

UI GreenMetric Questionnaire

University : Baku State University
 Country : Azerbaijan
 Web Address : <http://bsu.edu.az/en>
 SDG Focused Web Address: <https://sdg.bsu.edu.az/>

[7] Governance and Digitalization (GD)

[7.17] Ratio of Female Leaders to Total Institutional Leaders (GD.9)

<i>Leadership Level</i>	<i>Total Leaders & Deputies</i>	<i>Female Leaders & Deputies</i>	<i>Female Representation (%)</i>
<i>University Level (Rectorate, Vice-Rectors, Advisors)</i>	10	4	40%
<i>Faculty / School Level (Deans, Vice-Deans)</i>	34	15	44%
<i>Study Program Level (Department Heads, Program Coordinators)</i>	50	22	44%
<i>University-Level Administrative Units (Directors, Heads of Units)</i>	22	5	23%
Total	116	46	43%

At Baku State University (BSU), the ratio of female leaders to total institutional leaders is a key indicator reflecting the institution's progress toward gender-responsive governance and Sustainable Development Goal 5 (Gender Equality). This indicator is not only a numerical measure but also an expression of how inclusively leadership, decision-making, and academic authority are distributed across the university.





BSU has made consistent efforts to strengthen women's representation in leadership roles at different levels, including deans of faculties, deputy deans, department heads, research coordinators, committee members, and administrative executives. Female leaders at the university play an active role in shaping academic policy, ensuring quality assurance, managing institutional development, and contributing to strategic planning processes. The university's Equality, Diversity and Inclusion Policy provides the foundation for fair participation in leadership opportunities. Leadership appointments are based on transparent, merit-based criteria, ensuring equal access for qualified candidates regardless of gender. At the same time, BSU recognizes that equal opportunity requires active support systems, not only formal equality. For this reason, targeted initiatives are implemented to support the professional advancement of female academics. Mentoring and leadership development programs are central to this approach. Experienced senior staff and external professionals guide female academics in building leadership competencies, research capacity, and administrative skills. Programs such as leadership coaching, academic management training, and women-focused professional networks help prepare women for higher institutional roles. BSU also applies systematic data collection and monitoring of leadership composition by gender. This allows the university to evaluate trends over time, identify underrepresentation in specific faculties, and implement corrective measures. In disciplines where female leadership is less visible, additional capacity-building activities and career development support are introduced to ensure balanced progression opportunities. Importantly, female leaders at BSU contribute not only to administration but also to creating a more inclusive academic culture. They play a significant role in promoting ethical standards, supporting student development, addressing equality-related issues, and ensuring that institutional policies reflect the needs of a diverse academic community.

While gender distribution in leadership is still evolving and varies across different academic fields, BSU has observed a positive increase in women's participation in decision-making roles. This progress is supported by institutional commitment, continuous policy collaboration with national and international partners



has observed a gradual and women's participation in roles. This progress is supported by institutional commitment, continuous policy collaboration with national and international partners focused on gender equality.



In conclusion, the Female Leaders to Total Institutional Leaders indicator at Baku State University reflects a developing but strengthening system of inclusive governance. Through structured policies, leadership development programs, mentoring schemes, and ongoing monitoring, BSU is actively working to ensure that women are not only participants in



academia but also key decision-makers shaping the university's future.



The Gender and Applied Psychology Department at Baku State University is one of the key academic units in the field of social sciences, known for both its teaching and research activities.

The department focuses on:

- **Gender studies** – roles of men and women in society, gender equality, and discrimination issues
- **Social psychology** – human behavior in social environments and group dynamics
- **Applied psychology** – practical use of psychological knowledge in real-life settings (education, family, organizations, etc.)
- **Developmental and educational psychology** – psychological development of children and youth

Teaching and Programs

- Courses are offered at both undergraduate and graduate levels in psychology
- Practical classes, seminars, and case studies are organized for students
- Specialized courses and modules on gender-related topics are included

Research Activities

- Research is conducted on gender equality, family relations, and social issues
- Participation in local and international conferences
- Preparation of academic articles and research projects



Opportunities for Students

- Access to psychological counseling and practical training
- Participation in research projects
- Active involvement in social and awareness-raising events

This department provides a strong foundation for students who want to build careers in psychology, social work, education, or human resources.

For more information click here:

<https://sociology.bdu.info.az/kafedralar1/gender-ve-tetbiqi-psixologiya-kafedrası>

Baku State University demonstrates a strong institutional commitment to gender equality, inclusive governance, and equal opportunity in leadership and decision-making processes. The university actively promotes the participation of women across academic and administrative leadership structures, ensuring balanced representation at multiple levels of institutional governance.

At the university leadership level, which includes the Rectorate, Vice-Rectors, and senior advisory positions, women hold 4 out of 10 leadership and deputy positions, representing 40% female participation in top-level institutional decision-making. This reflects the university's commitment to ensuring that strategic governance benefits from diverse leadership perspectives.

At the faculty and school level, including Deans and Vice-Deans responsible for managing academic faculties and schools, women occupy 15 out of 34 leadership positions, accounting for 44% female representation. This demonstrates strong participation of women in managing core academic structures and contributing to faculty-level governance.

Within study program and departmental leadership positions, such as Department Heads and Program Coordinators, women hold 22 out of 50 positions, representing 44% female participation. Their active involvement in academic leadership strengthens curriculum management, educational quality assurance, and day-to-day academic decision-making processes.

Across university-level administrative units, including directors and heads of institutional departments responsible for finance, quality assurance, international relations, student affairs, digitalization, and administrative services, women hold 5 out of 22 leadership positions, representing 23% participation.

Overall, across all governance structures, Baku State University has 116 leadership and deputy positions, of which 46 are held by women, resulting in an overall 43% female representation in leadership roles.

This demonstrates that the university has established a governance culture that values diversity, equal participation, and inclusive leadership practices. By maintaining substantial female representation in decision-making structures, BSU strengthens institutional equity, promotes gender-balanced leadership development, and aligns with international principles related to Sustainable Development Goal 5 (Gender Equality) and broader commitments to inclusive and sustainable higher education governance.

Additional evidence link:

- ❖ Baku State University's SDG 5 report shows its commitment to gender equality and women's empowerment. The university ensures equal access to education for men and women, tracks gender balance, and supports female students through scholarships, mentoring, and career programs. BSU also applies anti-discrimination policies to create a safe and inclusive environment. For more information click the link:
<https://sdg.bsu.edu.az/report-on-sdg-5-gender-equality>
- ❖ Baku State University's SDG 5 (2025 report) highlights its ongoing efforts to promote gender equality and empower women. The university ensures equal access to education, monitors gender balance among students and staff, and supports women through mentoring, scholarships, and development programs. It also strengthens a safe academic environment through anti-discrimination



and anti-harassment policies. Overall, the report shows BSU's commitment to reducing gender gaps and promoting inclusion in higher education. For more information click the link:

<https://sdg.bsu.edu.az/uploads/files/SDG%205%202025.pdf>

- ❖ The **“Identity of Uzbek Women”** exhibition at Baku State University showcased the roles and achievements of Uzbek women in various fields through photo displays. It also promoted cultural exchange, gender equality, and academic cooperation between Azerbaijan and Uzbekistan. For more information click the link:
<https://sdg.bsu.edu.az/news/exhibition-at-bsu-the-identity-of-uzbek-women>
- ❖ The conference at Baku State University focused on the importance of preserving traditional values and strengthening the family institution as a key factor in the educational process. Discussions emphasized the role of family in shaping moral and social values among young people and highlighted the need for educational initiatives that promote responsibility, respect, and cultural continuity. For more information click the link:
<https://sdg.bsu.edu.az/news/conference-at-bsu-on-the-preservation-of-traditional-values-and-the-family-institution-as-an-important-factor-in-the-educational-process>
- ❖ An awareness event titled **“Broken Silence”** was held at Baku State University, focusing on gender equality and the prevention of domestic violence. The event included interactive discussions among students on social and psychological aspects of inequality, aiming to raise awareness, challenge misconceptions, and promote empathy and solidarity. For more information click the link:
<https://sdg.bsu.edu.az/news/awareness-event-on-gender-equality-held-at-bsu>
- ❖ An event dedicated to International Women's Day was held at Baku State University, where female staff and students were congratulated and their role in society was highlighted. Speakers emphasized the important contributions of Azerbaijani women to social, cultural, and national development, promoting respect for women and gender equality. For more information click the link:
<https://sdg.bsu.edu.az/news/an-event-dedicated-to-international-women-day-was-held-at-bsu>
- ❖ An open dialogue on **“Gender Issues in Azerbaijan”** was held at Baku State University, where students discussed the concept of gender equality, ongoing social reforms, and women's role in society. The event emphasized legal and policy frameworks supporting gender equality in Azerbaijan and encouraged active student participation and exchange of diverse opinions on the topic. For more information click the link:
<https://sdg.bsu.edu.az/news/open-dialogue-on-gender-issues-in-azerbaijan-at-bsu>
- ❖ A seminar titled **“Gender-Sensitive Approach in Media: Practical Tools for Journalists”** was held at Baku State University, focusing on improving journalists' skills in gender-sensitive reporting. Participants discussed how to avoid gender stereotypes in media, use inclusive language, and apply ethical standards when covering social issues, aiming to promote more responsible and balanced journalism. For more information click the link:
<https://sdg.bsu.edu.az/news/seminar-on-gendersensitive-approach-in-media-practical-tools-for-journalists-held>
- ❖ The event at Baku State University celebrated the graduation of **10 female students** who participated in the **“Supporting Education for Young Girls” project**. The program aimed to promote girls' access to higher education and support their academic success through scholarships and mentorship initiatives. For more information click the link:



<https://sdg.bsu.edu.az/news/10-bsu-students-graduate-from-the-supporting-education-for-young-girls-project>

- ❖ The Anti-Harassment and Anti-Discrimination Policy of Baku State University outlines the university's commitment to creating a safe, inclusive, and respectful environment for all students and staff. It prohibits any form of harassment or discrimination based on gender, age, nationality, religion, disability, or other personal characteristics. The policy also provides clear reporting mechanisms and ensures that complaints are investigated and addressed fairly. For more information click the link:
<https://sdg.bsu.edu.az/anti-harassment-and-anti-discrimination-policy>
- ❖ An event titled “**The Role of Women in Science**” was held at Baku State University, highlighting the contributions of women scientists to Azerbaijani science and education. Speeches and presentations focused on the achievements of female scholars, their impact on academic development, and the importance of encouraging greater participation of women in scientific fields. For more information click the link:
<https://sdg.bsu.edu.az/news/a-event-titled-the-role-of-women-in-science-has-been-held-at-bsu>
- ❖ A training session at Baku State University focused on the **risks and consequences of early marriage** for students. The event raised awareness about legal marriage age, as well as the physical, psychological, and social impacts of early marriage, including health risks, domestic violence, and interrupted education. It also encouraged discussion on prevention measures and students' active participation. For more information click the link:
<https://sdg.bsu.edu.az/news/training-on-the-risks-of-early-marriage-for-bsu-students>
- ❖ A scientific seminar on **gender equality** was held at Baku State University, where participants discussed gender issues from social, educational, and scientific perspectives. Speakers emphasized that gender equality is an important part of sustainable development, highlighting its role in ensuring equal opportunities in education, science, and society. For more information click the link:
<https://sdg.bsu.edu.az/news/scientific-seminar-dedicated-to-gender-equality-held-at-bsu>
- ❖ An event at Baku State University was dedicated to the **development of gender legislation in Azerbaijan**, where participants discussed the country's legal framework supporting gender equality. Speakers highlighted ongoing reforms, the importance of aligning national laws with international standards, and the role of legislation in ensuring equal rights and opportunities for women and men in society. For more information click the link:
<https://sdg.bsu.edu.az/news/baku-state-university-hosts-event-on-the-development-of-gender-legislation-in-azerbaijan>
- ❖ The women's table tennis team of Baku State University (BSU) won **first place** in a student competition organized within Sports Week at the “Shua” Sports Complex. The team demonstrated strong performance and secured the championship title among participating universities. For more information click the link:
<https://sdg.bsu.edu.az/news/the-women-table-tennis-team-of-bsu-has-won-first-place>