

Report on UN Sustainable Development Goals

Azerbaijan State Oil and Industry University



ASOIU
Azli 1920 | Azerbaijan State Oil & Industry University



**SUSTAINABLE
DEVELOPMENT
GOALS**

5 GENDER
EQUALITY





Empowering Equality: Advancing Opportunities for Women in Education and Leadership

At Azerbaijan State Oil and Industry University, we are dedicated to advancing gender equality and fostering an inclusive academic environment that supports all students and staff members. Our policies, including the Anti-Harassment and Anti-Discrimination Policy, aim to ensure that women, first-generation students, and all other marginalized groups are provided equal opportunities in education and leadership roles. Additionally, our Equality, Diversity, and Inclusion initiatives focus on creating a safe and respectful workplace, promoting non-discrimination and accessibility for all genders and communities.

The university's dedication to gender equality extends across various dimensions, including tracking and encouraging women's participation in education, supporting first-generation female students, and offering specialized programs to increase representation in underrepresented fields. This report covers specific indicators such as the proportion of female students, measures to support access and success, and the representation of women in leadership and academic roles. Each indicator reflects our commitment to SDG 5, focusing on creating an environment where women can thrive academically and professionally, free from discrimination.



Equality, Diversity, and Inclusion Policy

Anti-Harassment and Anti-Discrimination Policy



Proportion of women receiving degrees

4124
Graduates

3784
Graduates by
subject area



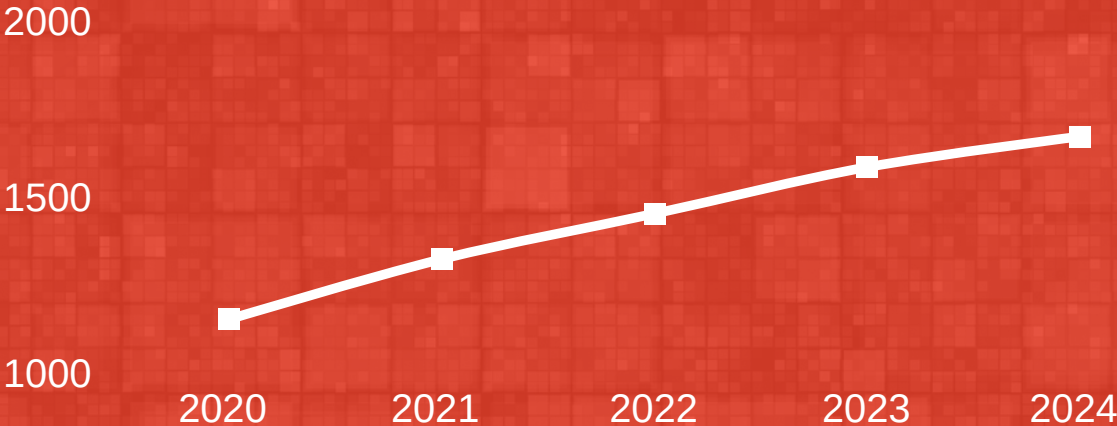
31,6% female graduates
by subject area

Percentages of female graduates by subject area

51,5%
STEM
(1408 females)

69,4%
Medicine
(60 females)

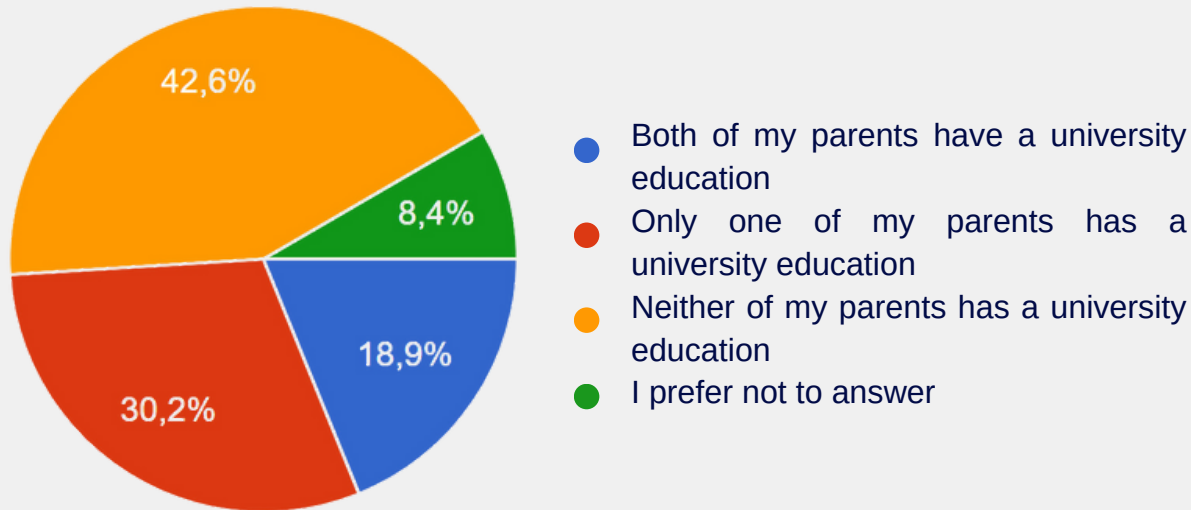
43,9%
**Arts & Humanities/
Social Sciences**
(202 females)



The trend shows a consistent increase in the number of newly admitted female students each year, reflecting a positive shift towards greater gender representation.

Empowering First-Generation Students and Promoting Gender Diversity

The student survey, conducted among 1,847 first-year respondents, reveals that 42.6% of these students are first-generation university attendees, indicating a substantial number of individuals who are the first in their families to pursue higher education. Among these respondents, 52.2% identify as female, reflecting the university's commitment to promoting gender diversity and educational access for women, particularly those from non-university-educated backgrounds. Specifically, 149 students (78 females) reported that both parents have a university education, while 238 students (124 females) have only one parent with a university background. Furthermore, 334 students (174 females) indicated that neither parent has a university education, and 66 students (35 females) preferred not to disclose this information. These statistics underscore the university's role in fostering an inclusive academic environment for students from diverse educational backgrounds.



The number of female first-generation students (174)



Proportion of Senior Female Academics

As of the 2023/2024 academic year, the university's workforce includes a total of 2600 employees, with more than 1400 academic staff members. Among the academic staff, more than 500 are women, demonstrating strong female representation at this level. However, there is a significant disparity in senior positions, highlighting an area for potential growth in gender equity.

In terms of professorship, only 1 out of 48 professors is female, signaling the need for increased female representation in the highest academic ranks. Similarly, within the university's administrative hierarchy, 1 out of 5 vice-rectors and 1 out of 8 deans are women. The position of deputy dean shows slightly better gender balance, with 12 out of 21 roles held by women. Furthermore, of the 107 individuals in leadership roles, more than 40 are women.

The university remains committed to supporting women's progression into senior academic and administrative roles, recognizing the importance of equitable representation. Ongoing initiatives aim to provide pathways for career advancement for female staff, contributing to a more balanced leadership structure and fostering an inclusive environment that values gender diversity.



Promoting a Culture of Inclusivity and Respect

Azerbaijan State Oil and Industry University (ASOIU) is committed to fostering a safe and inclusive environment for its diverse community. Through comprehensive policies, ASOIU ensures that every member, including students, faculty, and staff, has equal access to opportunities and a supportive space to thrive. These foundational policies, specifically the Equality, Diversity, and Inclusion Policy and the Anti-Harassment and Anti-Discrimination Policy, reflect the university's dedication to fairness, mutual respect, and protection against discrimination.

Equality, Diversity, and Inclusion Policy

ASOIU's EDI Policy ensures that all individuals have equal access to educational and professional opportunities. This policy emphasizes a transparent and inclusive admissions process, equitable resource allocation, and equal representation in academic and leadership roles. To maintain a supportive environment, the university conducts regular assessments to identify and address any disparities. Additionally, ASOIU integrates cultural sensitivity training and supports initiatives celebrating diversity, reinforcing an inclusive campus culture. The policy also prioritizes accessibility, offering resources and accommodations for students with disabilities to ensure equitable participation in academic life.

Anti-Harassment and Anti-Discrimination Policy

ASOIU's Anti-Harassment and Anti-Discrimination Policy is dedicated to creating a safe, respectful environment by addressing all forms of harassment and discrimination, intentional or unintentional, based on protected characteristics like race, gender, disability, and age. This policy provides clear processes for reporting and resolving incidents, ensuring confidentiality and support for those who come forward. Through strict disciplinary measures and resources for affected individuals, ASOIU fosters a retaliation-free environment. The policy's proactive approach, including awareness programs and preventative initiatives, reinforces ASOIU's commitment to a safe, inclusive community where everyone feels valued and supported.



Equality, Diversity, and Inclusion Policy

Anti-Harassment and Anti-Discrimination Policy

Empowering Girls in Engineering: An Initiative for Gender Equality in STEM

UFAZ (dual degree program of ASOIU), in partnership with the French Embassy, has launched an impactful initiative, “Empowering Girls in Engineering,” aimed at promoting gender equality within the STEM fields. This project addresses the underrepresentation of women in engineering by encouraging young girls to see engineering as a viable and successful career path. By directly challenging stereotypes and demonstrating the potential within STEM, UFAZ seeks to empower the next generation of female engineers and scientists in Azerbaijan.

The project involves interactive workshops and presentations held across five schools in Baku, where participants receive hands-on exposure to engineering principles and current career pathways in STEM. These sessions help young students develop key skills, including problem-solving and teamwork, essential for success in engineering and technical fields.

Following these workshops, the 30 most engaged students were selected to visit UFAZ and explore its advanced laboratory facilities. During this visit, students not only toured the labs but also actively participated in scientific experiments, allowing them to experience the dynamic and creative nature of engineering firsthand. This in-depth exposure aims to dismantle existing stereotypes, inspiring young girls to pursue careers in STEM and, ultimately, contributing to a balanced and inclusive workforce in the future. The “Empowering Girls in Engineering” initiative reflects ASOIU’s commitment to fostering diversity in STEM and providing equal opportunities for all aspiring engineers.

 “Empowering Girls in Engineering” project



Championing Women's Roles in Science, Engineering, and Business

The French Embassy in Azerbaijan, in collaboration with the Azerbaijan-France Chamber of Commerce, UFAZ under the Azerbaijan State Oil and Industry University and the French Institute, organized a panel discussion titled "The Journey of Women in Business and Engineering." This impactful event, held at UFAZ, featured prominent speakers such as Mrs. Maryam Majidova, Co-founder of "Gender Hub," and Mrs. Marie-Christine Oghly, Deputy-Chairman of the Chamber of Commerce and Industry of Paris Ile-de-France. The panel highlighted the achievements of women in business and engineering, emphasizing the importance of early engagement, awareness among men, and the power of women's networks to drive progress.

Additionally, UFAZ (dual degree program of ASOIU) joined forces with the Azerbaijani Women in Science (AWiS) Association and the French Embassy to present the event, "Women in Science in Global Europe." This panel paralleled France's "Global Europe in Higher Education, Research, and Innovation" Conference, focusing on Azerbaijani and French women's contributions to science. By exploring the role of women in academia, research, and innovation, the discussion underscored the shared commitment to gender equality and collaboration in scientific progress.

 **Inspiring Journeys: Women in Business and Engineering Panel**

Empowering Women in Science: Panel Discussion on Higher Education, Research, and Innovation

