

AZERBAIJAN TECHNICAL UNIVERSITY

# SDG REPORT

# 2026

Sustainability Office

## SDG 5
## GENDER EQUALITY

AT A GLANCE

# Fair rules and more women in engineering

SDG 5 calls for gender equality and the empowerment of all women and girls. Over the past year AzTU updated its Gender Equality Policy, its women students won recognition in science and art, and the university hosted role models and health sessions for women.

**Reporting period** November 2025 – October 2026

UN targets addressed: 5.1 · 5.5 · 5.c

**43.5%**

**of students were women in 2026, up from 43% in 2025**

**38%**

**of leadership positions held by women in 2026, up from 31% in 2025**

**10+%**

**of students participated in olympiads in 2026**

**2**

**students graduated from “Support for Girls’ Education”, June 2026**

Evidence E8

POLICY AND COMMITMENT

# Commitments set out in published policy

### Gender Equality Policy, 5.1–5.2

v2.0 · 2026

Zero tolerance for gender-based discrimination and harassment. Extra attention to recruitment, admissions, grading, scholarships and committee places.

Evidence E2

### Gender Equality Policy, 5.3–5.4

v2.0 · 2026

Merit-based hiring and promotion with action where a gender group is under-represented. Faculties review teaching and assessment for structural disadvantage.

Evidence E2

### Gender Equality Policy, 5.5–5.6

v2.0 · 2026

Measures against gender-based harassment and violence, support for pregnancy and maternity, and protection for anyone who reports a concern.

Evidence E2

### Non-Discrimination and Harassment Policy, 5.2–5.5

v4.0 · 2026

Reports through HR, Student Affairs, the Law Office or online, including anonymously. Receipt within 3 days; retaliation is a serious breach.

Evidence E3

KEY INDICATORS

# Women’s participation in numbers

### Women at AzTU, 2026

**48.8%** of academic staff were women




### Recognition and role models, Nov 2025 – Oct 2026

**5** documented activities and achievements

- First place at the International Physics Olympiad, December 2025
- Meeting with Vafa Musayeva, first Azerbaijani woman on Everest
- Session on women’s, reproductive and maternal health, March 2026
- Women’s Day art exhibition by an IT student; two graduates of Support for Girls’ Education

Counted from published news.

Also: Gender Equality Policy revised in 2026 (v2.0)

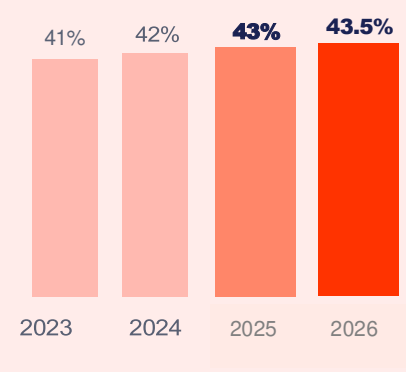
**Evidence: E1, E5, E4, E6, E7, E8**

KEY INDICATORS, 2023–2025

# Women’s share rising across the university

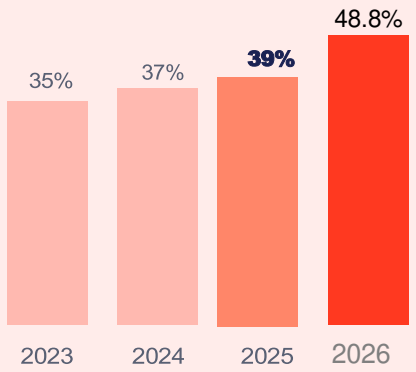
### Female students

**43.5%**



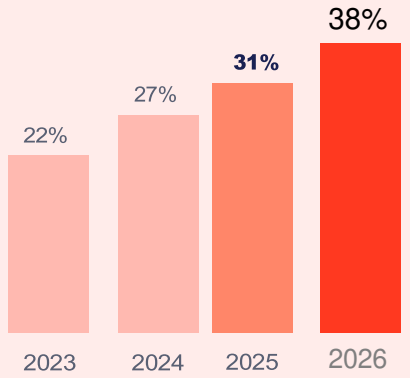

### Female academic staff

**48.8%**



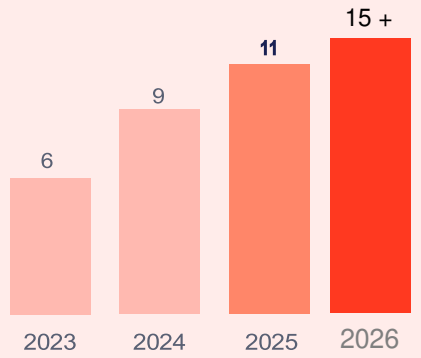

### Women in leadership positions

**38%**




### Gender training sessions

**15 +**




Evidence: E1



THE IMPACT METRIC

# 5.3

## Student access measures

How AzTU helps women and girls enter, study and succeed in engineering and technology.

IN THIS SECTION

Policy · Scholarships · Recognition · Role models

5.3 · STUDENT ACCESS

# Women students recognised in science and art

**December 2025 · International Physics Olympiad, Turkmenistan**

Aylin Guliyeva won first place and Ceylin Topchu a special award. They were prepared by Professor Matanat Mehrabova, Head of Engineering Physics and Electronics, with ANAS Corresponding Member Vali Huseynov.

**6 March 2026 · Women's Day exhibition**

IT student Ilahe Karimova exhibited her paintings for International Women's Day.




Women's Day exhibition, March 2026

**Evidence: E5, E7**

5.3 · STUDENT ACCESS

# Role models, health and support for women

### Everest role model

**10 December 2025**

Vafa Musayeva, the first Azerbaijani woman to climb Everest, met students and staff to talk about determination and resilience.

Evidence E4

### Women's health

**3 March 2026**

Sağlam Ailə specialists covered women's, reproductive and maternal health and regular check-ups.

Evidence E6

### Support for Girls' Education

**30 June 2026**

Two Industrial Economics and Management students graduated from the state project and from AzTU.

Evidence E8

### Women graduates

**2025–2026**

Approximately 770–790 women graduated in 2025, and approximately 900 women in 2026.

5.3 · STUDENT ACCESS

# Graduation outcomes by gender

**97%**

**of women completed their studies**

**95%**

**of men completed their studies**

**46.2%**

**of the 2,053 graduates were women**

Completion rate (97% / 95%) differs from graduate composition (46.2%): the latter shows who graduated, not who completed.

### Support for students

Financial assistance and individual welfare support are provided through the Social Development Center and the Student Trade Union Committee for students facing financial, health or family-related difficulties. Where a gender-related completion gap is identified, these mechanisms provide a basis for targeted action.




THE IMPACT METRIC

# 5.6

## Women’s progress measures

How AzTU protects women from discrimination and supports their careers and family life.

IN THIS SECTION

Protection · Maternity · Reporting · Monitoring

5.6 · WOMEN'S PROGRESS

# Protection, maternity and fair treatment

Zero tolerance for gender-based discrimination and harassment, with extra checks on hiring, promotion, admissions, assessment, scholarships and committee places.

**38%**

**of leadership positions held by women, 2026**

Up from 31% in 2025.

### REPORTING CONCERNS

- HR, Student Affairs, the Law Office or an online form; anonymous reports accepted
- Receipt within 3 days; retaliation is treated as a serious breach

### Maternity and family

Policy 5.5 supports pregnancy and maternity under national law. The 2025 report describes flexible working for mothers and caregivers.

**Evidence: E2, E3, E1**

LINKS TO OTHER SDGS

# Gender equality work that serves the other Goals

### 3 Good Health and Well-being

Session on women's, reproductive and maternal health.

### 4 Quality Education

Women students recognised at the International Physics Olympiad.

### 8 Decent Work and Economic Growth

Merit-based hiring with action on under-representation.

### 9 Industry, Innovation and Infrastructure

Women in STEM projects rose to 105 in 2025.

### 10 Reduced Inequalities

Zero tolerance for discrimination; protected reporting.

### 16 Peace, Justice and Strong Institutions

Women hold 31% of leadership positions.

PRIORITIES FOR 2027

# From policy to measured equality

## 01

### Track applications by gender

Applications, offers and enrolments for women in each programme.

## 02

### Compare graduation rates

Completion rates for women and men in the same cohorts.

## 03

### Restart Women in STEM

A dated mentoring programme with participant numbers each year.

## 04

### Study childcare options

Assess demand for childcare for student and staff parents.

## 05

### Report harassment cases

Anonymised annual counts of reports and outcomes.

EVIDENCE

# Sources behind this report

| Code | Evidence | Date |
|---|---|---|
| E1 | SDG 5 Report 2025 (rev2) | Oct 2026 |
| E2 | Gender Equality Policy v2.0 | 2026 |
| E3 | Non-Discrimination_and_Harassment_Policy_v4.0 | 2026 |
| E4 | Meeting_with_the_first_Azerbaijani_woman_to_climb_Everest | 10 Dec 2025 |
| E5 | AzTU student wins International Physics Olympiad | 7 Jan 2026 |
| E6 | Sağlam Ailə session on women's and maternal health | 3 Mar 2026 |
| E7 | Art_exhibition_for_International_Women's_Day | 6 Mar 2026 |
| E8 | Two_students_graduate_from_"Support_for_Girls'_Education" | 30 Jun 2026 |

Every title links to its public source on aztu.edu.az.

# Azerbaijan Technical University

## Sustainability Office

| | |
|---|---|
| REPORT | SDG Report 2026 |
| GOAL | SDG 5 · Gender Equality |
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