AZERBAIJAN TECHNICAL UNIVERSITY

Gender Equality Policy

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1. CONTEXT AND PURPOSE

Gender equality is a fundamental principle governing public institutions in the Republic of Azerbaijan. As a state technical university, Azerbaijan Technical University (hereinafter “AzTU”) operates within a legal and ethical framework that requires equal rights, opportunities, and treatment for women and men across political, economic, social, cultural, and academic spheres.

AzTU recognises that gender-based risks may arise in academic, administrative, employment, and governance contexts, including recruitment, promotion, assessment, leadership participation, access to resources, and campus life. The purpose of this Gender Equality Policy (hereinafter the “Policy”) is to establish a clear institutional framework that:

- affirms gender equality as a core institutional value and governance priority;
- prevents gender-based discrimination, bias, and exclusion;
- promotes safe, respectful, and inclusive learning and working environments; and
- embeds gender equality considerations into institutional decision-making and practice.

This Policy sets out binding principles, governance responsibilities, and institutional safeguards for advancing gender equality at AzTU. It applies to staff, students, and relevant third parties and complements AzTU’s internal regulations, disciplinary frameworks, and employment policies. Detailed procedures for complaints, investigations, or corrective actions are governed by separate instruments and applicable national authorities.

1.1. Legislative Context

This Policy is developed in accordance with:

- the Constitution of the Republic of Azerbaijan;
- the Law of the Republic of Azerbaijan “On Guarantees of Gender (Men and Women) Equality” (No. 150-IIIQ of 10 October 2006);
- other applicable national legislation related to labour, education, and human rights; and
- AzTU’s Charter and institutional governance framework.

2. KEY TERMS AND DEFINITIONS

For the purposes of this Policy, the following terms ensure a shared and consistent understanding of gender equality standards at AzTU:

- **Gender Equality:** Equal rights, responsibilities, and opportunities for individuals of all genders in education, employment, governance, and participation in University life.
- **Gender Discrimination:** Any distinction, exclusion, or restriction based on gender that impairs or nullifies equal treatment or opportunity.
- **Gender-Based Harassment:** Unwanted conduct related to gender that violates dignity or creates an intimidating, hostile, degrading, humiliating, or offensive environment.
- **Equal Opportunity:** Fair access to opportunities, resources, and decision-making without bias based on gender.

- **Gender Mainstreaming:** The systematic integration of gender perspectives into policies, processes, and decision-making.
- **Under-Representation:** Disproportionately low participation of a gender group in a particular area, role, or level of seniority.

3. APPLICABILITY

This Policy applies across Azerbaijan Technical University and establishes mandatory standards for promoting gender equality and preventing gender-based discrimination.

Specifically, this Policy applies to:

- academic, administrative, managerial, and support staff;
- students at all levels of study;
- senior management and members of governing bodies;
- applicants, visiting scholars, exchange participants, contractors, and service providers engaged in AzTU activities.

The Policy applies to conduct occurring:

- on AzTU premises;
- in activities carried out in the name of or connected with AzTU; and
- in digital and online environments related to University operations.

This Policy operates alongside national legislation and AzTU's internal regulations and does not replace statutory labour, criminal, or administrative procedures.

4. GOVERNANCE

Governance of gender equality at AzTU is embedded within existing leadership and management structures to ensure accountability, oversight, and continuous improvement.

- **University Council:** Approves the Policy and receives periodic reporting on institutional gender equality performance and risks.
- **Social Development Center (Operational Lead):** Coordinates implementation, promotes awareness initiatives, and prepares monitoring and progress reports.
- **Department of Human Resources Management:** Integrates gender equality principles into recruitment, promotion, training, remuneration, and employment practices.
- **Student Affairs:** Supports gender equality in student life, access to services, and extracurricular activities.
- **Faculties and Departments:** Promote inclusive practices, support awareness activities, and cooperate with monitoring efforts.
- **All Members of the University Community:** Respect gender equality principles and contribute to a safe and inclusive environment.

Escalation mechanisms apply where systemic risks, repeated concerns, or non-compliance are identified.

5. GENDER EQUALITY PRINCIPLES, RISK AREAS, AND INSTITUTIONAL STANDARDS

This section defines the core principles and institutional standards governing gender equality at AzTU and identifies areas where gender-related risks may arise.

5.1. Equality, Non-Discrimination, and Lawful Conduct

AzTU maintains a zero-tolerance approach to gender-based discrimination and harassment. All forms of unequal treatment based on gender are prohibited. Compliance with national legislation represents a minimum standard; the University seeks to promote equality beyond legal requirements where feasible.

5.2. High-Risk Institutional Areas

Gender equality risks are heightened where discretion, decision-making authority, or access to opportunities exists. At AzTU, particular attention is given to:

- recruitment, promotion, and employment decisions;
- admissions, assessment, grading, and supervision;
- leadership, governance, and committee participation;
- allocation of scholarships, benefits, and development opportunities;
- campus safety and student support services.

5.3. Recruitment, Promotion, and Employment Practices

Employment-related decisions must be transparent, objective, and based on merit. Measures are taken to prevent bias, ensure equal opportunity, and address under-representation of specific gender groups where identified.

5.4. Pay Scale Equity and Gender Pay Gap Monitoring

AzTU is committed to ensuring equal remuneration for women and men performing the same work or work of equal value. The University shall ensure that its salary-setting, remuneration, promotion and allowance allocation practices are based on objective, transparent and non-discriminatory criteria, regardless of gender.

AzTU shall regularly measure and monitor gender pay gaps across its academic, research, administrative, technical and support staff. This assessment shall be conducted at least annually and shall include:

- a comparison of average and median gross hourly remuneration of women and men;
- an analysis of remuneration differences across comparable positions, job grades and levels of responsibility;
- a review of salary scales, bonuses, allowances and other remuneration components;
- consideration of working hours, employment status, qualifications, experience and other objective job-related factors.

The Department of Human Resources Management, in cooperation with the Finance Department, shall coordinate the collection and analysis of relevant employment and payroll data. The findings shall be

reviewed under the oversight of the Rector, with the involvement of the Scientific Council and the Trade Union Committee.

Where the monitoring process identifies gender-related pay differences that cannot be justified by objective and lawful factors, the University shall take appropriate corrective measures to eliminate such unjustified differences. These measures may include reviewing salary classifications, remuneration criteria and relevant employment practices, as well as implementing necessary salary adjustments.

The University shall document the results of gender pay gap monitoring, corrective actions taken and progress achieved. All individual employee and payroll information shall be handled confidentially, and any published results shall be presented in aggregated form.

5.5. Education, Assessment, and Academic Participation

Academic processes, including teaching, assessment, supervision, and research participation, must be conducted fairly and without gender bias. Faculties are expected to review practices and outcomes to identify and address structural disadvantages.

5.6. Campus Life, Safety, and Wellbeing

AzTU promotes a campus environment that respects dignity, safety, and wellbeing. Reasonable measures are taken to prevent and respond to gender-based harassment, violence, or exclusion and to support health, wellbeing, pregnancy, and maternity in accordance with national legislation.

5.7. Reporting Concerns and Institutional Protection

AzTU encourages the reporting of gender-related concerns. Individuals who raise concerns in good faith are protected from retaliation. Concerns are handled confidentially, fairly, and proportionately through established institutional channels.

6. IMPLEMENTATION

This Policy is implemented through integration into AzTU's academic, administrative, and employment processes. Gender equality considerations are embedded at decision-making stages rather than addressed retrospectively.

Supporting regulations, guidelines, and training programmes operationalise this Policy and define detailed procedures for recruitment, assessment, complaint handling, and corrective action.

7. MONITORING AND PERFORMANCE INDICATORS

Monitoring under this Policy ensures consistent application and supports evidence-based improvement. Oversight focuses on institutional trends and systemic risks rather than individual cases.

Monitoring includes, at a minimum:

- gender distribution across students, staff, and leadership roles;
- recruitment and promotion outcomes disaggregated by gender;
- participation rates in training, mentoring, and leadership programmes;
- number and nature of reported gender-related concerns;

- completion rates of awareness and training activities.

Monitoring outcomes are reviewed through appropriate governance channels and inform corrective and preventive actions.

8. POLICY EVOLUTION

This Policy is reviewed periodically to ensure continued relevance, effectiveness, and alignment with national legislation and institutional priorities. Reviews consider monitoring outcomes, feedback from implementing units, and developments in gender equality standards.

The Policy is reviewed every two years or earlier where material changes arise. Any revisions are approved through established University governance processes.

AZTU

AZERBAIJAN TECHNICAL UNIVERSITY

25 H. Javid Avenue, Baku, Azerbaijan, AZ 1073
(+994 12) 539-13-05

SUSTAINABLE DEVELOPMENT GOALS

