



Azli 1920 || Azerbaijan State Oil & Industry University

**Policy on Women's rights at the Azerbaijani State Oil and
Industry University**

Directed by sustainability committee

2023

Purpose:

This policy aims to promote gender diversity and ensure fair treatment of female applicants in all ASOIU programs, especially in traditionally male-dominated fields such as engineering and technology.

1. Encouraging Women’s Applications and Access

- **Outreach and Awareness Initiatives:** ASOIU actively promotes STEM fields to young women through outreach programs in secondary schools, open days, and collaborations with community organizations.
- **Supportive Admissions:** The university maintains transparent, unbiased admissions criteria, ensuring equal opportunity for female applicants across all departments.
- **Scholarships for Women in Engineering:** Scholarships, including those funded by partners are specifically targeted to support female students in engineering and related disciplines, reducing financial barriers and promoting equal access.

2. Retention and Academic Support for Female Students

- **Mentorship Programs:** ASOIU offers mentorship and academic advising tailored to female students, providing guidance from experienced faculty and industry professionals to support their academic success.
- **Women’s Resource Center:** ASOIU has a dedicated resource center providing networking, workshops, and support resources aimed at empowering women in STEM.

3. Inclusive Participation and Campus Environment

- **Campus Inclusivity and Anti-Discrimination:** ASOIU has a strict anti-discrimination policy, ensuring that women’s participation in all programs, activities, and student organizations is supported. All female students and staff have equal access to university facilities and resources, regardless of ethnicity, religion, disability, immigration status, or gender.

Maternity Policy to Support Women’s Participation

Purpose:

To support female students, faculty, and staff in managing academic, professional, and

parental responsibilities, ASOIU provides a range of accommodations for women who are pregnant or have young children.

1. Academic Flexibility for Student Mothers

- **Online Course Access:** Female students who are new mothers or primary caregivers may request to take courses online where feasible, allowing for more flexible study arrangements.
- **Special Requests for Academic Adjustments:** Student mothers may approach the administration to request tailored academic support, including adjustments in deadlines or exam schedules, as needed to accommodate parental responsibilities.

2. Workplace Flexibility for Female Employees with Young Children

- **Reduced Working Hours:** Female staff with children up to age 3 are permitted to leave the workplace one hour earlier than standard working hours to manage family obligations.
- **Part-Time Employment Option:** Female employees with young children may apply for part-time placements to support a healthy balance between work and family life.
- **Maternity Leave and Return-to-Work Support:** ASOIU offers a comprehensive maternity leave policy aligned with national standards, including options for extended unpaid leave. Upon returning, mothers receive transition support, with options for flexible hours where possible.

Implementation and Oversight:

This policy is overseen by ASOIU's sustainability committee in collaboration with Human Resources and Academic Affairs, to ensure comprehensive support for women in accessing and succeeding in academic and professional roles at the university. The policy will be reviewed and updated periodically to maintain alignment with best practices and evolving needs.