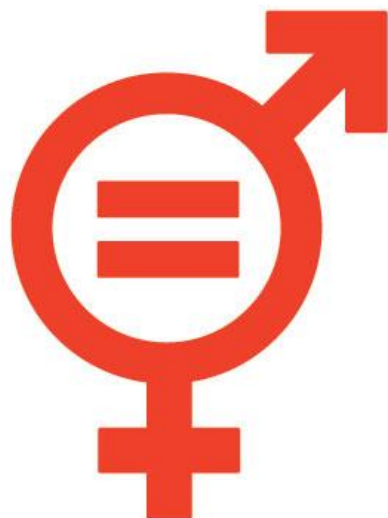


Baku State University

**REPORT ON
SDG 5: GENDER EQUALITY**



**5 GENDER
EQUALITY**





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INTRODUCTION

The provided information outlines Baku State University's initiatives and policies related to Sustainable Development Goal (SDG) 5, which centers on achieving gender equality and empowering all women and girls. The university is actively involved in collecting and tracking data regarding female students, their access to education, academic progress, and representation in different fields. They have policies promoting equality, diversity, and inclusion, as well as support mechanisms like mentoring programs and scholarships aimed at empowering female students. Additionally, the university is committed to preventing discrimination and harassment, with policies in place to protect those reporting such incidents. Overall, Baku State University is dedicated to advancing gender equality and fostering an inclusive environment for all members of its community.





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SGD 5. GENDER EQUALITY

Number of students	App. 25,000
Number of students starting a degree	6,580
Number of women starting a degree	4,408
Number of employees	3,057
Number of academic staff	1,750
Number of senior academic staff	375
Number of female senior academic staff	93
Number of graduates:	5,928
Number of graduates/ female graduates by subject area (STEM, Medicine, Arts Humanities /Social Sciences)/	5,928/ 4031
Number of graduates/ female graduates: STEM	3,023/ 2368
Number of graduates/ female graduates: Arts & Humanities / Social Sciences	2905/1,663





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STUDENT ACCESS

Women's application rate, and admission /entry ratio are systematically recorded by the State Examination Center and monitored by years and, if necessary, can be obtained based on the request of BSU. The degree of completion of education is systematically measured and monitored in the Department of Organization Education Process of BSU. T

According to point 1.2. The policy of Equality, Diversity, and Inclusion (EDI) of Baku State University, University promotes equality, diversity, and inclusion policy among academic, and administrative staff and students. Baku State University as a body has a policy addressing women's applications, acceptance/entry, and participation at the university. University raises awareness for equal rights and encourages individuals to show off for the injustice. There are some points in the Policy on equality, diversity, and inclusion as a plan of activity:

- ✓ **Action 1:** To hold a series of workshops, trainings, and seminars to increase awareness.
- ✓ **Action 5:** To offer support centers for victims (counseling, legal advice, etc.)
- ✓ **Action 6:** To draw up EDI metrics for assessment of the collected data.





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BSU has started to work in this direction. The initial version of the Action Plan has been formed. To implement point 1, the university is implementing a very an elective course “Introduction to Gender” at various faculties. Several events and presentations were held at the Department of Gender and Applied Psychology. On May 12, 2023, the presentation of Heydar Aslanov’s monograph “The Gender of God” took place. The university provides access schemes (e.g., mentoring, scholarships, or other provisions) to all as well.





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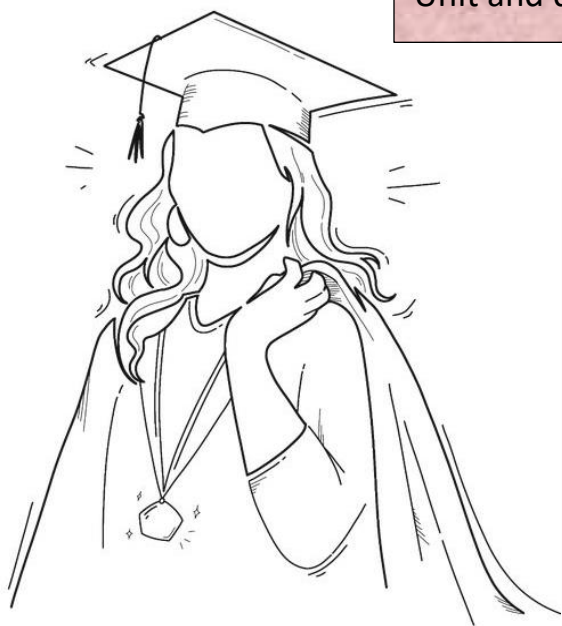
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Mentoring: Actually, gender ratios are various in different faculties. But in general, on average, women are dominating. This issue is addressed in some actions 8 and 14 of the action plan for Policy on equality, diversity, and inclusion: Action 8: To establish several mentoring and coaching programs for creating professional growth and Action 14: To promote equal chances for all individuals.



Scholarships: The provision of scholarships to students at BSU is determined only based on admission and teaching results. To the Policy on equality, diversity, and inclusion: All students can appeal and state grievances in person in a written form to the respective Unit and demand to act against any kind of unfair behavior.





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COLLABORATIONS



In this regard, special attention is paid to collaboration with

- Universities - ANAS Academy of Sciences (Philosophy and Sociology Institute, Institute of Physiology named after Acad. A. Garayev) - government bodies (The State Committee for Family, Women and Children's Issues, Ministry of Education, Ministry of Youth and Sport, State Committee on Statistics, State Examination Center of the Republic of Azerbaijan) - NGOs (WARD, etc.) - international organizations (UNFPA, UNDP, UNICEF, EC).

WOMEN'S PROGRESS

The policy of non-discrimination against women is based on international (CEDAW) and national (Law of the Republic of Azerbaijan on Gender Equality) legal documents. According to international (CEDAW) and national (GBT LAW) documents on nondiscrimination against women the information is regularly collected and reviewed, and the University pursues the above state policy.

Anti-Harassment and Anti-discrimination Policy (AHAD) have been developed at Baku State University. It is also regulated by the Law of the Republic of Azerbaijan on Guarantees of Gender Equality and CEDAW It is envisaged in the relevant articles of the Family Code and the Labor Code of the Republic of Azerbaijan, which are mandatory for the university and are reflected in the Action Plan of BSU on SDG 5. No appeals have been made so far.



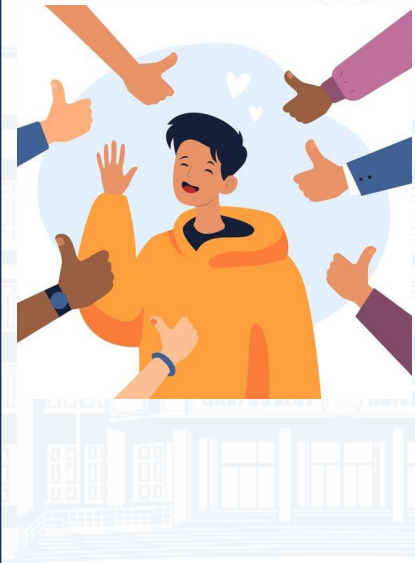


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On equality, diversity, and inclusion policy: University promotes equality, diversity, and inclusion policy among academic administrative staff and students. The university raises awareness for equal rights and encourages individuals to show off for the injustice.

Baku State University has a comprehensive policy and committed leadership, which endeavors to foster an ethical culture and promote a diverse, inclusive, and engaged student-centered education system. In the Anti-discrimination policy, there are next points: Acts are therefore forbidden, even if they are not unlawful, if they limit employment opportunities, access to university housing, or participation in academic, athletic, social, cultural, or other university activities inappropriately based on age, color, gender, gender identity, disability status, height, marital status, national origin, political persuasion, race, religion, or weight; or harass any university community member(s) based on their age, race, religion, veteran status, height, marital status, country origin, gender identity, disability status, or weight.



In the action plan of Student Led Society Policy there is the next point: Action 3: Entails the implementation of a program no later than 2024, which seeks to augment the accessibility of financial assistance for students from socioeconomically disadvantaged backgrounds. The objective is to achieve a notable 30% rise in the number of beneficiaries by the year 2026.

In accommodation policy, there is a point that students and employees who receive an assignment for a dormitory room must typically submit payment for housing fees within a specified period to secure their spot in the dormitory. However, it's important to note that Baku State University has policies in place to provide exceptions or financial assistance to students and employees from socially vulnerable groups. These policies are often designed to ensure that housing remains accessible to a diverse range of people, regardless of their financial circumstances. According to the decision made by the University Scientific Council in 2019, the University covers some part of the fee (about 35%) and therefore fee level stays unchanged from 2019.



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Since 2018, the Department of Gender and Applied Psychology has been engaged in developing the program in this regard. This program is intended for the faculty of Social Science and Psychology of BSU, but the program can be applied in other

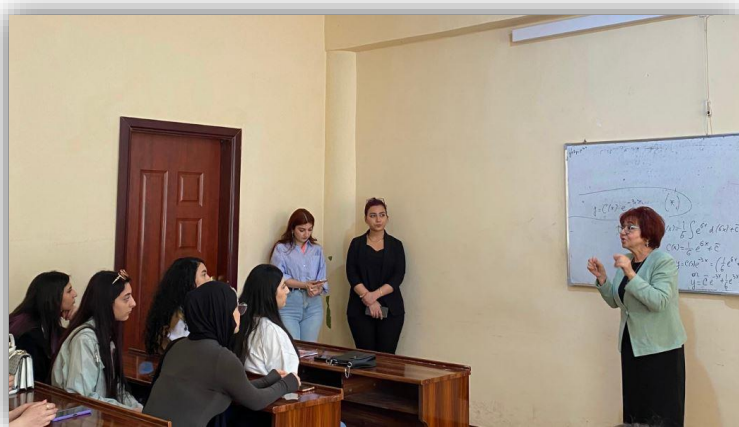


faculties, and improvement of

mentorship programs is also envisaged in the Action Plan on SDG 5 See the action plan for Policy on equality, diversity, and inclusion:

- ✓ Action 8: To establish several mentoring and coaching programs for creating professional growth.

According to the department organization of measured continuously. The number of female graduates exceeds the number of male graduates. (Approximately 65 percent female graduates, 35 percent male graduates).



Reporting discrimination from educational or employment disadvantage is being discussed with the State Examination Centre, the Ministry of Labor and Social Protection of the



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Population, and the Ombudsman's Office. On the other hand, a lawyer officially works at BSU. Preventing gender-based discrimination is based on the articles of the Law of the Republic of Azerbaijan "On Guarantees of Gender Equality (Women and Men)" adopted in 2006.

In the Policy on equality, diversity, and inclusion there are next points:

- ✓ The university created a mechanism for reporting any unfair actions.
- ✓ All students can get in touch with the Rector directly via the website and address their appeals and grievances according to any kind of unfair behavior.
- ✓ All students can appeal and state grievances in person in a written form to the respective Unit and demand to act against any kind of unfair behavior.
- ✓ The Ethic Code for Academicians and Employees was accepted by the Scientific Council and according to the respective provision(s), any kind of unfair behavior is taken as a violation of the provisions of the abovementioned Code. In this case, it is needed to put sanctions or take preventive actions with the decision of The Disciplinary Committee.
- ✓ The Disciplinary Committee performs autonomously according to its statute, audits the violations of the abovementioned Code provisions, including any kind of unfair behavior, and makes binding decisions.

in the Action plan: Action 12: To establish an Anti-harassment and Anti-discrimination Center and Student Assistance Programs.





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GENDER PAY GAP

Baku State University (BSU) is committed to fostering a workplace that values equality and diversity. This report outlines the gender pay gap findings for 2024 and highlights steps the university is taking to promote fairness and inclusivity in pay structures.

SCOPE AND METHODOLOGY

- Reporting Period: January–December 2024.
- Data Source: University payroll data covering academic and administrative staff.

METRICS

- **Mean Pay Gap:** Average pay difference between male and female employees.
- **Median Pay Gap:** Pay difference at the midpoint of the salary distribution.
- **Pay Quartile Distribution:** Representation of men and women across pay bands.



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SUMMARY OF FINDINGS

1. Overall, Gender Pay Gap

- Mean Gender Pay Gap: 5% (men earn more on average).
- Median Gender Pay Gap: 3% (men earn more at the midpoint).

2. Pay Quartiles

Pay Quartile	Percentage of Men	Percentage of Women
Upper Quartile	55%	45%
Upper Middle Quartile	50%	50%
Lower Middle Quartile	48%	52%
Lower Quartile	45%	55%



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3. PROPORTION RECEIVING BONUSES

- Men: 22%
 - Women: 20%
-

4. REPRESENTATION IN LEADERSHIP ROLES

- Senior Academic Leadership (e.g., Deans, Professors):
-

- Men: 52%
 - Women: 48%
-

- Administrative Leadership (e.g., Department Heads):
-

- Men: 54%
 - Women: 46%
-



ANALYSIS AND CONTEXT

Key Observations

- The pay gap is minimal, reflecting progress toward equitable compensation practices.
 - Women are slightly underrepresented in the highest pay quartile but evenly distributed across middle and lower pay bands.
 - Bonus distribution is almost equal, suggesting fairness in performance-based rewards.
-

CONTEXT

- BSU's gender pay gap is below the global average for academic institutions, which ranges between 10–15%.
 - Gender balance in leadership roles reflects efforts to promote equity in senior positions.
-



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KEY FINDINGS

Based on the information provided regarding Baku State University's efforts and policies related to Sustainable Development Goal (SDG) 5 on gender equality, the key findings are as follows:



Data Collection and Monitoring:	The university is actively engaged in collecting and monitoring data regarding the enrollment, progress, and representation of female students, particularly first-generation students.
Policy and Awareness:	Baku State University established a comprehensive policy on equality, diversity, and inclusion (EDI) in 2020, promoting equal rights and awareness against discrimination and injustice.
Student Access and Support:	The university implements mentoring and coaching programs to support the professional growth of female students and offers scholarships based on merit.
Collaboration and Outreach:	Baku State University collaborates with various organizations, including universities, government bodies, and NGOs, to encourage applications by



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	women in subjects where they are underrepresented.
Representation in Academia:	The university is actively working to increase the representation of women, particularly in senior academic positions.
Non-Discrimination Policies:	The university has policies in place to protect individuals reporting discrimination and harassment and fosters an environment of non-discrimination.
Gender-Disaggregated Graduation Rates:	The university tracks and reports graduation rates by gender, ensuring transparency and equity in educational outcomes.
Parental Support Policies:	Baku State University has policies to support recent mothers and ensure their participation in academic activities.

These findings collectively showcase Baku State University's commitment to gender equality, its proactive measures to support and empower female students, and its dedication to fostering an inclusive and non-discriminatory academic environment.



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FUTURE GOALS

Based on the initiatives and policies mentioned, potential future goals for the university in promoting gender equality could include the followings:

