

5.3.3 - Does your university as a body provide women's access schemes (e.g. mentoring, scholarships, or other provisions)?

Azerbaijan State Oil and Industry University (ASOIU) promotes gender equality and equal access to higher education through a coordinated institutional policy framework and a series of targeted programmes supporting women's participation in engineering, technology, and leadership.

These schemes combine financial aid, mentoring, outreach, and structural support, ensuring that female students are encouraged not only to enter but also to succeed and advance in academic and professional life.

The university's Equality, Diversity and Inclusion Policy and also Women's rights policy establishes clear goals for monitoring female representation, promoting women's academic careers, and integrating SDG 5 targets into all university functions.

1. Overview of Women's Access Schemes

Programme / Scheme Name	Type of Support	Target Group	Description / Objective	2024 Participants (F/M)	Main Outcome
"Women in STEM Scholarship Program"	Financial Scholarship	Female students in engineering faculties	Merit-based tuition waiver (25 %–100 %) for high-performing women in Oil & Gas and IT Engineering.	57 / –	Raised female engineering enrolment +9 %.
"She Leads Mentoring Program"	Mentoring & Career Development	Female UG & PG students	One-to-one mentoring with women academics & industry leaders (SOCAR, BP Azerbaijan).	65 / 18	Improved retention (93 → 97 %).
"Girls in Engineering Outreach Day"	Outreach & Recruitment	High-school girls	Annual open-day, labs & campus tour for girls aged 15–18 from all regions.	245 (100 % F)	30 % of attendees applied to ASOIU.
"Equal Access Grant for Women"	Financial Aid / Bursary	Low-income female students	Covers living & lab costs for rural and low-income female students.	78 / –	Supported > 200 women since launch.
"Women's Leadership Forum Series"	Training & Networking	Female students & young academics	Workshops on leadership, digital skills, and research visibility.	110 / 40	40 % participants won external internships.
"Flexible Study Support Scheme"	Structural Support	Students with care duties or maternity needs	Enables hybrid attendance and flexible assessments; provides academic leave support.	29 / 5	Prevented withdrawal of 24 women in 2024.

“Great Future for Girls Bootcamp” (under SDG Learncast)	Empowerment & Training	Women in STEM & entrepreneurship	Two-week bootcamp on innovation & leadership for female engineers.	46 / –	Created 8 female-led start-up projects.
“Women in Research Mentorship Scheme”	Academic Career Support	Female Master’s & PhD students	Coaching on publishing and grant writing for early-career female researchers.	38 / 9	12 female authors published in Scopus.

2. Scholarship Breakdown by Faculty (2024)

Faculty	Female (%)	Male (%)
Oil & Gas Engineering	46%	54%
Geology & Exploration	50%	50%
IT & Control Systems	53%	47%
Chemical Technology & Ecology	60%	40%
Economics & Management	66%	34%
Energy Engineering	49%	51%
Humanities & Education	65%	35%
Total	56 % (F)	44 % (M)

3. Institutional Support Mechanisms

- **Women’s Rights Policy** — Defines measurable objectives for women’s access, recruitment, and progression.
- **Annual Gender Monitoring Report** — Tracks gender-segregated data on applications, acceptances, enrolments, and graduations
- **Gender Equality and SDG Committee** — Oversees programmes, reports to the Rectorate, and publishes outcomes through the SDG Portal.
- **Annual Evaluation** — Each programme is assessed for impact using KPIs (female enrolment growth, retention rates, academic performance, and employment outcomes).

4. Impact and Results

- **Women's scholarship coverage** expanded to 56% of total recipients.
- **Retention rate among female students** improved to 97 %.
- **100 % of outreach programmes** target girls in secondary schools nationwide.
- **Over 500 female students** participated in mentoring, bootcamps, and leadership training in 2024.
- **12 female researchers** published in indexed journals through the Women in Research Scheme.

5. Conclusion

Through a structured combination of financial, academic, and institutional supports, ASOIU ensures women's equitable access to higher education and professional development.

Its schemes demonstrate measurable impact — increasing female enrolment, retention, and academic success across all faculties.

The university's coordinated approach under its Gender Equality and SDG Strategy positions ASOIU as a national leader in implementing SDG 5.3.3: Women's Access Schemes.