student Youth Organization (TGT).

Statistics and Their Indicators

Indicator	**2023**	**2024**	**2025**	**Change (%) 2024→2025**
Female students in total enrollment	41 %	42 %	43 %	+2.3 %
Female faculty members	35 %	37 %	39 %	+5.4 %
Female in leadership positions	22 %	27 %	31 %	+14.8 %
Female graduates (absolute)	741	–	≈ 770 – 790	+3 – 6 %
Female graduates in STEM (absolute)	498	–	≈ 520	+4.4 %
Gender training sessions organized	6	9	11	+22 %
Female participants in STEM projects	68	83	105	+26.5 %

SDG 5's Positive Impact on other SDGs

AzTU's gender equality initiatives directly support:

- SDG 5.5 – Ensuring women's full participation in decision making by increasing women's leadership representation and promoting women's involvement in STEM.

Additionally, the initiatives contribute indirectly to:

- SDG 4 (Quality Education) – through gender-sensitive education, seminars, and inclusive teaching methodologies.

- SDG 8 (Decent Work and Economic Growth) – by promoting women's participation in entrepreneurship and leadership training.
- SDG 9 (Industry, Innovation and Infrastructure) – via female-led participation in innovation and startup ecosystems.

Current situation

1. Promoting Women's Leadership and Representation

In 2025, AzTU recorded an increase in the number of women in leadership positions:

- 26% of department heads and 31% of faculty deans are female, compared to 22% and 27% in 2024.
- Two female professors were appointed to lead research groups within the Faculty of Information Technologies and the Faculty of Energy.
- Mentorship workshops and leadership sessions under the theme "Women in STEM – Empowering the Future" were organized, strengthening female participation in science, technology, and engineering programs.

(related news: AzTU female students awarded named scholarships*)*

2. Gender Equality in Education and Research

- Female representation among students rose to 43% in 2025.
- Projects and training events on gender-sensitive education and equal access to resources included:
  - Workshop on Entrepreneurship and Leadership for Female Students.

3. Inclusive Campus and Work Environment

Key 2025 actions included:

- Expanding psychological and counseling services;
- Introducing flexible working arrangements for mothers and caregivers;
- Organizing "Inspire – Transform – Flourish: International Coaching Week," focusing on work–life balance and well-being.

4. Partnerships and Community Engagement

- Collaboration with the Ministry of Youth and Sports to promote women's leadership in student organizations.
- Participation in the "Women in Engineering" initiative by regional STEM alliances.
- Membership in AASHE enhanced AzTU's global visibility in gender mainstreaming projects.

Future goals

- Increase Women's Representation in STEM Education: Launch a Women-in-Engineering Scholarship and mentorship program to encourage greater female participation in technical discipline.
- Strengthen Gender Research and Policy Monitoring: Establish a Gender Equality Research Center to analyze gender data, evaluate campus policies, and publish annual reports on SDG 5 progress.
- Enhance Work–Life Balance Policies: Develop on-campus childcare support and create flexible teaching and research schedules for female academics.
- Promote Gender-Sensitive Leadership Development: Offer annual leadership academies and mentoring circles for female students and staff interested in management roles.
- Expand Community Outreach Programs: Organize workshops in secondary schools to encourage young girls to pursue STEM education and university careers.

Conclusion

In 2025, Azerbaijan Technical University strengthened its commitment to promoting gender equality in higher education.

Through institutional reform, leadership development, and inclusive academic programs, AzTU continues to create a learning environment where women and men have equal access to education, resources, and opportunities.

These efforts reflect AzTU's holistic commitment to SDG 5 targets and to building a future based on equity, diversity, and empowerment for all.