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Gender Pay Gap Report 2024

Introduction

As we reflect on the significant advancements achieved over the past year, we take pride in the progress made while remaining cognizant of the challenges that lie ahead in achieving genuine equity within our institution. This Gender Pay Gap Report represents our steadfast commitment to transparency, accountability, and the continuous endeavor to foster a workplace characterized by fairness, inclusivity, and equity for all employees.

Our attainment of Real Living Wage employer status has been a cornerstone of our efforts to mitigate pay disparities. The adjustments in compensation implemented during the fourth quarter of 2024, alongside the potential for sustained earnings growth within the framework of our existing grade structures, have contributed significantly to narrowing pay gaps.

The Pay Gaps Working Group, established as a collaborative partnership among the University and a diverse representation of staff members, has been instrumental in driving progress. Throughout 2024, the group adopted a rigorous, data-centric approach that identified critical areas requiring intervention. This enhanced understanding has reinforced our determination to direct focused efforts toward initiatives capable of delivering meaningful and enduring change.

We aim to create an institutional environment where all employees can pursue their career aspirations through diverse and non-traditional pathways. Concurrently, we are committed to dismantling systemic barriers that may deter staff from seeking promotional opportunities, ensuring that career advancement is attainable for all members of our community.

Addressing gender pay gaps necessitates a multifaceted and actionable strategy. Recognizing the intrinsic link between workforce diversity and pay disparity, our focus in the coming year is to establish the Azerbaijan State Oil and Industry University as a place where individuals from all backgrounds are not only welcomed but also empowered to excel. This report serves as a strategic blueprint, outlining both our accomplishments and the areas requiring further attention.

Rather than a mere aggregation of statistical data, this report represents a clarion call for action. It highlights our shared responsibility to challenge entrenched norms, foster equity, and actively build a future in which every member of our university community feels valued, respected, and enabled to succeed. We extend our heartfelt gratitude to all who have contributed to these efforts, and we remain committed to working collaboratively to ensure our university remains an attractive and accessible institution for individuals from all walks of life.

Gender pay gap

What is the gender pay gap?

Gender pay serves as a critical indicator of how effectively organizations are ensuring equal opportunities, with pay functioning as a key measure of seniority and progression. The gender pay gap reflects the disparity in average earnings, both mean and median, between male and female employees. The data presented in this report has been compiled in accordance with the methodology mandated by the legislation of the Republic of Azerbaijan.

Equal pay focuses on the comparison of compensation between males and females performing identical roles, similar tasks, or work of equivalent value. It is important to note that gender pay gap data does not provide insights into, nor should it be used to draw conclusions about, compliance with equal pay principles.
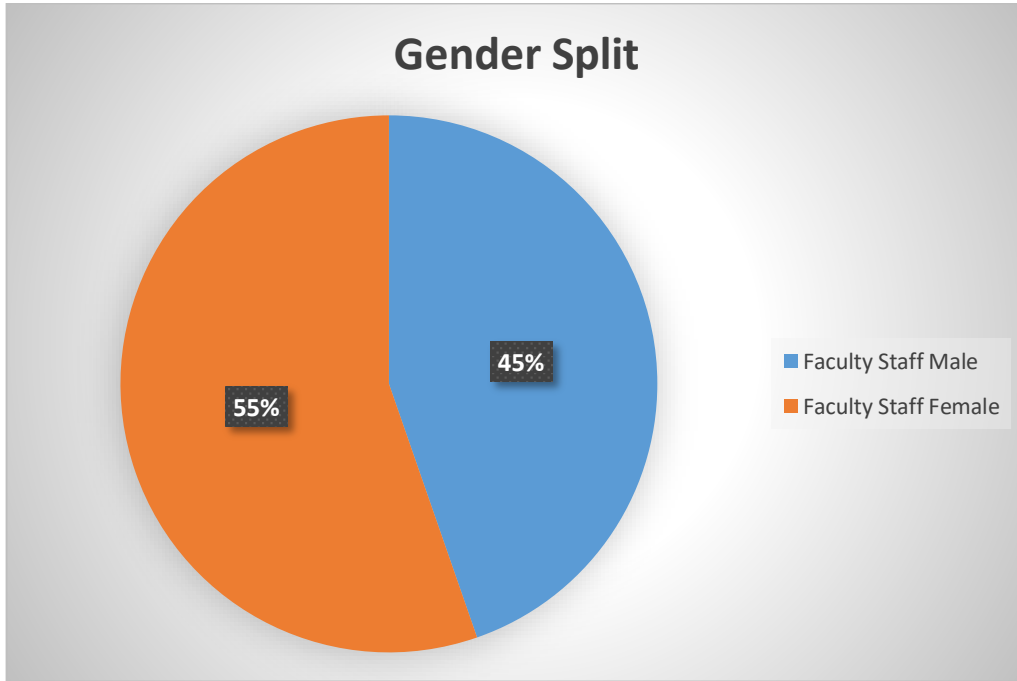
Our reported figures

Gender split

Percentage of male and female staff at the Azerbaijan State Oil and Industry University/

Total number of staff included in the Gender Pay Gap calculations is 2637.

Faculty Staff Male	Faculty Staff Female
1178	1459

Gender Split

45%

55%

- Faculty Staff Male
- Faculty Staff Female

Gender pay gaps

University Gender Pay Gap history:

Year	Mean (average) Hourly rate pay gap	Median (middle) Hourly rate pay gap
2024	15.1%	12.1%
2023	16.5%	16.1%
2022	17.9%	15.7%
2021	19.6%	18.9%
2020	18.1%	17%

Understanding the changes

Reduction in the Median Pay Gap: The median gender pay gap has experienced a significant reduction, declining from 16.1% in 2023 to 12.1% in 2024.

Reduction in the Mean Pay Gap: Similarly, the mean gender pay gap has also narrowed, decreasing from 16.5% in 2023 to 15.1% in 2024.

Note - Calculating the mean and median

The mean is calculated by adding all of the hourly rates of pay for males/females and dividing by the number of males/females respectively. The median is calculated by ordering the hourly rates of pay for males/ females and determining which rate of pay lies in the middle of the list.

Closing the Gap

We are committed to maintaining openness and transparency regarding our gender pay gap. Annual reviews provide a vital opportunity to examine pay disparities within our institution and identify the underlying factors contributing to these differences. We recognize the necessity of sustained efforts to close the gap and foster greater equity across our organization. Over the past year, we have introduced several targeted initiatives aimed at promoting the career advancement of women within the Azerbaijan State Oil and Industry University and ensuring a balanced gender representation across all grades. These initiatives include:

- Coaching and Mentoring Academy: This academy emphasizes gender-focused support, offering guidance to employees transitioning into new roles or promotions, with a focus on building confidence and enhancing skill development.

- Family-Friendly Policies: Our policies are designed to support women in balancing work and family responsibilities. This includes facilitating a smooth return to work after maternity

leave and providing support for health conditions that may impact women throughout their careers, such as menopause, endometriosis, polycystic ovary syndrome, dysmenorrhea, infertility, pregnancy or baby loss.

- Enhanced Gender Analysis: We continue to develop a comprehensive understanding of gender representation within our organization, including detailed analysis of pay differentials.

What's Next

As a university, we remain steadfast in our commitment to reducing the gender pay gap. Below, we outline our strategic actions aimed at promoting the upward mobility of women within our organization and ensuring balanced gender representation across all grades:

- **Enhancing Gender Data Insights:** We will continue to establish a comprehensive understanding of gender representation within the group, including detailed analysis of pay differentials.
- **Strengthening Progression and Retention Strategies:** Our progression, retention, and succession planning processes will be reviewed and refined to ensure they effectively support career advancement and gender equity.
- **Promoting Professional Development:** We are dedicated to fostering ongoing professional and personal development for all staff through qualifications and initiatives that enhance leadership and technical skills. This includes leadership apprenticeship opportunities and talent management programmes such as mentoring schemes.
- **Improving Recruitment Practices:** We will critically review and enhance our recruitment strategies to build gender diversity across the organizational pipeline. This involves encouraging hiring managers to reevaluate personal specification requirements, particularly for senior roles, to ensure they do not unintentionally act as barriers to diversity. We will maintain transparency and actively seek ways to address areas where disparities are most pronounced.

- **Ensuring Fair Pay Practices:** We will uphold our pay principles across all parts of the group, ensuring fair and equitable remuneration aligned with the external job market and the roles performed.
- **Engaging External Partners:** Collaboration with our companies, schools, and external partners will encourage leadership to identify and implement opportunities for reducing the gender pay gap across the wider community.

Through these initiatives, we aim to drive sustained progress, foster inclusivity, and create an organizational culture where all individuals can thrive and contribute equitably.