



The State Committee for Family, Women and Children Affairs of the Republic of Azerbaijan, prepared pursuant to Article 20 of the Law of the Republic of Azerbaijan "On State Guarantees of Equal Rights for Women and Men"

2025 ANNUAL REPORT



BAKU • 2026





2025 ANNUAL REPORT

of the State Committee for Family, Women and Children Affairs of the Republic of Azerbaijan, prepared pursuant to Article 20 of the Law of the Republic of Azerbaijan "On State Guarantees of Equal Rights for Women and Men"

BAKU - 2026

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Acronyms and Abbreviations

RA – Republic of Azerbaijan

NAR – Nakhchivan Autonomous Republic

SCFWCA – State Committee for Family, Women and Children Affairs

CFSC – Child and Family Support Centers

PRGI – Persons Responsible for Gender Issues

MLSP – Ministry of Labour and Social Protection

SSS – State Security Service

KOBIA – Small and Medium Business Development Agency

AHIK – Azerbaijan Trade Unions Confederation

HIRK – Republican Committee of the Trade Union

YAP – New Azerbaijan Party

CPHR – Center for Public Health and Reforms at the Ministry of Health

EDF – Entrepreneurship Development Fund

RIH – District Executive Power

NGO – Non-Governmental Organizations

AQSA – Women’s Entrepreneurship Development Association in Azerbaijan

AKQA – Azerbaijan Rural Women’s Association

AFAQ – Azerbaijani Women in Agriculture

EAIS – Electronic Agricultural Information System

PFF – Peasant Family Farm

ICT – Information and Communication Technologies

TSSA – Targeted State Social Aid

OJSC – Open Joint -Stock Company

CJSC – Closed Joint-Stock Company

UN – United Nations Organization

CEDAW – Convention on the Elimination of All Forms of Discrimination Against Women

CRC – UN Committee on the Rights of the Child

FAO – Food and Agriculture Organization of the United Nations

ILO – International Labour Organization

SDG – Sustainable Development Goals

GIZ – German Agency for International Cooperation

BGK – Gender Commissions in Municipalities

Report

The 2025 Report of the State Committee for Family, Women and Children Affairs reflects the main directions of the state policy implemented in the Republic of Azerbaijan in the field of gender equality, the activities carried out to fulfil international obligations in this area, as well as the dynamics of progress achieved in comparison with previous years, pursuant to Article 20 of the Law of the Republic of Azerbaijan “On State Guarantees of Equal Rights for Women and Men”.

The report was prepared on the basis of information provided by 66 central executive authorities and 77 local executive power bodies of the Republic of Azerbaijan, the central institutions and local executive power bodies of the Nakhchivan Autonomous Republic, as well as a number of non-governmental organisations.

The report covers three areas arising from the relevant provisions of the Law of the Republic of Azerbaijan “On State Guarantees of Equal Rights for Women and Men”.

- **The section entitled “Main Directions of State Policy and State Responsibilities Related to Ensuring Gender Equality”**

includes information on the improvement of the normative legal framework for ensuring gender equality, the activities of institutional mechanisms, the promotion of a culture of gender equality, the elimination of all forms of discrimination based on gender, as well as an overview of measures aimed at ensuring gender equality in public administration and decision-making.

- **The section entitled “Ensuring Gender Equality in Various Fields”** covers information on the exercise of

labour rights, support for employment, the implementation of the right to education at various levels, as well as the ensuring of gender equality in economic and social relations and in the activities of non-governmental organisations, trade unions, and political parties.

- **The section entitled “Achievements, Objectives, and Recommendations in the Field of Ensuring Gender Equality in Azerbaijan”** highlights the positive trends observed in the field of ensuring gender equality and presents recommendations aimed at expanding this policy on a broader scale and implementing the necessary measures. The section also includes a list of persons responsible for gender issues.

Unlike the 2024 report, the present annual report includes new information on the following issues:

Unlike the information for 2024, the annual report includes new information on the following issues:

- *subjects related to gender issues taught in higher education institutions in Azerbaijan;*

- *regional distribution of marriages registered between persons considered close relatives;*

- *monitoring activities carried out during 2025 to prevent the dissemination in the media of information promoting discrimination on the basis of gender and undermining the institution of the family;*

- *civil court cases related to family disputes;*

- *court cases in which references were made to the Laws of the Republic of Azerbaijan “On State Guarantees of Equal Rights for Women and Men” and “On Prevention of Domestic Violence” in judicial decisions issued during 2025;*

- parents evading the payment of alimony and related punitive measures;
- cases of maternal and child mortality in 2025;
- the use of contraceptive methods;
- inclusion of data provided by Azerbaijan Airlines CJSC.

During the preparation of the report, the State Committee for Family, Women and Children Affairs conducted analytical studies on four different topics over the past year:

- analysis on the development of a risk map of early marriages by administrative-territorial divisions;
- analytical study of factors contributing to suicide among minors;
- analysis of the impact of socio-economic factors on the institution of the family;
- study on the legal awareness of adolescents in Azerbaijan.

The report also reflects perspectives on ensuring gender equality, achievements in the legal sphere, international cooperation, existing problems and obstacles, as well as issues and objectives planned for future implementation.

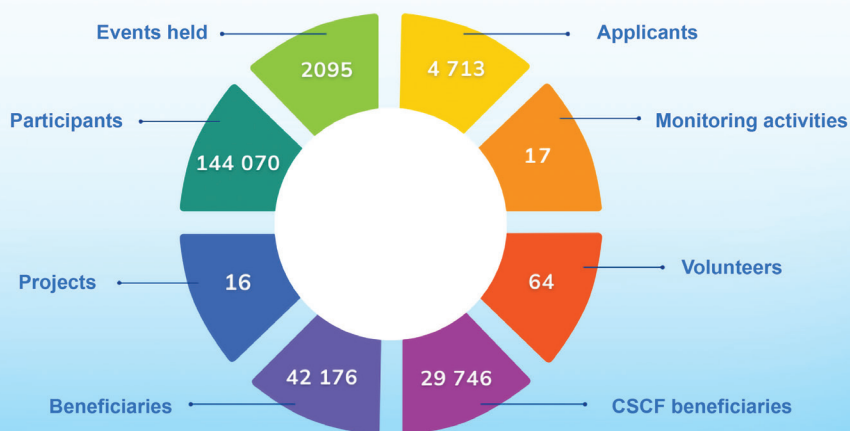
The statistical indicators reflected in the report are based on data provided

by the State Statistical Committee and other state bodies, as well as on the results of research, analyses, and surveys conducted jointly by the State Committee with non-governmental and international organisations.

In 2025, the State Committee carried out its activities in accordance with the functions and powers defined in its Statute. During the reporting period, consistent measures were implemented in the priority areas identified by the State Committee, and systematic and effective cooperation was established with relevant state bodies for the purpose of implementing state policy.

Throughout the year, the Committee ensured the implementation of joint projects and programmes within the framework of cooperation with international and non-governmental organisations. The events organised at the initiative of the Committee brought together broad participation from representatives of central and local executive power bodies, judicial and law-enforcement authorities, local self-government bodies, as well as civil society institutions.

Indicators of the Activities of the State Committee for Family, Women and Children Affairs
(January–December 2025)



2025 Annual Report of the State Committee for Family, Women and Children Affairs of the Republic of Azerbaijan

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@aileqadinusaq

1

MAIN DIRECTIONS OF STATE POLICY AND STATE RESPONSIBILITIES RELATED TO ENSURING GENDER EQUALITY

(ARTICLES 2.0.4, 3, 4, 5, 6)

1.1. Improvement of the Normative Legal Framework legal base improvement Normative legal base improvement

1.1 Improvement of the Normative Legal Framework

Activities aimed at improving the normative legal framework continued throughout 2025. The adopted normative legal acts mainly consisted of amendments supporting the implementation of labour rights of both sexes in accordance with the international obligations of the Republic of Azerbaijan, as well as measures aimed at strengthening the provision of gender equality.

Proceeding from the requirements of the International Labour Organization Convention concerning Equal Opportunities and Equal Treatment for Men and Women Workers: Workers with Family Responsibilities, the concept of an “employee with family responsibilities” was introduced for the first time into the list of terms used in Article 3 of the Labour Code by the Law of the Republic of Azerbaijan No. 332-VIIQD dated 30 December 2025.

According to the definition, an “employee with family responsibilities” is an employee whose opportunities to commence employment activity, perform labour functions, or advance at work are limited due to the provision of care or assistance to a family member in need of care or support on the basis of a medical opinion (husband/wife, parents, adoptive parents, children, including adopted children), as well as to other persons under their guardianship or care, including a child entrusted to them as a foster family (parent).

The purpose of this amendment is to preserve work–family balance, increase employee satisfaction, and create an inclusive environment in the labour market. In labour relations, direct or

indirect discrimination, including discrimination on the grounds of family responsibilities, was strictly prohibited. This amendment protects employees’ labour rights by recognising family responsibilities not as a personal issue, but as a social reality.

Another important amendment concerned the issue commonly referred to in public discussions in recent years as “paternity leave”. Under the above-mentioned Law, a new provision was introduced into Article 125 of the Labour Code of the Republic of Azerbaijan, which regulates the procedure for granting maternity leave, providing men with **paid leave for a total of 14 calendar days** before and after childbirth in connection with the birth of a child, on the basis of a medical certificate issued by a medical institution. Prior to this amendment, such leave had been granted to male employees on an unpaid basis.

In addition, pursuant to Part 3 added to Article 125 of the Labour Code, the prenatal portion of maternity leave is extended on a paid basis by the number of days elapsed between the expected date of childbirth and the actual date of birth, while the postnatal portion of the leave is not reduced in such cases.

In 2025, a number of decisions adopted by the Cabinet of Ministers of the Republic of Azerbaijan also reflected a special approach towards the labour rights of employees with family responsibilities.

Thus, pursuant to Subparagraph 2.12.1 of the “Rules on the Rotation of Civil Servants”, approved by Decision No. 36 of the Cabinet of Ministers of the Republic of Azerbaijan dated 20 February 2025, **pregnant women and women with children under the age of three, as well**

as men raising children under the age of three on their own, are subject to rotation only with their consent.

Thus, pursuant to Subparagraph 2.12.1 of the “Rules on the Rotation of Civil Servants”, approved by Decision No. 36 of the Cabinet of Ministers of the Republic of Azerbaijan dated 20 February 2025, **pregnant women, female employees on social leave until their child reaches the age of three, as well as female employees (or men raising a child on their own) who have held a relevant position for less than one year following the end of such leave, are exempt from attestation.**

When women with family responsibilities, particularly women from large families, enjoy greater financial stability, they are able to exercise more flexibility in choosing employment opportunities, for example by preferring part-time work, which in turn contributes positively to maintaining a balance between family and professional life. In 2025, the social protection of large families was further strengthened. In connection with the implementation of Order No. 419 of the Head of State dated 23 December 2024 “On the Continuation of Measures to Improve the Social Welfare of the Population”, Decree No. 410 of the President of the Republic of Azerbaijan dated 12 June 2025 “On Increasing the Amounts of Social Benefits, Scholarships of the President of the Republic of Azerbaijan and Scholarships for Honorary Titles, and on Amendments to Certain Decrees and an Order of the President of the Republic of Azerbaijan in this Regard” was adopted.

Pursuant to this Decree, the amount of the allowance granted to **women with more than five children was increased from 105 manats to 140 manats for each child.**

As a continuation of the measures implemented in the field of ensuring

gender equality in the Republic of Azerbaijan, the “National Action Plan on Gender Equality (Women and Men) in the Republic of Azerbaijan for 2026–2028” was approved by **Order No. 871 of the President of the Republic of Azerbaijan dated 29 December 2025.**

The National Action Plan provides for the implementation of measures aimed at increasing women’s public participation, taking gender aspects into account in the fields of education, employment, climate change mitigation, and media, as well as improving the normative legal framework and institutional mechanisms and strengthening the promotion of a culture of gender equality in pursuit of these objectives.

The objectives of the National Action Plan include improving the normative legal framework on gender equality through the application of international best practices; establishing an inter-agency coordination mechanism for the implementation of state policy on gender equality; increasing women’s public participation; eliminating gender disparities in the labour market; introducing gender equality education in educational institutions; supporting the activities of civil society institutions promoting and encouraging gender equality; enhancing women’s digital literacy; expanding access to medical, psychological, social, and legal assistance for women belonging to socially vulnerable groups; identifying the socio-economic needs of women resettled in the territories liberated from occupation; strengthening the role of the media in promoting a culture of gender equality and combating discrimination on the grounds of sex; and ensuring women’s involvement in activities related to combating climate change.

Promotion and advancement of gender equality policy and the activities of specialised institutional mechanisms for the prevention of gender-based discrimination

CHILD AND FAMILY SUPPORT CENTERS (CFSC)

A total of **1,888 applications** were registered by the Child and Family Support Centers operating under the Committee. Of the applicants, **1,210** were women.

809 nəfər müraciət etmişdir A total of **809 persons** applied during **100 "Open Door" days** organised with the participation of psychologists, social workers, and legal advisers..

CFSC staff carried out **1,159 family visits**. Of these visits, 560 were related to school absenteeism, early marriage, domestic violence, family disputes, communication with children, guardianship, and custodianship issues.

A total of **36 family visits** were conducted in connection with cases of early marriage, **22 such cases were prevented**, and 81 children were engaged in education.

"Let Us Get to Know Our Families" project, CFSCs visited 15 exemplary



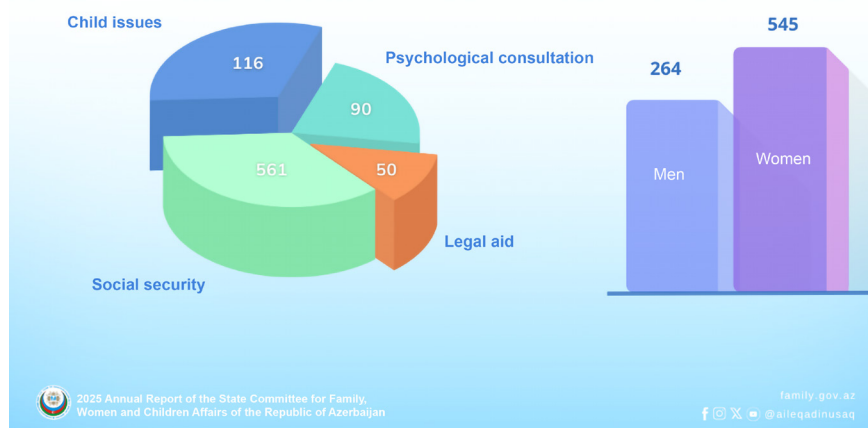
families, and interviews conducted with them were featured on the Committee's official website.

During World Breastfeeding Week, observed from 1 to 7 August, **visits were carried out to 27 low-income families** with newborn children, awareness-raising and advisory discussions were held with them, and relevant support was provided.

As part of the project "Organization of Psychosocial Work with Families and Children Resettled in the Liberated

Analysis of applications made to Child and Family Support Centers during "open door" days

(January–December 2025)





Territories,” a total of **120 people** participated in training sessions held in Khojaly and Jabrayil aimed at improving the social communication skills of children and parents.

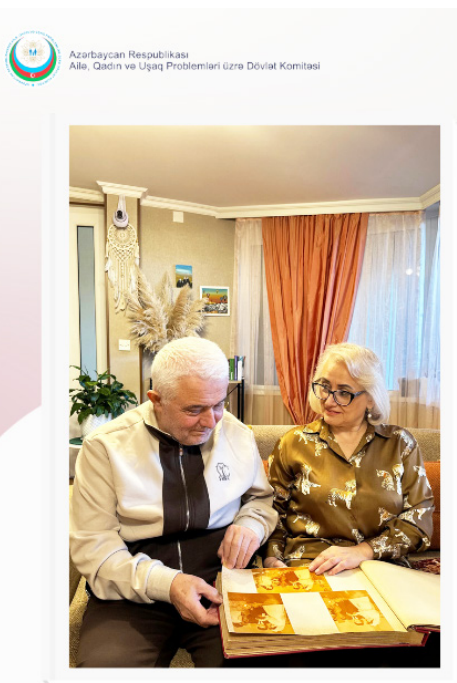
To promote family values and traditions among the population, particularly the youth, the CFSCs organized 17 meetings with 656 participants; 22 meetings on “Reproductive Health and Family Planning” with 508 participants; 45 meetings with

2,159 participants aimed at fostering healthy lifestyle habits; and 53 meetings with 2,045 participants to discuss legal amendments preventing early and consanguineous marriages, as well as the physical and mental health risks associated with them.

At the same time, events were organized to build trust in domestic violence protection mechanisms, detect and prevent child labor and child sexual exploitation, and mark the European Day on the Protection of Children against Sexual Exploitation and Sexual Abuse (November 18), the International Day for the Elimination of Violence against Women, and the “16 Days of Activism against Gender-Based Violence” campaign.

Overall, **26,032 people participated in 701 events** organized by the CFSCs, and **3,370 awareness-raising leaflets were distributed.**

Psychological training sessions on “Preparation for Family Life for Youth



Kerimzadeler
ailəsi





and Newlyweds” were also conducted, with the participation of 38 couples.

Training sessions were conducted to enhance the knowledge, skills, and professional capacities of social pedagogues in areas such as “Principles of Psychological Work with Children, Parents, and Teachers,” “Case Management,”

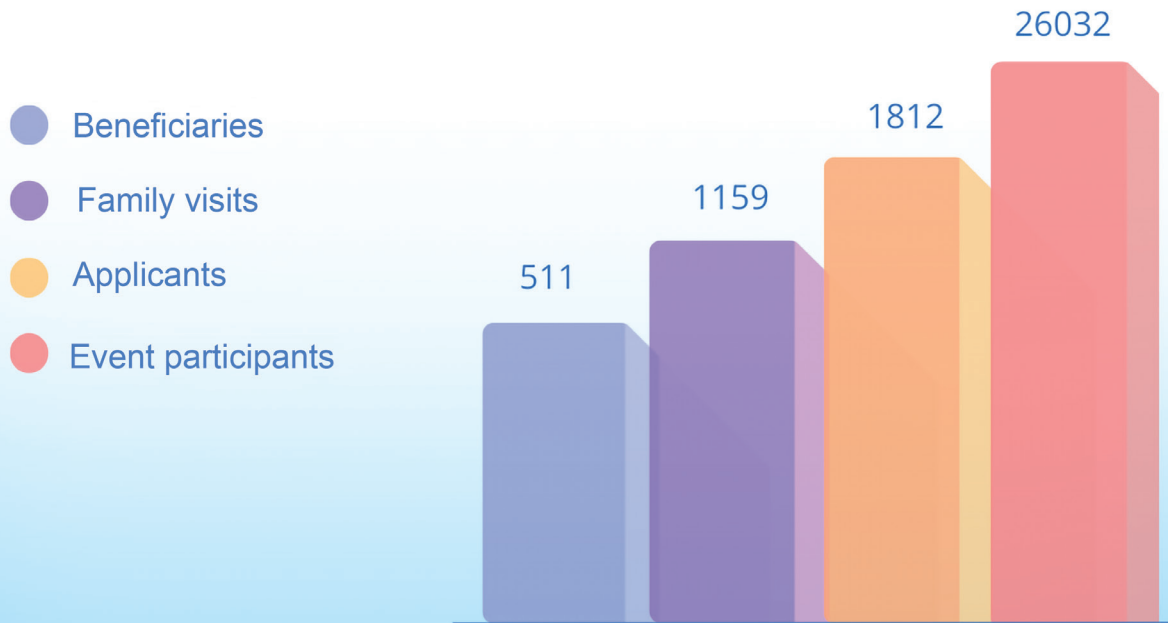


Social Work Management,” and “Psychological Approaches to Family Conflicts”.

In 2025, a total of 29,746 people benefited from the activities of the Child and Family Support Centers.

Analysis of the Activities of Child and Family Support Centers

(January–December 2025)



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MONITORING AND COORDINATION GROUPS ON THE PREVENTION OF DOMESTIC VIOLENCE

The “Rules on the Activities of Monitoring and Coordination Groups in the Field of Prevention of Domestic Violence” were approved by Decision No. 367 of the Cabinet of Ministers of the Republic of Azerbaijan dated July 30, 2024. To implement the Decision, the Chairperson of the State Committee signed Order No. 3-30/3-1-43/2025 dated February 13, 2025, “On the Establishment of the Monitoring and Coordination Group in the Field of Prevention of Domestic Violence.” Quarterly meetings of the Group were held throughout the year.

An explanatory guidebook was prepared for the “Monitoring and Coordination Groups in the Field of Prevention of Domestic Violence” established by local executive authorities and their bodies, aimed

at addressing existing gaps in the implementation of the Law of the Republic of Azerbaijan “On the Prevention of Domestic Violence” and for use in training sessions.

During the second half of 2025, training sessions were conducted across 6 regions for the “Monitoring and Coordination Groups in the Field of Prevention of Domestic Violence” established under 45 city and district executive authorities. The purpose of the sessions was to inform group members about the Law of the Republic of Azerbaijan “On the Prevention of Domestic Violence” and its recent amendments, as well as legal measures to prevent domestic violence, including exploring solutions to practical challenges encountered during the implementation of the Law.





PERSONS RESPONSIBLE FOR GENDER ISSUES (PRGI)

Pursuant to Decision No. 176 of the Cabinet of Ministers of the Republic of Azerbaijan dated September 26, 2000, adopted to ensure the implementation of Decree No. 289 of the President of the Republic of Azerbaijan dated March 6, 2000, "On the Implementation of the State Policy on Women in the Republic of Azerbaijan," PRGIs were appointed within ministries, committees, companies, concerns, and other state enterprises and organizations in accordance with the requirements of gender policy and within internal resources.

The role of persons responsible for gender issues (PRGIs) is to identify the needs of women and men and to contribute to strengthening the capacities of sectors to adapt relevant strategies and indicators accordingly. This activity is important for all institutions, regardless of their organizational and legal form, particularly for state bodies.

Taking this necessity into account, state bodies and their relevant subdivisions should designate PRGIs to incorporate a gender approach into the policies and activities they implement. Persons appointed to this position may either possess certain experience in promoting gender equality or be entirely new to this field. If appointed PRGIs have not previously worked on gender mainstreaming (the integration of a gender approach into policies, programs, or activities), they should, at the initial stage of their appointment, be provided with a capacity-building program and have access to consultation and support from gender experts in other fields throughout their tenure.

PRGIs carry out the following activities:

- ✓ be informed about the state policy implemented in the field of women's rights and gender equality;
- ✓ submit proposals to the management of the institution they represent regarding the implementation of gender policy, carry out relevant activities, and prepare annual reports;
- ✓ regularly implement measures within the institution they represent aimed at promoting gender equality and preventing cases of gender-based discrimination;
- ✓ collect and analyze gender statistics related to their field of activity;
- ✓ actively participate in training sessions, seminars, and other events organized by the SCFWCA.

Ensuring equal opportunities for women and men within institutions, as well as guaranteeing the equal participation of employees in strategic decision-making, plays a special role in strengthening democratic traditions and developing human capital in the country.





In 2025, continued efforts were made to further strengthen and improve the activities of PRGIs.

- In 2025, the SCFWCA organized a training session for PRGIs within state bodies and local executive power bodies on the topic **“Family- and Gender-Oriented Policies: Benefits for Individuals, Organizations, and Society”**. The purpose of the training was to improve the work of PRGIs, ensure effective networking among them, and clearly define their powers and responsibilities related to the implementation of laws and policies in the field of gender equality.

A total of 129 people participated in the training sessions, including 78 women and 51 men.

- The SCFWCA held the next meeting of the Working Group composed of representatives of the management and expert staff of 17 state bodies (institutions) on the implementation of the CEDAW. During the meeting, discussions were held on the recommendations concerning the next steps to be taken under the sixth periodic report of the Government of the RA on the implementation of the Convention on the Elimination of All Forms of Discrimination against Women, presented at the 82nd session of the CEDAW Committee, held in Geneva on June 16, 2022. Views were exchanged on the priority areas reflected in the recommendations, reforms carried out, activities undertaken by relevant state bodies, as well as existing challenges and future steps, and information was provided on the improvement of national legislation in the field of the protection of women’s rights.

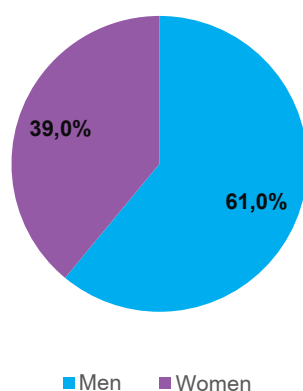


GENDER COMMISSIONS IN MUNICIPALITIES

Of the 8,039 municipal members elected in the municipal elections held on January 29, 2025, 4,872 (60.60%) were men and 3,167 (39.40%) were women, according to data from the Central Election Commission of the Republic of Azerbaijan. The election results in 3 municipalities were annulled.

The 685 currently operating municipalities have a total of 8,066 members, of whom 61% are men and 39% are women, according to data from the Ministry of Justice of the Republic of Azerbaijan.

In 2025, pursuant to Law No. 50-VII dated October 18, 2024, "On the Creation of New Municipalities through the Merger of Municipalities in the Republic of Azerbaijan," the total number of municipalities across the country was reduced from 1,606 to 685.



In January 2025, the SCFWCA, the Central Election Commission, and the "For Equal Development" Coalition jointly organized events across the regions on "Increasing Women's Participation in Elections." The purpose of the events was to strengthen women's involvement and



boost their activity in municipal elections.

The events took place in Sumgayit and the Khazar district of Baku, as well as in the Gusar, Khachmaz, Neftchala, Salyan, Bilasuvar, Masally, Jalilabad, Tartar, Barda, Aghjabadi, Fuzuli, Goychay, Sabirabad, Tovuz, and Zagatala districts.

Participants in the training sessions organized for local advocacy and campaigning groups subsequently continued their activities within the districts as advocacy groups.

Gender Commissions in Municipalities (GCMs), established in all districts and cities upon the recommendation of the State Committee for Family, Women and Children Affairs





of the Republic of Azerbaijan, operate with the aim of promoting a gender-sensitive approach within the local self-government system and ensuring the implementation of gender equality principles at the institutional level.

The Gender Commissions also organize various events, training sessions, and public discussions aimed at raising awareness of gender equality among the population, eliminating stereotypes, and improving legal literacy. Increasing awareness in this field among the population living in remote villages and

settlements is one of the commissions' priority areas of activity.

In addition, the commissions carry out systematic activities aimed at the early detection of cases of gender-based violence occurring locally, the identification of risk groups, and the implementation of preventive measures to avert such incidents. Protecting the rights of victims, providing them with psychological, legal, and social support, as well as ensuring their prompt referral to relevant state bodies and support services, are also among the main functions of the commissions.





At the same time, the Gender Commissions contribute to the establishment of coordinated activities in the field of ensuring gender equality through cooperation with local executive structures, non-governmental organizations, and other stakeholders. These activities, as a whole, serve to strengthen social justice in society, protect human rights, and ensure sustainable development.

In accordance with the Action Plan related to the Cooperation Protocol signed between the Governments of Azerbaijan and Türkiye in the field of family, women, and children policy, a training session on “Improving the Activities of Municipalities in Enhancing the Role of Women in Society” was conducted within the framework of cooperation between the State Committee for Family, Women and Children Affairs of the Republic of Azerbaijan and the Ministry of Family and Social Services of the Republic of Türkiye. The purpose of the training was to organize the exchange of best practices between the two countries regarding women’s empowerment. The training was attended by municipal chairpersons representing 50 regions, including 27 men and 23 women.

In 2025, the following activities aimed at ensuring gender equality were carried out by the Gender Commissions in Municipalities across the regions:

Activities carried out in Baku

The Gender Commissions operating in the Binagadi, Sabunchu, Sabail, Surakhani, Khatai, Nasimi, and Yasamal districts of Baku carried out the following activities:

- monitoring mechanisms were implemented to prevent cases of domestic violence;
- confidential complaint boxes and hotlines were established for receiving applications;
- awareness-raising events were organized on early marriage, human rights, and the protection of children’s rights;
- preventive and social work was conducted with families belonging to risk groups;
- the activities of relevant monitoring and coordination groups were ensured.

Activities carried out across the regions:

Western and north-western regions

- (Aghstafa, Aghsu, Barda, Goranboy, Gazakh, Guba, and Gusar)
- awareness-raising activities were conducted to promote gender equality;



- preventive work was carried out to combat early marriage and domestic violence;

- meetings and seminars were organized in educational institutions;

- cooperation with local executive power bodies and public organizations was expanded.

Southern region

(Lankaran, Masally, Jalilabad, Neftchala, and Lerik)

- systematic awareness-raising activities were conducted by the Gender Commissions;

- regular work was carried out with families subjected to violence and those belonging to risk groups;

- measures were taken to increase the social activity of women;

- preventive mechanisms were implemented to prevent domestic violence.

Lowland and central regions

(Shamakhi, Shabran, Siyazan, Ismailly, Gabala, Ujar, and Zardab)

- activities were conducted to promote gender equality and family values;

- work was carried out to prevent early marriage and social risks;

- social work was conducted with low-income and vulnerable groups.





WOMEN'S SUPPORT HELPLINE ANNUAL REPORT

2025
JANUARY - DECEMBER

2022-2025 GENERAL STATISTICS



**WOMEN'S
SUPPORT
HELPLINE**

12,279

Total appeals



**Operating since
2022**



**24/7
service**

Women's Support Helpline

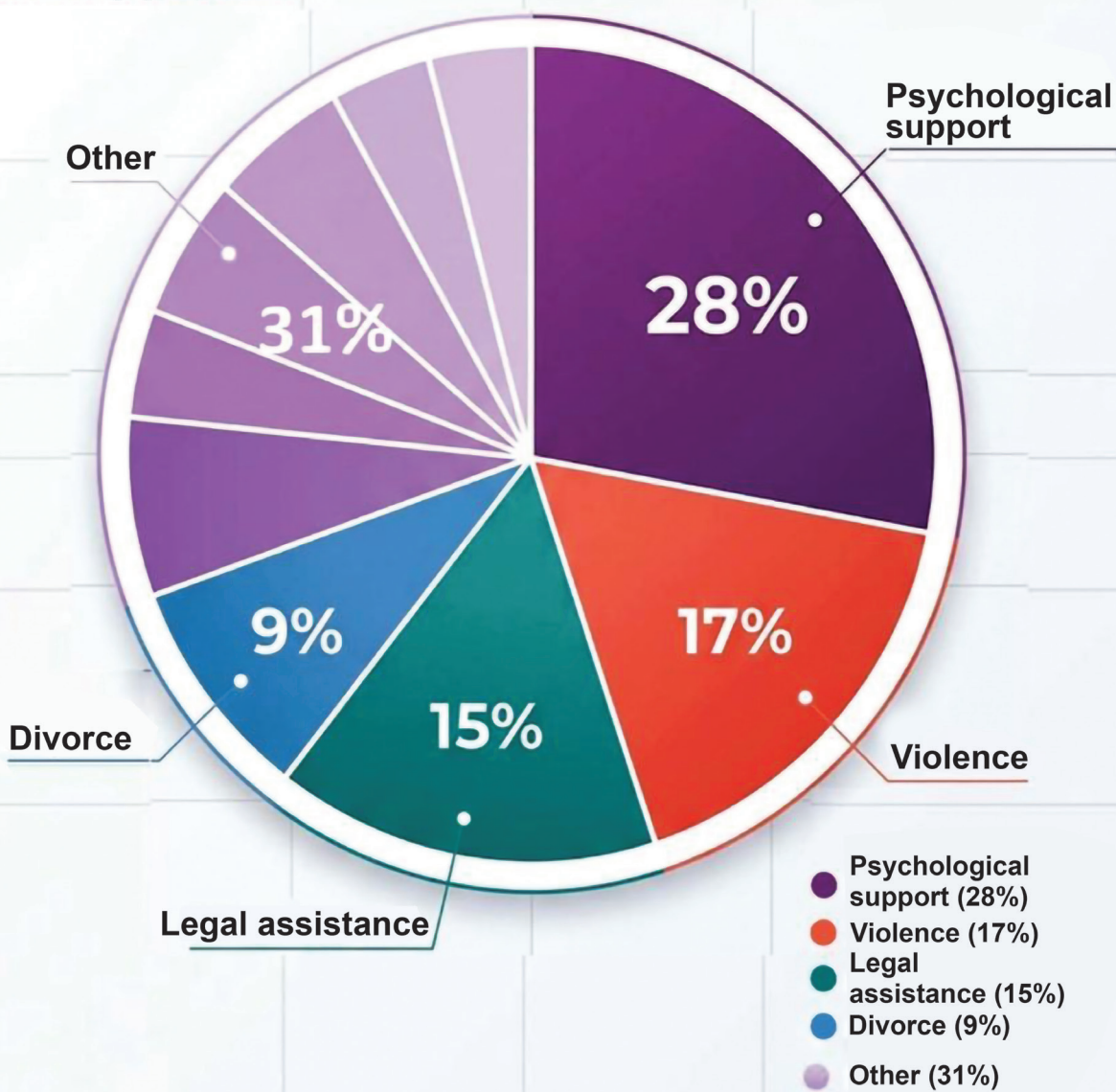
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AREAS OF APPEALS IN 2025

3954

Total appeals

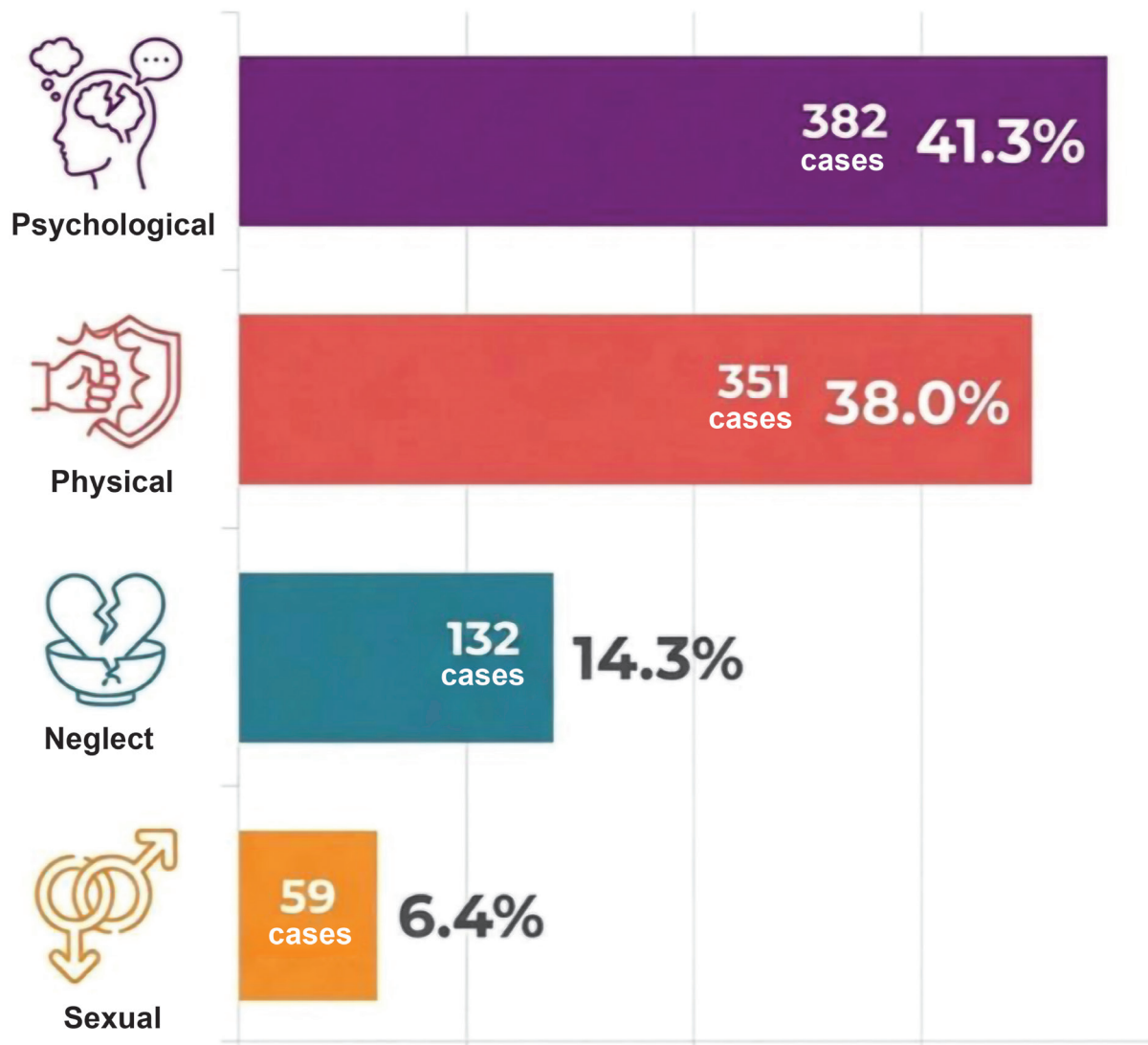




TYPES OF VIOLENCE

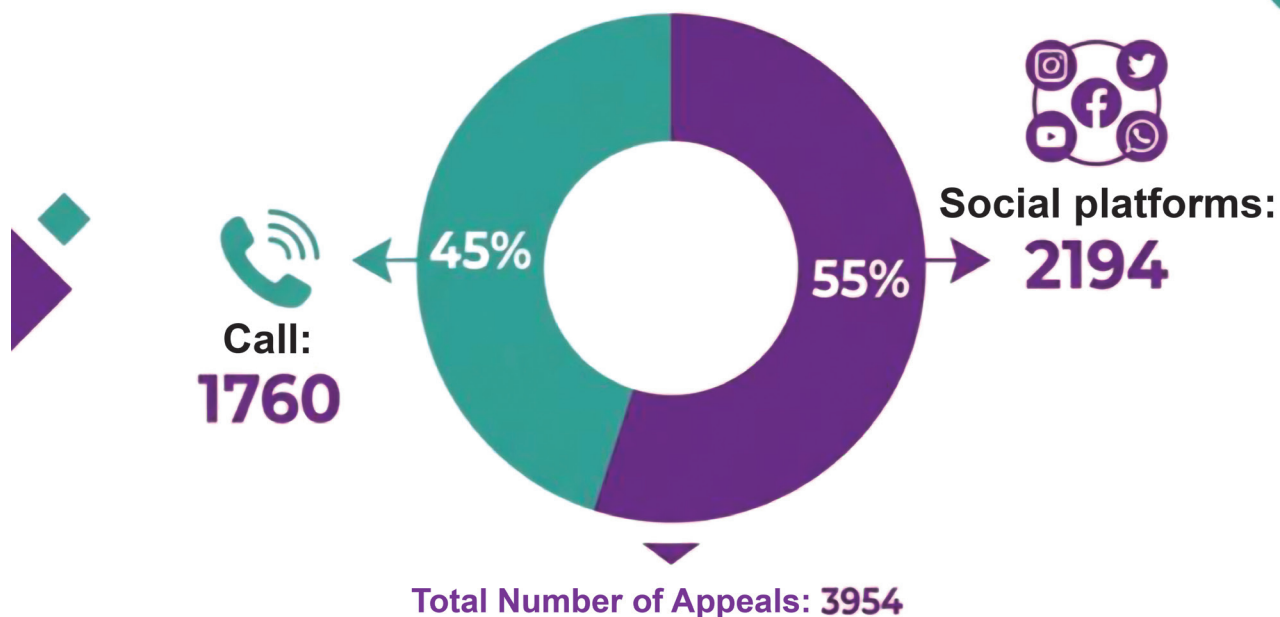
Annual report: Statistics on the types of violence based on appeals received by the Women's Support Helpline.

Total: 924





MEANS OF APPEAL



SOCIAL MEDIA STATISTICS

5009 followers

Follower growth: **+15%**

Engagement: **25k**

Posts: **120**

428 followers

Follower growth: **+5%**

Engagement: **1.2k**

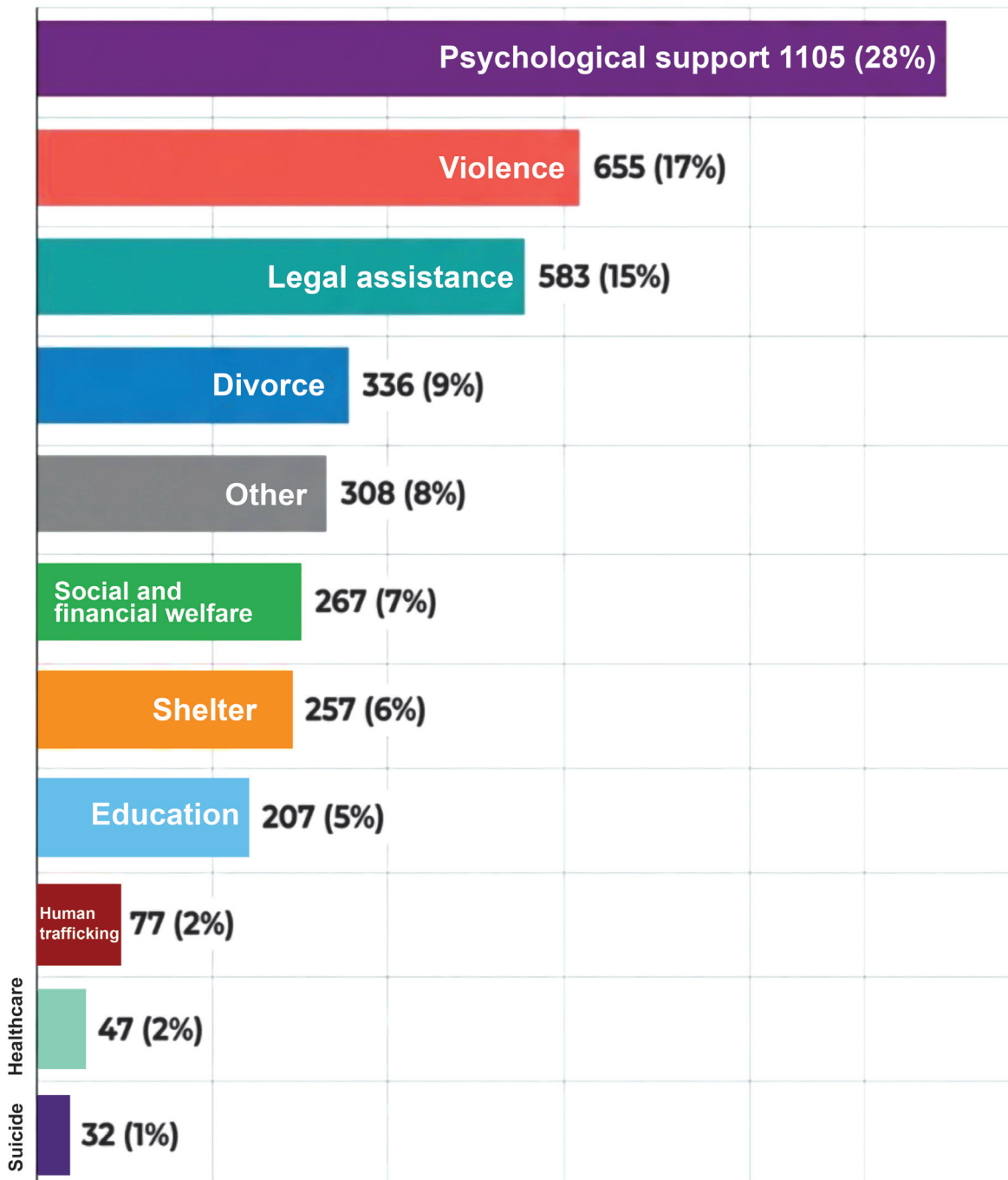
115 followers

Follower growth: **+50%**

Views: **350k**



BREAKDOWN OF APPEALS BY AREA



CHILD HELPLINE

ANNUAL REPORT 2025

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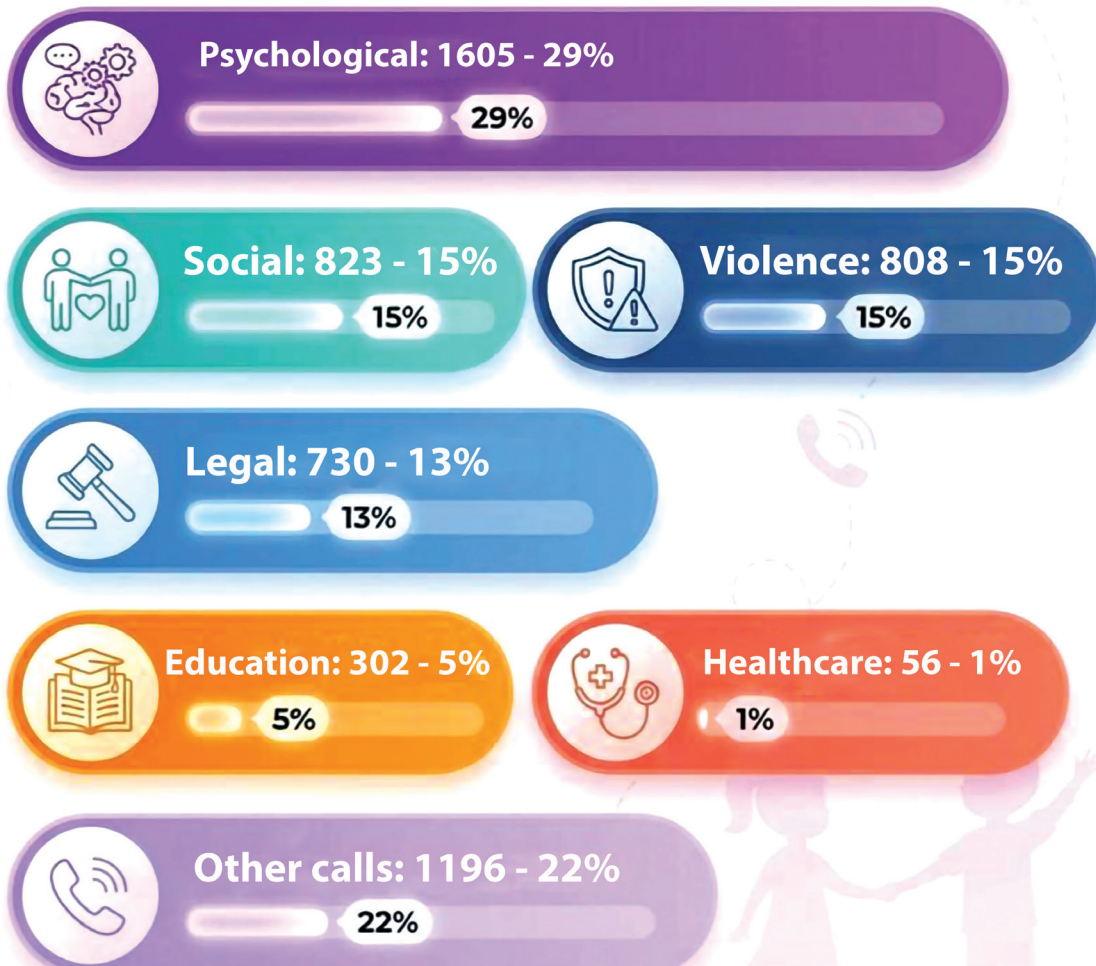
Azərbaycan Respublikası
Ailə, Qadın və Uşaq Problemləri Üzrə
Dövlət Komitəsi



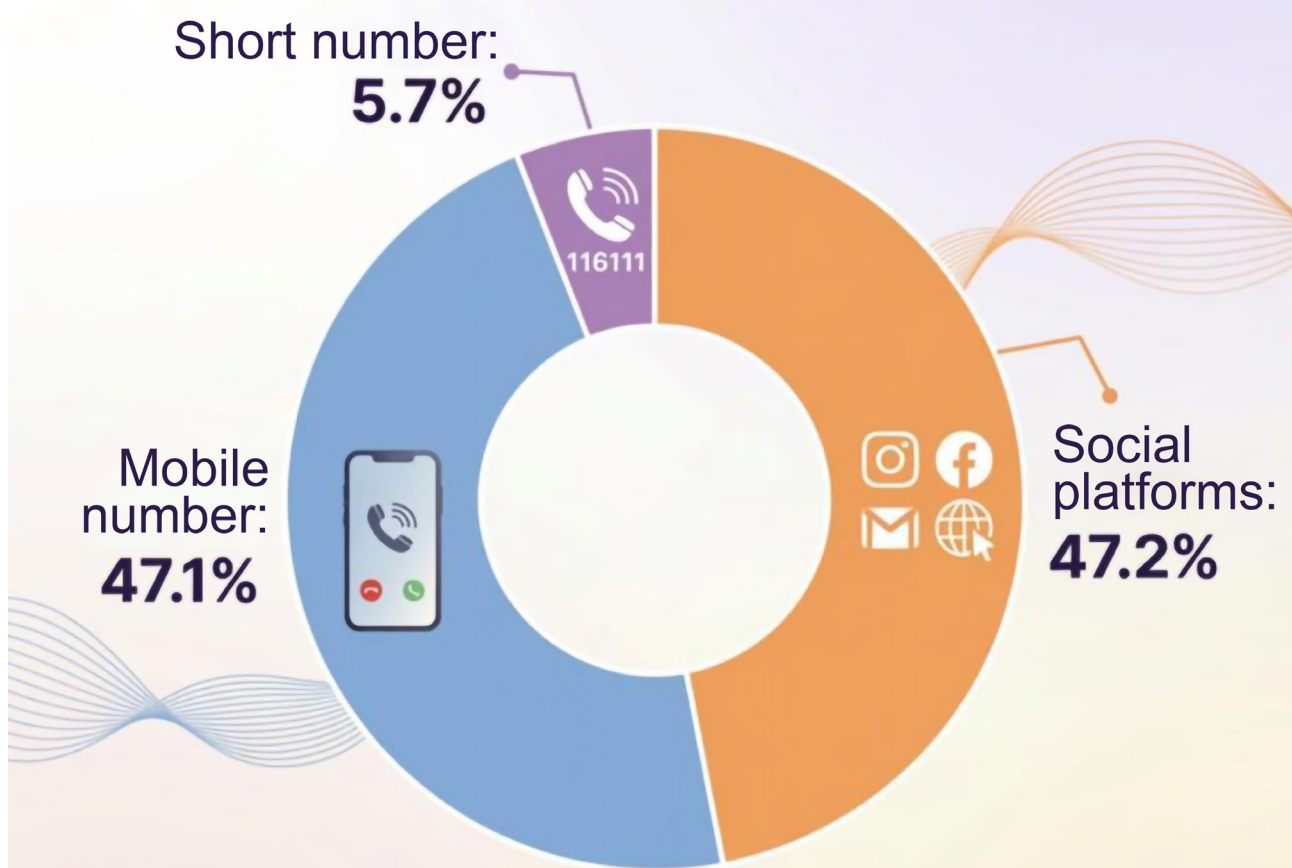
During the years 2010–2025, a total of **81,520** appeals were received.

In 2025, **5520** appeals were received.

Percentage breakdown of appeals



MEANS OF APPEAL

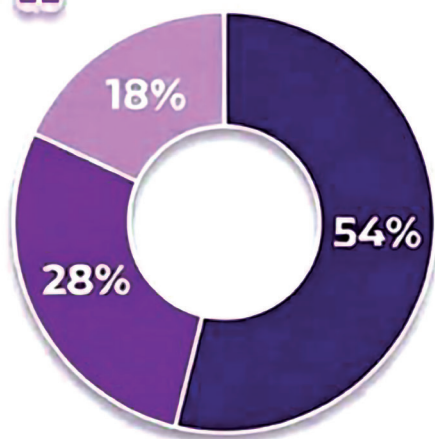


GENDER AND AGE DEMOGRAPHICS OF CHILDREN

By Gender



Girls: **54%**

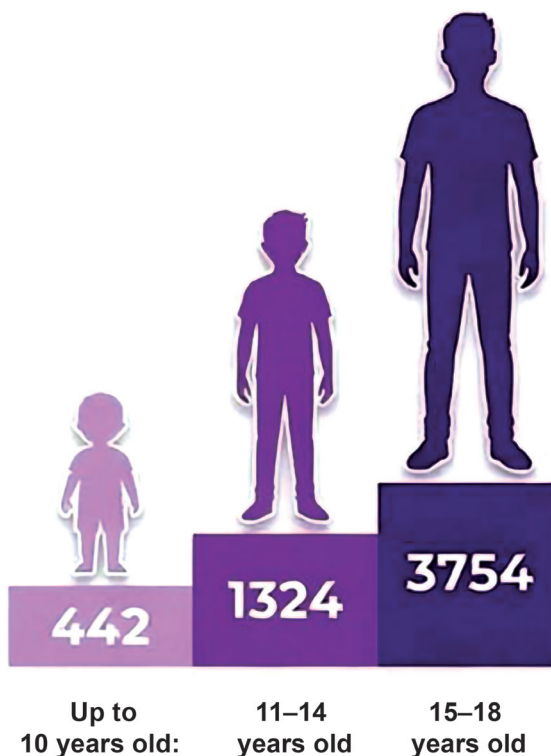


Boys: **28%**



Anonymous: **18%**

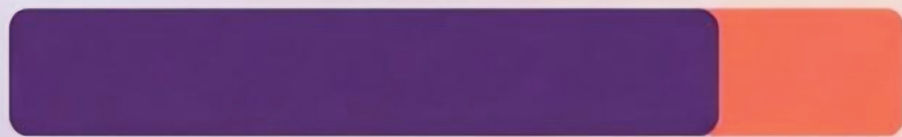
By Age Category



EXPOSURE TO VIOLENCE – 808



Domestic violence (Total: 635 – 79%)



Psychological: 277 - 43%



Physical: 258 - 40%



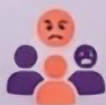
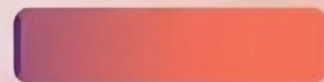
Sexual
32 5%



Neglect
62 -10%



Economic
6 -1%



Bullying: 53 - 6%



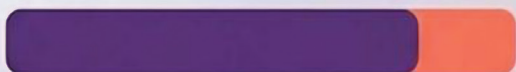
Cyberbullying:
120 - 15%



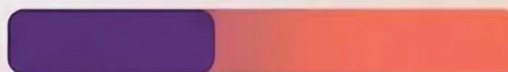
NUMBER OF ANNUAL (2025) APPEALS BY VARIOUS AREAS



Shelter requests: **168**



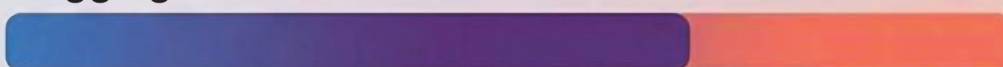
Suicidal thoughts and attempt cases: **76**



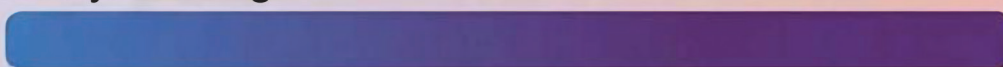
Number of appeals related to human trafficking: **165**



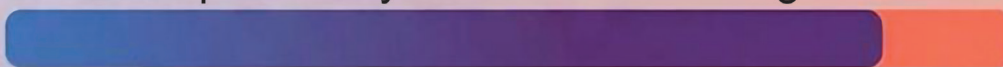
Begging: **44**



Early marriage: **60**



Risk and probability of human trafficking: **54**



Labor exploitation: **7**



GEOGRAPHICAL COVERAGE

Azerbaijan Regions – 42 Districts and Cities

Absheron	Fuzuli
Aghjabadi	Imishli
Aghdam	Ismayilli
Aghdash	Kurdamir
Aghsu	Lankaran
Aghstafa	Lerik
Astara	Masalli
Barda	Mingachevir
Bilasuvar	Neftchala
Jalilabad	Nakhchivan
Jabrayil	Oghuz
Goranboy	Garabagh
Ganja	Gakh Guba
Fuzuli	Gusar
Imishli	Zagatala

International Appeals



9 Countries

 Türkiye	 Germany
 Russia	 Ukraine
 Iran	 Switzerland
 Slovakia	 Mauritania
 Pakistan	

GENDER BUDGETING

Gender budgeting envisages taking into account the needs and interests of women and men in the planning and allocation of state budget resources. This approach does not imply the creation of a separate budget for women; rather, it constitutes an analytical and institutional mechanism that ensures the integration of the gender perspective into budgetary processes.

Gender budgeting is primarily based on gender expertise in public policy. This makes it possible to assess the different impacts of budgetary policy on women and men and to identify in advance the outcomes of socio-economic decisions.

Gender budgeting is not merely a financial document reflecting revenues and expenditures, but also a set of

management and analytical tools. Its purpose is not the mechanical distribution of resources, but the identification and elimination of barriers hindering gender equality.

This approach ensures that the interests of all population groups are taken into consideration in public policy and creates opportunities for assessing the impact of economic and social decisions.

The main objective of gender budgeting is to ensure that women and men, as well as different social groups, benefit equally from the resources of the state and other public administration institutions.

Ultimately, gender budgeting is an important governance instrument that contributes to strengthening gender equality and fostering an inclusive society.



Key principles of gender budgeting

1. Principle of gender equality

Ensuring equal rights and opportunities for women and men serves as a fundamental principle of budgetary policy.

2. Principle of equitable allocation of resources

Financial resources are allocated with due consideration to differing needs, with the aim of reducing social inequalities.

3. Principle of gender impact assessment budget

Programmes and expenditures are analysed from a gender perspective prior to implementation.

4. Principle of transparency and accountability

State institutions shall provide the public with information on decisions adopted within the framework of gender budgeting..

5. Principle of results orientation

The effectiveness of budget expenditures is assessed on the basis of the actual social and economic outcomes generated for women and men.

International practice and implementation opportunities

In international practice, gender budgeting is recognised as an important instrument of public financial management and envisages the integration of the gender perspective into all stages of the budget process – planning, implementation, and evaluation.

This approach enables governments to:

- identify the impact of budgetary policy on women and men;
- formulate social and economic policies in a more equitable and inclusive manner;
- ensure the efficient and targeted use of public resources;
- support the implementation of national and international commitments related to gender equality.

Social media accounts

During 2025, the state committee's social media activities covered all major platforms and were supported by regular postings.

The total number of posts across all platforms amounted to 1,980.

- **Facebook:** during 2025, 819 posts were shared for 25,094 followers, generating 282,971 reactions and achieving a total reach of 3.1 million.
- **Instagram:** a total of 515 posts were shared for 9,325 followers, 63,430 reactions were recorded, and the reach amounted to 167,208.
- **X:** during the year, 585 posts were shared for 3,742 followers, 9,600 reactions were recorded, and a total reach of 45,900 was achieved.
- **Youtube:** a total of 61 videos were uploaded to the channel for 1,855 subscribers, receiving 866 reactions and achieving a total reach of 27,021.

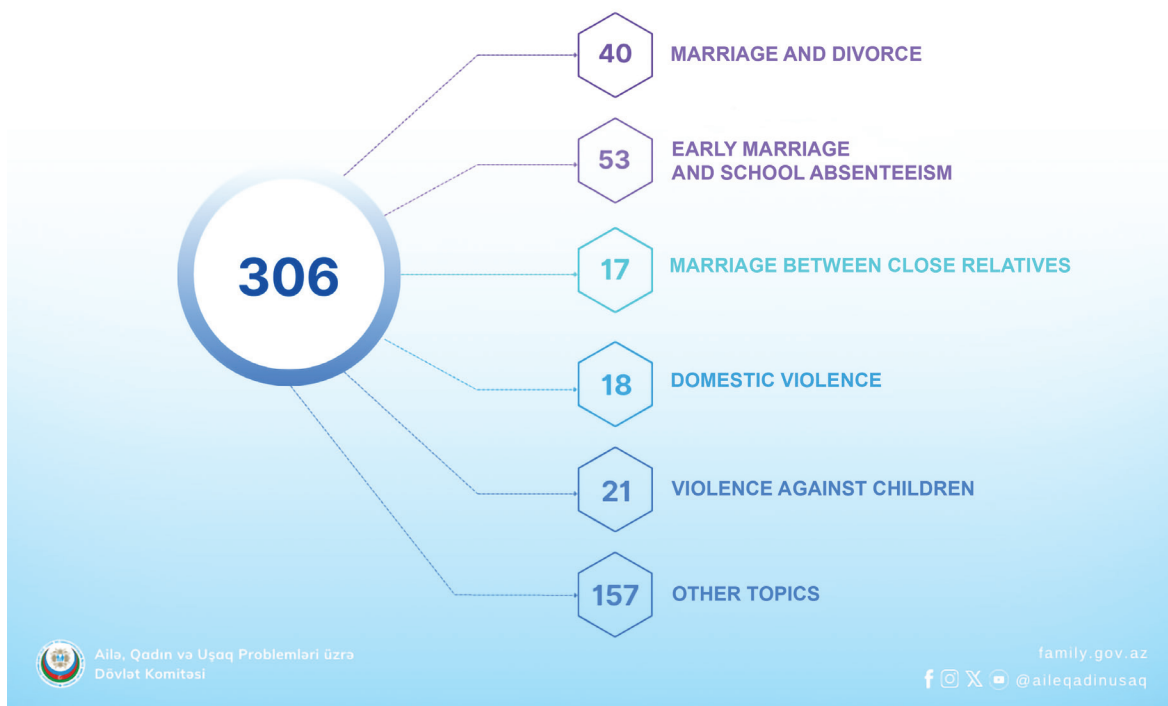
In 2025, 306 inquiries were received from mass media outlets, including television – 174, websites – 123, and radio – 9.

The main topics covered were:

- *early marriage and school absenteeism – 53;*
- *marriage/divorce – 40;*
- *violence against children – 21;*
- *domestic violence – 18;*
- *marriages between close relatives – 17;*
- *other topics – 157.*

CURRENT TOPICS IN MEDIA INQUIRIES

(January–December 2025)



Communication Strategy and Cooperation with the Media

According to the Action Plan of the **State Committee's Communication Strategy**, during the past year:

- the number of media reports covering family, women's, and children's issues reached 428;

- a total of 286 journalists and bloggers participated in press conferences, briefings, media and info tours, camps, training programmes, and competitions.

The State Committee organised two press conferences and two briefings.



- A press conference on the topic **“Family, Women's, and Children's Issues in the Legislation of Azerbaijan”** was held, during which information was provided on the work carried out to improve the regulatory framework, as well as on adopted legislative acts and state programmes.



- **“A briefing and a press were held conference to inform the public about the activities of the “Monitoring and Coordination Group on the Prevention of Domestic Violence.”**



- A briefing on the topic **“Protection of Children from Harmful Information”** was held. During the briefing, current issues related to ensuring children's safety in the digital environment, the risks posed by harmful information, and preventive measures were brought to the attention of media representatives.



Events Organised by the State Committee for Family, Women and Children Affairs for Media Representatives:

TRAINING SESSIONS

- A training session on the topic “Gender Equality and Gender-Based Discrimination” was conducted for media representatives. The purpose of the training was to enhance the knowledge of media professionals in the field of gender equality and strengthen the role of the media in the process of public awareness-raising.
- A training session entitled “Social Media: Responsibility and a Sensitive Approach” was organised for bloggers, digital

influencers, and social media managers of media outlets. The training focused on the ethical, responsible, and sensitive coverage of women’s and children’s issues.

- A training programme entitled “Family, Women and Children’s Issues in the Media” was conducted in the Guba district for students majoring in journalism. The training contributed to the development of young journalists’ professional skills on these topics.

- A training session entitled “Children’s Rights: A Sensitive Approach in the Media” was conducted for journalists. The training aimed to promote the accurate and ethical coverage of children’s rights in the media.



VISITS (INFO TOURS / MEDIA TOURS)

- The State Committee organized an info tour to the Zagatala Child and Family Support Centre for students majoring in journalism at higher education institutions. The visit was intended to provide participants with first-hand insight into the activities carried out in the field of social support for children and families.
- A media tour to the Shuvalan and Ismailly Child and Family Support Centres was organized with the participation of NGO representatives, journalists, and bloggers. The purpose of the visit was to showcase the activities carried out in this field to media representatives and to enhance public awareness.

COMPETITIONS AND CONFERENCES

- A conference themed “Family, Women, and Children’s Issues in the Media Landscape: Challenges and Prospects” was convened.
- As part of the conference, awards were presented to the winners of competitions launched in celebration of the 150th anniversary of the Azerbaijani national press:



- “The Enlightened Women of Azerbaijan: Inspiring Stories” (video feature competition)
- “Best Article on the Coverage of Family Issues” competition.

The training programmes, study visits, and competitions conducted throughout the reporting period contributed to enhancing the professional knowledge and skills of media representatives, fostering more sensitive and accurate media coverage of gender equality and children’s rights issues, while simultaneously strengthening public awareness.



However, the study further identified a significant disparity in leadership roles, finding that only

21% of managerial and decision-making positions, within media entities are held by women, whereas 79% are occupied by men.

Representatives of the Press Council also examined the underlying causes of the underrepresentation of women journalists in media management and leadership positions during the course of the study.

The findings indicated that the root of the issue lies not in legislative frameworks or the professional environment within the media sector, but rather in traditional social attitudes and cultural norms entrenched within society. These stereotypes continue to hinder the career advancement and public visibility of women working in journalism..

Furthermore, many women journalists remain cautious about having their names associated with controversial or disputed information. Consequently, a significant number avoid covering sensitive and difficult-to-verify issues that are likely to attract substantial public scrutiny.

Participation in foreign assignments, training programmes, and professional courses conducted away from their place of residence is often not a decision that women journalists can make independently. The enduring notion that “my family does not permit it” continues to influence many areas of social life. To avoid such constraints, some women choose not to pursue positions in media management and leadership, preferring instead to remain in less contentious areas of journalism, such as arts and cultural reporting.

At the same time, deeply rooted societal expectations persist regarding women’s primary responsibility for family care and child-rearing. When confronted with the perceived dilemma of “family versus career”,

many predominantly prioritize the former. In this regard, fostering a more balanced and egalitarian understanding of family and domestic responsibilities remains essential for increasing women’s representation in leadership and decision-making positions within the media sector.

Recommendations and Proposals

A high level of public engagement is essential for dismantling entrenched stereotypes. This process should begin with education. Gender equality principles should be integrated into educational curricula, while awareness-raising initiatives on the subject should be conducted on a continuous basis. Efforts to transform stereotypes should extend beyond the media community and encompass the family environment as well.

Promoting the success stories of women leaders can serve as an effective means of challenging gender stereotypes. Azerbaijan’s media landscape includes many accomplished women journalists who have overcome traditional barriers, attained leadership positions, and achieved notable professional success. Highlighting their achievements through dedicated campaigns and public initiatives could make a meaningful contribution to this process.

Professional resilience and self-protection training should be provided for women journalists, while also fostering their self-confidence and strengthening their ability to safeguard their rights when confronted with gender-based pressure or discrimination.

It would also be beneficial to provide gender-sensitivity training for reporters, sub-editors, editors, and programme presenters. Such training is essential for eliminating gender stereotypes in news reporting and content production.

1.2. PROMOTION OF A GENDER EQUALITY CULTURE

(ARTICLE 5.04)



1.2. Promotion of a Gender Equality Culture (Article 5.0.4)

The promotion of a culture of gender equality is not only an important aspect of the practical implementation of the principles of the rule of law, but it also serves to strengthen democratic values at both the institutional level and within public consciousness. This process extends beyond the adoption of normative legal acts and encompasses the transformation of public consciousness, the renewal of value systems, and changes in patterns of public behaviour.

The development of a culture of gender equality is closely linked to the elimination of gender-based discrimination within society, the reassessment of social roles, and the gradual deconstruction of stereotypes. Awareness-raising initiatives and institutional mechanisms implemented in this area create the foundation for a more equitable and balanced model of participation in social relations.

In the modern era, the promotion of a culture of gender equality necessitates a



comprehensive, phased, and multidimensional approach.

Coordinated cooperation among state institutions, civil society organisations, academia, and media entities fosters stronger social dialogue and facilitates the achievement of sustainable results.

Throughout 2025, seminars, training programmes, and awareness-raising campaigns facilitated a more systematic integration of gender issues into public discourse, elevated legal literacy among





citizens, and strengthened a sense of social responsibility. These initiatives fostered the recognition of gender equality not only as a normative requirement, but also as an essential component of socio-cultural development.

The State Committee for Family, Women and Children Affairs organised a conference on “Promoting Women’s Participation”.

➤ **In cooperation with the Regional Development Public Union (RDPU), the State Committee convened a series of**

regional meetings within the framework of the project themed “The Graceful Faces of a Strong Society”.

Training sessions on “Gender Equality: Key Concepts, Essence, and Core Directions” and “Gender Policy in Azerbaijan: Realities and Prospects” were conducted by **the State Committee** at the Azerbaijan Academy of Labour and Social Relations.

The State Committee also organised training seminars for the “My Family” volunteers aimed at promoting a culture of gender equality.





➤ *As part of “ECO Week”, the Economic Cooperation Organization (ECO) Women’s Forum was convened. Discussions centered on key thematic areas, including the role of women in human development for climate resilience; the empowerment of girls and women through education; green skills and green job opportunities; the role of women in urban development; women’s contributions to sustainable economic development and community well-being; and digital inclusion through innovation and knowledge exchange.*

➤ *The State Committee, in collaboration with Baku State University, hosted an awareness-raising seminar for university students on “Combating Gender-Based Violence”. The event focused on promoting a culture of gender equality and addressing the consequences of gender-based violence, including early marriage, domestic violence, and sex-selective abortion.*

➤ *Jointly organized by the State Committee, the Western Azerbaijan Community, and the Azerbaijan State Pedagogical University, a conference*

themed “Women’s Participation in Peace and Reintegration Processes: National and International Mechanisms” was held to raise awareness among the younger generation.

➤ *In the Nakhchivan Autonomous Republic, a conference themed “Thirty Years on the Path of Equality and Justice: Achievements and Challenges” was held to mark the 30th anniversary of the ratification of the United Nations Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) by the Republic of Azerbaijan.*

➤ *An event featuring women judges was organized at the Supreme Court of the Republic of Azerbaijan within the framework of the project “Women’s Access to Justice: Applying Council of Europe Standards on Gender Equality and Combating Violence against Women”.*

➤ *Throughout 2025, the State Committee for Work with Religious Organizations organized 34 awareness-raising events across the country, engaging over 1,200 participants, including religious leaders, community members, civil society representatives, youth, educators, and*

students. These initiatives were designed to foster an accurate, stereotype-free approach to gender equality within religious and social spheres; advance the legal literacy of religious figures regarding women's rights; reinforce awareness among young people of equal rights and opportunities for girls and boys; elucidate the religious and legal inadmissibility of gender discrimination, violence, and early marriage; and foster alignment between faith-based values and human rights principles.

In 2025, the following activities were carried out within the institutes of the Azerbaijan National Academy of Sciences to promote gender equality:

➤ **The Institute of Philosophy and Sociology**, hosted a roundtable discussion themed "Women's Contributions to Philosophical Scholarship in Azerbaijan" to mark the International Day of Women and Girls in Science.

➤ **The Academician Ziya Bunyadov Institute of Oriental Studies** hosted a scientific conference themed "The Role of Women in Contemporary Society and

Science".

Numerous activities were carried out in the Nakhchivan Autonomous Republic to promote gender equality, as follows;

➤ **The State Committee for Family, Women and Children Affairs of the Nakhchivan Autonomous Republic** conducted six events and twelve training sessions during the reporting period to promote **gender equality** and create equal opportunities for women and men in society.

➤ **The Ministry of Emergency Situations of the Nakhchivan Autonomous Republic** organized educational events for the personnel of its apparatus and structural units on the themes "Protecting Gender Equality and Human Rights" and "The Concept of Gender Equality and Its Historical Development".

➤ **The Ministry of Education of the Nakhchivan Autonomous Republic** conducted awareness-raising training sessions, discussions, and events in secondary schools to promote understanding of the concept of gender and the importance of gender equality.





➤ *The State Service for Property Issues under the Ministry of Economy of the Nakhchivan Autonomous Republic conducted a training session themed “Ensuring Gender Equality through the Advancement of Equal Rights for Men and Women in Public Service”.*

➤ *The Tourism Department of the Nakhchivan Autonomous Republic held an awareness-raising event for its staff on the statutory requirements of the Law of the Republic of Azerbaijan “On Guarantees of Gender (Men and Women) Equality”.*

➤ *The Nakhchivan Autonomous Republic Trade Unions Council organized a series of events on the themes “The Role of Trade Unions in Protecting Women’s Labour*

Rights”, “Strengthening Women’s Leadership within Trade Unions”, “Gender Equality and Social Justice: Contemporary Approaches”, “Effective Mechanisms for Combating Gender-Based Violence in the Workplace”, and “Trade Unions of the Future: Gender-Inclusive Governance”.

➤ *The Administrative Court of the Nakhchivan Autonomous Republic organized a scientific-practical seminar on gender equality (between men and women) with the participation of court personnel.*



➤ *The Nakhchivan Autonomous Republic Composers’ Organization organized an event aimed at promoting gender equality and strengthening public awareness in this field.*



Baku hosted the Second Meeting of Ministers and Heads of Institutions in Charge of Family Affairs and Social Policy of the Organization of Turkic States (OTS), together with the Experts' Meeting, under the theme "The Role of Women in Modern Society: Sustainable Development and Traditional Values".

The main objective of the meeting was to strengthen cooperation among the Turkic States in the areas of family policy, gender equality, socio-economic empowerment of women, and social protection, as well as to promote shared values and the exchange of best practices.

During the meeting, participating States presented their national policies and initiatives aimed at protecting the family and advancing gender equality, while underscoring the importance of expanding cooperation in social protection and inclusive development.

The Experts' Meeting was held to discuss the Joint Communiqué. At the conclusion of the event, the Joint Communiqué of the Second Meeting of Ministers and Heads of Institutions in Charge of Family Affairs and Social Policy of the Organization of Turkic States (OTS) was adopted. The Communiqué expressed a shared commitment to strengthening the family institution, promoting women's participation in economic and public life, upholding a "zero tolerance" approach to violence against women, and further enhancing institutional cooperation among member States.

Side events, "Middle Corridor 360°: From Geopolitics to Digital Transformation, from Family to Green Development" and "Strong Families, Strong Societies: Family Support Policies in OTS Countries," were also held on the sidelines of the meeting.



The sixty-ninth session of the Commission on the Status of Women (CSW69), dedicated to the review and appraisal of the implementation of the Beijing Declaration and Platform for Action (1995), was held at United Nations Headquarters in New York from 10 to 21 March 2025.



The session brought together representatives of UN Member States, including the delegation of the Republic of Azerbaijan, as well as international organizations, experts, and representatives of civil society institutions.

The main objective of the session was to assess progress achieved in the implementation of the Beijing Declaration and Platform for Action, to discuss existing challenges in the areas of gender equality, women's rights, and women's

empowerment, and to strengthen cooperation among States.

Within the framework of the session, side events were held, including the event titled "Baku Climate Coalition – Green Transition of SMEs: Women's Empowerment", jointly organized by relevant bodies of the Organization of Islamic Cooperation and the Small and Medium Business Development Agency (KOBİA), as well as the event titled "Digital Trends: Women's Entrepreneurship and Shaping the Future Economy", jointly organized by the Ministry of Family and Social Services of the Republic of Türkiye and the State Committee for Family, Women and Children Affairs of the Republic of Azerbaijan.

Overall, participation in the session was significant in terms of presenting Azerbaijan's policy on gender equality and women's empowerment on an international platform, as well as in terms of expanding cooperation and the exchange of experiences.



The High-level Meeting of the General Assembly commemorating the thirtieth anniversary of the Fourth World Conference on Women was held at the United Nations Headquarters in New York from 22 to 25 September 2025.



The event was attended by representatives of UN Member States, as well as the Azerbaijani delegation, international organizations, civil society institutions, and experts.

The main objective of the meeting was to review progress achieved in the field of women's rights over the thirty years since the adoption of the Beijing Declaration and Platform for Action, to examine the risks associated with digitalization, the impact of climate change on women, and the gender dimensions of the Sustainable Development Goals (SDGs), as well as to exchange experiences and strengthen multilateral cooperation.



At the High-level Meeting, Azerbaijan reaffirmed its commitment to the Beijing Declaration and Platform for Action and provided information on national policies and reforms aimed at expanding women's access to education, employment, and entrepreneurship opportunities, as well as combating domestic violence and strengthening the family institution.

Within the framework of the session, a side event titled "Better Together: Global Solidarity Rooted in the Family" was organized by the Ministry of Family and Social Services of the Republic of Türkiye and co-organized by the State Committee for Family, Women and Children Affairs of the Republic of Azerbaijan. The event focused on the protection of the family institution, the empowerment of women, and the importance of regional cooperation across the Turkic world.

Pursuant to the recommendation of the Audiovisual Council, television broadcasters aired programmes promoting a culture of gender equality

<i>Implementing Body</i>	<i>Activities Undertaken (As Reported by the Implementing Bodies)</i>
Xəzər TV	<p>“Xəbər ertəsi” (Morning News and Current Affairs Programme)</p> <p>Topics: The presenters regularly discuss issues related to gender equality and gender-based violence.</p> <p>Dates: Broadcast daily from 07:00 to 10:00 throughout January-June.</p>
	<p>“Xəzər Xəbər”</p> <p>Topics: News segments covered the number of victims of domestic violence, the 12th Global Baku Forum, the discussion platform “Young People Speak, We Listen”, decisions related to gender equality, and issues concerning the Gender–Security–Climate nexus.</p> <p>Dates: 17 February; 15 March; 30 May.</p>
	<p>“Təsir dairəsi” (Current Affairs Programme)</p> <p>Topics: The programme featured awareness-raising discussions by the presenter and guests on gender equality and combating gender-based violence. Based on appeals received by the programme, discussions were conducted on incidents of domestic violence within families, and public appeals were made urging citizens to combat domestic violence.</p> <p>Dates: 10 March; 13 May; 22 May; 18 July; 16 December; 17 December.</p>
AZTV	<p>“Günə davam” (Morning News and Current Affairs Programme)</p> <p>Topics: Domestic violence and measures to combat it; reasons for the increase in divorce rates; gender equality; violence against a minor girl by her mother; women account for 70 per cent of divorce filings; early marriage and consanguineous marriage; violence against women; women’s empowerment in the business world; the social and psychological consequences of early marriage; and the prohibition of consanguineous marriages.</p> <p>Dates: 08 January; 18 February; 21 February; 07 March; 10 March; 02 April; 30 April; 22 May; 04 June; 25 July; 16 September; 22 September; 27 November.</p>
	<p>“AZTV Xəbər”</p> <p>Topics: International Day of Women and Girls in Science; early marriage; girls’ right to education; combating domestic violence; and the decline in the number of early marriages.</p> <p>Dates: 11 February; 13 February; 20 February; 28 February; 21 May.</p>

<p>Mədəniyyət TV</p>	<p>“Ümid işığı” Topics: Causes of domestic violence against women; consequences of early marriage; and early marriage. Dates: 14 January; 08 April; 06 May; 10 June; 01 July; 05 August; 30 September; 09 December.</p>
<p>İTV</p>	<p>“Sabahın xeyir, Azərbaycan!” Topics: “Does Gender Equality Change the Traditional Family Model?”; “The Role of Women Entrepreneurs in the Economy”; “What Is Female Autonomy?”; “Domestic Violence: The Invisible Wound of Society”; “Women Entrepreneurs” (Agenda); and “What Prevents Women from Becoming Entrepreneurs?” (Voice of the City). Dates: 15 May; 16 May; 19 June; 14 July; 19 November; 25 November.</p>
	<p>“Qanundan kənar” Topics: Domestic violence. Date: 02 March.</p>
	<p>“Xəbərimiz var” Topics: “Domestic Violence: The Hidden Terror of Society”; “We Invite Women to Take the Wheel”; “Violence against Women - A Scourge of Our Time”; “Domestic Violence: Why Is the Number of Cases of Violence against Women Increasing?”; “International Women’s Entrepreneurship Day”; and “The Woman Who Changed the Mindset of an Entire Village”. Dates: 16 February; 21 May; 08 October; 19 November; 15 December.</p>
	<p>“Sabaha saxlamayaq” Topics: “Violence against Women in the Regions: How Can It Be Prevented?” Date: 08 December.</p>
<p>ARB</p>	<p>“Günə doğru” Topics: “Why Do Some Men Not Allow Their Wives to Work?”; “What Is the Biggest Problem Facing Women?”; “Why Do Women Seek Divorce?”; “Gender Inequality in Occupations”; “Men and Women: Who Excels in Which Profession?”; and “To Date, 169 Women Seeking to Become Taxi Drivers Have Passed the Required Examinations and Obtained the Relevant Licences”. Dates: 28 February; 07 March; 08 March; 13 March; 28 May; 24 September; 23 October.</p>
	<p>“Günə son” Topics: Information on training sessions conducted on “Family- and Gender-Oriented Policies: Benefits for Individuals, Organisations and Society”. Date: 14 June.</p>
	<p>“ARB Xəbər” Topics: “Women Bus Drivers Have Begun Operating in Baku’s Public Transport System for the First Time”. Date: 24 November.</p>
	<p>“Pərvizə görə” Topics: Discussions focusing on self-reliant, educated, and professional women who have achieved success in their respective fields. Date: 23 February.</p>

	<p>“Sən olsaydın” Topics: “Why Is a Girl’s Education Abroad Still Sometimes Met with Social Stigma?” Date: 31 July</p>
	<p>“Bizimləsən” Topics: Gender equality; sex selection before birth; and school dropout. Dates: 10 March; 15 May; 24 June; 30 October; 04 November.</p>
ATV	<p>“Xəbərin olsun” Topics: “We Have Many Successful Women in Politics”. Date: 21 March.</p>
	<p>“Prevention of Sex Selection” Public Service Announcement (1 minute 20 seconds) Broadcast Schedule: Aired once daily throughout 2025.</p>
ARB 24	<p>“ARB 24 Xəbərlər” Topics: “ECO Women’s Forum Held in Lachin”; “Award Ceremony for the Winners of the ‘Digital Entrepreneurship’ Competition Held under the ‘Women in ICT’ Project”; “Paid Paternity Leave in Azerbaijan”; and a report on the conference entitled “The Development of Society Begins with Security for All”, dedicated to the 16 Days of Activism against Gender-Based Violence campaign. Dates: 02 July; 24 July; 06 October; 25 November.</p>
	<p>“Tərs baxış” Topics: “Who Should Be the Dominant Party in Family Relations: Women or Men?” Date: 21 July.</p>
	<p>“İşgüzar səhər” Topics: “Training Conducted on Gender Equality and Gender-Based Discrimination”; and a press conference entitled “Family, Women’s and Children’s Issues in Azerbaijani Legislation”. Dates: 25 September; 04 November.</p>
Baku TV	<p>“Süjet” Topics: “What Tragedies Can Early Marriages Cause in the Future?”; “The Role of Women in Modern Society”; and “We Cancelled the Wedding and Everyone Dispersed: An Early Marriage Involving a Girl under the Age of 16 Was Prevented”. Dates: 13 September; 18 September; 21 October.</p>
	<p>“Aktual gündəm” Topics: “The Tragedy of Early Marriage: Tradition or Violence?” Date: 31 October.</p>
	<p>Süjet Topics: “Problems Caused by Early Marriages”; and “An Early Marriage Was Prevented in Neftchala District”. Dates: 16 September; 27 October.</p>

<p>Space TV</p>	<p>“Gəl danış”</p> <p>Topics: “Women Leaving Home and Children Dropping Out of Education”; “The Consequences of Early Marriage”; “Violence against Women”; “The Impact of Violence against Women on Children”; “Problems Caused by Early Marriage”; “Legal Mechanisms for Combating Domestic Violence”; “The Role of the State in Protecting Women’s Rights”; and “Strong Family, Strong Society”.</p> <p>Dates: 09 October; 10 November; 17 November; 18 November; 23 November; 24 November; 25 November; 08 December.</p>
<p>Kanal S</p>	<p>“Canlı yayım”</p> <p>Topics: Discussions on the increasing number of divorces in the country, with infidelity cited as the primary ground for divorce, and on maintaining amicable relations between former spouses following divorce; the launch of the “Responsible Fatherhood School” programme with the initiative and support of the Social Services Agency, aimed at strengthening fathers’ responsible parenting skills, fostering healthy family relationships, and supporting the physical and psychological development of children; the positive impact of fathers’ use of paid paternity leave; and the underlying factors and institutional impacts of the shortage of male educators in schools.</p> <p>Dates: 24 November; 28 November; 08 December; 18 December; 23 December.</p>
	<p>“Kanal S xəbər”</p> <p>Topics: Report on the receipt of 330 appeals through the “860 - Support Hotline for Gender-Based Violence” operated by the State Committee for Family, Women and Children Affairs.</p> <p>Date: 13 February.</p>
<p>Dünya TV</p>	<p>“Üz-üzə”</p> <p>Topics: Causes of family breakdown; early marriage; and family values.</p> <p>Dates: 14 January; 27 February; 04 June; 27 December.</p>
	<p>“DTV Aktual” Topics:</p> <p>Early marriage.</p> <p>Date: 17 January.</p>
<p>Naxçıvan TV</p>	<p>“Maddə X”</p> <p>Topics: Protection of women’s rights.</p> <p>Date: 27 November.</p>

TEACHING OF GENDER EQUALITY

Integration of Gender Equality Principles into General Education Textbooks

In accordance with the “**State Standards for General Education in the Republic of Azerbaijan**”, approved by **Resolution No. 361 of the Cabinet of Ministers of the Republic of Azerbaijan dated 29 September 2020**, the integration of topics related to human rights, with a specific focus on women’s rights, and gender equality into the content of relevant subjects taught at the general education level has been consistently ensured in an age-appropriate manner.

In accordance with the “**Rules for the Preparation of Textbooks, Teaching Aids and Other Instructional and Methodological Materials for General Education Institutions**”, approved by Resolution No. 67 of the Cabinet of Ministers of the Republic of Azerbaijan dated 25 February 2020, textbooks prepared for the general education level are assessed against the

criteria set out in Paragraphs 3.8.1 and 3.8.4 of the Rules. Within this framework, textbooks are reviewed to ensure the incorporation of multicultural values and gender equality principles, adherence to the principle of non-discrimination, and the consideration of other relevant matters.

To ensure that gender equality principles are duly reflected in textbooks, official notifications and letters are regularly addressed, both through formal and working channels, to publishing and printing entities involved in textbook development.

The Institute of Education of the Republic of Azerbaijan regularly conducts training programmes for textbook authors, experts responsible for the evaluation of textbooks, and teachers on safeguarding gender equality in textbooks used at the general education level.

Subjects on Gender Issues Taught in Higher Education Institutions in Azerbaijan

✓ **Baku State University** – The Faculty of Social Sciences and Psychology has incorporated the course “Introduction to Gender” into the University’s curriculum. The Department of Gender and Applied Psychology has also developed the programmes “Philosophical Foundations of Gender”, “Gender and Sociology”, and “Gender and Economics”, which are tailored to the specific academic focus of each faculty. At present, the Department offers the courses “Psychological Issues of Gender” and “Philosophical Issues of Gender” at the Faculty of Social Sciences and Psychology, while “Introduction to Gender” is taught as an elective course in 9 of the University’s 16 faculties.

✓ **Azerbaijan State University of Culture and Arts** – The elective course “Sociology of Gender” is incorporated into the curriculum.

✓ **The Academy of Public Administration under the President of the Republic of Azerbaijan** – The course “Gender and Social Policy” is delivered in English within the State and Public Relations major of the Faculty of Political Management.

✓ **Lankaran State University** – Instruction is provided in the course “Social Work and Gender” within the Social Work programme.

✓ **Mingachevir State University** – The programme “Socio-Psychological Service in Education” includes the course “Family and Gender Psychology”.

✓ **The Azerbaijan State Pedagogical University** – Gender-related topics are incorporated into the Multiculturalism course taught at the Faculty of Philology. The course “Gender Issues” is offered within the Social Work programme of the Faculty of History and Geography, while “Family and Gender Psychology” forms part of the curriculum at the Faculty of Preschool Education.

✓ **At the Shamakhi Branch of the Azerbaijan State Pedagogical University**, instruction is provided in the course “Family and Gender”, which addresses issues of gender equality.

✓ **At Nakhchivan Teachers’ Institute**, the course “Family and Gender Psychology”, focusing on gender equality, is delivered.

In 2025, the following topics were incorporated into and taught as part of the curricula of mandatory training courses for candidates who successfully passed recruitment competitions for service in the justice authorities and the Forensic Science Centre, candidates recruited to middle-ranking positions in the Penitentiary Service, candidates who passed recruitment competitions for the positions of enforcement officer in the local enforcement and probation bodies of the Ministry of Justice of the Nakhchivan Autonomous Republic and expert at the Forensic Science Centre, candidates who successfully passed the qualification examinations for admission to the Bar Association, and judicial candidates attending initial training courses, as well as the curricula of professional development courses conducted for employees of the Ministry of Justice, the Forensic Science Centre, the Enforcement Service, the Ministry of Justice of the Nakhchivan Autonomous Republic, and newly recruited staff of the Ministry’s Main Medical Department for the purpose of enhancing

their legal knowledge. The following topics were included and taught:

– **“Specific Features of the Execution of Sentences of Imprisonment in Respect of Convicted Persons with Special Needs (Juveniles, Women, Persons with Disabilities, Foreign Nationals, and Older Persons)”**;

– **“Combating Domestic Violence and Women’s Access to Justice”**;

– **“The Right to Respect for Private and Family Life under the European Convention on Human Rights (Article 8)”**;

– **“Presentation of the HELP Course ‘Women’s Access to Justice’”**;

– **“Prohibition of Discrimination under the European Convention on Human Rights (Article 14)”**.

A total of 663 candidates participated in the mandatory training courses covering the above-mentioned topics, as well as in the courses conducted for the purpose of acquiring legal knowledge.

In addition, the topic of the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) was incorporated into the distance professional development course for judges entitled **“Issues Related to the Application of the International Human Rights Obligations of the Republic of Azerbaijan”**. The training covered the Optional Protocol to CEDAW, individual complaint procedures, and the specific features of extradition and mutual legal assistance proceedings. The training was attended by 32 judges.

The Ministry of Internal Affairs prepared a methodological guide entitled “Additional Measures for the Prevention of Domestic Violence and Administrative Offences against Public Health” and distributed it to territorial police bodies. The subject is also taught at the Police Academy.

Promoting Gender Equality and Combating Gender-Based Violence in Higher and Vocational Education Institutions

- **Azerbaijan State University of Culture and Arts**

- In cooperation with the VarYox platform, training sessions entitled “Gender Inequality: Myths and Realities” and “Gender Equality and Gender-Based Domestic Violence” were conducted.

- **Azerbaijan State Oil and Industry University**

- Within the framework of cooperation with the Türkiye-based company TETHYS, a seminar entitled “Increasing the Role of Women in the Mining Industry” was organized.

- In cooperation with the State Committee for Family, Women and Children Affairs (SCFWCA) and the Education Development Fund, an awareness-raising training session for young women was conducted within the framework of the “Hanifa Malikova-Zardabi Scholarship Programme for Girls’ Education”.

- **Azerbaijan State University of**

- **Economics (UNEC)**

- Seminars dedicated to gender issues, sex-based discrimination, and existing social challenges in this field were organized.

- **Azerbaijan Tourism and Management University**

- An awareness-raising event entitled “Reproductive Health and Family Planning” was held.

- **Azerbaijan State Pedagogical University**

- A roundtable discussion entitled “Combating Gender-Based Violence” was organized.

- An awareness-raising meeting entitled “Early Marriage” was held.

- **Azerbaijan Technical University**

- A training session entitled “The Rise of the Professional Woman: The Psychology of Success” was conducted.

- **Azerbaijan Institute of Theology**

- The Institute hosted a roundtable discussion entitled “Gender Equality and



Women's Rights under the Constitution and Legislation of Azerbaijan".

- **Sumgait State University**

- An awareness-raising event entitled "Gender Equality in the Modern World" was organized.

- **Lankaran State University**

- An innovative event promoting the equal value of girls and boys was held.

- **Azerbaijan University**

- An awareness-raising event entitled "Early Marriage – Lost Dreams" was held.

- **Baku Business University**

- A seminar entitled "The Medical and Psychological Consequences of Early Marriage" was organized.

The following activities were conducted in vocational education institutions;

- **Shirvan State College of Economics and Humanities**

- Awareness-raising roundtable discussions and events entitled "Gender Equality" and "Let Us Say No to Early Marriage" were organized.

- **Sheki State Regional College**

- An awareness-raising event entitled "Gender-Based Violence, the Consequences of Early Marriage, Reproductive Health, and the Role of Women in the Family and Society" was held.

- **Astara Pedagogical College**

- Events entitled "Combating Gender-Based Violence" and "Reproductive Health and Family Planning" were held.

- **Food Industry College under the Azerbaijan State University of Economics (UNEC)**

- An awareness-raising training session entitled "Preventing Prenatal Sex Selection" was conducted.

- **Azerbaijan State Pedagogical College**

- An interactive meeting on reproductive health was conducted for students by a psychologist.

- **Masally State Regional College**

- A seminar entitled "Ensuring Gender Equality in Activities" was held.

- A special lesson entitled "Measures Taken to Prevent School Dropout and Its Gender Distribution" was organized.

Activities conducted in higher and post-secondary education institutions contributed to raising students' awareness of gender equality, the prevention of early marriage, the promotion of reproductive health, and combating gender-based violence.



COP29

Baku
Azerbaijan



During the 29th session of the Conference of the Parties (COP29) to the United Nations Framework Convention on Climate Change, held in Baku in 2024, the Parties decided to extend the Enhanced Lima Work Programme on Gender and its Gender Action Plan for a further ten years, reinforcing their commitment to gender-responsive climate policies. The process of developing the new Gender Action Plan was concluded during COP30, held in Belém, Brazil, from 10 to 22 November 2025, with the adoption of the Belém Gender Action Plan (2026–2034).

The Plan's key priorities include the systematic integration of gender considerations into climate action, strengthening climate finance for women-led initiatives, improving the gender data and indicators framework, and ensuring the meaningful participation of local community and Indigenous women in decision-making processes.

The third day of Baku Climate Action Week (BCAW 2025), held in Baku from 29 September to 3 October 2025, was dedicated to thematic discussions on strengthening climate resilience across key sectors, including agriculture, water, transport, smart cities, and women's leadership in climate action.

At the same time, women were to be engaged in awareness-raising activities on greenhouse gas emission reduction, energy conservation, the efficient use of water and food resources, and low-carbon agricultural and household practices, as well as in initiatives supporting women's public engagement in the fields of renewable energy and energy efficiency. The monitoring of the implementation of these measures, the evaluation of their outcomes, and the

documentation of good practices were identified as key monitoring and evaluation mechanisms within the framework of the implementation of the National Action Plan.

A number of activities on gender and climate change were implemented in 2025:

✓ At an international conference for young people organized by BAKUIMUN at Baku Oxford School, a representative of the National Hydrometeorological Service informed participants about recent climate change and gender-related initiatives implemented in Azerbaijan.

✓ Within the framework of the 69th session of the United Nations Commission on the Status of Women, a side event entitled "Baku Climate Coalition – Green Transition for SMEs: Empowering Women" was organized jointly with the Small and Medium Business Development Agency of the Republic of Azerbaijan, the Statistical, Economic and Social Research and Training Centre for Islamic Countries (SESRIC), and the Permanent Mission of the Economic Cooperation Organization to the United Nations.

✓ A panel session entitled "The Role of Women in Human Development for Climate Resilience" was organized within the framework of the Economic Cooperation Organization (ECO) Women Forum held in the city of Lachin.

✓ A training session entitled "Climate Change and Its Impact on Gender Equality" was conducted jointly by Azerbaijan University of Languages and the Public Union for Support to Women's Development and Enlightenment.

✓ During an environmental awareness seminar held at Baku Slavic University, a representative of the National Hydrometeorological Service delivered a presentation titled “Climate Change and a Comparative Analysis of the COP29 and COP30 Conferences”, highlighting climate change and gender issues discussed during the 29th and 30th Conferences of the Parties to the United Nations Framework Convention on Climate Change (UNFCCC).

At the international level, discussions on

gender issues during COP29 and COP30 focused on strengthening women’s leadership, securing climate finance for gender-responsive projects, and advancing the adoption of an ambitious updated Gender Action Plan at COP30.

- The training sessions and related events delivered knowledge and skills on the differing impacts of climate risks on women and men, as well as gender-responsive adaptation approaches.

1.3. ELIMINATION OF ALL FORMS OF DISCRIMINATION BASED ON GENDER (ARTICLE 2.0.4.)

Combating sex-based discrimination is one of the primary responsibilities of modern states and is grounded in the principles of human rights, justice, and gender equality.

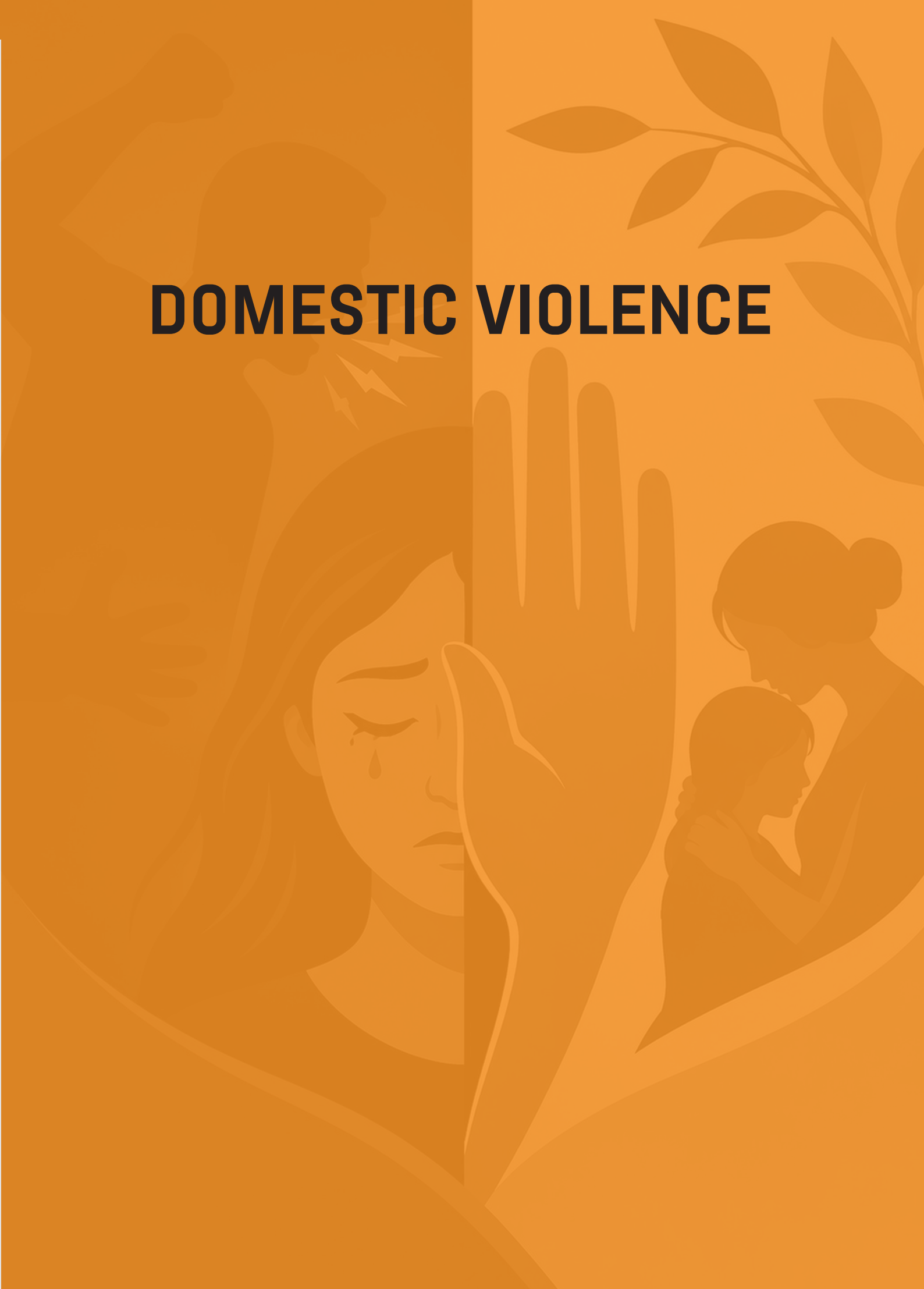
Gender equality should be ensured not only in legal instruments but also in everyday life, guaranteeing that every individual enjoys equal rights and opportunities regardless of sex.

Gender-based violence, including early marriage, domestic violence, negative gender stereotypes, and sex-selective abortions, remains among the major obstacles to social development. Such practices not only violate individual rights but also contribute to deepening social inequalities and deprive women and girls of access to education, healthcare, and economic opportunities. Therefore, addressing these challenges requires a systematic approach that combines awareness-raising at the individual level with legislative and institutional measures at the state level.

Promoting gender equality throughout society is essential for eliminating sex-based discrimination. Key measures in this regard include integrating the principles of equality into the education system, fostering appropriate gender perceptions in the media and public discourse, and eliminating stereotypes. At the same time, it is important to ensure women's active participation in decision-making processes, strengthen their economic independence, and implement sustained measures aimed at protecting their rights.

Ultimately, ensuring gender equality extends beyond the prevention of discrimination and contributes to the development of a more just, inclusive, and sustainable society. In this regard, the joint efforts of state institutions and civil society play a decisive role.

DOMESTIC VIOLENCE



DOMESTIC VIOLENCE, CRIMES AGAINST WOMEN, AND CRIMES COMMITTED BY WOMEN

Data from the Ministry of Internal Affairs of the Republic of Azerbaijan

In 2025, the Ministry recorded 8,889 appeals related to domestic violence, compared to 9,014 in 2024, 9,389 in 2023 and 9,864 in 2022. *The data indicate a consistent downward trend in the number of domestic violence-related appeals recorded between 2022 and 2025.*

Of the offences committed in the context of domestic violence, 1,202 involved the intentional infliction of minor bodily harm, 64 the intentional infliction of less serious bodily harm, 53 intentional homicide, 30 the intentional infliction of serious bodily harm, 20 attempted homicide, and 6 acts of torture. One case each involved threats to kill or cause serious bodily harm and unlawful deprivation of liberty, while 19 fell under other categories. In total, 143 offences were committed by previously convicted persons. No repeat offences under the same article of the Criminal Code were recorded among these individuals.

In 2025, a total of 1,396 domestic violence-related offences were recorded, and 1,413 victims were identified, including 1,176 women and 237 men. The corresponding figures were 1,471 victims in 2024 and 1,513 in 2023. In 2025, 39 offences against women resulting in death were recorded in the context of family conflicts and jealousy-related motives, compared to 42 in 2024.

No criminal offences involving the coercion of a woman into marriage were recorded in 2025.

2025-ci ildə qadınlara qarşı 6572, o In 2025, a total of 6,572 offences against women were recorded, including 2,435 violent offences. Of these, 157 (2.4%) involved the intentional infliction of bodily harm, 98 (1.5%) were acts of hooliganism, 334 (5.1%) were offences against sexual inviolability and sexual freedom, 21 (0.3%) were cases of rape, and 252 (3.8%) were human trafficking-related offences.

In 2025, a total of 4,516 individuals were identified in connection with offences committed against women, of whom 2,716 (60%) were held liable. In comparison, 4,468 individuals were identified and 2,745 were held liable in 2024.

As a result of operational-search activities carried out during the reporting year, 152 human trafficking offences, 1 forced labour offence, and 45 offences involving unlawful dealings in documents for the purpose of human trafficking were recorded. All 46 identified victims were women.

In 2024, a total of 162 human trafficking offences were recorded as a result of operational-search activities. Of the 91 victims of these offences, 90 were women.

In 2025, information was received regarding 305 suicides and 19,480 suicide attempts. A total of 43 offences of incitement to suicide were recorded, of which 20 victims were women and 23 were men.

In 2024, 52 offences of incitement to suicide were recorded, of which 35 victims were women and 17 were men.

In 2025, 57 women were recognized as victims in connection with 57 recorded offences involving the recruitment of women into prostitution. In 2024, 71 women were recognized as victims in connection with 70 recorded offences involving the recruitment of women into prostitution.

In 2025, a total of 7,564 offences related to the illicit trafficking of narcotic drugs were detected. Of the 5,566 identified perpetrators, 5,394 (96.9%) were men and 172 (3.1%) were women. For comparison, in 2024, a total of 8,678 such offences were detected. Of the 7,193 identified perpetrators, 6,970 (96.9%) were men and 223 (3.1%) were women.

The number of recorded offences increased in 2025 compared to 2024.

Data from the Prosecutor General’s Office of the Republic of Azerbaijan

In 2025, out of 21,195 victims of recorded criminal offences, 6,871 were women, of whom 3,022 sustained injuries and 279 lost their lives. By comparison, in 2024, women accounted for 7,130 of the 22,325 victims, of whom 3,059 sustained injuries and 268 died.

Regarding domestic violence-related criminal offences, 1,176 of the 1,413 victims in 2025 were women, compared to 1,228 of the 1,471 victims recorded in 2024. Among these women, 1,134

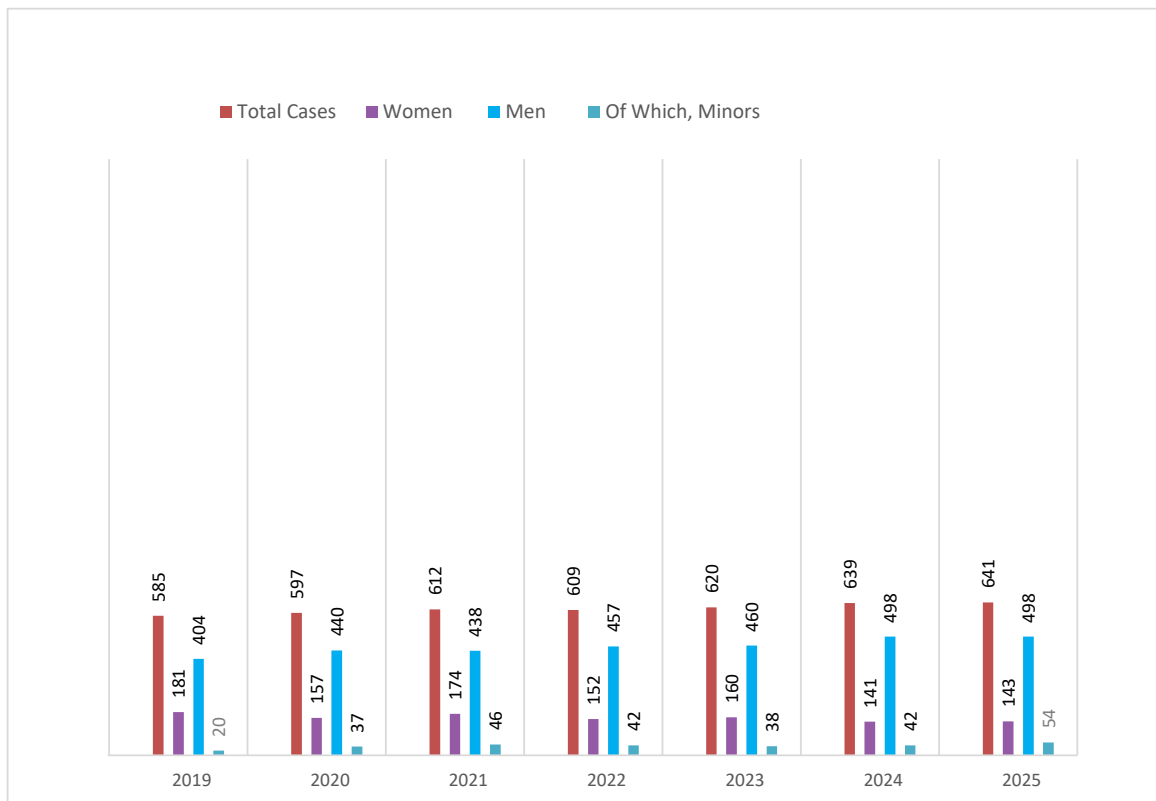
sustained injuries, compared to 1,196 in the previous year.

The number of women who died as a result of domestic violence was 40, compared to 29 in 2024. Of these, 38 were victims of homicide offences under Articles 120–122 of the Criminal Code of the Republic of Azerbaijan.

Furthermore, of the 21,031 identified offenders in 2025, 1,337 were women. In 2024, women accounted for 1,235 of the 22,485 identified offenders.

Suicide Statistics

In 2025, district and city prosecutor’s offices recorded 641 suicide cases, of which 498 involved men and 143 involved women. Among the individuals concerned, 54 were minors.



The data indicate an increase in the number of suicide cases among men and minors compared to previous years. However, the underlying factors contributing to this trend require further analysis and assessment.

Data from the Ministry of Justice of the Republic of Azerbaijan

- A total of 433 protection orders were under enforcement proceedings in 2025 (359 in 2024), including 381 short-term orders (325 in 2024) and 52 long-term orders (34 in 2024).
- Of these, 402 were issued in respect of women (338 in 2024) and 31 in respect of men (21 in 2024).
- Enforcement was completed and proceedings were terminated for 217 protection orders (190 in 2024).
- Proceedings relating to 20 protection orders were terminated on other grounds (12 in 2024).
- 35 protection orders were returned pursuant to Articles 7 and 9 of the relevant law (28 in 2024), while four were returned pursuant to Article 23.1.1 (none in 2024).
- Four protection orders were transferred to the competent territorial authorities (18 in 2024).
- A total of 153 protection orders remained pending and were carried forward to the next reporting period (111 in 2024).

For failure to comply with the requirements of the enforcement officer regarding the execution of a protection order, the court imposed administrative detention on one debtor.

No submissions were made to initiate criminal liability against debtors for failure to comply with court decisions issued under long-term protection orders.

According to information provided by the State Committee for Family, Women and Children Affairs of the Republic of Azerbaijan

In 2025, the State Committee received 558 applications related to the prevention of domestic violence.

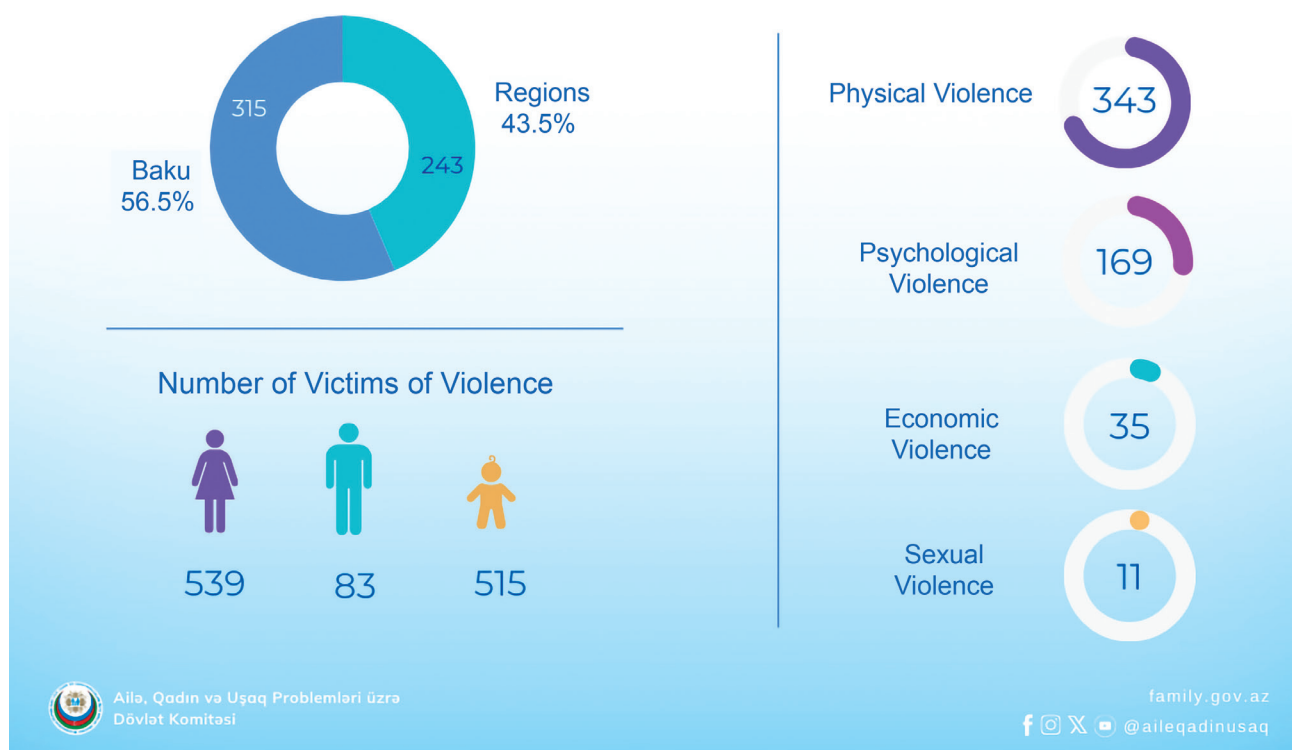
These applications concerned a total of 1,137 victims, including 539 women, 515 children and 83 men. Among the 549 identified male perpetrators, 228 were husbands, 108 were former husbands and 27 were persons with whom the victims were in non-marital relationships.

An analysis of the applications by type of violence indicates that 343 individuals were subjected to physical violence, 169 to psychological violence, 35 to economic violence and 11 to sexual violence.

For comparison, in 2024 the State Committee received 594 applications related to the prevention of domestic violence, while the recorded perpetrators included 555 men and 252 women.

The data indicate a decrease in the number of applications related to domestic violence received by the State Committee in 2025 compared to 2024.

ANALYSIS OF APPLICATIONS RELATED TO DOMESTIC VIOLENCE (January–December 2025)



Information provided by the Social Services Agency under the Ministry of Labour and Social Protection of the Population of the Republic of Azerbaijan

Starting from January 2023, the process of integrating the 116 123 Call Centre into the Ministry's 142 Call Centre was initiated. Following the completion of the integration process, the 116 123 Call Centre now provides round-the-clock services exclusively to persons affected by domestic violence.

At the same time, within the framework of the project "Support for the Development of Assistance Centres for Persons Affected by Domestic Violence", which has been implemented since 1 June 2024 through the Agency's social contracting mechanism, assistance centres have been established in the cities of Baku and Ganja to provide services to persons affected by domestic violence who are in need of social support.

The Social Services Agency provided relevant services to 282 persons affected by domestic violence over the past four years.

Over the past four years, 278 persons, including 178 children, have been reintegrated.

Throughout 2025, relevant services were provided to 74 persons affected by domestic violence. Of these, 48 were children. A total of 70 affected persons were reintegrated from the institution.

Throughout 2025, the Social Services Agency implemented a number of activities related to combating domestic violence:

- *Awareness-raising events on the topic of "Combating Domestic Violence" were organized at Secondary School No. 80 named after N. Ismayilov and Secondary School No. 96 named after Ilgar Aliyev;*

- *A video spot was produced within the framework of the "16 Days of Activism against Gender-Based Violence" campaign held from 25 November to 10 December;*

- *Training on combating domestic violence was organized for beneficiaries of the Vocational Rehabilitation Centre for Persons with Disabilities operating under the Agency;*

- *A seminar entitled "Ensuring Confidentiality in the Provision of Social Services to Persons Affected by Domestic Violence" was organized at the Shelter and Social Rehabilitation Institution for Vulnerable Population Groups operating under the Agency;*

- *An awareness-raising session on "Psychosocial Work with Persons Subjected to Violence" was conducted for specialists, including social workers, employed at centres operating within child-targeted projects implemented by NGOs and organized by the Agency;*

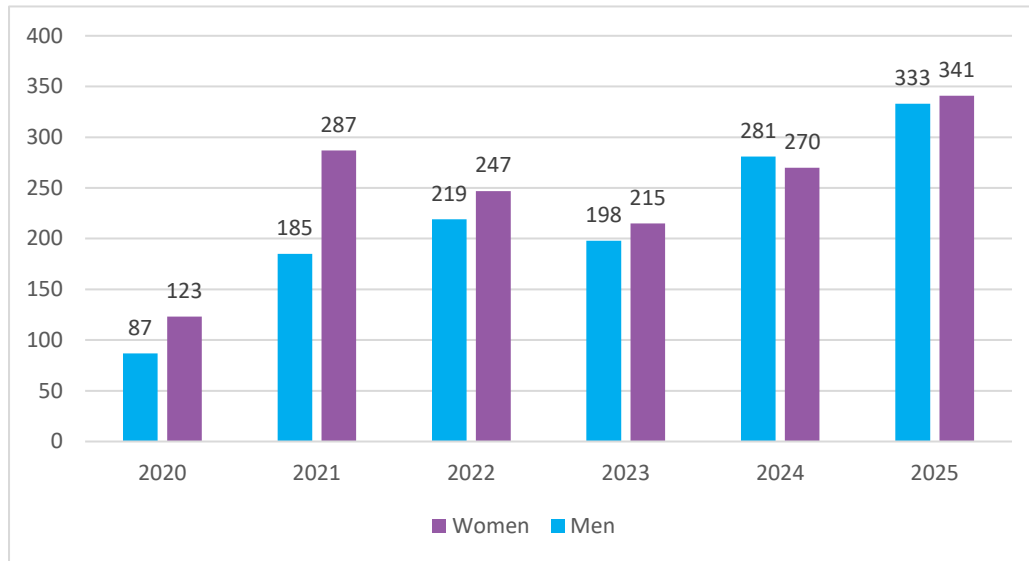
- *A meeting dedicated to combating domestic violence was held with NGO representatives;*

- *Training on combating domestic violence was delivered for DOST volunteers;*

- *Representatives of the Social Services Agency visited Sweden to study relevant experience in the prevention of domestic violence.*

Information provided by the Azerbaijan Bar Association

Number of Women and Men Who Received Free Legal Assistance from the Legal Aid Centre of the Azerbaijan Bar Association.



In 2025, legal assistance was provided to more than 10,000 citizens, compared with 5,663 in 2024.

Cases of domestic violence have a detrimental impact on societal development and the institution of the family, while also contributing to family breakdown.

Measures Taken to Combat Domestic Violence

The State Committee and other state authorities implemented a range of measures aimed at preventing domestic violence.

Measures Taken by the State Committee for Family, Women and Children Affairs:

- *An explanatory guidebook was prepared for the Monitoring and Coordination Groups on the Prevention of Domestic Violence established by local executive authorities. The guidebook was developed to address existing gaps in the implementation of the Law of the Republic of Azerbaijan on the Prevention of Domestic Violence and to serve as a resource for training activities.*

- *In 2025, training sessions were conducted for the Monitoring and Coordination Groups on the Prevention of Domestic Violence operating under the*

Executive Authorities of 45 cities and districts across six regions.

- *The State Committee conducted training sessions for psychologists working in general education schools in Baku's Khazar and Sabunchu districts on the topic "Identification of Children Affected by Domestic Violence and the Provision of Psychological Assistance."*

- *An electronic guide entitled "Rights of Victims of Domestic Violence" was developed and published on the State Committee's official website for wider dissemination.*

- *Pursuant to the Action Plan under the Protocol on Cooperation between the Governments of Azerbaijan and Türkiye in the Field of Family, Women and Children's Policy, a training session on "Protection of Children's Rights for Police Inquiry Officers and Investigators" was conducted. During the event, experts invited from the Ministry*



of Family and Social Services of the Republic of Türkiye delivered presentations on the experience of Türkiye regarding the specific features of pre-trial proceedings involving juveniles in criminal prosecution, safeguards for the protection and support of child victims and witnesses during criminal investigations, and mechanisms of cooperation between criminal justice authorities and institutions responsible for the protection of children's rights. A total of 40 participants, comprising inquiry officers and investigators from the Ministry of Internal Affairs, took part in the training.

• **Measures Taken by the Ministry of Internal Affairs of the Republic of Azerbaijan:**

• For the purpose of studying the provisions of the United Nations Convention on the Elimination of All Forms of Discrimination against Women and its Optional Protocol, as well as the Organization's methodology for combating violence against women and children, including domestic violence, 822 personnel of the internal affairs bodies were involved in training sessions, seminars, workshops

and courses organized both in the Republic of Azerbaijan and abroad.

• A total of 12 employees of the Ministry of Internal Affairs participated in the HELP courses conducted for law enforcement personnel under the Project on Preventing and Combating Violence against Women and Domestic Violence within the framework of the Council of Europe and European Union Joint Programme "Partnership for Good Governance", as well as in a roundtable discussion on the analysis of legislative and policy gaps.

• In order to ensure the consistent implementation of activities aimed at identifying and preventing violence against women, the "2025 Action Plan on the Prevention of Violence against Women and Domestic Violence-Related Crimes" was approved and put into effect jointly with relevant state authorities. In addition, a methodological guide entitled "Additional Measures for the Prevention of Domestic Violence and Administrative Offences against Health" was prepared and circulated to territorial police authorities. The relevant subject has been taught and continues to be offered at the Police Academy.

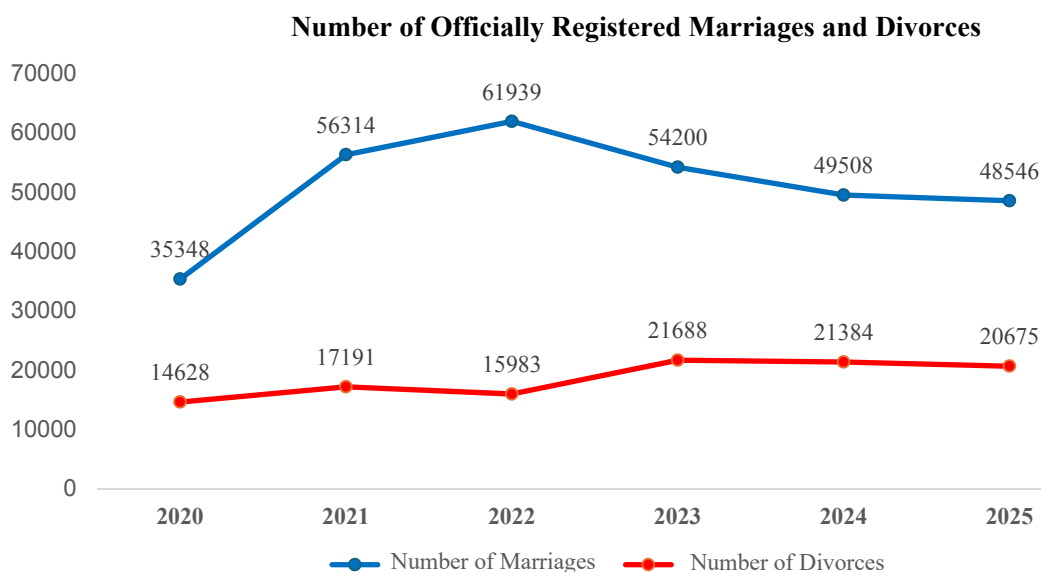
MARRIAGES AND DIVORCES



DATA FROM THE STATE STATISTICAL COMMITTEE OF THE REPUBLIC OF AZERBAIJAN

According to data recorded by the District (City) Registration Departments of the Ministry of Justice, 48,546 marriages and 20,675 divorces were registered in the country in 2025.

Compared to 2024, the number of marriages per 1,000 population decreased from 4.9 to 4.7 in 2025, while the number of divorces per 1,000 population decreased from 2.1 to 2.0.



As shown in the graph on the number of registered marriages and divorces for the 2020–2025 period, a year-on-year decrease in the number of marriages was observed over the 2022–2025 period.

A year-on-year decrease in the number of divorces was also observed over the 2023–2025 period.

Annual Number of Officially Registered Divorces by Economic Regions and Administrative Territorial Units of the Republic of Azerbaijan

Azerbaijan Republic		2024	2025
		21384	20675
1	Baku City - Total	6673	6307
2	Nakhchivan Autonomous Republic - Total	969	889
3	Absheron-Khizi Economic Region - Total	1495	1504
4	Mountainous Shirvan Economic Region - Total	549	577
5	•Ganja-Dashkasan Economic Region - Total	1540	1374
6	Karabakh Economic Region - Total	1591	1590
7	Gazakh-Tovuz Economic Region - Total	1243	1228
8	Guba-Khachmaz Economic Region - Total	943	922
9	Lankaran-Astara Economic Region - Total	1375	1292
10	Central Aran Economic Region - Total	1452	1442
11	Mil-Mughan Economic Region - Total	843	852
12	Sheki-Zagatala Economic Region - Total	977	1065
13	East Zangezur Economic Region - Total	766	711
14	Shirvan-Salyan Economic Region - Total	968	922

The table of officially registered divorces for the 14 economic regions of the Republic of Azerbaijan in 2025 shows that **the highest numbers of divorces** were recorded in the **Karabakh (1,590), Absheron-Khizi (1,504), Central Aran (1,442) and Ganja-Dashkasan (1,374)** economic regions.

The **lowest numbers of divorces** were recorded in the **Mountainous Shirvan (577) and East Zangezur (711)** economic regions.

DATA FROM THE MINISTRY OF JUSTICE OF THE REPUBLIC OF AZERBAIJAN

Comparative Data on the Regional Distribution and Number of Registered Marriages Between Persons Considered Relatives, 2020–2025

No	Names of Regions	2020	2021	2022	2023	2024	2025
1	Baku	104	598	742	504	595	360
2	Nakhchivan	6	43	38	37	35	10
3	Absheron-Khizi	50	226	168	171	175	122
4	Mountainous Shirvan	20	123	126	109	95	73
5	Ganja-Dashkasan	19	118	147	107	62	46
6	Karabakh	26	153	222	214	139	139
7	Gazakh-Tovuz	14	51	47	66	40	19
8	Guba-Khachmaz	14	57	72	55	51	27
9	Lankaran-Astara	32	197	274	227	279	223
10	Central Aran	33	152	187	137	148	97
11	Mil-Mughan	56	264	296	203	228	171
12	Sheki-Zagatala	6	62	58	24	38	15
13	East Zangezur	3	15	6	6	9	5
14	Shirvan-Salyan	12	141	159	90	164	105
	Total:	395	2200	2542	1950	2058	1412

Note: Pursuant to Law No. 1198-VIQD of 28 June 2024, Article 12 of the Family Code of the Republic of Azerbaijan was amended to include marriages between a biological uncle (maternal uncle) and his niece, as well as between a biological aunt and her nephew, among the impediments to marriage. This Law entered into force on 1 July 2025. Until that date, the state registration of marriages was carried out in accordance with the previous provisions of the legislation.

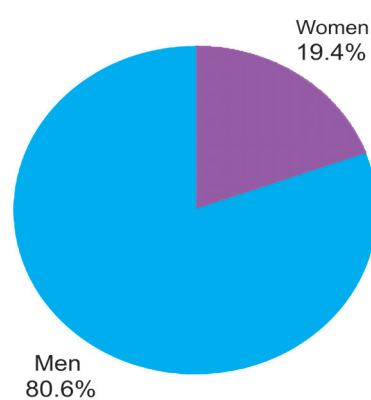
An entry on the kinship relationship between persons entering into marriage was added to marriage act records by Resolution No. 214 of the Cabinet of Ministers of the Republic of Azerbaijan dated 23 June 2020 and was abolished by Resolution No. 20 dated 1 February 2025.

DATA FROM THE MEDIATION COUNCIL

Overview of Applications Received by the Mediation Council and Mediation Activities in 2025

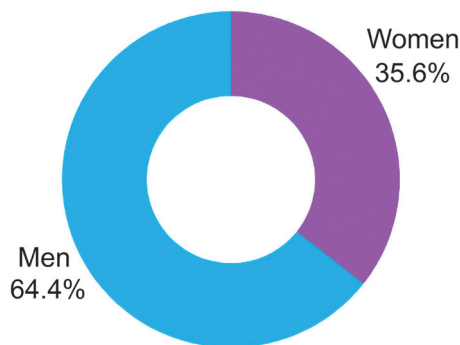
At present, 72 mediation organizations entered into the Register of the Mediation Council operate within the territory of the Republic of Azerbaijan. Of these, 21 are located in the city of Baku, 1 in the Nakhchivan Autonomous Republic, and 50 provide services in various cities and districts of the country. **Of the directors of mediation organizations, 14 are women and 58 are men.**

Gender Distribution of Directors of Mediation Organizations



A total of 396 mediators are engaged in professional activities within the Republic of Azerbaijan. Of these, 216 provide mediation services in the city of Baku, 6 in the Nakhchivan Autonomous Republic, and 173 in other cities and districts of the country. **Of the mediators operating in Azerbaijan, 255 are male mediators and 141 are female mediators.**

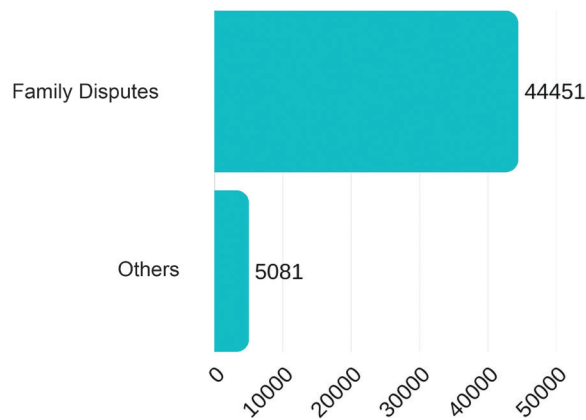
Gender Breakdown of Mediators



In 2025, a total of 49,532 applications were received by mediation organizations. Of these, 44,451 applications concerned family disputes, 4,136 applications concerned labour disputes, 157 applications concerned commercial disputes, and 781 applications concerned civil disputes.

In addition, during the reporting period, mediation was sought in 1 administrative case and 6 probation-related disputes.

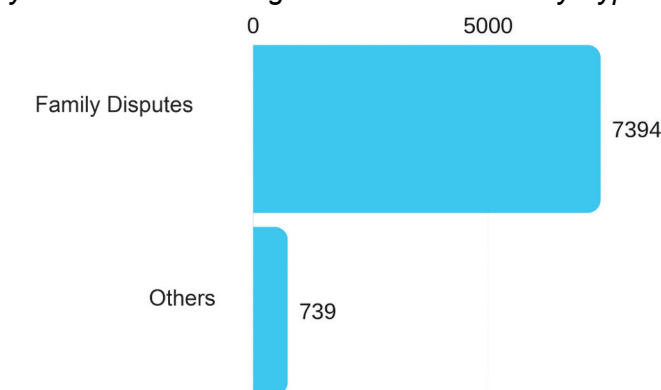
Analysis of Applications Received by Type of Dispute



Of the applications received, 49,494 were completed. Of the completed cases, 24,297 involved only one party participating in the initial mediation session, while 9,034 cases were discontinued after proceeding to the full mediation session. In addition, a total of 8,030 persons withdrew their applications in relation to the dispute.

Throughout 2025, a total of 8,133 settlement agreements were concluded, constituting a successful outcome of 47.4% across all indicators under review. Of the settlement agreements concluded, 7,394 related to applications concerning family disputes, 434 to applications concerning labour disputes, 42 to applications concerning commercial disputes, and 257 to applications concerning civil disputes.

Analysis of Settlement Agreements Reached by Type of Dispute



By the Mediation Council in the Field of Promoting Gender Equality,

- A roundtable discussion on “Combating Gender-Based Violence” was organized by the Salyan Mediation Organization No. 1 in cooperation with the Salyan District Executive Authority, the Heydar Aliyev Center of Salyan District, and the Salyan District branch of the New Azerbaijan Party (YAP).

- An event on “Preventing Gender-Based Violence” was organized by the Göygöl Mediation Organization No. 1 in cooperation with the Goygol District Executive Authority, the Göygöl Youth House, the Goygol Police Department, the Göygöl Vocational School, and the Göygöl Cultural Representation Office.

- Events were held by local mediation organizations in Baku, Ganja, and Goygol District within the framework of the “16 Days of Activism against Gender-Based Violence” campaign.

- A panel discussion on “Gender Equality” was organized by the Agjabadi Mediation Organization No. 1 in cooperation with the Agjabadi District Executive Authority, the Agjabadi Regional ASAN Service Center, and the Aran newspaper.

- Training sessions on “Combating Domestic Violence for Mediators” were conducted in Baku and Sumqayıt by the Mediation Council.

- A conference–public discussion on “Mediation – New Trends and Expectations” was jointly organized by the State Committee for Family, Women and Children Affairs, the Sumqayıt City Executive Authority, the Social Services Agency under the Ministry of Labour and Social Protection of the Population, the Mediation Council, and the Sumqayıt Mediation Organization No. 1.



DATA FROM THE JUDICIAL-LEGAL COUNCIL OF THE REPUBLIC OF AZERBAIJAN

The number of civil cases related to family disputes in courts in 2025 amounted to 46,219 cases.

Categories	Number of Cases in Proceedings
Total family dispute cases:	46219
<i>Of which:</i> Modification, dissolution, and invalidation of marriage contracts:	29068
<i>Including:</i> Assignment of alimony	11964
Establishment of paternity and recognition of paternity through court procedure	983
Adoption	256
Revocation of adoption	35
Deprivation of parental rights	155
Restriction of parental rights	21
Child custody claims	1019
Contact with child (visitation rights)	1965
Permission for a child to leave the country without the consent of a parent, adoptive parent, guardian, or custodian	970
Claims for establishment of alimony	4712
Increase of alimony	1489
Reduction of alimony	986
Other claims related to family relations	4560

Court Cases Referencing Specific Legislation in Judicial Decisions (2025)

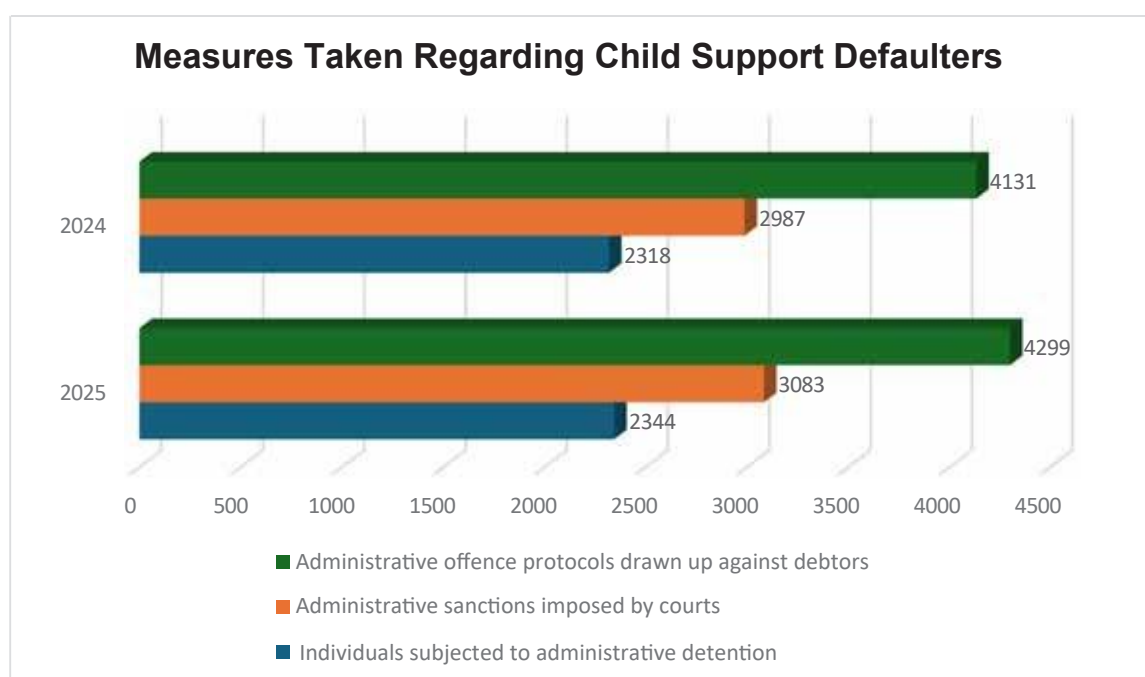
1) Law of the Republic of Azerbaijan “On Guarantees of Gender (Men and Women) Equality” – 0 cases

2) Law of the Republic of Azerbaijan “On Prevention of Domestic Violence” – 19 cases

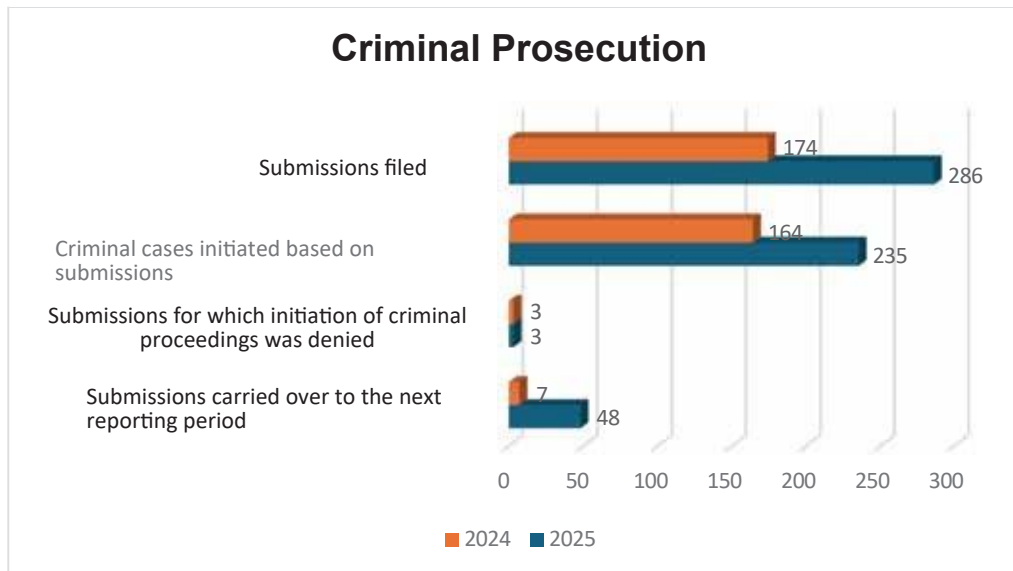
- Kalbajar District Court – 1
- Ganja City Court – 1
- Baku City Binagadi District Court – 3
- Baku City Nasimi District Court –
- Baku City Sabunchu District Court – 1
- Baku City Sabail District Court – 2
- Baku City Surakhani District Court – 1
- Baku City Khatai District Court – 3
- Baku City Yasamal District Court – 4
- Sumqayit City Court – 2

Parents Evading Child Support Payments

In 2025, administrative offence protocols were drawn up against 4,299 debtors for failure to pay child support (compared to 4,131 in 2024). Courts imposed administrative sanctions based on 3,083 of these protocols (2,987 in 2024), and 2,344 individuals were subjected to administrative detention (2,318 in 2024).



In 2025, 286 submissions regarding criminal prosecution were filed (compared to 174 in 2024). Among these, criminal cases were initiated based on 235 submissions (164 in 2024), the initiation of criminal proceedings was denied for 3 submissions (3 in 2024), and 48 submissions were carried over to the next reporting period (7 in 2024).



EARLY MARRIAGE



EARLY MARRIAGE

The Rules on Raising Awareness among Young People about the Importance of Family and Marriage, Their Protection and Strengthening, and the Negative Consequences of Early Marriage and Marriage Between Relatives were approved by Resolution No. 213 of the Cabinet of Ministers of the Republic of Azerbaijan dated 23 July 2020.

Pursuant to these Rules, 13 state institutions and all local executive authorities were assigned specific responsibilities related to the prevention of early marriage. In accordance with their designated mandates, these institutions submit annual information on activities carried out in this area to the State Committee for Family, Women and Children Affairs. The State Committee compiles the information received and publishes a consolidated annual report on its official website.

In addition, the Committee regularly organizes awareness-raising seminars and meetings in the regions, particularly in remote villages and settlements, involving teachers, students, and parents. During these meetings, detailed information is

provided on early marriage and its consequences.

Girls who enter into early marriage often discontinue their education, which limits their future employment opportunities. Early marriage also contributes to increased maternal and child mortality. In addition, girls who marry at an early age are frequently exposed to domestic violence, and where marriages are not officially registered, difficulties may arise in ensuring the protection of their rights.

Despite ongoing awareness-raising efforts and preventive measures, early marriage remains a persistent problem. Millions of children around the world fall victim to this harmful practice each year. Promoting education is one of the most effective long-term strategies for combating early marriage. Girls who attend school acquire knowledge and skills that enable them to contribute to the social and economic development of society, which in turn positively influences their status within the family and the upbringing of their children.

The annual number of early marriages is assessed based on the number of children born to mothers under the age of 18.

In 2025, the number of children born to mothers under the age of 18 was 877.

Compared with 2024, this figure decreased by 402, from 1,279 to 877.

NUMBER OF CHILDREN BORN TO MOTHERS UNDER THE AGE OF 18, 2025

Names of Economic Regions and Administrative Territorial Units	Number of Births - Total	<i>of which: born to women under the age of 18</i>
Azerbaijan Republic – Total	95875	877
Baku city – Total	18618	41
Nakhchivan Economic Region – Total	3437	24
<i>including:</i>		
Nakhchivan city	624	1
Babek district	667	6
Julfa district	333	1
Kangarli district	292	3
Ordubad district	290	-
Sadarak district	173	-
Shahbuz district	175	-
Sharur district	883	13
Absheron-Khizi Economic Region – Total	4998	19
<i>including:</i>		
Sumgait city	2529	9
Absheron district	2328	9
Khizi district	141	1
Mountain Shirvan Economic Region – Total	3805	53
<i>including:</i>		
Agsu district	940	15
Ismayilli district	914	7
Gobustan district	668	7
Shamakhi district	1283	24
Ganja-Dashkasan Economic Region – Total	5104	81
<i>including:</i>		
Ganja city	2164	17
Naftalan city	71	-
Dashkasan district	371	18
Goranboy district	1133	24

Goygol district	738	15
Samukh district	627	7
Karabakh Economic Region – Total	8469	126
<i>including:</i>		
Khankendi city	31	-
Agjabadi district	1601	44
Aghdam district	2059	21
Aghdara district	97	-
Barda district	1830	40
Fuzuli district	1476	7
Khojaly district	199	-
Khojavend district	146	1
Shusha district	243	-
Tartar district	787	13
Gazakh-Tovuz Economic Region – Total	7211	113
<i>including:</i>		
Aghstafa district	955	26
Gadabay district	990	19
Gazakh district	959	9
Shamkir district	2261	29
Tovuz district	2046	30
Guba-Khahmaz Economic Region – Total	5769	25
<i>including:</i>		
Khahmaz district	1813	8
Guba district	1922	12
Gusar district	979	-
Siyazan district	438	3
Shabran district	617	2
Lankaran-Astara Economic Region – total	10640	92
<i>including:</i>		
Astara district	1424	6
Jalilabad district	3061	39
Lerik district	1022	9
Names of Economic Regions and Administrative Territorial Units	Number of Births - Total	<i>of which: born to women under the age of 18</i>
Lankaran district	1959	8
Masally district	2186	21
Yardymly district	988	9
Central Aran Economic Region – Total	7700	126
<i>including:</i>		
Mingachevir city	867	7
Agdash district	1140	12
Goychay district	1245	7
Kurdamir district	1327	18

Ujar district	971	20
Yevlakh district	1479	59
Zardab district	671	3
Mil-Mugan Economic Region – Total	5687	88
<i>including:</i>		
Beylagan district	1059	12
İmishli district	1346	26
Saatly district	1175	17
Sabirabad district	2107	33
Sheki-Zagatala Economic Region – Total	5728	29
<i>including:</i>		
Balaken district	833	5
Gakh district	566	5
Gabala district	1164	9
Oguz district	440	3
Sheki district	1599	7
Zagatala district	1126	-
East Zangazur Economic Region – Total	3378	13
<i>including:</i>		
Jabrayil district	733	1
Kalbajar district	936	7
Gubadly district	379	3
Lachin district	937	1
Zangilan district	393	1
Shirvan-Salyan Economic Region – Total	5331	47
<i>including:</i>		
Shirvan city	802	5
Bilasuvar district	1321	8
Names of Economic Regions and Administrative Territorial Units	Number of Births - Total	<i>of which: born to women under the age of 18</i>
Hajigabul district	792	12
Neftchala district	795	3
Salyan district	1621	19

REDUCTION OF THE MARRIAGEABLE AGE BY ONE YEAR ACROSS THE ECONOMIC REGIONS OF AZERBAIJAN (AS OF 1 JULY 2025)

Names of Administrative Districts	Number of Districts and Cities	Total Reduction of the Marriageable Age by One Year
Absheron-Khizi	Sumqayıt city - 0 Absheron district - 0 Khizi district - 1	1
Ganja-Dashkesen	Ganja city - 2 Naftalan city - 0 Dashkesen district - 0 Goranboy district - 0 Goygol district - 4 Samukh district - 2	8
Sheki-Zagatala	Sheki city - 0 Balaken district - 0 Gakh district - 0 Gabala district - 0 Oguz district - 0 Zagatala district - 0	0
Lankaran-Astara	Lankaran city - 1 Astara district - 0 Jalilabad district - 0 Masally district - 1 Lerik district - 0 Yardymly district - 2	4
Guba-Khachmaz	Guba district - 0 Gusar district - 0 Xachmaz district - 0 Siyazan district - 2 Shabran district - 0	2
Central Aran	Mingachevir city - 0 Kurdamir district - 0 Agdash district - 2 Goychay district - 0 Ujar district - 1 Yevlakh district - 5 Zardab district - 4	12
	Shusha city - 0 Agjabadi district - 0	22

Kharabakh	Agdam district – 2 Barda district – 15 Fuzuli district – 0 Khojaly district – 0 Khojavend district - 2 Tartar district – 3	
East Zangazur	Kalbajar district - 0 Gubadly district – 0 Zangilan district - 0 Lachin district – 0 Jabrayil distrtr - 0	0
Mountainous Shirvan	Ağsu district – 10 İsmayılılı district – 1 Qobustan district - 4 Şamaxı district – 18	33
Nakhichivan	Babek - 0 Julfa 0 Kangarli - 0 Ordubad - 0 Sadarak - 0 Shahbuz - 0 Sharur - 0 Nakhichvan - 0	0
Baku	Binagadi - 0 Nasimi - 0 Nizami - 0 Narimanov - 0 Yasamal - 0 Khatai - 0 Khazar - 0 Surakhany - 0 Sabunchu - 0 Sabail - 0 Gadadag - 0 Pirallahy - 0	0
Gazakh -Tovuz	Agstafa district – 0 Gadabay district - 0 Shamkir district – 1 Gazakh district – 0 Tovuz district – 3	4
Mil-Mugan	Beylagan district – 3 İmişli district – 0 Saatly district – 0 Sabirabad district - 0	3

Shirvan-Salyan	Bilasuvar district - 8 Hajigabul district - 0 Salyan district - 0 Neftchala district - 0 Shirvan - 0	8
Total	By the 14 Economic Districts	97

Information received regarding the one-year reduction of the marriageable age across the 14 economic regions of the Republic as of 1 July 2025 (within the half-year period) was reviewed; following the determination of valid reasons, permission was granted to 97 minors by the executive authorities.

In 2024, information received regarding the one-year reduction of the marriageable age was examined, and following the determination of valid reasons, permission was granted by executive authorities for 185 minors (249 in 2023).

Carried out by the Ministry of Internal Affairs

Through preventive measures implemented, 90 cases of attempted early marriage were identified, 28 individuals were brought to criminal liability, administrative penalties were imposed on 5 parents and 41 other relevant persons, and preventive work was carried out with an additional 57 individuals. Furthermore, in relation to 15 bride kidnapping cases, criminal proceedings were initiated under the article on kidnapping of the Criminal Code, and appropriate legal measures were taken against 32 individuals.

Carried out by the State Committee for Family, Women and Children Affairs

- Awareness-raising meetings on the negative consequences of early marriage and consanguineous marriage were held at universities and colleges.
- With the support of the Ministry of Science and Education, the State Committee for Family, Women and Children Affairs held meetings for upper-grade students of general education schools in Baku on the consequences of early marriage and consanguineous marriage. Three social videos were shown during the meetings.
- In cooperation with the Public Union "Regional Development," the State Committee for Family, Women and Children Affairs organized training programmes in the Guba district for regional representatives and activists of the Child Ambassadors Council on the topics of "The consequences of early marriage," "Child participation," "Safe internet environment for children: existing threats and legal aspects," "The impact of harmful habits on children's health," and "Digital security."

- At the initiative of regional representatives of the Child Ambassadors Council, events were held in secondary schools across the regions under the titles “Girls Move Forward with Healthy Steps into the Future,” “Build the Future, Do Not Leave Life Incomplete,” “Girls Join the Discussion,” “Let’s Say No to Early Marriage,” and “Let’s Say No to Early Marriage and Drug Addiction.”

- To prevent cases of girls dropping out of education, an awareness-raising training session was held at Secondary School No. 295 in Baku for students of grades VII–X and their parents.

Printed/Electronic Materials

- The publication “Recommendations for Young Families” (8,000 copies), commissioned by the State Committee for Family, Women and Children Affairs, was distributed to local executive authorities (7,600 copies) for dissemination among young people.

- Two social videos on the negative consequences of early marriage and consanguineous marriage, prepared in 2024 by the State Committee, were submitted via official letter to relevant state bodies and non-governmental organizations for sharing on social media platforms.

- The awareness-raising printed materials prepared by the State Committee across 12 topics (including stickers such as “Early marriage makes a parent a criminal! Call 116-111!”, “Listen to your child’s problems! Prevent suicide! Call the hotline 116-111”, “Drugs are a trap of death! Say no to drug addiction!”, “Sport is a healthy lifestyle!”, “Love and protect your life! Stop AIDS”, among others) were sent to the Binagadi District Executive Authority of Baku City for placement on information boards (600 copies).



Carried out by the Social Services Agency under the Ministry of Labour and Social Protection of the Population

- A training session on the negative impacts of early marriage and consanguineous marriage was organized at the Vocational and Labour Rehabilitation Centre for Persons with Disabilities under the Agency;
- A training session on the negative impacts of early marriage and consanguineous marriage was organized at the Children's Home No. 3 (Social Service Institution) under the Agency;
- An awareness-raising meeting on the social and psychological impacts of early marriage was held with the beneficiaries of the "Support for the Development of Social Shelters" project, implemented under the Agency's social commissioning mechanism, at a shelter facility.

Carried out by the State Committee for Work with Religious Organizations

- Seminars were held in Baku, as well as in the Siyazan, Gabala, Sheki, Saatly, and Yardimli districts on the topics of "Early marriage and its consequences," "Early marriage: legal and moral dimensions," "Protection of children's rights – the problem of early marriage and ways to combat it," "The physical, moral, and psychological harms of early marriage," and "Early marriage and its impact on children's rights," with the participation of a total of 320 teachers, students, religious figures, heads of religious communities, and representatives of the public.
- Events were organized in the Zagatala, Agdash, Bilasuvar, Ujar, Gabala, and Sheki districts on the topics of "The importance of girls' education: what do religious sources say?," "Legal and moral responsibilities for preventing girls' school dropout," and "Legal consequences of early marriage and school dropout," with the participation of a total of 240 teachers, students, as well as religious figures, heads of religious communities, and representatives of the public.

Measures related to early marriage have been continued in the Nakhchivan Autonomous Republic.

- **The Public Legal Entity "State Agency for Compulsory Health Insurance of the Nakhchivan Autonomous Republic"** published 11 awareness-raising posts on social media on the topics of "Early marriage is a crime," "The consequences of consanguineous marriages," "According to Article 10 of the Family Code, the legal marriage age for women is 18," "Forced marriage of underage girls is violence against a child," and "Healthy generation."
- **Jointly organized by the Ministry of Education of the Nakhchivan Autonomous Republic, the State Committee for Family, Women and Children Affairs of the Nakhchivan Autonomous Republic, and local executive authorities,** awareness-raising trainings, discussions, and events were held in secondary schools on "Protection of girls' right to education and elimination of gender stereotypes in the education system, negative consequences of early marriage," and "Let's say no to early marriage."

SEX SELECTION BEFORE BIRTH (SEX-SELECTIVE ABORTIONS)



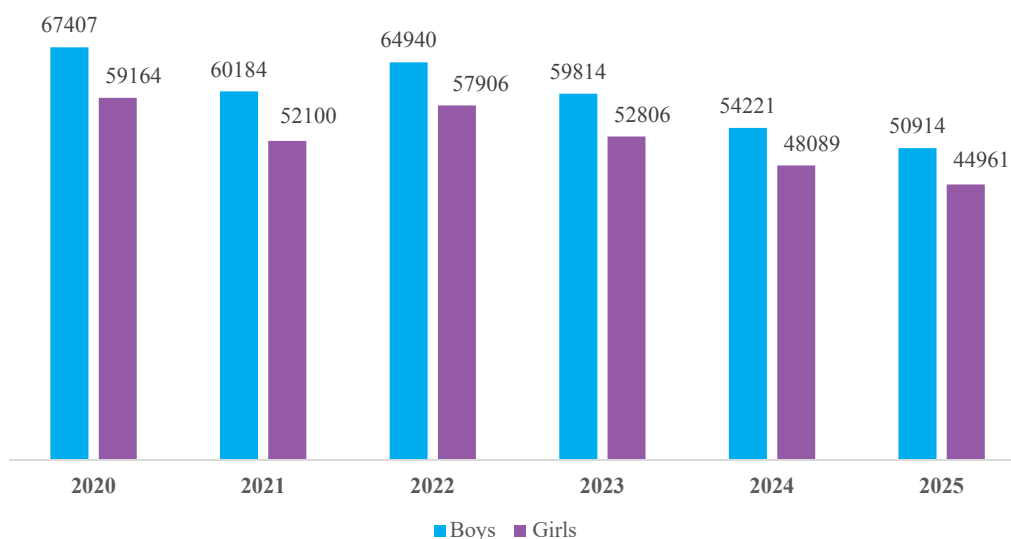
Measures to Prevent Prenatal Sex Selection (Selective Abortion)

According to data from the State Statistical Committee of the Republic of Azerbaijan, in 2025 a total of 95,875 children were born, of whom 50,914 were boys and 44,961 were girls. The difference between the number of boys and girls born was 5,953. The sex ratio at birth was 113 boys per 100 girls.

In 2024, a total of 102,310 children were born, including 54,221 boys and 48,089 girls. The difference between the number of boys and girls was 6,132. The sex ratio at birth was 113 boys per 100 girls.

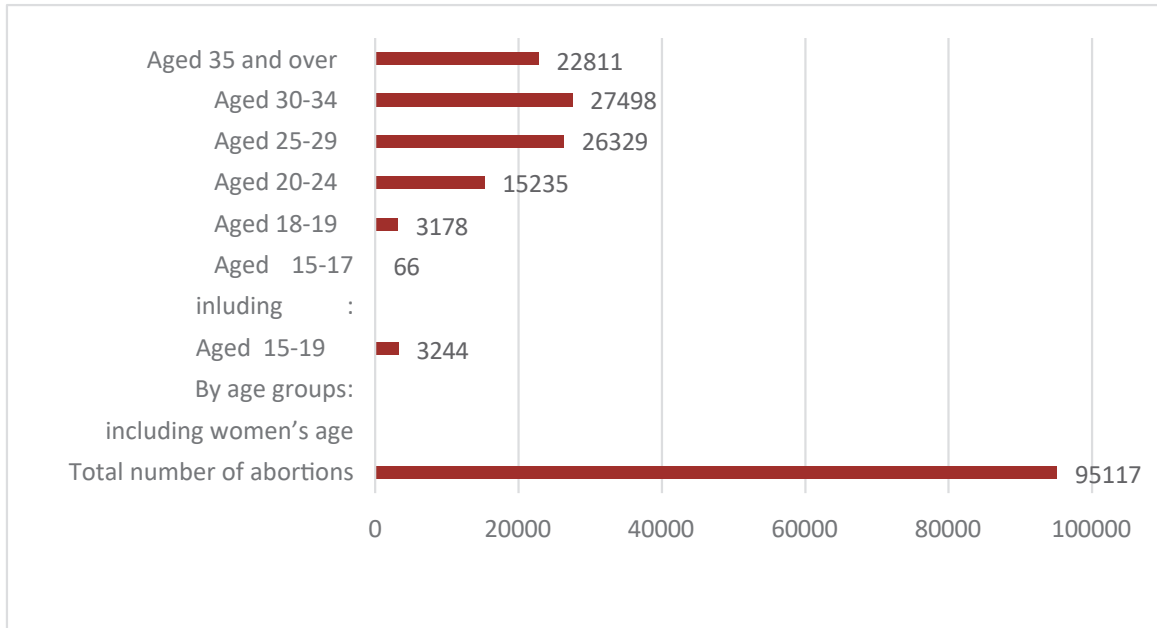
Compared with 2024, the difference between the number of boys and girls born decreased from 6,132 to 5,953 in 2025.

Number of births, persons



The graph shows that from 2022 to 2026, the number of both girls and boys born continued to decline.

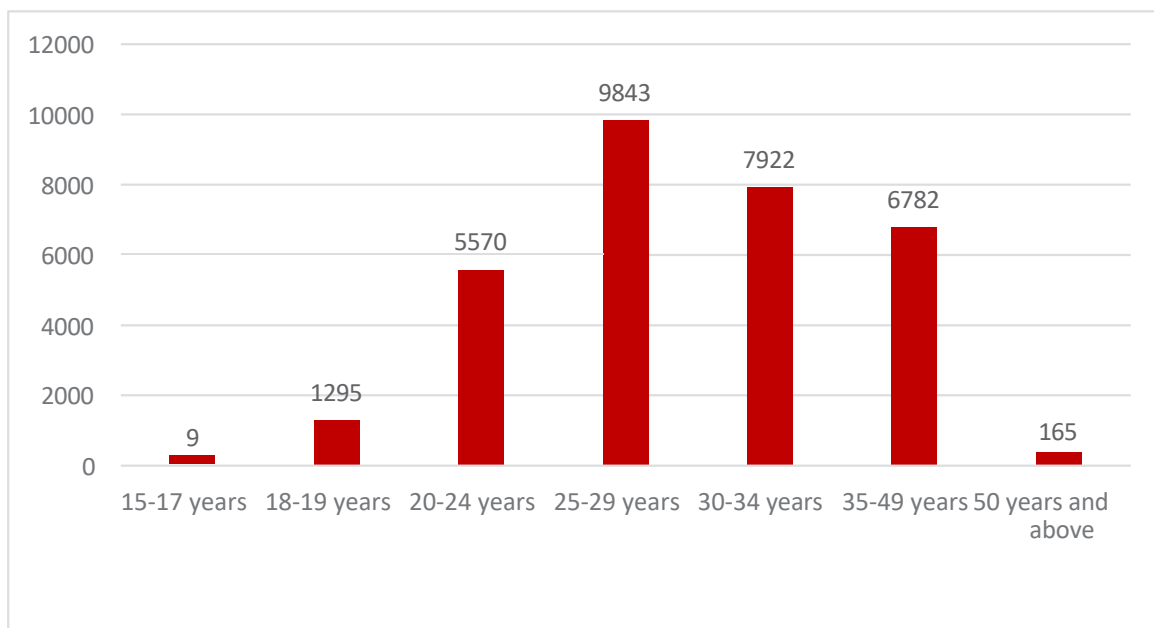
Number of abortions by age group in 2025



According to data from the Ministry of Health of the Republic of Azerbaijan, 95,117 abortions were recorded nationwide in 2025.

Statistics show that *the number of abortions was 46,877 in 2021, 57,999 in 2022, 73,816 in 2023, and 78,245 in 2024.*

In 2025, the number of women using contraceptive methods was 31,586.



Measures to prevent prenatal sex selection have been continued:

With the support of the Ministry of Science and Education and with the participation of an expert from the Ministry of Health, **the State Committee for Family, Women and Children Affairs** held meetings with college students to prevent prenatal sex selection.

➤ An awareness-raising seminar on “Combating Gender-Based Violence” was held for university students, jointly organized by the State Committee for Family, Women and Children Affairs and Baku State University.

➤ Twenty-one awareness-raising meetings were held by the Child and Family Support Centers under the State Committee for Family, Women and Children Affairs to prevent prenatal sex selection.

Printed/Electronic Materials

➤ The findings of the study titled “Patriarchal Approaches and Discriminatory Stereotypes Hindering Gender Equality in the Family”, commissioned by the State Committee for Family, Women and Children Affairs, were considered a useful source of information for professionals working in relevant institutions due to the relevance and importance of the issues covered. Accordingly, the study was submitted via official letter to the Ministry of Labour and Social Protection of the Population, the Ministry of Culture, the Ministry of Science and Education, the Audiovisual Council, and the National Association of Municipalities of Azerbaijan.

Research on the Study of Sex Selection Preferences for Future Children

A study on “Exploring Sex Selection Preferences for Future Children” was conducted by the National Observatory on Labour Market and Social Protection Affairs, operating under the Ministry of Labour and Social Protection of the Population of the Republic of Azerbaijan.

Within the framework of the study, surveys were conducted among the population and interviews were carried out with medical specialists with the aim of examining existing gender stereotypes in society and determining sex selection tendencies among the population when having children.

The study was conducted in regions with an imbalanced sex ratio.

The survey was administered mainly to respondents aged 20 years and above, of both sexes.

First, 365 respondents were randomly selected in a 95/5 ratio from areas where the sex ratio is imbalanced, and were then subsequently stratified into quotas based on those areas.

The surveys were conducted by telephone in May–June 2025.

The main objective of the study is to examine existing gender stereotypes in society, identify sex selection tendencies among the population when having children,

and investigate the reasons behind families' preferences for the child's sex.

The results of the conducted study show that in Azerbaijan, parental expectations regarding the child's sex, the significant role of sex in family planning decisions, and sex-selective behaviours **remain a widely prevalent socio-cultural phenomenon.** The problem is not limited to individual decision-making but is closely linked to deeply rooted patriarchal values, traditional family structures, social status, and a system of collective expectations oriented toward lineage continuity.

One of the main trends observed in the study **is the perception of boys as the primary social and economic support of the family.** Survey and interview results indicate that boys are regarded as successors of the family surname, lineage, and family name, as well as providers for elderly parents. This reflects a deeply rooted patriarchal norm formed to preserve the social prestige of the family name and to meet expectations related to future social security.

On the other hand, although the emotional and intra-family value **of girls is recognized, their social and economic potential is often considered secondary.** Respondents' answers show that girls' participation in sports, public activities, and decision-making processes is still perceived as limited, confirming a social environment in which gender roles are strictly codified. In such conditions, preference for boys is legitimized both at the rational and symbolic levels as a mechanism of social security.

Survey results indicate that awareness of sex-selection technologies is high;

however, most respondents hesitate to acknowledge this as part of their personal experience. Instead, references to such cases occurring "in their surroundings" are more frequently expressed. This inconsistency is a typical example of "social desirability bias" in the social sciences and reflects the ethical, moral, and legal sensitivity of the issue of sex selection.

Overall, the study demonstrates that the problem of sex selection and gender imbalance in Azerbaijan is structural in nature and should be understood not merely as an individual choice but as a result of socio-cultural and institutional processes. Although legal prohibitions, including normative acts against sex-selective termination of pregnancy, may limit the open expression of the problem, deeply rooted social expectations and patriarchal thinking facilitate the persistence of its hidden forms.

Based on these findings, it can be stated that **preventing sex selection is not possible through legislative measures alone. The solution requires comprehensive social interventions,** long-term awareness-raising, integration of gender equality into the education system and public discourse, strengthening the socio-economic role of girls, as well as systematic efforts to combat gender stereotypes in culture and media.

Thus, the study shows that the concept of gender equality is not limited to the legal equality of women and men, but also depends on changes in family values and socio-economic expectations. Without such changes, the risk of the continuation of sex selection in various forms will remain high.

Recommendations for Preventing Gender-Biased Sex Selection

Respondents noted that some abortions are performed in private healthcare facilities and that related data are not consistently included in centralized reporting systems. In this regard, they recommended integrating private healthcare providers into a centralized electronic health information system to ensure comprehensive monitoring and data reporting.

It was further stated that in some cases, ultrasound-based assessments of gestational age may be deliberately recorded inaccurately, which may affect the determination of the legally permitted timeframe for abortion. In this context, respondents proposed **reducing the legal gestational limit for abortion to a period shorter than the stage at which fetal sex can be determined (e.g., 8–10 weeks instead of 12 weeks)**, noting that a shorter legal window reduces the gap before sex determination and thereby decreases opportunities for non-compliance by healthcare providers. It was also noted that many women do not register for antenatal care before fetal sex becomes identifiable.

In this regard, **respondents suggested providing financial or service-based support to promote early pregnancy registration (up to 10 weeks of gestation)**. It was also emphasized that, in some cases, abortion may be perceived by certain healthcare providers as a source of income, which was identified as a practice that poses ethical and public health risks.

Respondents recommended strengthening the functioning of medical ethics committees to address cases where abortion services are used by healthcare providers as a source of income, as well as **introducing a dual-authorization**

mechanism for abortion procedures, such as requiring confirmation by a second physician.

Given reported cases of sex selection, **respondents proposed that sex selection during assisted reproductive procedures be prohibited by law, or alternatively subject to strict conditions and permitted only on medical grounds.**

Respondents highlighted that individuals may terminate pregnancies at home using various pharmaceutical products, and therefore proposed **prohibiting the sale and distribution of the relevant medications.**

Respondents recommended organizing awareness-raising campaigns, particularly in rural and peri-urban areas, promoting women who are successful in both family and professional life as role models, **and disseminating information to the general public on the adverse medical, social, and ethical consequences of sex-selective abortion.**

Respondents recommended reducing the scope of social indications and aligning them with international practice.

It was suggested that **delaying the disclosure of fetal sex to later stages of pregnancy (e.g., after 16–20 weeks of gestation) could be beneficial in limiting sex selection practices.**

It was stated that the introduction of a coordinated approach to care during pregnancy—where psychologists, social workers, and physicians work jointly with patients—could be beneficial in reducing and preventing tendencies toward sex selection.

Reproductive Health and Family Planning

Carried out by the Ministry of Health of the Republic of Azerbaijan

The draft Law of the Republic of Azerbaijan “On Reproductive Health” has been prepared by the Ministry of Health and is currently undergoing interagency review and approval.

In 2025, the relevant state bodies continued their activities in the fields of reproductive health and family planning.

- In cooperation with the State Committee and the Center for Public Health and Reforms (CPHR), awareness-raising meetings on reproductive health and family planning were held in colleges under the motto: “Healthy Parents Bring a Healthy Child into the World! By Planning Your Family, You Plan Your Future!”.

- In cooperation with the State Committee and the Center for Public Health and Reforms (CPHR), awareness-raising meetings on “Promoting Safe Reproductive Health Behaviours and Healthy Lifestyle Practices” were held in secondary schools and colleges in Baku.

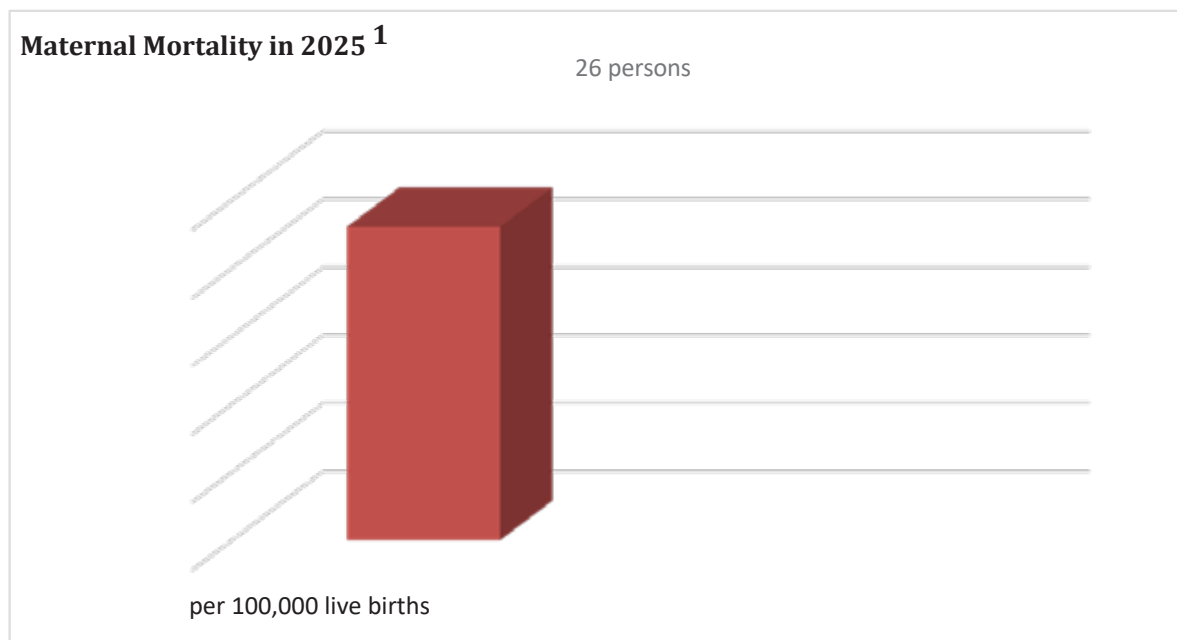
- Awareness-raising meetings on “Reproductive Health and Family Planning” were organized by the Child and Family Support Centers (CFSCs) under the State Committee, with a total of 22 events conducted.

- In cooperation with the Center for Public Health and Reforms (CPHR), the United Nations Population Fund (UNFPA), and the “Təmas” Regional Development Public Union, awareness-raising activities on “Reproductive Health, Sexually Transmitted Infections, and Prevention of HIV Infection” were held in Ganja.

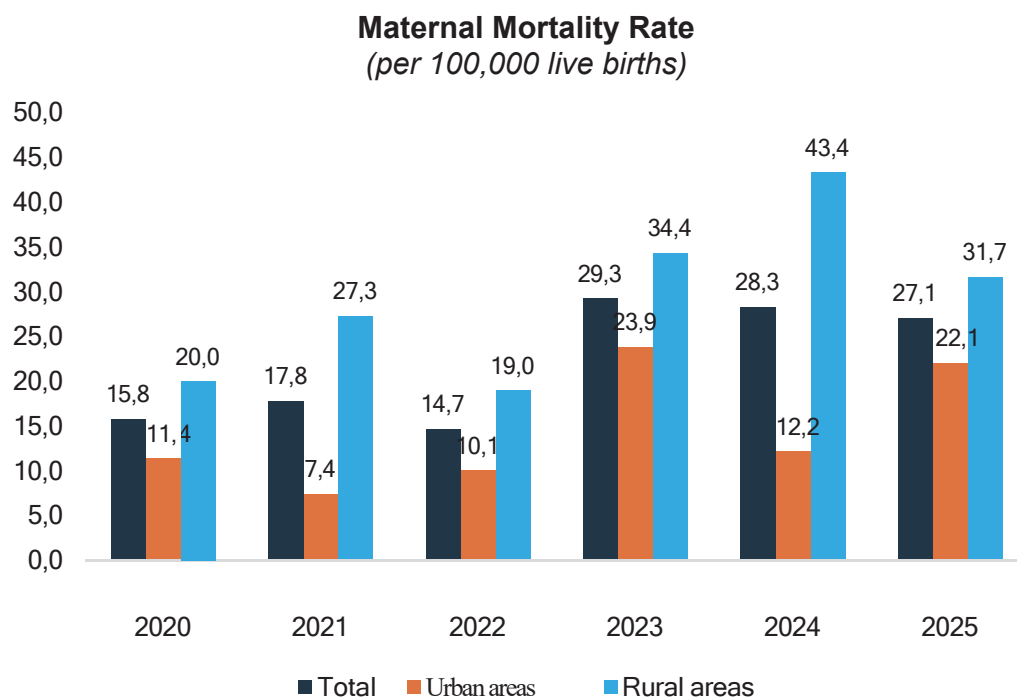
- The CPHR conducted awareness-raising events in general education institutions in Baku on “Reproductive Health in Adolescent Boys.”

- The CPHR prepared, published, and distributed informational materials on reproductive health and family planning among the population. These materials were disseminated to relevant institutions, as well as to participants in events and campaigns organized by the CPHR. The publications included the A4-format booklet “What Do We Need to Know About Reproductive Health?” (4,000 copies) and the A5-format booklet “Healthy Mother, Healthy Baby” (5,000 copies), among others.

Maternal and Child Mortality

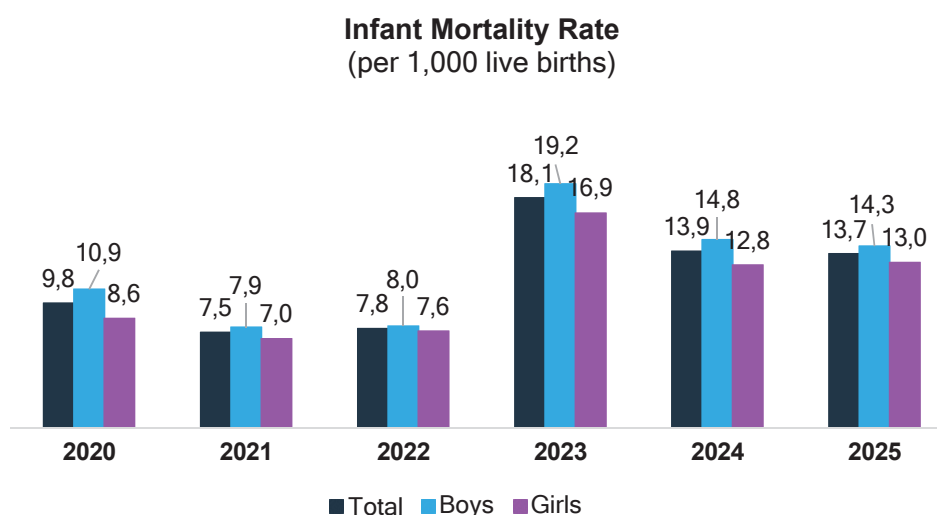
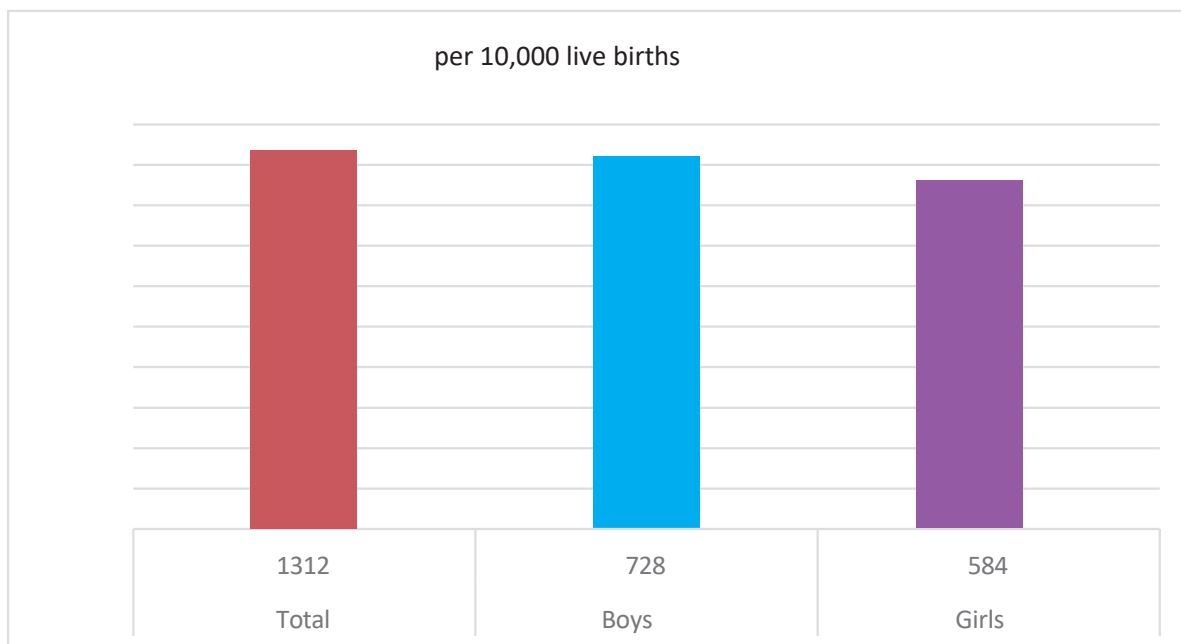


¹ Mothers who died during pregnancy, childbirth, and the postpartum period



In 2025, the maternal mortality ratio per 100,000 live births was 22.1 in urban areas, compared with 12.2 in 2024, and 31.7 in rural areas, compared with 43.4 in 2024.

Number and Rate of Deaths of Children Under 1 Year of Age in 2025



In 2025, compared with 2024, the infant mortality rate per 1,000 live births increased from 12.8 to 13.0 among girls, while it decreased from 14.8 to 14.3 among boys. Overall, infant mortality remained higher among boys than among girls.

Efforts to Address Maternal and Child Mortality

Under the direct support and special attention of the country's leadership, important measures have been implemented to improve the quality of healthcare services provided to mothers and children.

In order to regulate obstetric care services, normative and methodological documents have been approved by the Ministry of Health. In addition, registries have been established to ensure efficient electronic tracking of key performance indicators in this field. At the same time, the Commission on the Analysis of Mortality Cases during Pregnancy, Childbirth, and the Postpartum Period, as well as Obstetric Complications, operating under the Ministry of Health, carried out its annual review for 2025, continuing its established practice.

Pursuant to Presidential Decree No. 550 of the Republic of Azerbaijan dated 13 June 2014, the "State Programme on Improving Maternal and Child Health for 2014–2022" and the "Action Plan for the Implementation of the Child Strategy for 2020–2025," neonatal screening programmes have been introduced, aimed at the early detection of five congenital disorders in newborns: phenylketonuria, galactosaemia, cystic fibrosis, congenital hypothyroidism, and congenital adrenal hyperplasia. Currently, two genetic analysers are in operation to ensure the sustainability of genetic screening and to support the comprehensive implementation of genetic services nationwide.

In addition, under the Order of the Ministry of Health of the Republic of

Azerbaijan dated 14 November 2025, a neonatal screening project aimed at the early detection of developmental disorders in newborns is being implemented in five Baku-based neonatal healthcare facilities, running from 15 December 2025 to 15 May 2026. Furthermore, the Ministry of Health issued an Order dated 22 April 2025 establishing a Working Group to improve the legal framework governing maternal and perinatal health services. The Working Group was tasked with preparing draft normative legal acts on the categorization of obstetric facilities by levels of care, revision of institutional regulations, updating job descriptions for medical personnel, and the development of standards for healthcare service delivery and medical referral and transport systems, including the development of effective monitoring mechanisms to ensure the alignment of existing normative legal acts with international standards.

In 2025, efforts to update and revise clinical protocols continued throughout the year.

Updated Clinical Protocols

1. *Venous Thromboembolic Complications during Pregnancy and the Postpartum Period (2nd edition, updated) (Approved: May 1, 2025)*

2. *Clinical Protocol on Hypoglycemic and Hyperglycemic Conditions in Newborns (2nd edition, updated) (Approved: February 18, 2025) New Clinical Protocols*

Primary and secondary prevention of cervical diseases (1st edition, new) (May 26, 2025)

Pregnancy and Infections (under revision)

List of Clinical Protocols Under Revision

1. *Diagnosis and treatment of tuberculosis during pregnancy (under revision)*

2. *Prevention of Mother-to-Child Transmission of HIV (PMTCT) (Under Revision)*

5. *Resuscitation, intensive care, and management of extremely low birth weight (ELBW) infants (Under Revision)*

6. *Respiratory Distress Syndrome in Newborns (Under Revision)*

7. *Guidelines for the Prevention of Cervical Cancer (Under Revision).*



Carried out by the State Agency for Mandatory Health Insurance

Throughout 2025, the number of patients receiving medical services under mandatory health insurance increased by 4% compared with the previous year, reaching 5.4 million persons.

The number of applications reached 15.8 million, with an increase observed in the utilization rate of compulsory health insurance services, and 54% of the population benefiting from medical services under the compulsory health insurance framework.

The services most frequently accessed by citizens under compulsory health insurance were related to everyday and essential medical needs. At the top of the list of applications were specialized physician consultations, radiological

services, ultrasound services, as well as gynecological services.

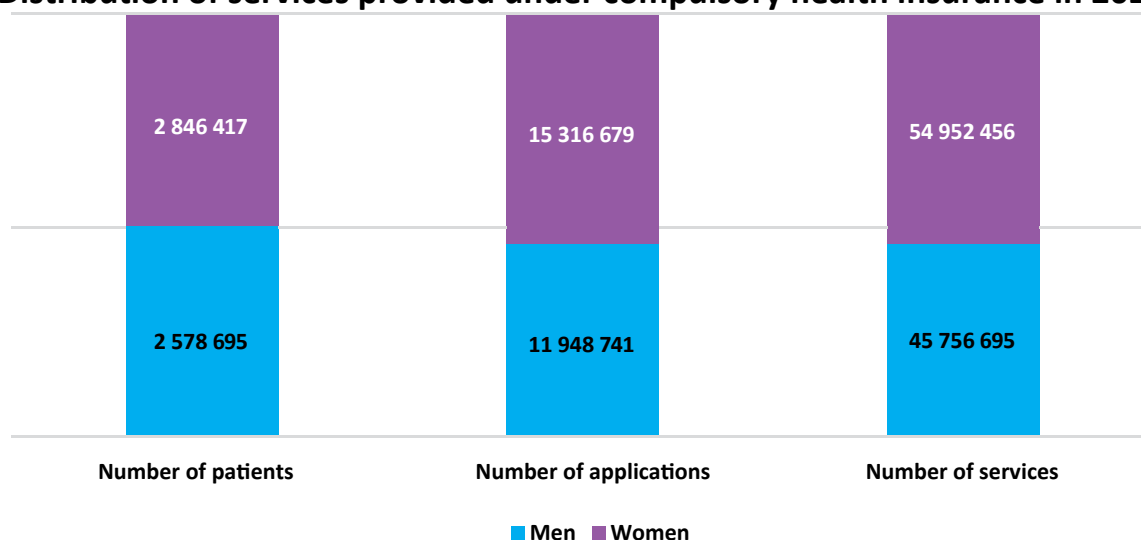
In 2025, for men, applications totaled 11,948,741, patients numbered 2,578,695, and services provided reached 45,756,695.

For women, applications totaled 15,316,679, patients numbered 2,846,417, and services provided reached 54,952,456.

In 2025, the medical specialties most frequently accessed by women were gynecology, ophthalmology, therapeutics, radiology, and cardiology.

In the case of men, the most frequently accessed medical specialties were ophthalmology, therapeutics, surgery, cardiology, and radiology.

Distribution of services provided under compulsory health insurance in 2025



In 2025, in medical institutions under Management of Regional Medical Divisions (TABIB), the main financial burden was driven by diseases of the circulatory, digestive, and endocrine systems. In contrast, referrals to private medical

institutions were predominantly related to diseases of the circulatory system, eye and adnexa disorders, and musculoskeletal system diseases.

Throughout the year, the most frequently performed procedures in public

medical institutions were gynecological surgeries and natural deliveries, which ranked first among all services provided..

Patients also frequently accessed cataract surgeries. Due to the high demand for cataract procedures, private medical institutions contracted by the Agency were also involved alongside public medical institutions. As a result, the utilization of compulsory health insurance services in private medical institutions increased.

In 2025, the primary financial burden borne by TABIB-managed medical institutions was accounted for by diseases of the circulatory, digestive, and endocrine systems. In contrast, referrals to private medical institutions were predominantly related to diseases of the circulatory system, diseases of the eye and adnexa, and musculoskeletal system diseases.

Throughout the year, the most frequently performed procedures in public medical institutions were gynecological surgeries and natural deliveries, which ranked first among the most frequently performed services. Cataract surgeries were also among the services most frequently accessed by patients. Due to the high demand for cataract procedures, private medical institutions contracted by the Agency were also involved alongside public medical institutions. As a result, the utilization of compulsory health insurance services in private medical institutions increased.

In 2025, the number of medical services provided in private medical institutions financed by compulsory

health insurance reached approximately 773,000, marking an approximate 9% increase compared to 2024. Within the framework of compulsory health insurance, the benefit package was expanded, and important social decisions were adopted to improve the quality of life of persons with hearing impairment. In this regard, three new medical services were included in the benefit package to strengthen healthcare provision for individuals with congenital severe hearing impairment.

In 2025, approximately 230,000 calls were received by the Agency's Call Center.

The majority of calls were related to referrals, examinations, treatments, medicines, and medical supplies. Ninety-seven percent of calls were answered immediately. In addition, the Call Center's operations were further improved and a service evaluation mechanism was introduced. Based on evaluations conducted for more than 52,000 calls, 87% of citizens rated the Call Center's performance as 4 or 5 points.

Within the framework of "Children's Rights Month," the State Agency for Compulsory Health Insurance organized 13 awareness-raising events in secondary schools in Baku and the regions. The events were aimed at raising awareness about children's rights, gender equality, gender-based violence, and children's right to access timely and quality healthcare services, as well as ensuring their access to such services. A total of over 800 individuals attended the events.



**CONVICTED WOMEN AND MEN,
INCLUDING THOSE SENTENCED TO
IMPRISONMENT**



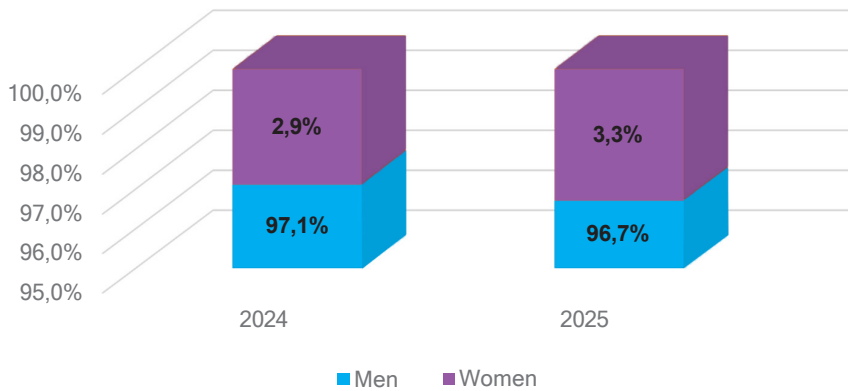
According to information provided by the Ministry of Justice

Convicted women and men Including: those sentenced to imprisonment

Among convicts, men accounted for 96.7% (97.1% in 2024), while women accounted for 3.3% (2.9% in 2024).

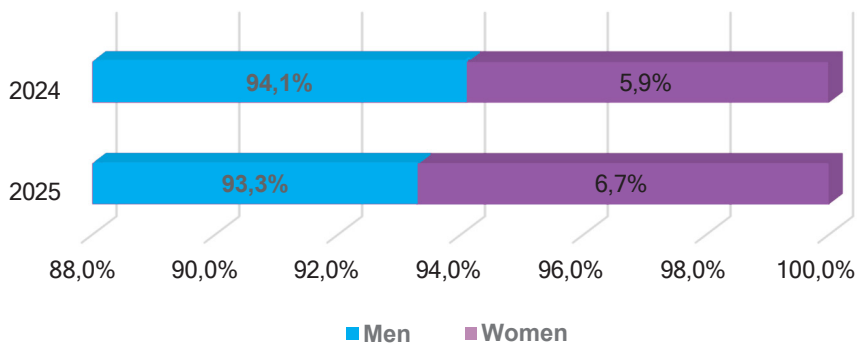
Compared to 2024, the number of men decreased by 4.9% (6.8% in 2024), while the number of women increased by 7.9% (15.9% in 2024).

In relation to the number of convicts sentenced to imprisonment



In 2025, among probationers, men accounted for 93.3% (94.1% in 2024), and women for 6.7% (5.9% in 2024).

Convicts under probation supervision



Compared with 2024, in the reporting year male probationers decreased by 12% (9% in 2024), while female probationers increased by 0.9% (0.6% in 2024).

Measures implemented toward the social adaptation of women released from penitentiary institutions

In accordance with Articles 175 and 176 of the Code of Execution of Punishments of the Republic of Azerbaijan and the Law of the Republic of Azerbaijan “On Social Adaptation of Persons Released from Serving Sentences in Penitentiary Institutions,” the following work was carried out during the reporting year:

For the purpose of raising legal awareness among convicts, the text of the above-mentioned Law was displayed in penitentiary institutions, and legal explanations were provided to convicts with three months remaining until the end of their sentence and those released on other grounds. Furthermore, lists of persons in need of social adaptation, containing relevant information, were submitted by the 5th of each month to the Social Protection Centers of the Population at the place of registration.

In accordance with the Action Plan approved on 23 January 2025 between the Social Services Agency under the Ministry of Labour and Social Protection of the Population of the Republic of Azerbaijan and the Penitentiary Service, measures are being taken for the social reintegration and rehabilitation of convicts serving sentences in penitentiary institutions.

❖ On the occasion of June 1st – International Day for the Protection of Children, an event was organised by the Ministry of Justice at Correctional Facility No. 4 of the Penitentiary Service, with the participation of the Ministry and Penitentiary Service

leadership, as well as representatives of the Social Services Agency under the Ministry of Labour and Social Protection of the Population, facilitating meetings between female convicts and their visiting children, during which they spent meaningful and engaging time together.

❖ On July 5th – World Badminton Day, sports competitions were organised jointly by the Penitentiary Service of the Ministry of Justice and the Azerbaijan Badminton Federation at Correctional Facility No. 4 and at the Juvenile Correctional Facility, featuring female and juvenile convicts.

❖ On March 8th – International Women’s Day, an event was held at Correctional Facility No. 4 with the participation of representatives of the Social Services Agency under the Ministry of Labour and Social Protection of the Population.

❖ On the occasion of International Women’s Day, a special meeting was also held with female convicts interested in reading and literature under the “Book Club” project of Azercell Telecom, during which discussions were held on topics of interest to them.





❖ In accordance with the Action Plan approved jointly with the Bar Association, lawyers from the “Women Lawyers Alliance” provided free legal assistance to 34 female convicts serving sentences at Correctional Facility No. 4 and conducted awareness-raising sessions.

❖ The State Committee for Family, Women and Children Affairs, in cooperation with the Penitentiary Service of the Ministry of Justice, conducted activities to study the issues of female convicts and to carry out legal awareness-raising initiatives.

The Committee also held a meeting with female convicts serving sentences at Correctional Facility No. 4 of the Penitentiary Service. During the meeting, 20 female convicts submitted requests concerning the social situation of their children placed in boarding schools and orphanages, their own and their families’ social conditions, family communication, disability issues, state registration of acts of civil status, and other matters. These requests were examined by the Committee and forwarded to the relevant authorities.

According to information provided by the Ministry of Science and Education of the Republic of Azerbaijan

In 2025, sustained efforts were undertaken to improve the quality of vocational education institutions operating under correctional facilities..

A total of 8 vocational schools currently operate under 18 correctional institutions.

For the 2025–2026 academic year, 1,254 convicts were admitted against an enrollment quota of 1,340 seats.

With the aim of implementing systematic measures in this field, **the**

“2025–2030 Action Plan on Improving the Quality of Vocational Education in Correctional Institutions and Modernizing Existing Infrastructure” was approved.

The document provides for the modernization of vocational school infrastructure, capacity building of the teaching staff, establishment of an information system facilitating the integration of convicts into the labour market, and establishment of cooperation mechanisms with entrepreneurs.

1. 4. ENSURING GENDER EQUALITY IN PUBLIC ADMINISTRATION AND DECISION-MAKING



1.4. Ensuring Gender Equality in Public Administration and Decision-Making

The establishment of institutional, sustainable, and trust-based relations between state and society is of key importance for ensuring sustainable development.

The effectiveness of these relations is determined not only by formal governance mechanisms but also by the consistent implementation of transparency and accountability principles, as well as by ensuring public participation in decision-making processes.

In particular, the adequate and balanced representation of various social groups, including women in governance structures, is one of the key prerequisites for the formation of an inclusive and effective governance model.

In this regard, ensuring gender balance is not only a principle of social justice but also an important factor in improving the quality of governance and promoting more well-founded decision-making.

Accordingly, the systematic elimination of institutional, structural, and socio-cultural barriers hindering women's career advancement in governance structures, the more consistent and targeted implementation of gender-responsive policies, as well as the development and

implementation of comprehensive programmes aimed at promoting women's leadership, are identified as key directions.

At the same time, the expansion of education and professional development opportunities, the strengthening of mentorship and networking mechanisms, and the transformation of prevailing gender stereotypes in society create conditions for achieving sustainable and long-term results in this area.

These measures serve to foster a more inclusive governance environment, enable more efficient use of human capital, and ultimately enhance the effectiveness of public administration.

Nevertheless, available empirical indicators confirm that the level of representation of women in leadership positions within state bodies and their structural units remains unsatisfactory, and that no significant quantitative or qualitative changes occurred in 2025.

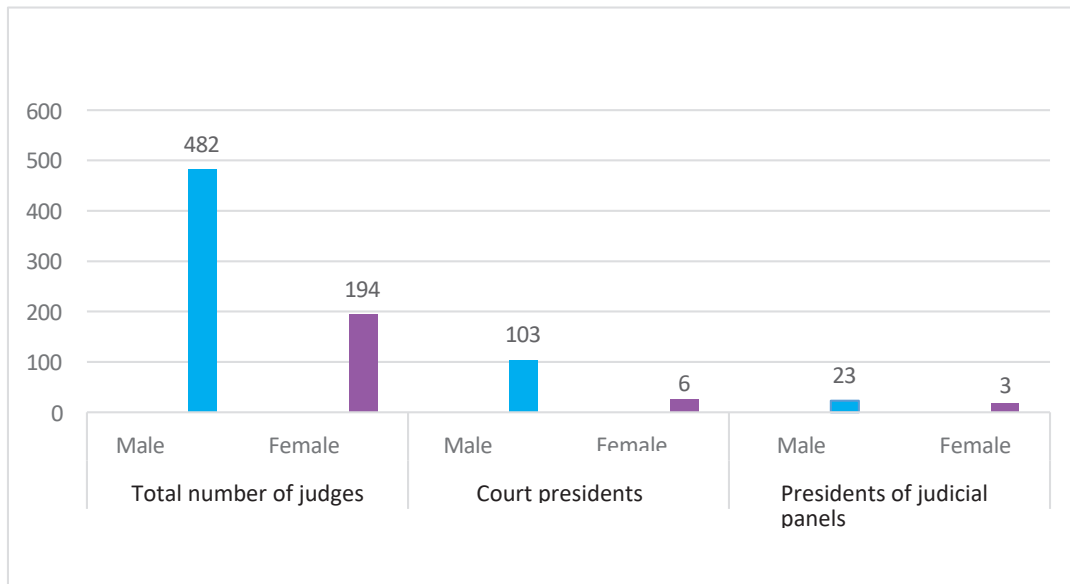
This, in turn, necessitates further improvement of gender equality policies and measures, strengthening of institutional approaches, and the implementation of result-oriented mechanisms.

Number of women in leadership positions, persons

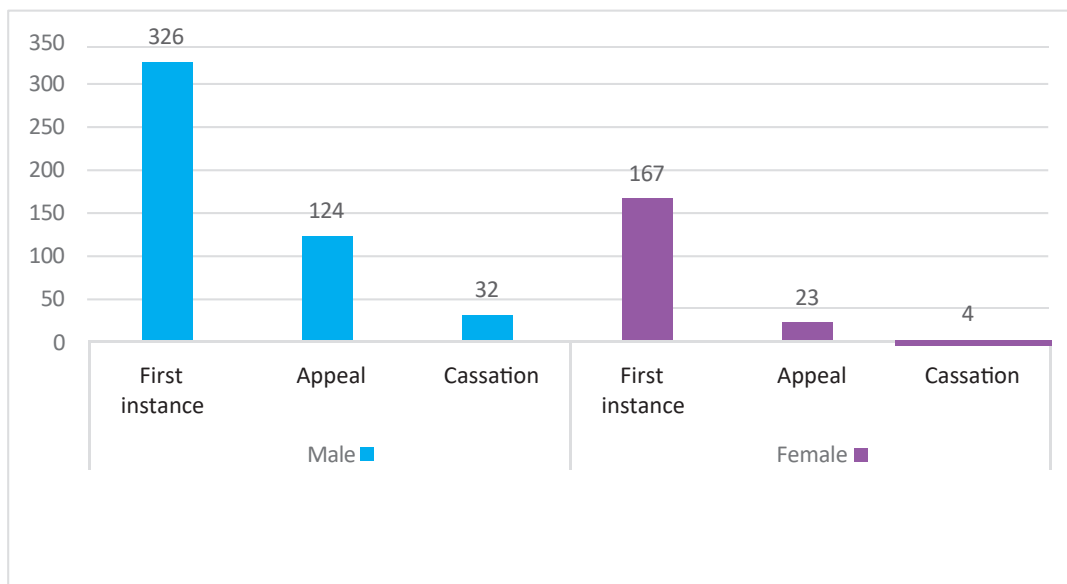
	2018	2019	2020	2021	2022	2023	2024	2025
Speaker of the Milli Majlis			1	1	1	1	1	1
Vice-President	1	1	1	1	1	1	1	1
Ombudsperson		1	1	1	2	2	2	2
Minister	1	1	1	1	1	0	0	0
Deputy Minister	6	8	8	9	8	6	6	4
Chair of a State Committee	2	2	2	2	2	2	2	2
Deputy Chair of a State Committee	3	3	3	3	3	3	3	3
Head of Local Executive Authority	1	1	1	2	1	0	0	0
Deputy Head of Local Executive Authority	79	76	72	72	68	67	65	65

Courts

Data on the gender distribution of judges



Representation in judicial instances



2025, the total number of judges stood at 676, including chairpersons, deputy chairpersons, and heads of judicial chambers, comprising 482 males and 194 females.

In comparison with 2024, the number of female judges increased from 164 to 194.

Among the total number of judges, court chairpersons stood at 109, comprising 103 male and 6 female chairpersons.

In addition, the number of heads of judicial chambers stood at 26, consisting of 23 male and 3 female heads.

Among judges serving within the judicial system (including chairpersons and deputy chairpersons), 493 serve in the courts of first instance (courts of general jurisdiction and specialized courts), comprising 326 men and 167 women.

At the Courts of Appeal, the number of

judges stood at 147 including chairpersons and deputy chairpersons), comprising 124 men and 23 women.

At the Court of Cassation, the number of judges stood at 36 (including chairpersons, deputy chairpersons, and

heads of judicial chambers), comprising 32 men and 4 women.

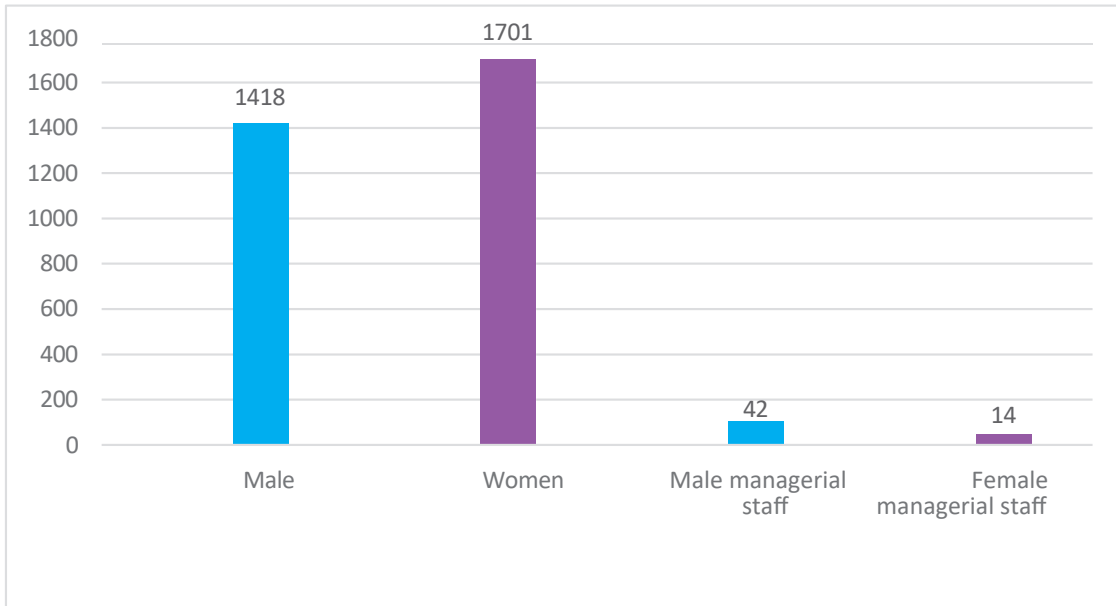
Note: The Constitutional Court of the Republic of Azerbaijan is not included in this list.



Gender distribution of employees working in the Apparatus of the Judicial-Legal Council



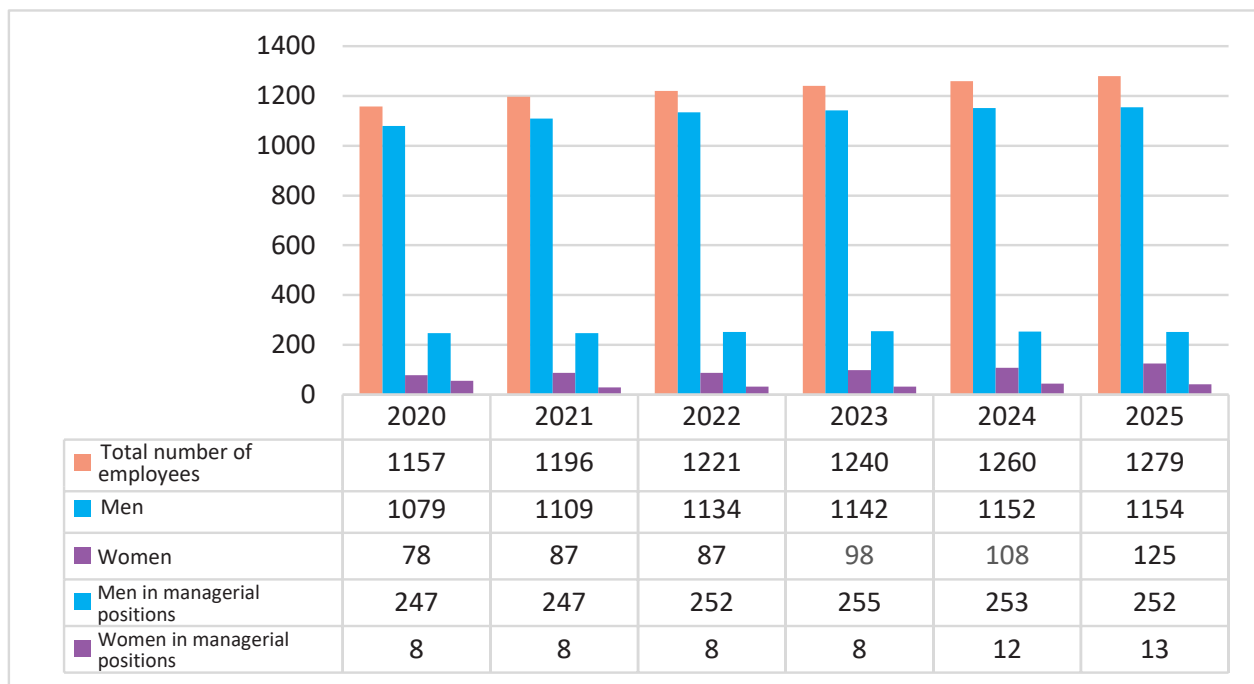
Gender breakdown of court apparatus employees (persons)



Within court apparatuses, 1,701 women are employed, representing 54.5% of all staff. Compared with 2024, in 2025 the number of women working in court apparatuses increased by 67 individuals (1%).

Prosecution Service

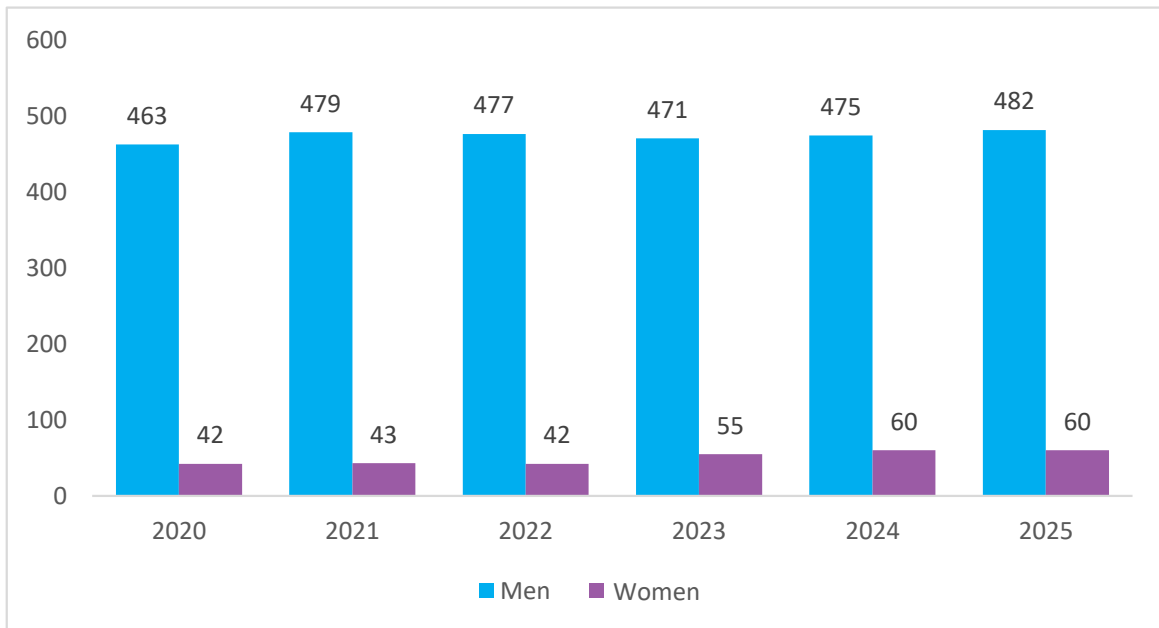
In 2025, 1,279 persons were employed in the prosecution authorities, of whom 125 were women and 1,154 were men. Among those in managerial positions, 252 were men and 13 were women.





In 2025, there were 60 women and 482 men serving as prosecutors (including heads of district (city) and military prosecutor's offices, as well as department (division) prosecutors).

Gender distribution of prosecutors (including heads of district (city) and military prosecutor's offices, as well as department (division) prosecutors)



Gender distribution of employees within the structures of central and local executive authorities

Ministry of Justice of the Republic of Azerbaijan

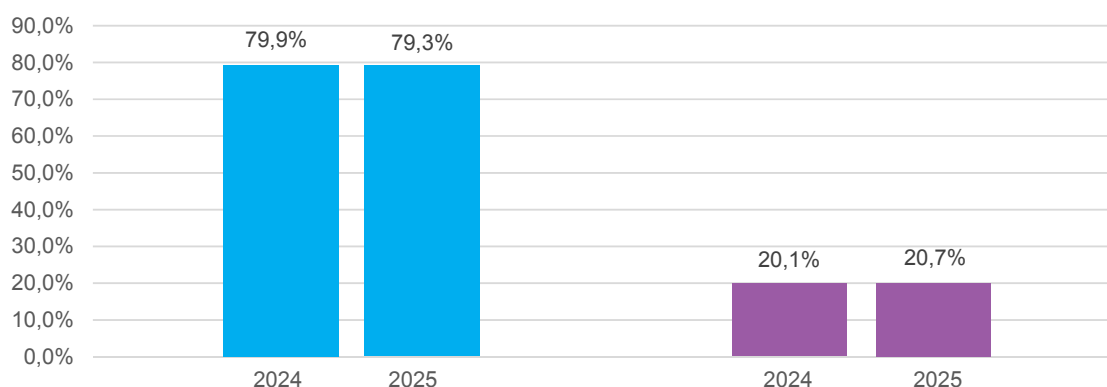
Men and women accounted for 79.3% and 20.7% of employees in justice bodies (79.9% and 20.1% in 2024, respectively). Men and women held 8.8% and 1.9% of managerial positions, respectively.

Women constitute the majority of employees in registration bodies and the Justice Academy.

At the same time, in the Ministry Apparatus, local notary offices, and the Forensic Expertise Centre, the number of women and men is close to parity.

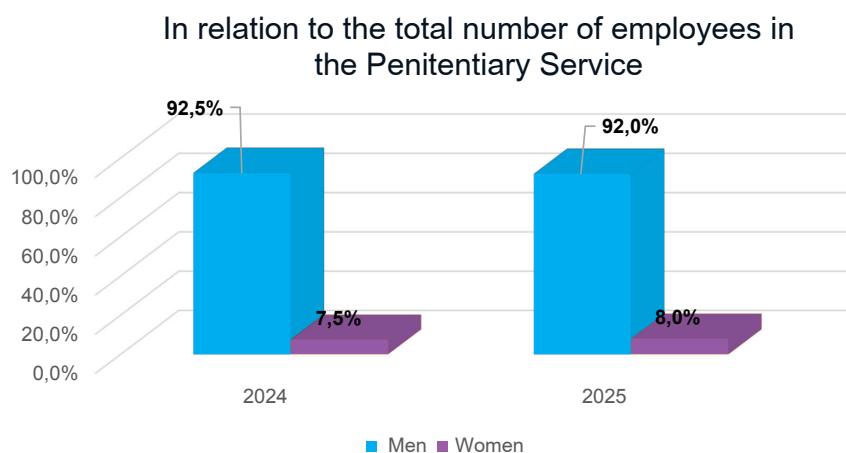
*It is also reported that 83.3% of currently active **private notaries are men and 16.7% are women.***

Gender distribution of employees in justice bodies



In 2025, 97 male and 86 female candidates participated in the competitions held by the Ministry's Competition Commission. Among the successful candidates, women constituted the majority, with 32 women and 25 men passing the competition.

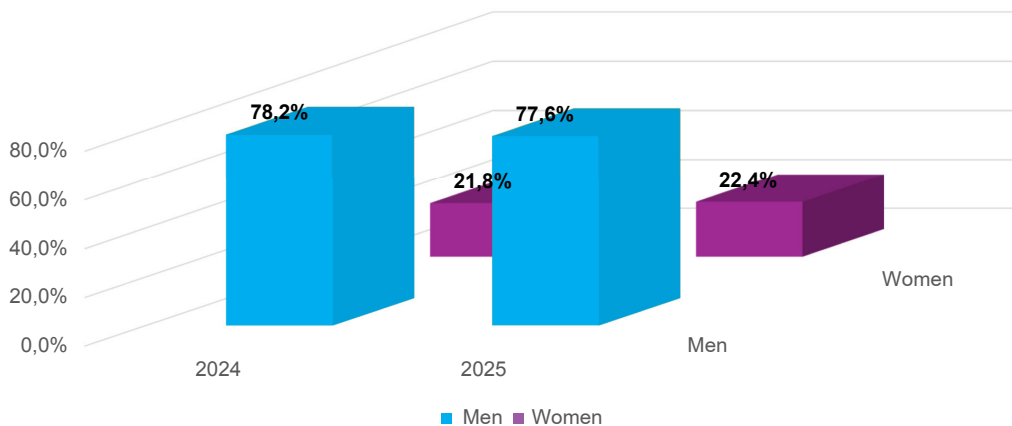
Gender distribution of employees in the Penitentiary, Enforcement and Probation Services



Men and women accounted for 92% and 8% of total employees **in the Penitentiary Service** (92.5% and 7.5% in 2024, respectively). The share of men decreased by 0.5 percentage points year-on-year, while the share of women increased by 0.5 percentage points.



Gender distribution of employees in the Probation Service and Enforcement Service



Men and women accounted for 77.6% and 22.4% of employees **in the Enforcement and Probation Services** (78.2% and 21.8% in 2024, respectively). *The share of women increased by 0.6 percentage points compared to 2024.*

Ministry of Internal Affairs of the Republic of Azerbaijan

Women accounted for 12% (4,134 persons) of personnel serving in internal affairs bodies, while men accounted for 88%. A total of 64 women served in managerial positions within these bodies.

In 2025, the number of women serving in internal affairs bodies increased by 2.3% compared to 2024.

Out of 2,406 newly recruited personnel in 2025, 95.2% (2,291 persons) were men and 4.8% (115 persons) were women.

Gender distribution of cadets admitted to the Police Academy, 2020–2025



The total number of individuals admitted to the Police Academy in 2020–2025 was 3,267, including 3,243 men and 24 women. In 2025, admissions to the Police Academy increased for both men and women.



Ministry of Ecology and Natural Resources of the Republic of Azerbaijan

№	Structural unit	Total employees	Women		Women in managerial positions	Kişilerin		Men in managerial positions
			Number	%		Number	%	
1	Ministry Apparatus	149	72	48.30%	13	77	51.70%	26
2	Biodiversity Conservation Service	769	82	10.60%	5	687	89.40%	45
3	Forest Development Service	1795	125	7.00%	0	1670	93.00%	35
4	National Hydrometeorological Service	711	402	57.00%	31	309	43.00%	68
5	State Environmental Security Service	43	20	46.60%	0	23	53.40%	4
6	Regional Departments of Ecology and Natural Resources	422	96	22.80%	1	326	77.20%	29
7	"Azeryashlandshaft" OJSC	651	159	24.40%	0	492	75.60%	16
8	Caspian Complex Environmental Monitoring Department	64	36	56.30%	0	28	43.70%	4
9	State Environmental Expertise Agency	34	11	32.40%	0	23	67.60%	2
10	AzeLab LLC	32	30	93.70%	0	2	6.30%	0
11	State Geological Information Fund	15	13	87.00%	3	2	13.00%	0
12	Geological Exploration Agency	72	26	36.10%	1	46	63.90%	7
13	Geodesy and Cartography Agency	222	144	64.90%	4	78	35.10%	12
14	Transport Department	752	35	4.70%	2	717	95.30%	17
15	State Agency for the Use of Mineral Raw Material Resources	37	11	29.70%	2	26	70.30%	8
16	Waste Management Centre LLC	18	3	16.70%	0	15	83.30%	1
	Total	5786	1265	21.90%	62	4521	78.10%	274

Women and men accounted for 21.9% and 78.1% of employees, respectively, in the Ministry Apparatus and subordinate institutions.

Analysis of staffing data across the Ministry's subordinate bodies shows that women constitute the majority of employees in the National Hydrometeorological Service, the Caspian Complex Environmental Monitoring Department, AzeLab LLC, the State Geological Information Fund, and the Geodesy and Cartography Agency, while men account for the majority of staff in the remaining subordinate bodies.

Ministry of Science and Education of the Republic of Azerbaijan

In the apparatus of the Ministry of Science and Education of the Republic of Azerbaijan, the total number of employees stands at 190, of whom 97 are women. In managerial positions within the Ministry's structure, there are 30 men and 6 women.

Gender distribution of employees in managerial positions in public and private education institutions (persons)

By public education institutions

	2024		2025*	
	Women	Men	Women	Men
Preschool education				
Principal	1656	-
General education				
Principal	1500	2101	1478	1952
Deputy Principal	2615	1661	2577	1529
Vocational education				
Principal	15	59
Deputy Principal	40	86
Secondary specialized education				
Principal	16	39	20	34
Deputy Principal	43	63	47	67
Higher education				
Rector	4	35	5	33
Vice-Rectors, Branch Directors	44	130	50	128
Deans	54	130	55	112
Heads of Department	240	468	248	448

By private education institutions

	2024		2025*	
	Women	Men	Women	Men
Preschool education				
Principal	151	2
General education				
Principal	17	15	18	16
Deputy Principal	93	38	87	37
Secondary specialized education				
Principal	4	2	3	4
Deputy Principal	4	5	9	6
Higher education				
Rector	3	7	3	6
Vice-Rectors, Branch Directors	11	24	14	21
Deans	20	13	15	16
Heads of Department	40	47	40	45

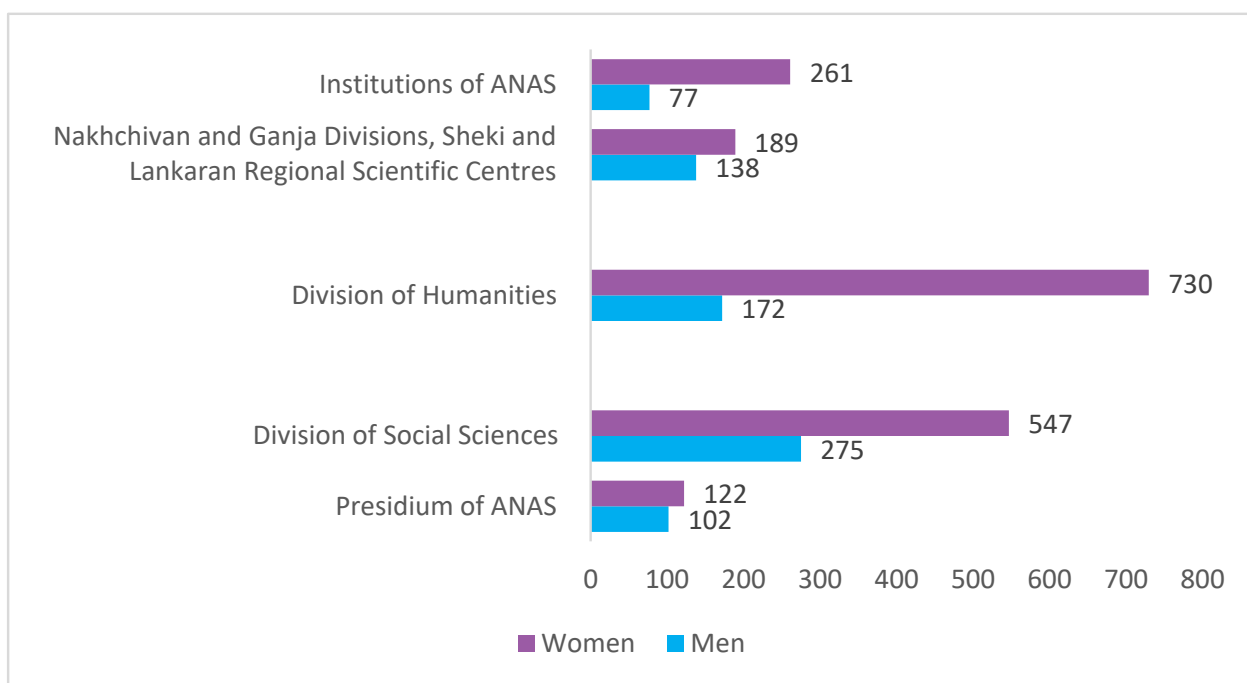
Note: Vacant positions are excluded.

Azerbaijan National Academy of Sciences (ANAS)

In 2025, the total number of employees at the Azerbaijan National Academy of Sciences (ANAS) was 2,954, including 1,977 women and 977 men. The number of employees in managerial positions was 462, including 203 women and 259 men.

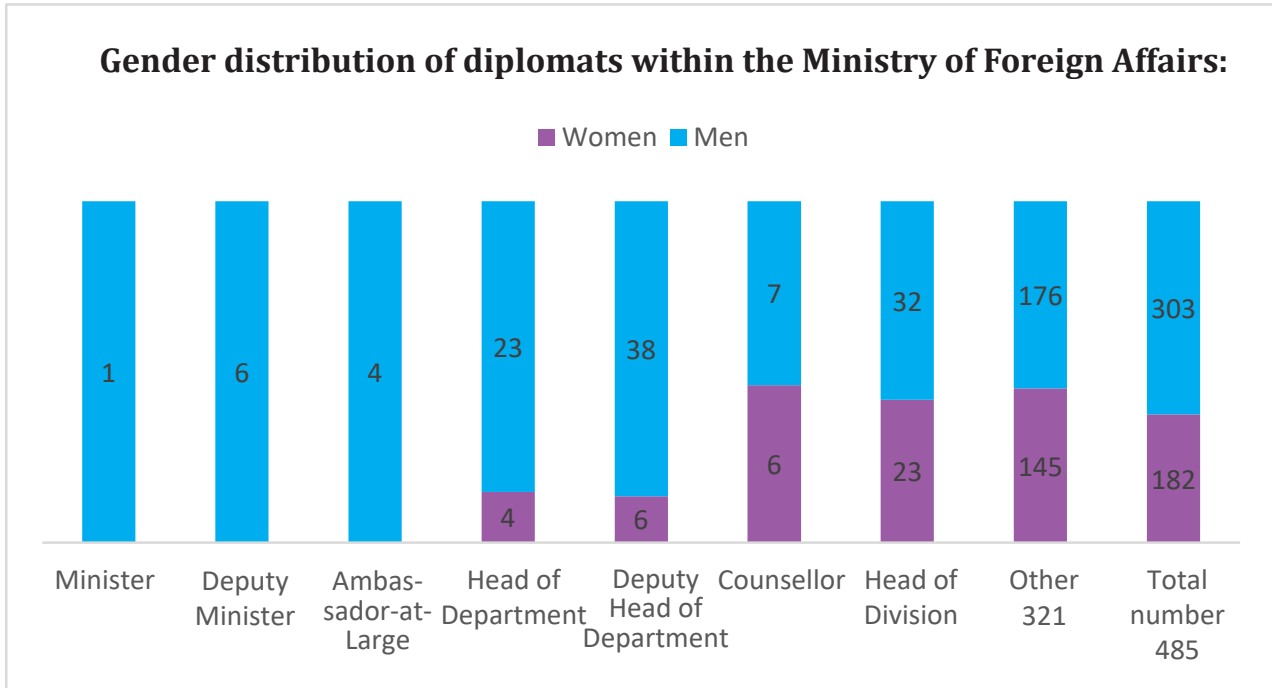
One woman holds the position of director in the scientific institutions and organizations of the Academy. Of the 56 full members of the Academy, 7 are women, and of the 84 corresponding members, 9 are women.

Gender distribution of employees across various scientific fields at the Azerbaijan National Academy of Sciences (2025)



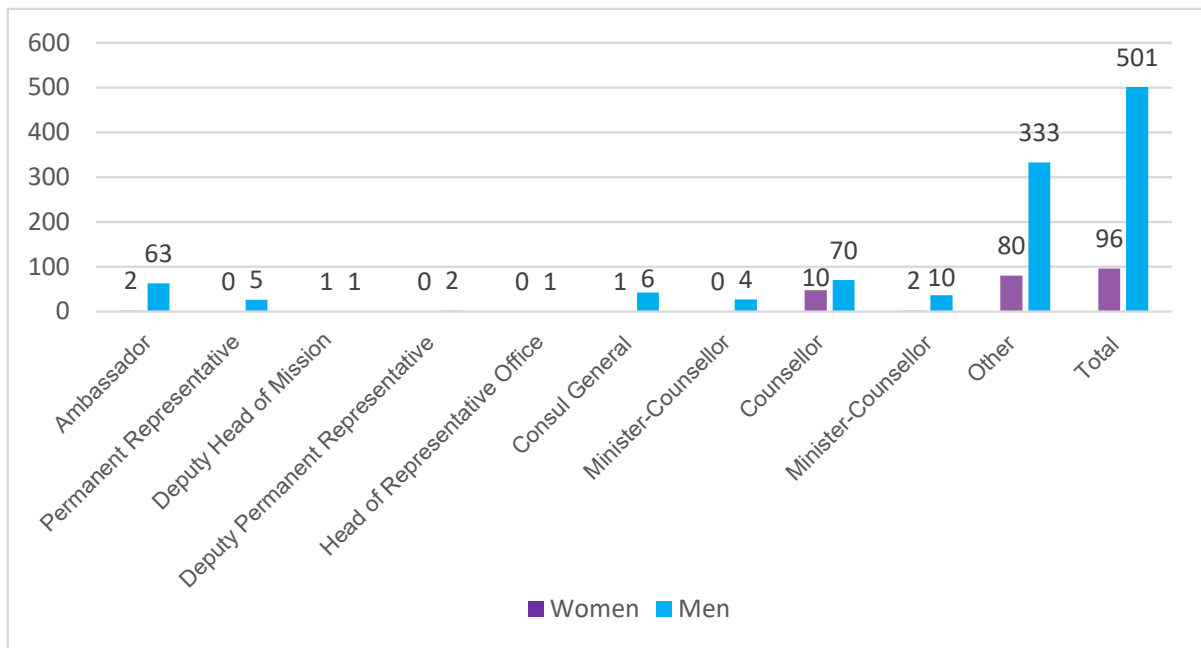
Women also constitute the majority among young scientists and specialists.

Ministry of Foreign Affairs of the Republic of Azerbaijan



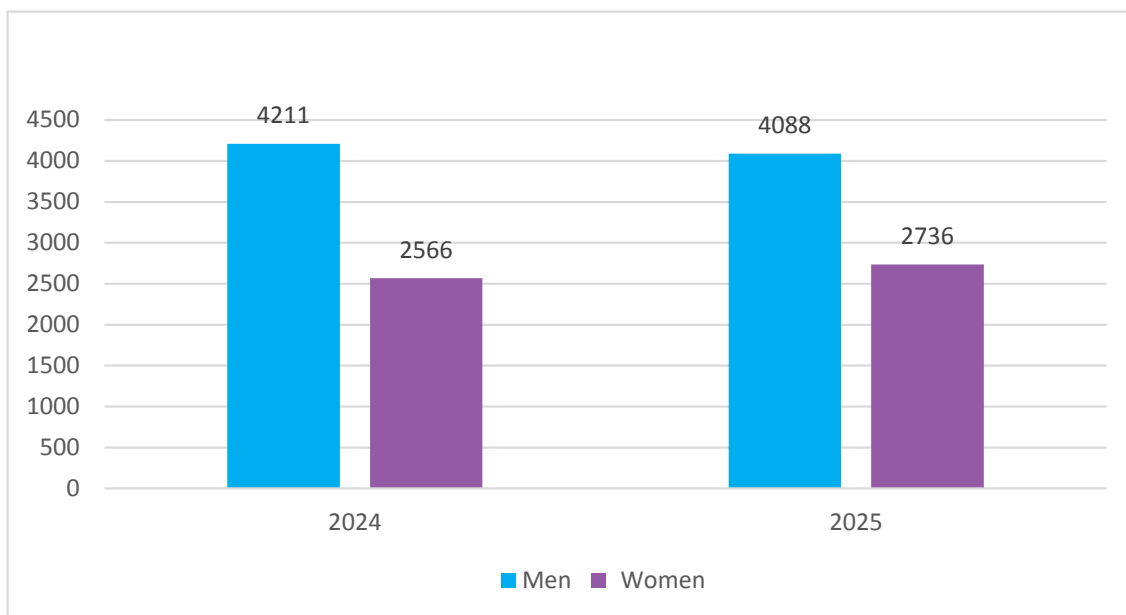
In the Ministry of Foreign Affairs, men and women constituted 60% and 40% of diplomatic personnel, respectively.

Gender distribution of diplomats serving in the diplomatic missions of the Republic of Azerbaijan abroad



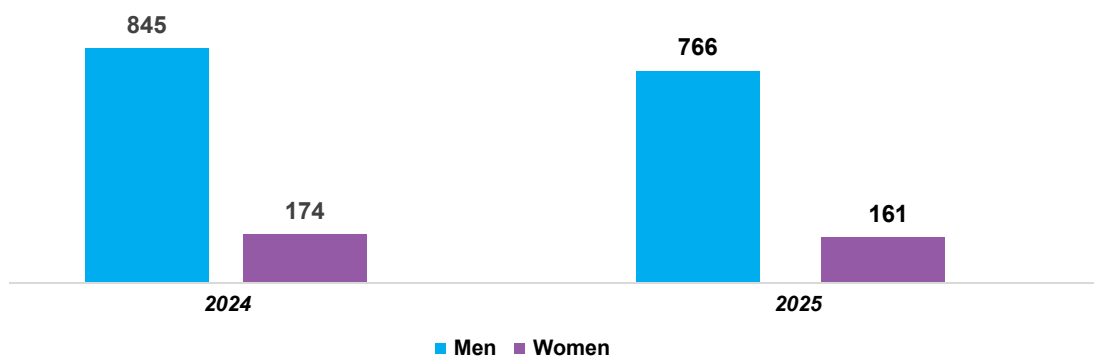
Women and men accounted for 19% and 81% of diplomats serving in the diplomatic missions of the Republic of Azerbaijan abroad, respectively.

Gender distribution of employees in the central apparatus and regional units of the Ministry of Agriculture



In 2025, women accounted for 40% of employees in the Ministry of Agriculture, while men accounted for 60%. Compared to 2024, there was a 6% increase in the share of women.

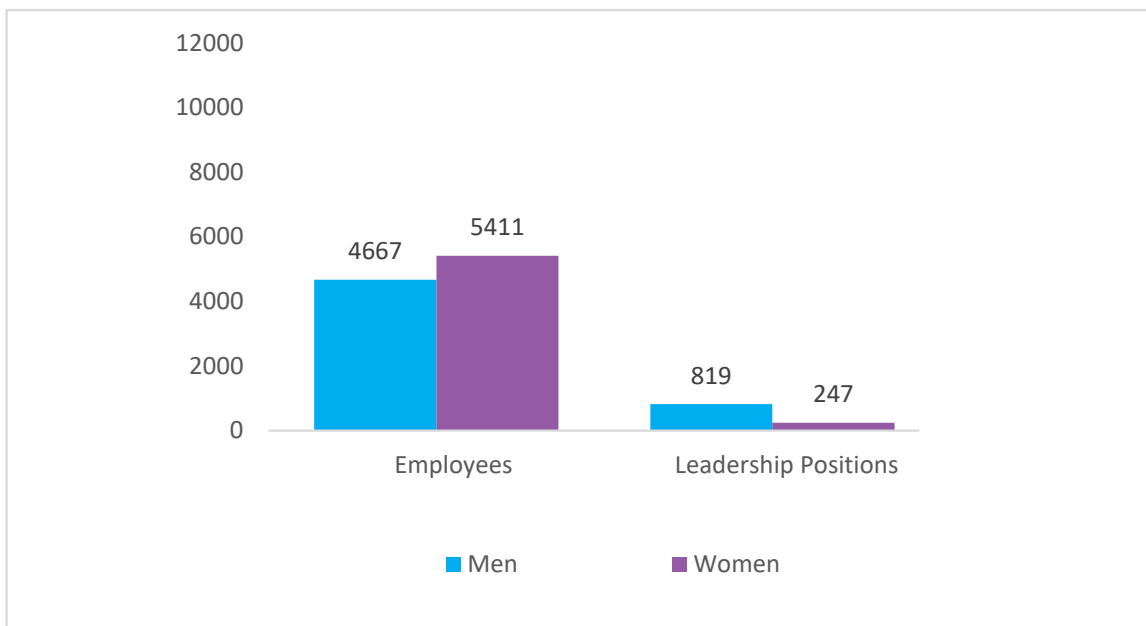
Gender distribution of employees in managerial positions within institutions under the Ministry of Agriculture system (persons)



*In the Ministry of Agriculture, men accounted for 80% of employees **in managerial positions**, while women accounted for 20%. Compared to 2024, the number of women in managerial positions decreased by 7%.*

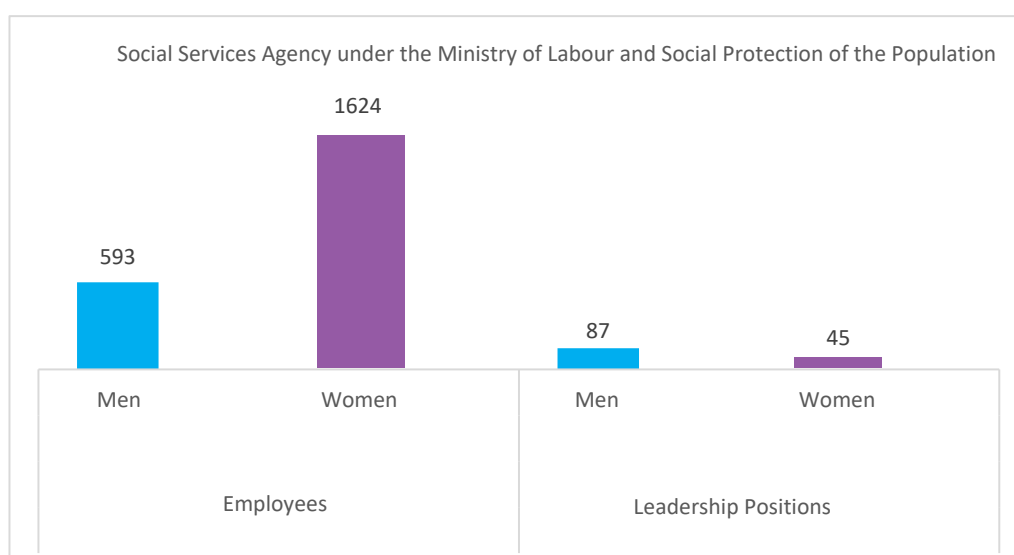
Ministry of Labour and Social Protection of the Population of the Republic of Azerbaijan

Gender distribution of employees in the Ministry of Labour and Social Protection of the Population (persons, as of the beginning of the year)



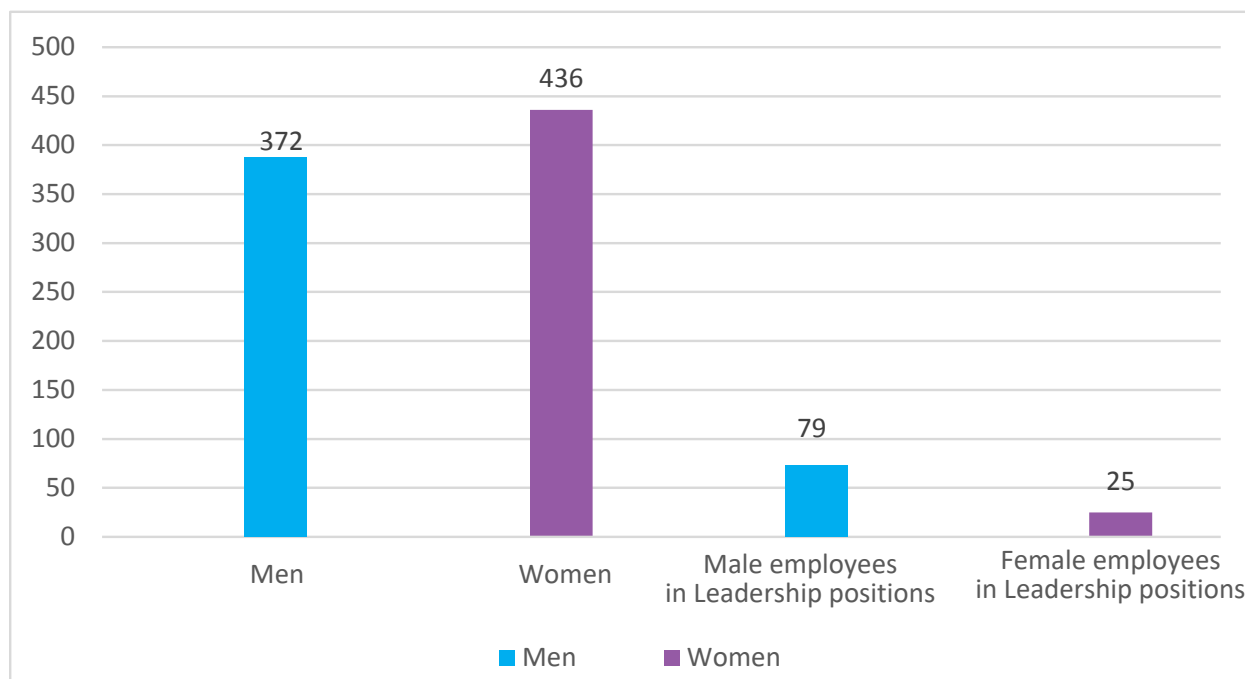
Women accounted for 53.7% of employees in the Ministry of Labour and Social Protection of the Population, while men accounted for 46.3%. Among employees in managerial positions, women accounted for 23.2%, while men accounted for 76.8%.

Social Services Agency under the Ministry of Labour and Social Protection of the Population



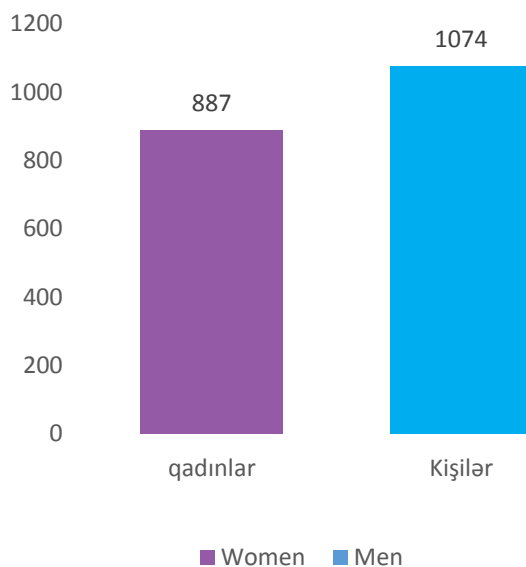
Women and men accounted for 73% and 27% of employees, respectively, in the Social Services Agency, with men constituting the majority in managerial positions.

Agency for Sustainable and Operational Social Security - DOST Agency (2025)

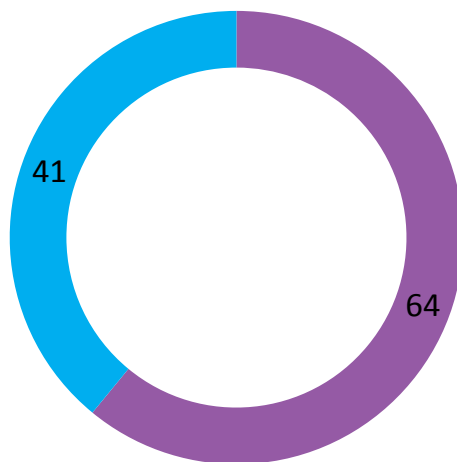


The workforce breakdown at the DOST Agency comprised 54% female and 46% male staff. Men remained predominant in managerial positions.

State Agency for Public Service and Social Innovations under the President of the Republic of Azerbaijan Total number of employees in ASAN Service centres and subordinate institutions



Ministry of Health of the Republic of Azerbaijan Gender distribution of employees within the Ministry of Health apparatus



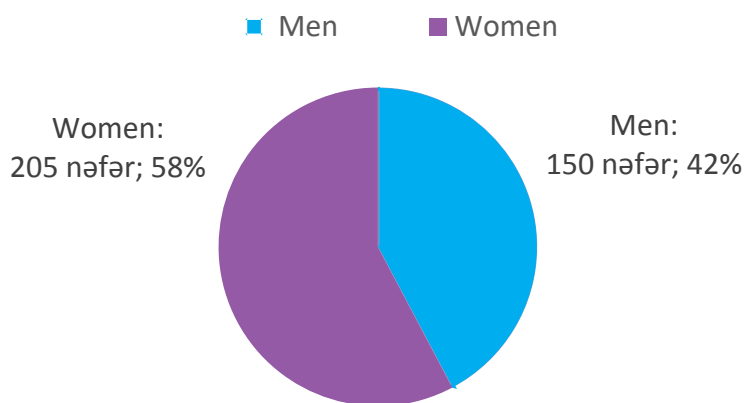
(Persons)

■ Women ■ Men

Women account for 61% of employees within the Ministry of Health apparatus, with men accounting for 39%.

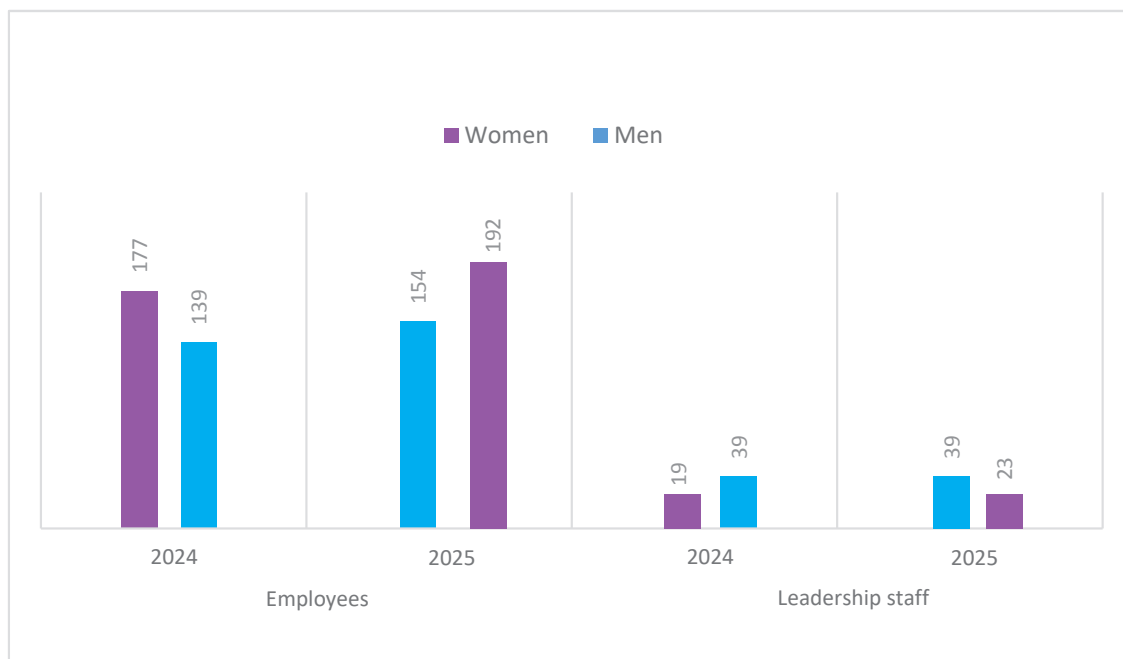
State Agency for Compulsory Health Insurance of the Republic of Azerbaijan

Gender distribution of employees in the Agency for 2025
Total number of employees: 355



In 2025, women accounted for 58% of employees in the Agency, with men accounting for 42%.

Gender distribution of employees within the apparatus of the Management Union of Medical Territorial Units (TABIB)



Women account for 55% of employees within ABIB, with men accounting for 45%.

Ministry of Digital Development and Transport of the Republic of Azerbaijan

The total number of employees within the apparatus of the Ministry and its subordinate bodies stood at 3,531, comprising 741 women and 2,790 men.

The total number of employees in managerial positions was 329, of whom 57 were women and 272 were men.

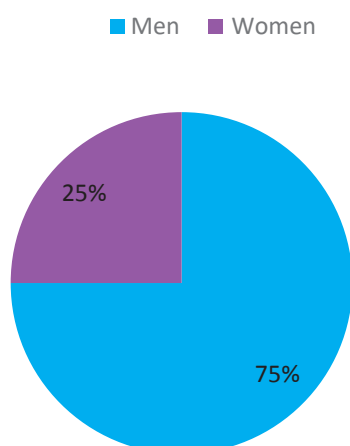
Ministry of Defence of the Republic of Azerbaijan

Information on female military personnel and civilian employees serving in the Azerbaijan Armed Forces is as follows:

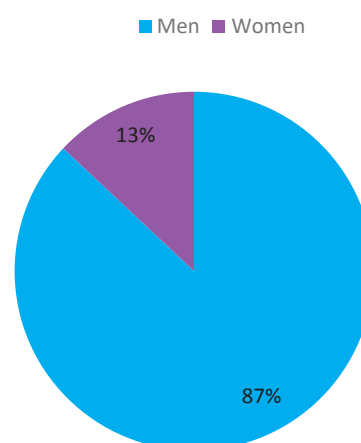
- female commissioned officers and warrant officers – 329;
- Female military personnel performing extended active military service – 1602;
- female civilian employees - 10218;
- female military personnel in managerial positions - 4;
- female civilian employees in managerial positions – 2.

Ministry of Defence Industry of the Republic of Azerbaijan

Total number of employees



Leadership positions



In the Ministry of Defence Industry, men account for 75% of employees, with women accounting for 25%. Among employees in managerial positions, men accounted for 87%, with women accounting for 13%.

Ministry of Finance of the Republic of Azerbaijan

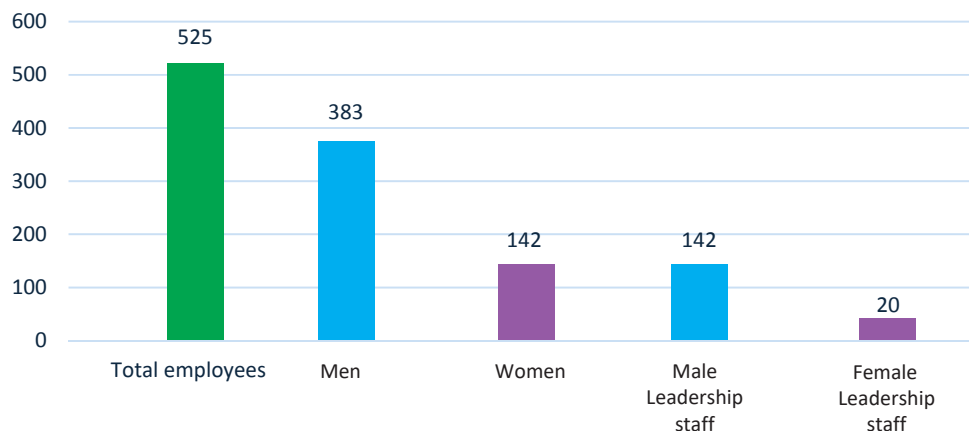
Gender distribution of employees in the Ministry of Finance

	Total number of employees	Of whom, women:		Number of employees in managerial positions	Of whom, women:	
		Number	%		Number	%
Ministry of Finance Apparatus	296	122	41.2%	94	25	26.6%
Baku City Finance Department	36	17	47.2%	3	-	-
Regional Finance Departments	176	41	23.3%	26	-	-
State Treasury Agency	443	156	35.2%	106	26	24.5%
State Financial Control Service	79	13	16.5%	18	1	5.6%
State Debt and Financial Liabilities Management Agency	27	10	37%	9	2	22.2%
Financial Science and Training Centre	28	19	67.9%	8	4	50%
Baku Congress Centre	85	16	18.8%	10	4	40%
Digital Finance Centre LLC	64	19	75.3%	9	3	33.3%
Total	1234	413	33.5%	283	65	23%

Women account for 33.5% of employees in the Ministry of Finance, with men accounting for 66.5%.

Ministry of Youth and Sports of the Republic of Azerbaijan

Gender distribution of civil servants in the central apparatus and regional offices (2025)



In the system of the Ministry of Youth and Sports, men accounted for 73% of employees, with women accounting for 27%.

In 2025, a total of 2,113 athletes achieved success in competitions, including 739 women and 1,374 men.

During the year, a number of mass sports development activities were implemented for boys and girls, as follows:

S/N	Activity name	Location	Number of girls	Number of boys
1	"Sports Festival" week	Gabala, Sheki	43	85
2	"BeActive" project	Sheki, Zagatala, Gakh, Balaken, Oguz, Gabala, Ismayilli, Shamakhy, Gobustan, Agsu	372	82
3	"Let's Learn to Swim" project	Baku city and regions	244	453
4	"Mobile Healthy Lifestyle" project	Baku city and regions	3444	8037
5	"Cross the Kura" project	Mingachevir	31	199

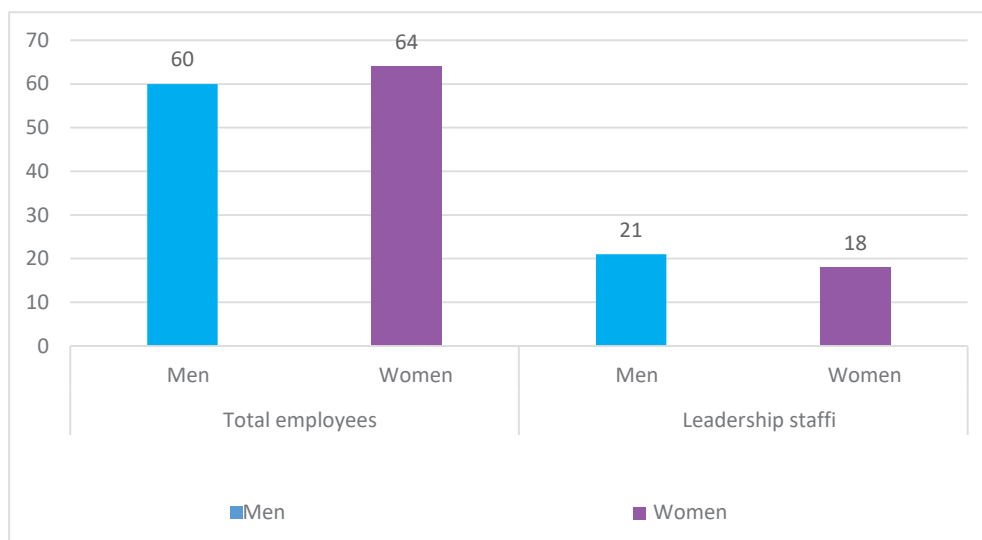
In 2025, women and men accounted for 31% and 69% of employees, respectively, across 43 sports federations, as well as within the Deaflympic, Paralympic, and Special Olympics committees.

Gender distribution of Paralympic athletes

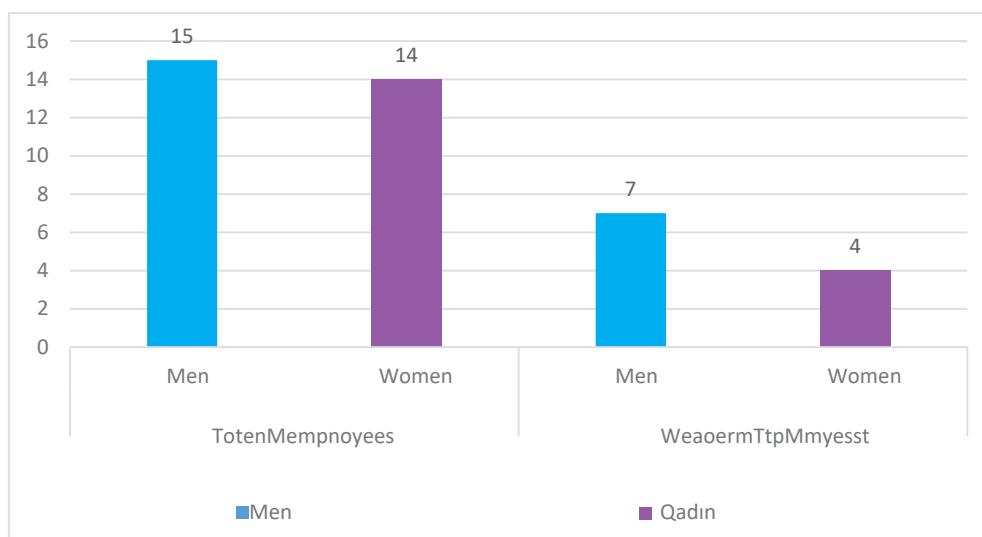
In 2025, medal-winning Paralympic athletes participated in World and European Championships, Cup competitions, and international tournaments across para judo, para athletics, para taekwondo, para badminton, para swimming, para shooting, para alpine skiing, para powerlifting, para archery, boccia, and para karate.

A total of 21 women and 54 men competed, winning 21 gold, 18 silver, and 22 bronze medals. Among women athletes, 6 won gold, 4 won silver, and 1 won bronze medals, while among men athletes, 13 won gold, 13 won silver, and 21 won bronze medals. An additional 3 medals (2 gold and 1 silver) were won in team events.

Ministry of Culture of the Republic of Azerbaijan

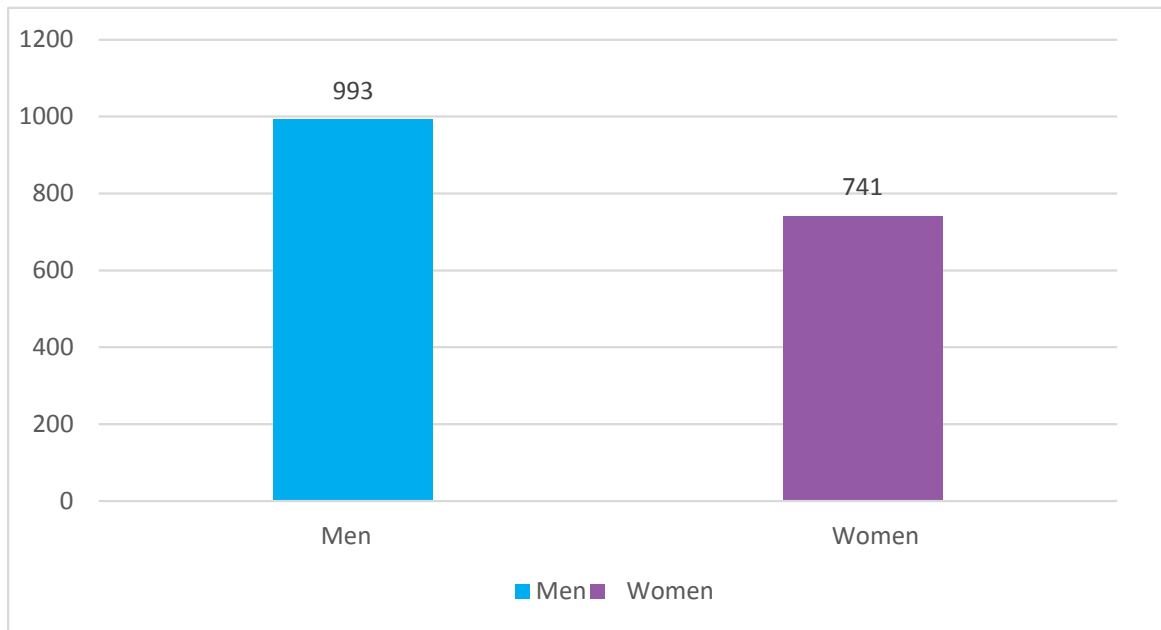


State Service for Protection, Development and Restoration of Cultural Heritage



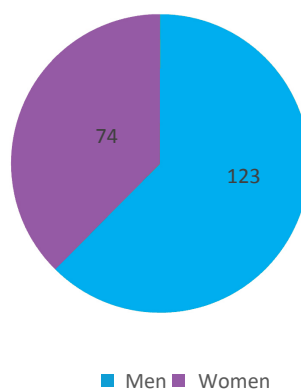
Gender balance has been maintained among employees and managerial staff in the Ministry of Culture.

State Tourism Agency of the Republic of Azerbaijan



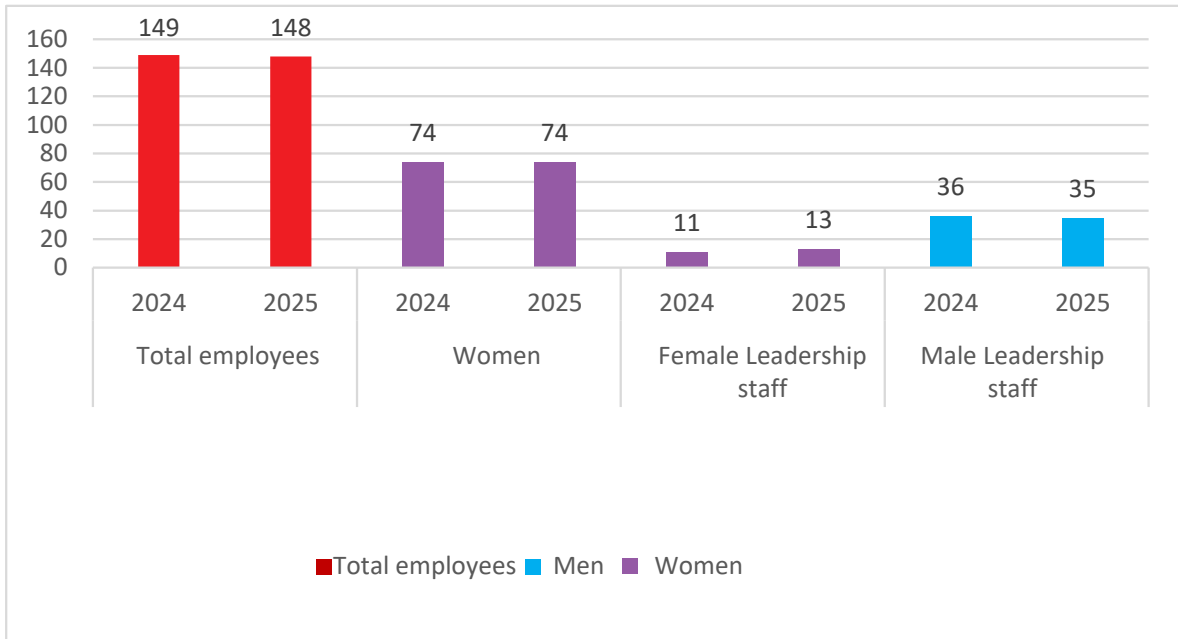
Women accounted for 43% of the total workforce, with men accounting for 57% in the system of the State Tourism Agency.

Gender distribution of employees in managerial positions within the Agency's system (persons)



Women accounted for 38% of employees in managerial positions in the State Tourism Agency, with men accounting for 62%.

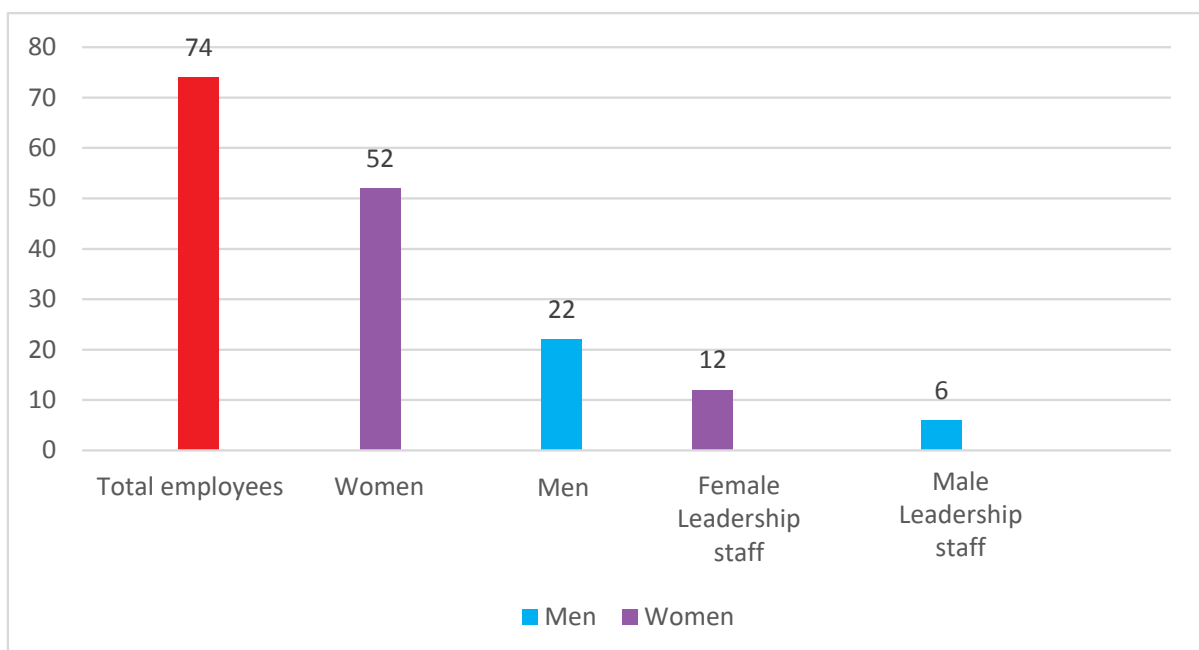
Ministry of Energy of the Republic of Azerbaijan



In the Ministry of Energy of the Republic of Azerbaijan, women and men each accounted for 50% of the total workforce. Men constituted the majority among staff in managerial positions.

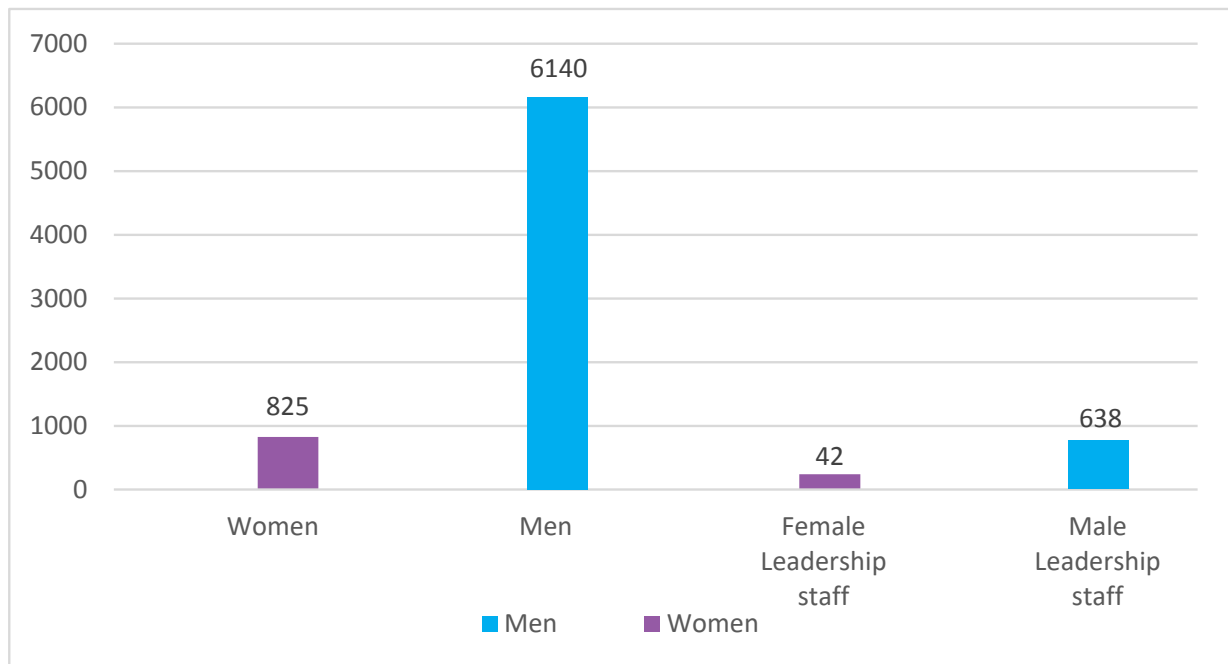
State Committee for Family, Women and Children Affairs of the Republic of Azerbaijan

Gender distribution of employees, including those in managerial positions, within the Apparatus of the State Committee for Family, Women and Children Affairs for 2025



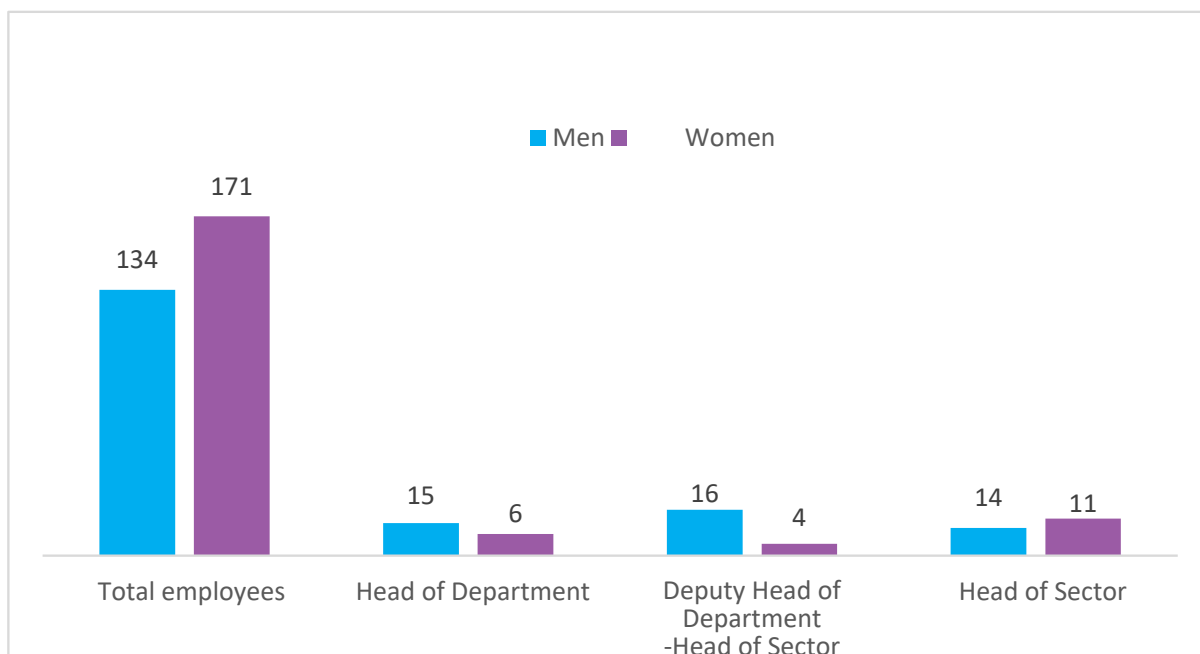
Azerenerji Open Joint-Stock Company

As of 1 January 2026, Azerenerji OJSC, including its constituent enterprises, employs a total of 6,965 personnel, of whom 825 (12%) are women. Among 680 employees in managerial positions, 42 (6%) are women.

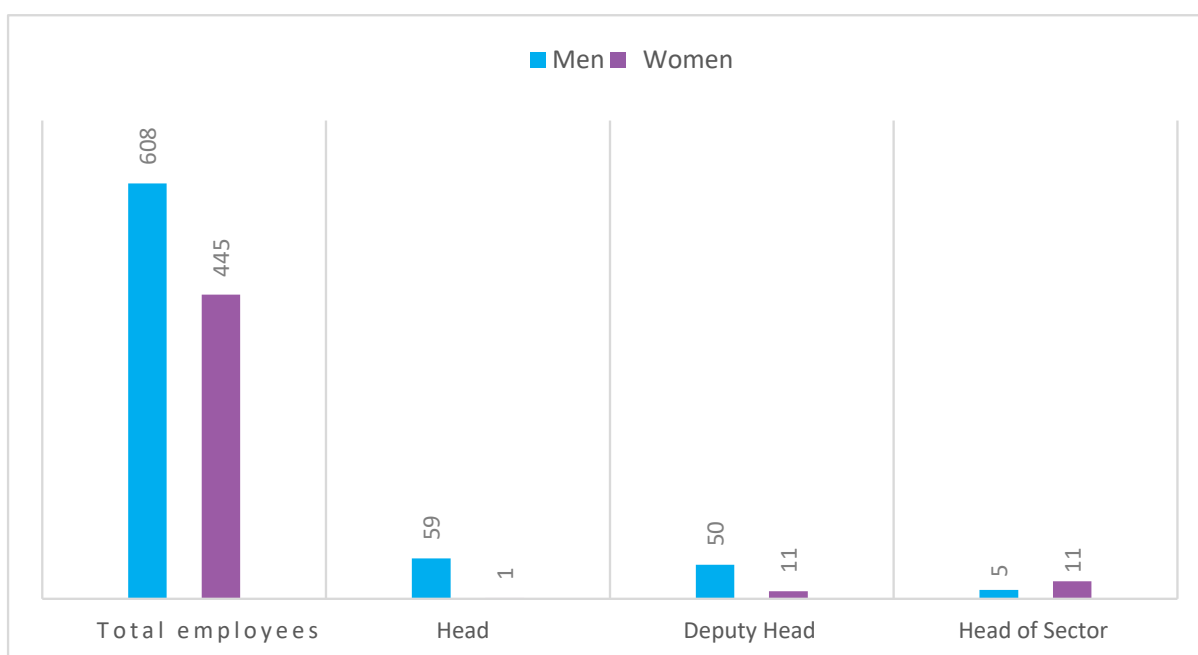


State Statistical Committee of the Republic of Azerbaijan

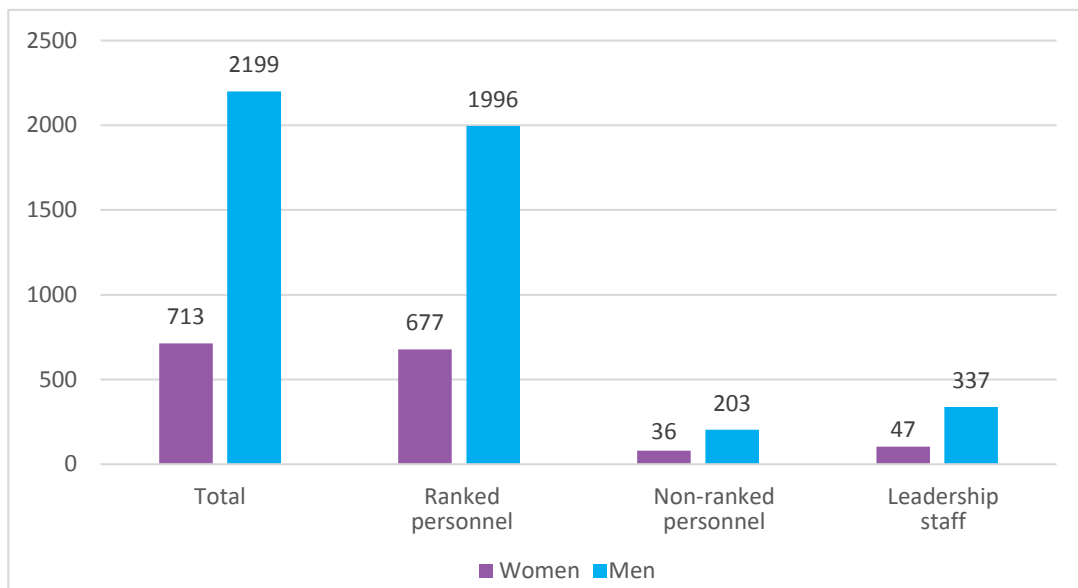
Gender distribution of employees, including those in managerial positions, within the Apparatus of the State Statistical Committee of the Republic of Azerbaijan (persons)



Gender distribution of employees, including those in managerial positions, in the regional offices of the State Statistical Committee (persons)

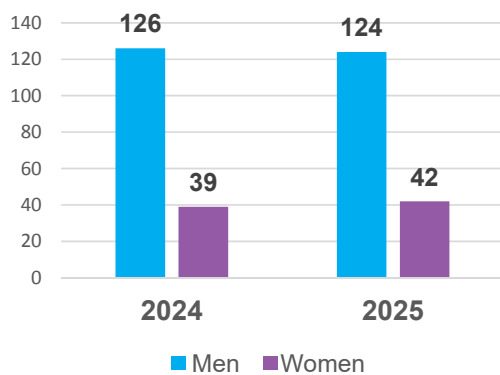


State Customs Committee of the Republic of Azerbaijan

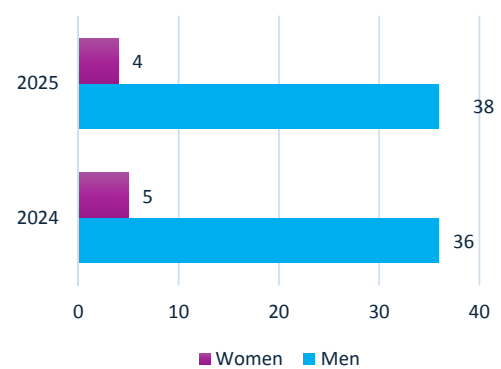


State Committee on Work with Religious Institutions

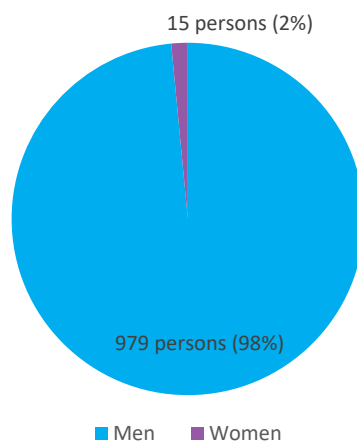
Number of employees



Number of managerial staff



Number of religious community chairpersons



State Committee for Affairs of Refugees and Internally Displaced Persons of the Republic of Azerbaijan

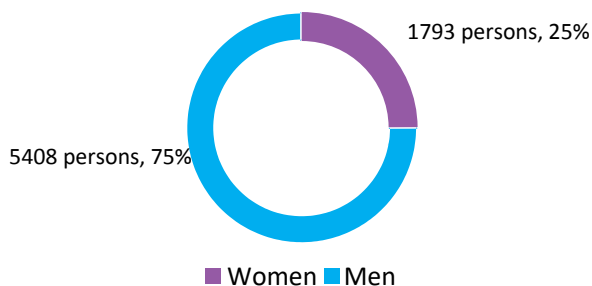
Of the 203 employees working in the State Committee for Affairs of Refugees and Internally Displaced Persons of the Republic of Azerbaijan, 140 are men and 63 are women. Among them, 13 women and 46 men hold managerial positions.

State Committee on Work with the Diaspora of the Republic of Azerbaijan

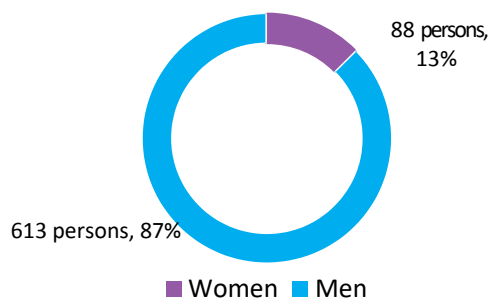
In 2025, there were 4 political appointees in the Apparatus of the State Committee on Work with the Diaspora of the Republic of Azerbaijan, along with 113 employees (53 women and 60 men). Among them, 9 women and 29 men held managerial positions.

Gender distribution of employees in the structural units of Azerbaijan Airlines (AZAL) CJSC

Gender distribution of total employees in 2025

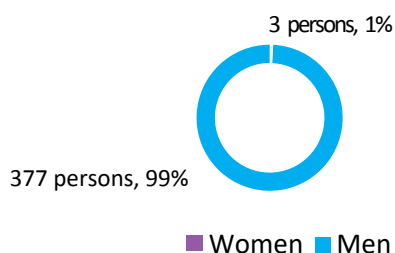


Gender distribution of managerial staff in 2025

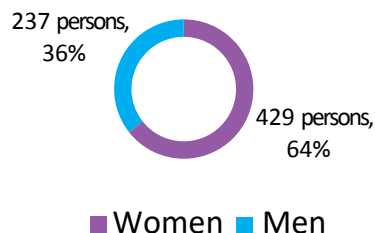


In 2025, men accounted for 99% of pilots (377 persons), while women accounted for 1% (3 persons).

Gender distribution of pilots in 2025

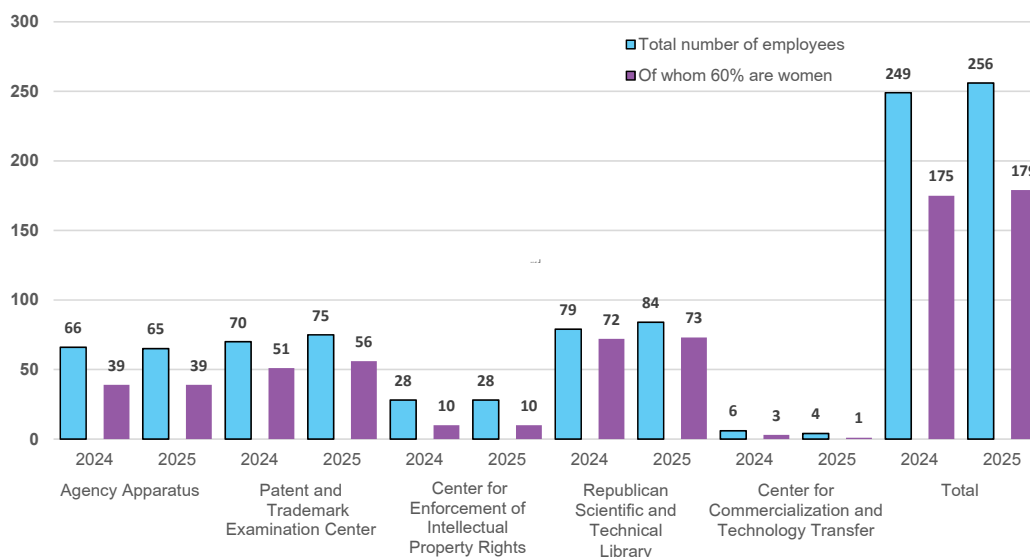


Gender distribution of guides in 2025



According to Azerbaijan Airlines (AZAL) CJSC, in 2025 the gender distribution among guides showed that men accounted for 36% of the total, while women accounted for 64%.

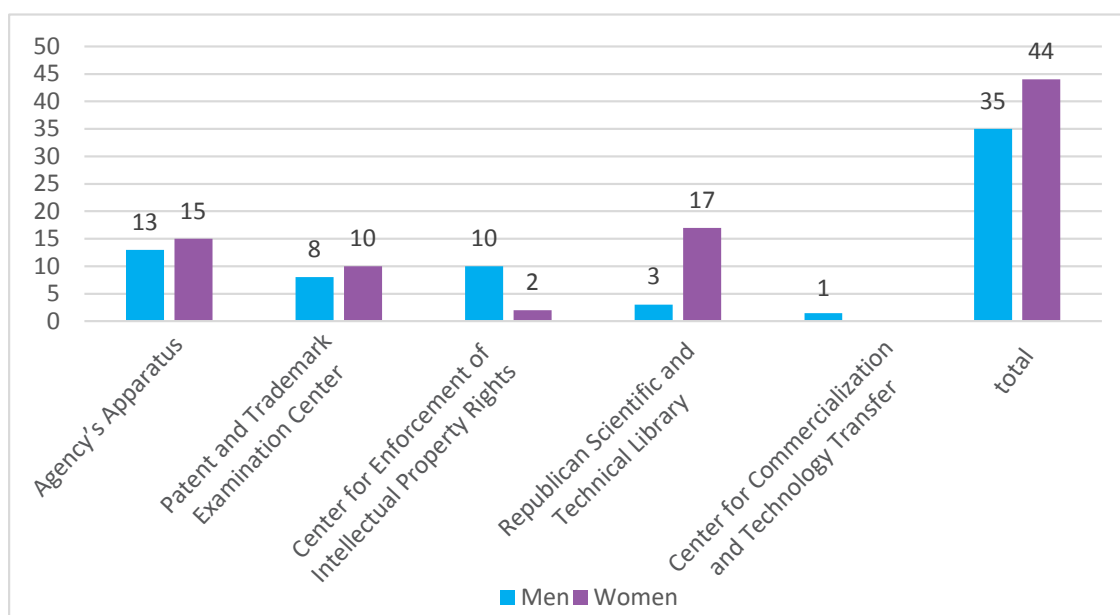
Intellectual Property Agency of the Republic of Azerbaijan Gender distribution of employees in the Agency's apparatus and subordinate bodies



Women account for 70% of the workforce within the Intellectual Property Agency system, with women accounting for 60% in the Agency's apparatus.

Women account for 74.6% of employees in the Patent and Trademark Examination Center, with 35.7% in the Center for Enforcement of Intellectual Property Rights, 87.0% in the Republican Scientific and Technical Library, and 25.0% in the Center for Commercialization and Technology Transfer.

Gender distribution of employees in managerial positions within the Intellectual Property Agency's apparatus and its subordinate bodies



The number of men in managerial positions within the apparatus and subordinate bodies of the Intellectual Property Agency is 35, while the number of women is 44.

Specifically, the distribution of managerial positions across the structures is as follows: 13 men and 15 women in the Agency's apparatus; 8 men and 10 women in the Patent and Trademark Examination Center; 10 men and 2 women in the Center for Enforcement of Intellectual Property Rights; 3 men and 17 women in the Republican Scientific and Technical Library; and 1 man in the Center for Commercialization and Technology Transfer.

State services in the field of copyright and related rights

In 2025, a total of **900 works and performances by 512 authors and copyright holders** were registered with the Intellectual Property Agency, and **813 Certificates of Registration of Works** were issued.

Among the authors whose works were registered, 153 were women, with 370 of their works being officially registered.

Specifically, **the breakdown of registered works** includes 660 works registered electronically (543 in 2024), 43 **computer programs** (32 in 2024), 370 **literary works** (197 in 2024), 111 **scientific works and textbooks** (75 in 2024), 209 **musical works with or without lyrics** (138 in 2024), and 37 **performances**.

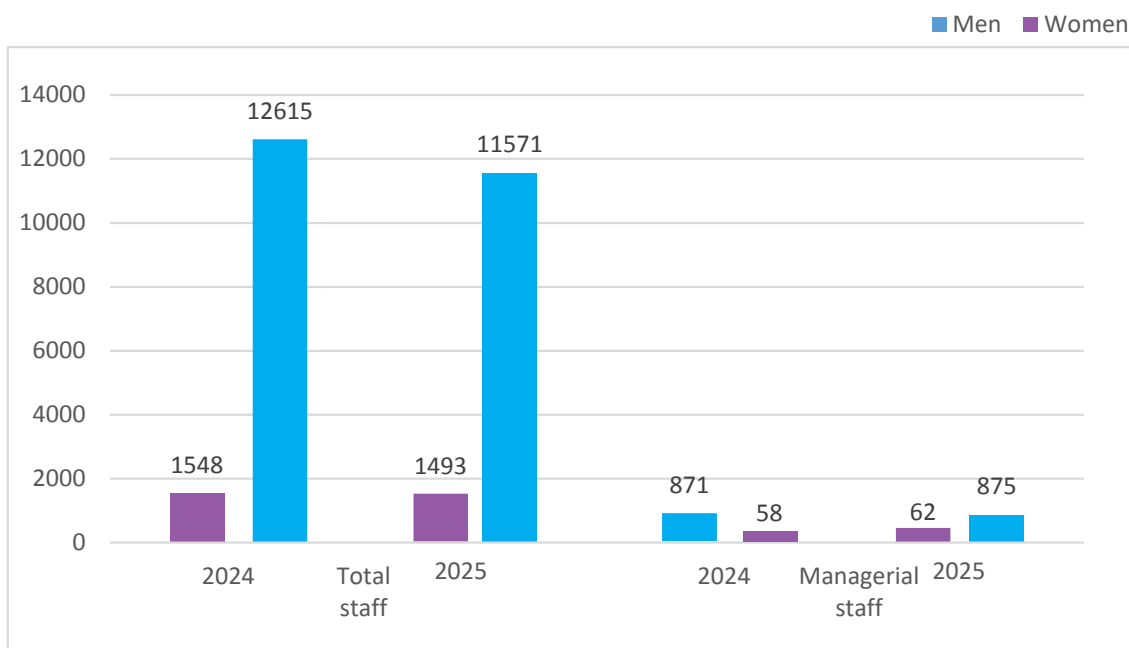
From 1996, when the official registration of works was introduced, until the end of April 2026, a total of 17,316 works and objects of related rights had been registered, including 2,975 works registered electronically.

In 2025, the Agency received 15 applications **related to copyright infringement**, 2 of which were submitted by female copyright holders.

Regarding industrial property, out of 282 invention applications, 31 were submitted by **female applicants** and 448 involved **female inventors**; out of 77 utility model applications, 4 were submitted by female applicants and 12 involved female inventors; and out of 66 industrial design applications, 6 were submitted by **female applicants** and 14 involved **female inventors**.

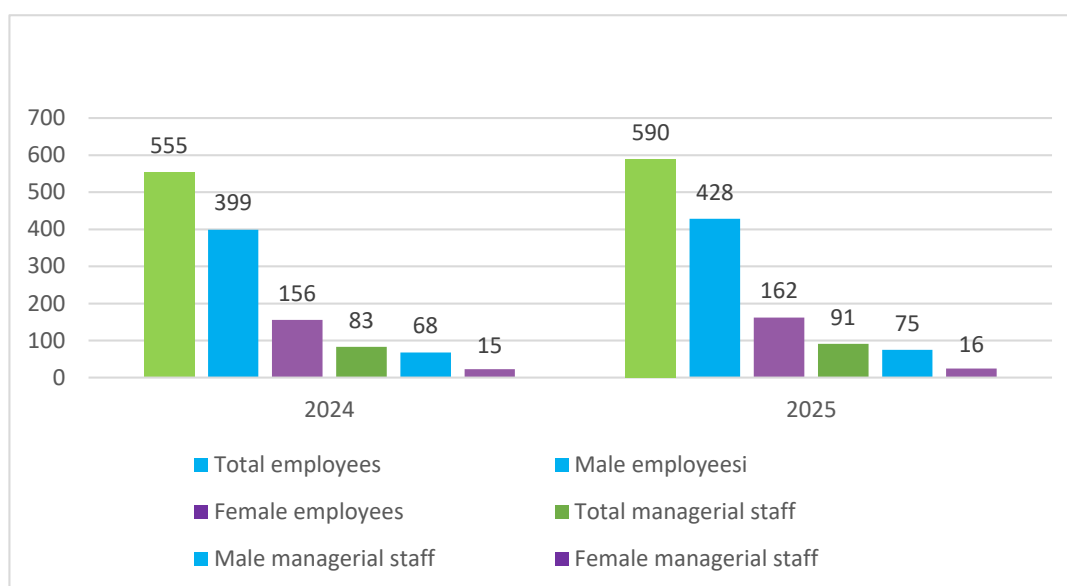
Out of 4,196 **trademark applications**, 147 were submitted by women.

State Agency of Azerbaijan Automobile Roads



Men account for 87% of the total workforce of the State Agency of Azerbaijan Automobile Roads, with women accounting for 13%.

State Advertising Agency of the Republic of Azerbaijan

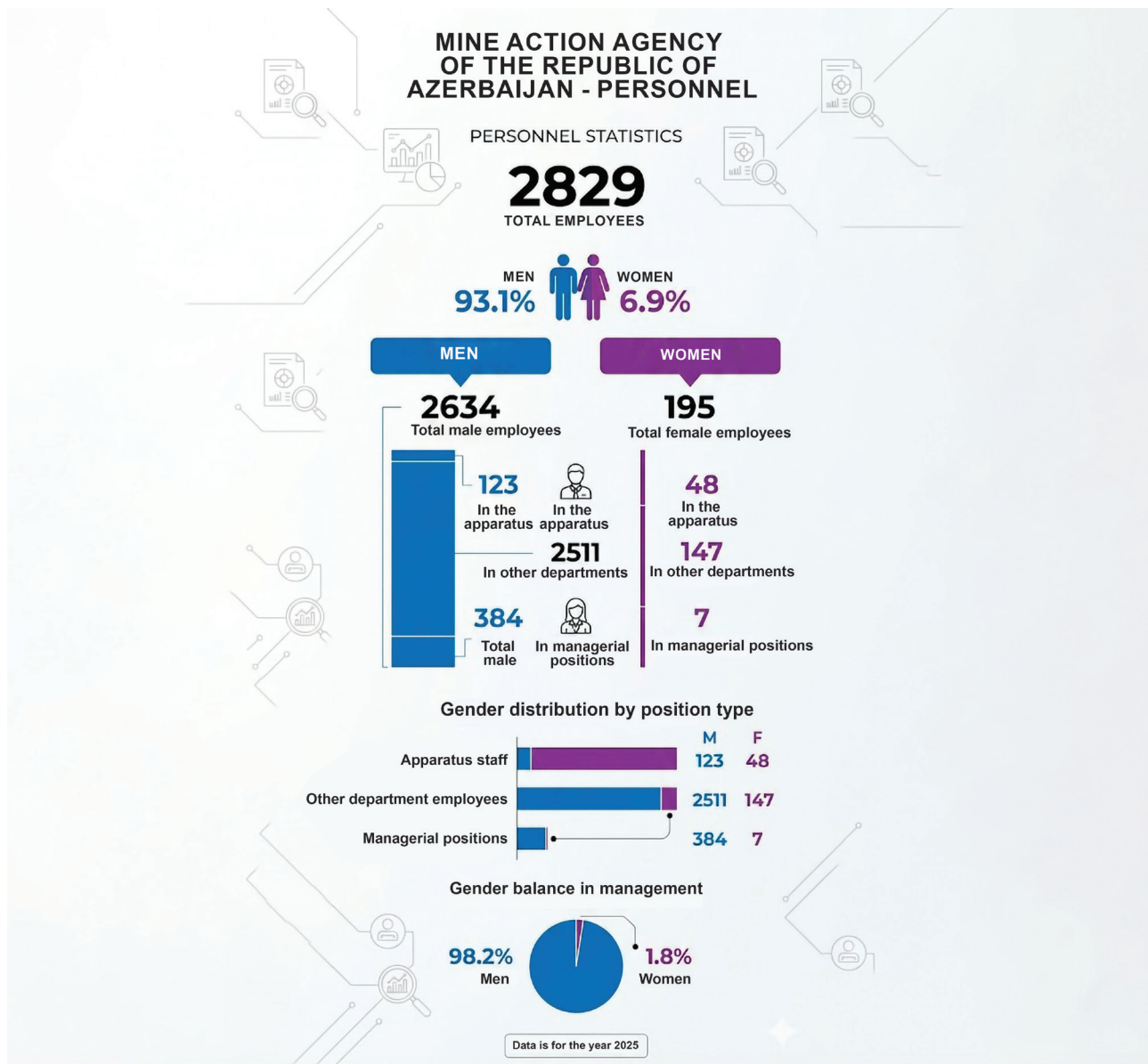


Women account for 73% of the total workforce of the State Advertising Agency, with men accounting for 27%.

Agency for State Support to Non-Governmental Organizations (NGOs) of the Republic of Azerbaijan

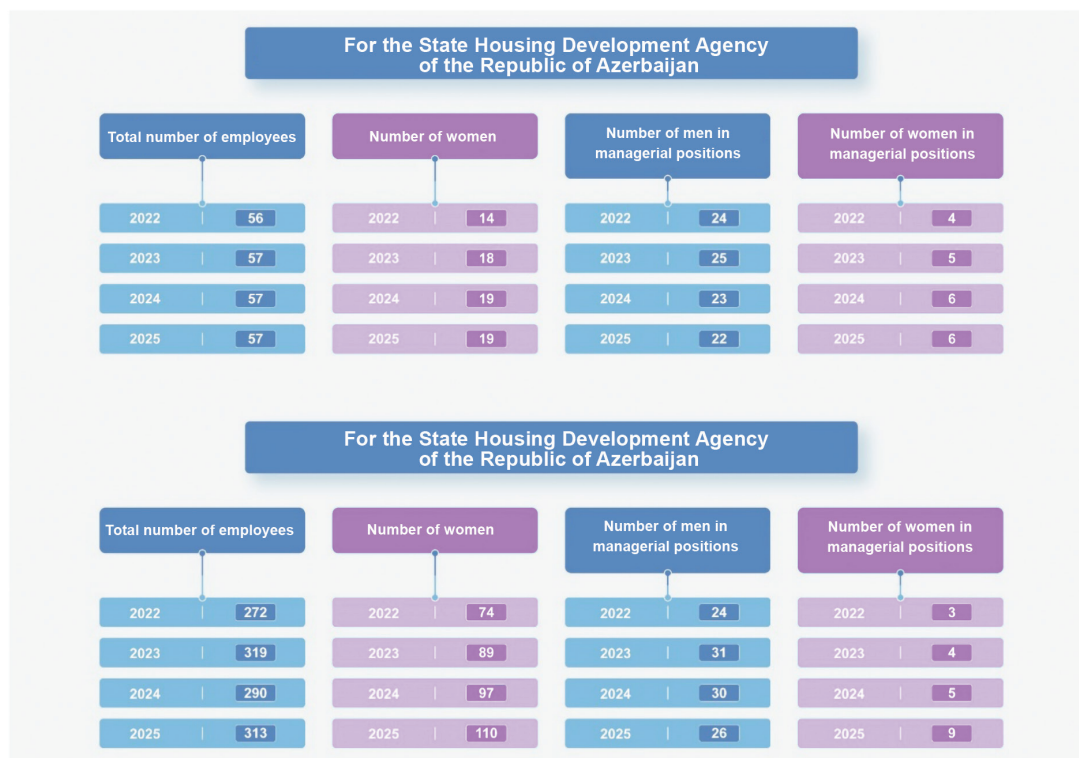
Of the total workforce in the Agency for State Support to Non-Governmental Organizations (NGOs) of the Republic of Azerbaijan, 9 employees are women and 8 are men. Among employees in managerial positions, 1 is a woman and 2 are men.

Mine Action Agency of the Republic of Azerbaijan



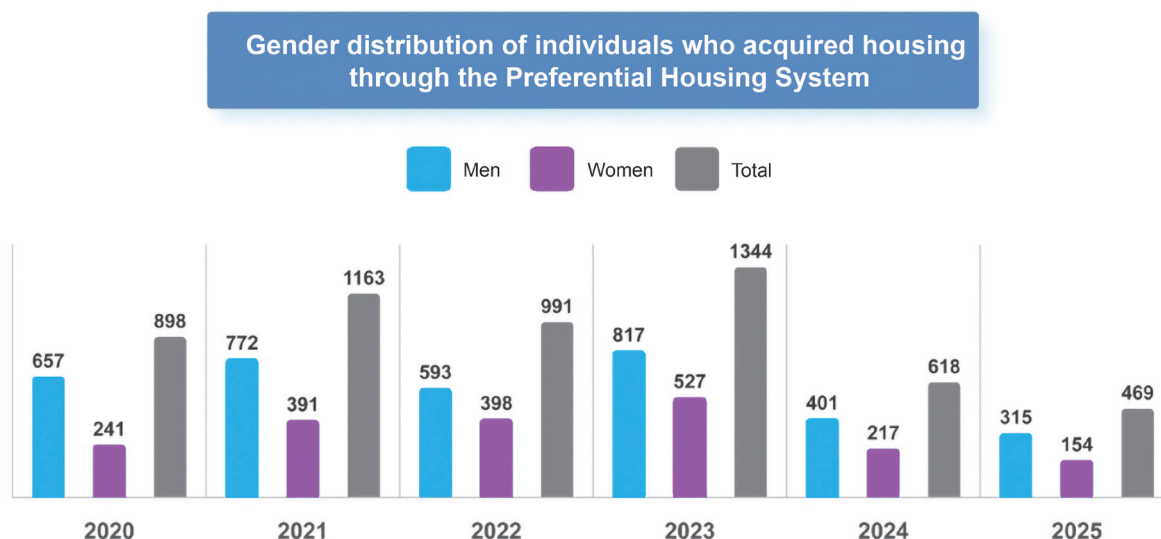
Men account for 93% of the total workforce of the Mine Action Agency, with women accounting for 7%.

State Housing Construction Agency of the Republic of Azerbaijan (2022–2025)



Women account for 35% of the total workforce in the State Housing Development Agency, while men constitute 65%, with male employees predominantly holding managerial positions.

Gender distribution of individuals who acquired housing through the Preferential Housing System (2020–2025)



The gender distribution of individuals who acquired housing through the Preferential Housing System during the period 2020–2025 indicates that men constituted the majority of beneficiaries.

State Security Service of the Republic of Azerbaijan

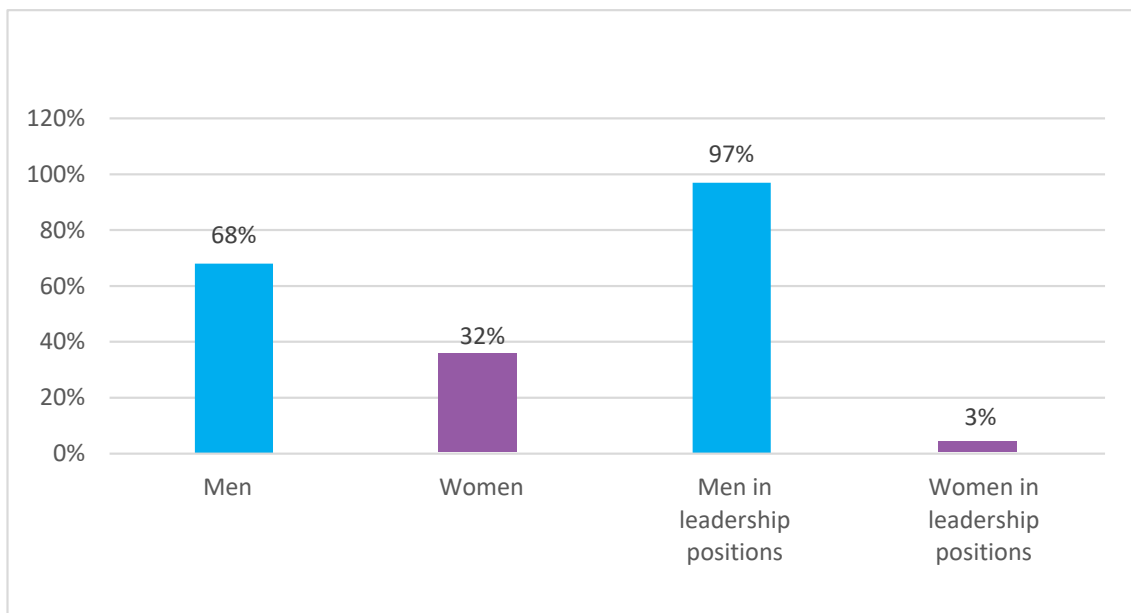
In 2025, efforts continued within the State Security Service to recruit women into military service (employment), promote them to responsible positions, and raise their military ranks.

Women currently constitute 22% of all personnel working in the State Security Service, of whom 38 hold leadership positions, compared to 34 in 2024).

State Service for Mobilization and Conscription of the Republic of Azerbaijan

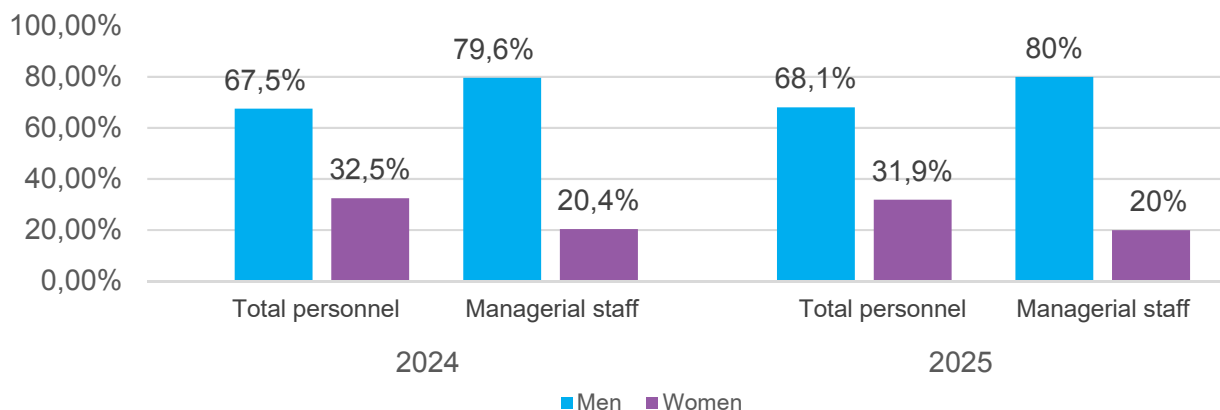
Given the nature of the Service's activities and its specific operational requirements, leadership positions are predominantly held by male military personnel.

Accordingly, the percentage breakdown of women and men serving in the Service, including military personnel, civilian employees and civil servants, both among total personnel and in leadership positions, is as follows:



Men and women accounted for 68% and 32% of total personnel, respectively. Men predominated in leadership positions, accounting for 97% of the total.

State Migration Service of the Republic of Azerbaijan



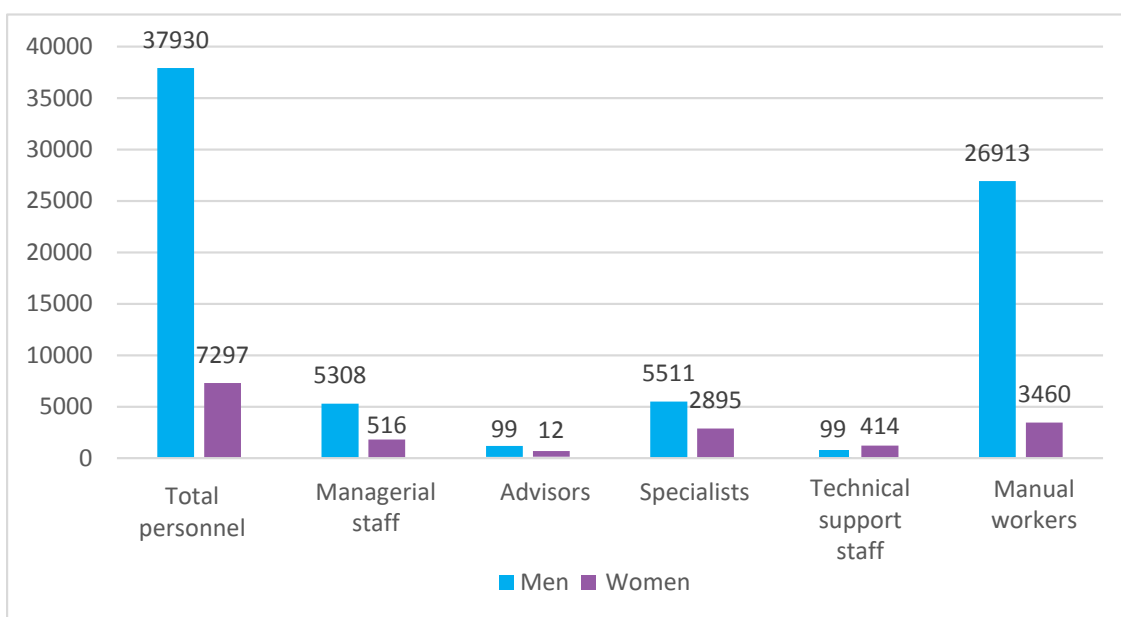
Women and men accounted for 31.9% and 68.1% of total personnel, respectively. Men predominated in leadership positions, accounting for 80% of the total, with women accounting for 20%.

State Border Service of the Republic of Azerbaijan

In 2025, women and men accounted for 13% and 87% of the total staff of the structural units of the State Border Service, respectively, with women accounting for 1.52% of leadership positions.

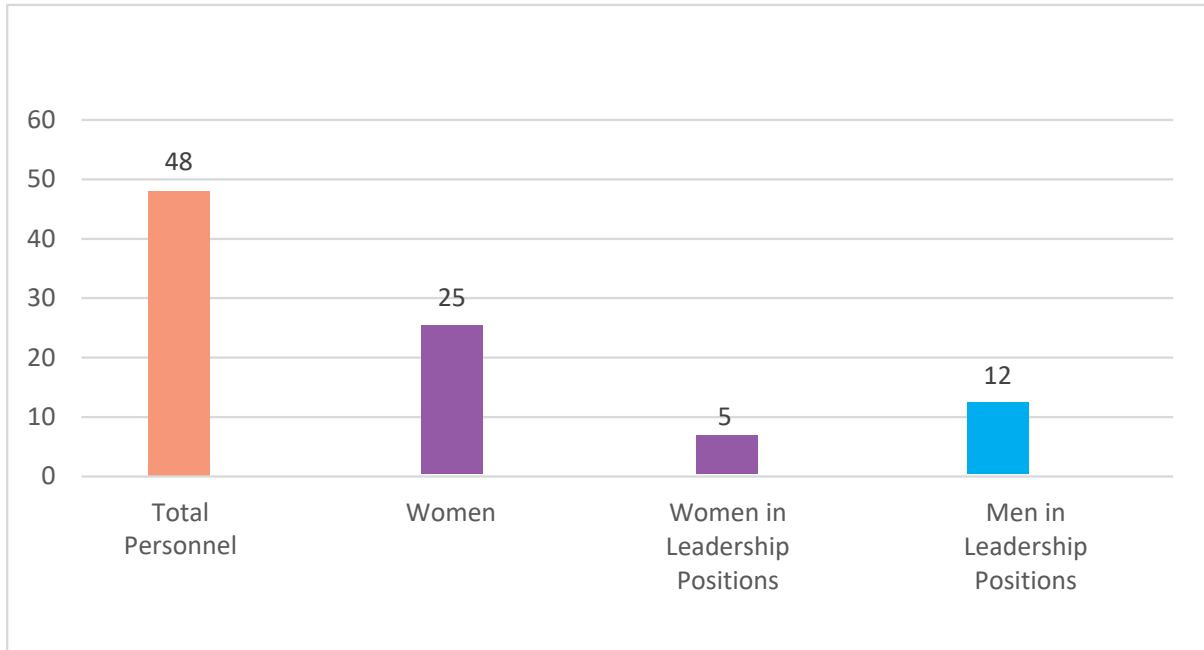
State Oil Company of the Republic of Azerbaijan

Total Headcount and Gender Breakdown in the State Oil Company of the Republic of Azerbaijan (SOCAR) as of 1 January 2026

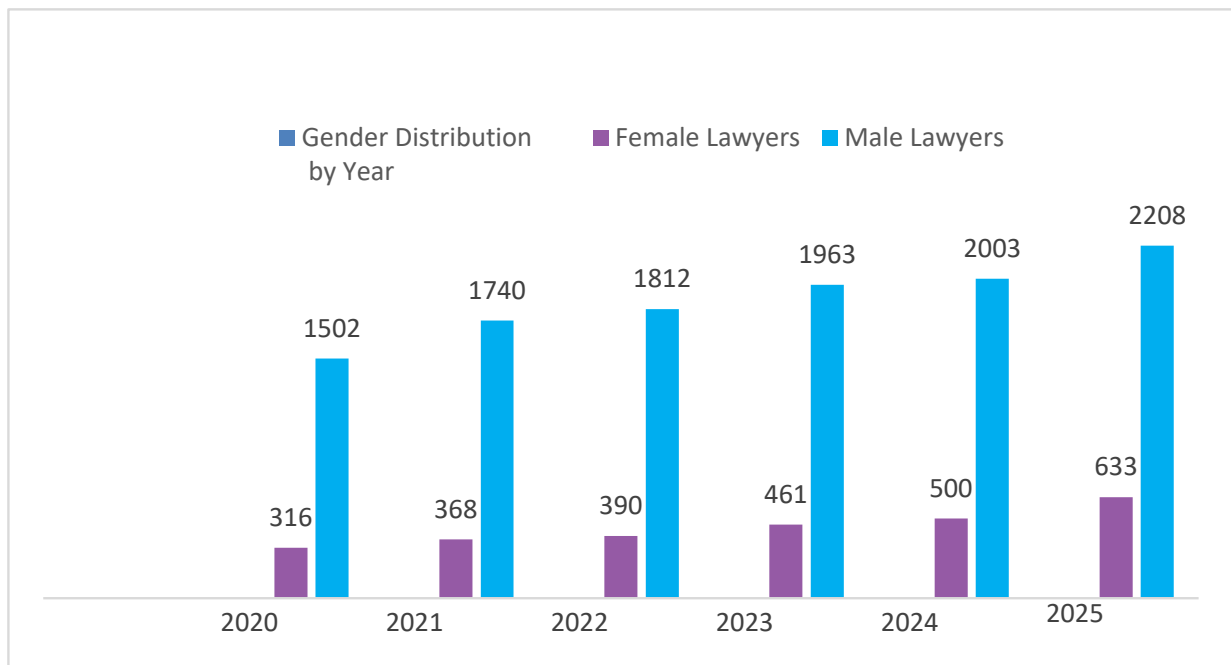


The workforce breakdown of the State Oil Company indicates that men predominate among managerial staff, advisors, specialists, and manual workers, whereas women constitute the majority of technical support staff.

Bar Association of the Republic of Azerbaijan Gender Distribution of Personnel

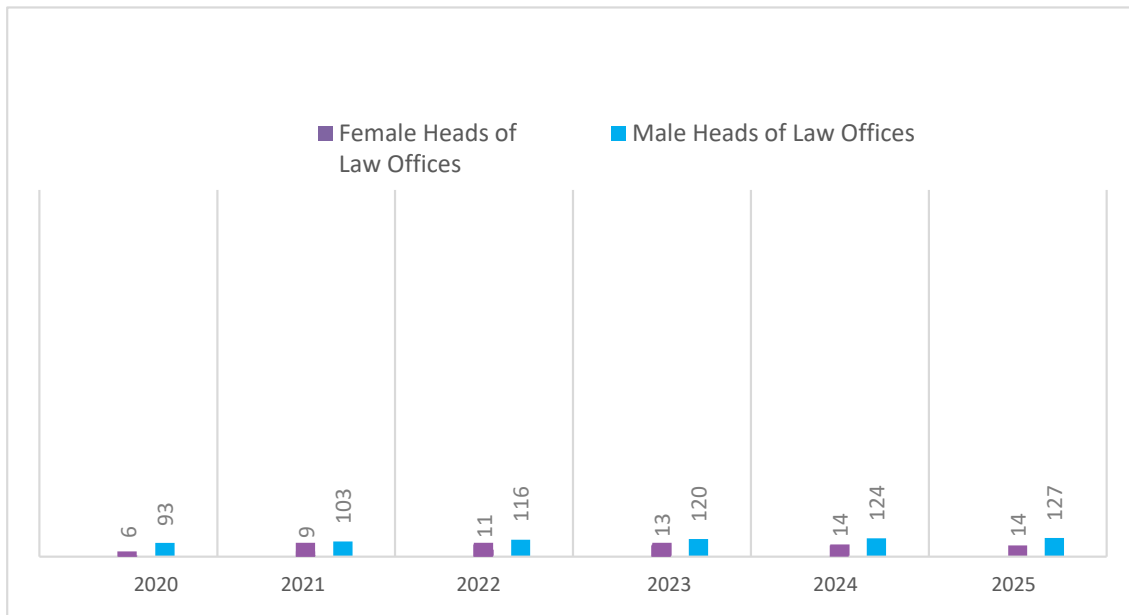


Comparative Gender Distribution of Lawyers, 2020–2025

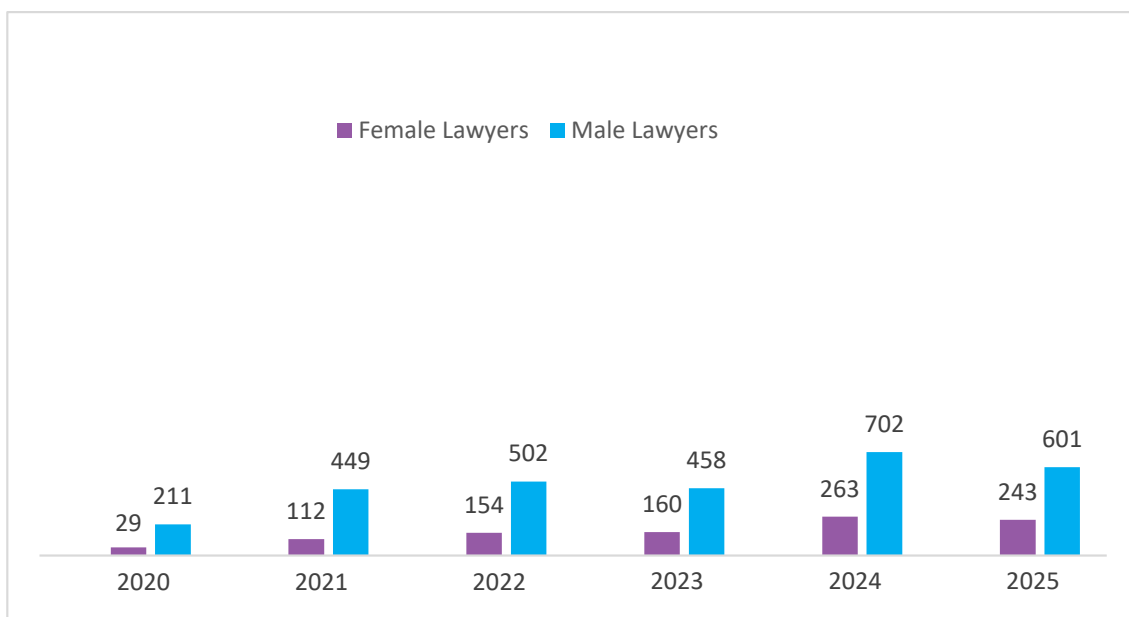


As can be seen from the statistical table, an increase in the number of female lawyers was observed in 2025.

Comparative Gender Distribution of Heads of Law Offices, 2020–2025



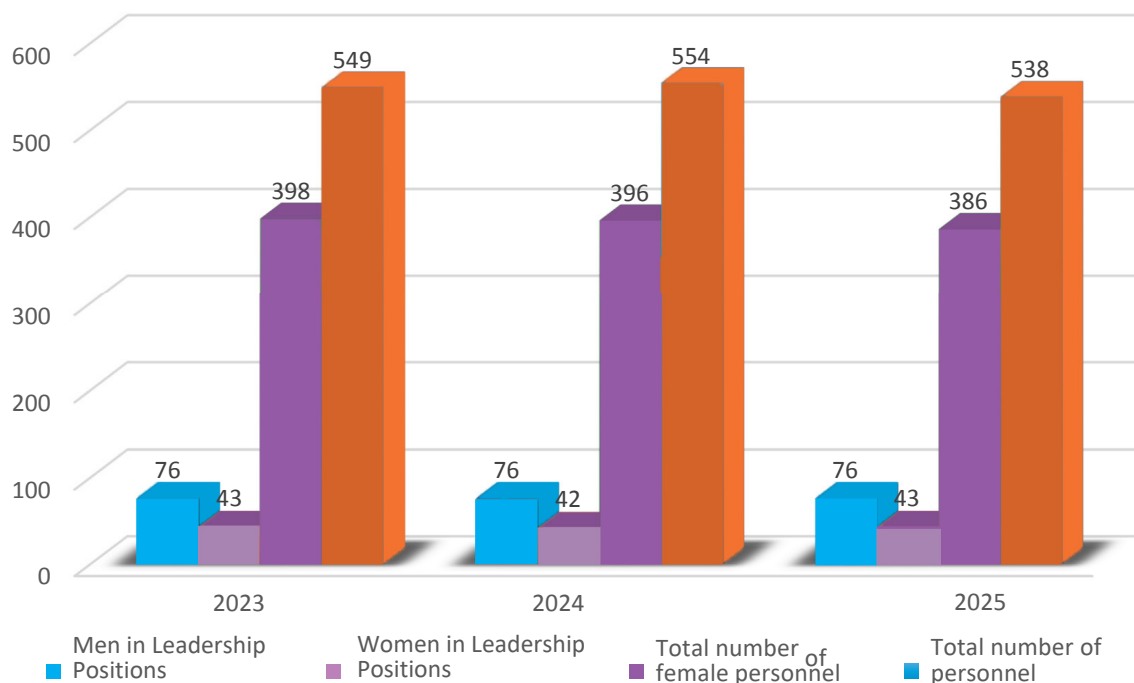
Comparative Gender Distribution of Participants in Bar Admission Examinations, 2020–2025



In 2025, a decrease was observed in the number of both female and male candidates in the bar admission examinations.

National Archives of the Republic of Azerbaijan

Gender Distribution of Total Personnel in the State Archives of the Republic of Azerbaijan, 2023–2025

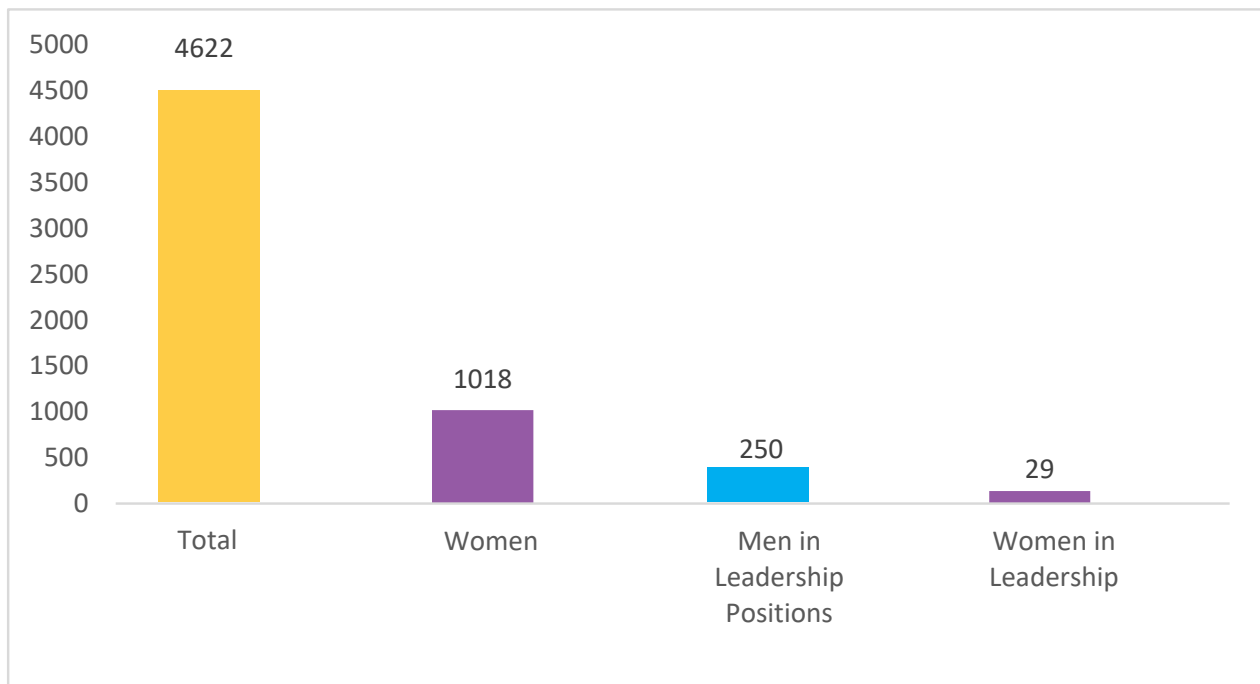


Women and men accounted for 72% and 28% of total personnel in the State Archives of the Republic of Azerbaijan, respectively. Men predominated in leadership positions.

Azerigas Production Union

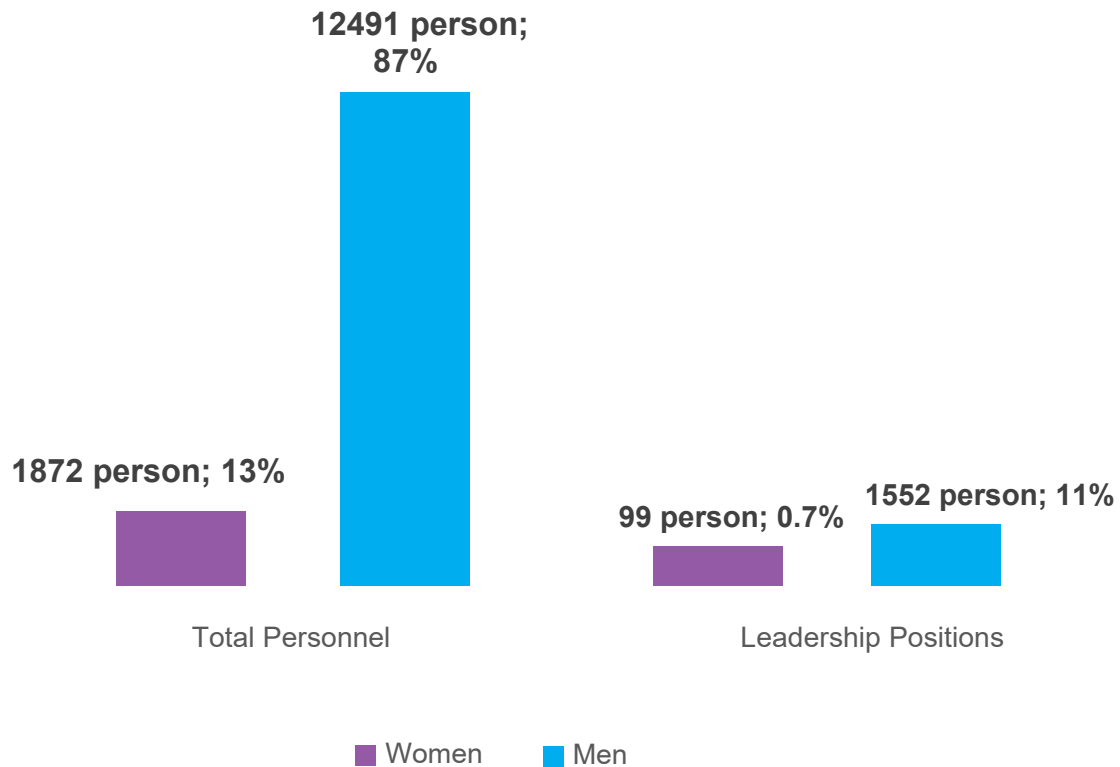
The total number of employees at Azerigas Production Union is 9,546, of whom 8,197 (86%) are male and 1,349 (14%) are female. A total of 1,170 employees hold leadership positions, of whom 1,109 (95%) are male and 61 (5%) are female.

Baku Metro Closed Joint-Stock Company



Given that most operational work at Baku Metro Closed Joint-Stock Company is carried out at night and under harmful underground conditions, men account for 78% of the workforce. Notably, for the first time in the history of the metro system, a female train operator was recruited. Currently, there are three female train operators working at the metro.

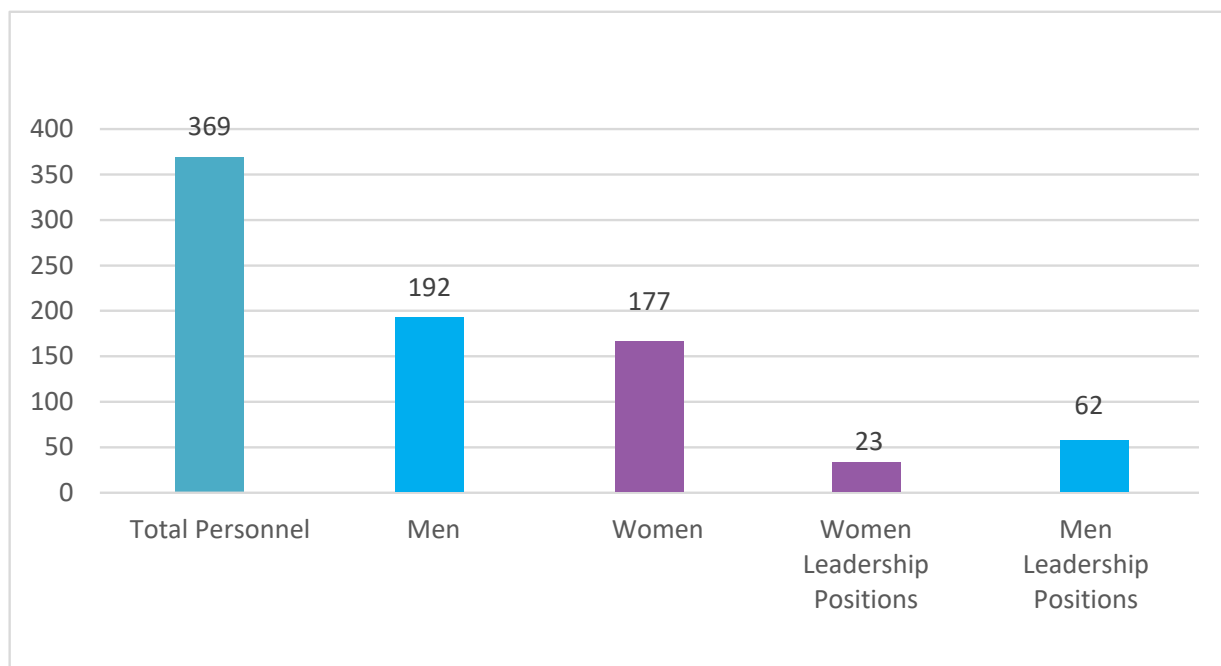
**Azerbaijan Railways Closed Joint-Stock Company:
Total workforce in 2025 — 14,363**



Men and women accounted for 87% and 13% of total personnel at Azerbaijan Railways Closed Joint-Stock Company, respectively. Men predominated in leadership positions.

*For the first time in the history of Azerbaijan Railways Closed Joint-Stock Company (ADY), an apprenticeship programme was organised **to attract female candidates for locomotive driver positions**. The interns acquired both theoretical and practical knowledge, and following the assessment stage, **two highest-performing female candidates were selected and employed as assistant locomotive drivers**.*

State Examination Center of the Republic of Azerbaijan



Men and women accounted for 52% and 48% of total personnel at the State Examination Center of the Republic of Azerbaijan, respectively.

An analysis of data provided by the central executive authorities of the Republic of Azerbaijan indicates a positive trend in maintaining gender balance across state institutions.

Men predominate among both general staff and managerial personnel in most central government bodies. At the same time, there are institutions where women exhibit higher representation across both staff and managerial categories. Gender parity has been maintained in certain institutions.

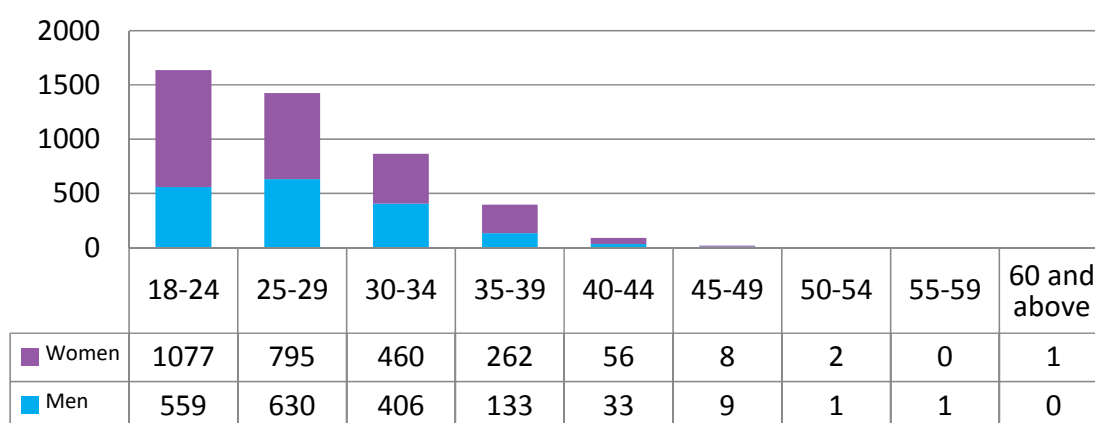
GENDER ASPECTS OF CIVIL SERVICE ADMISSION EXAMINATIONS

1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31 32 33 34 35 36 37 38 39 40 41 42 43 44 45 46 47 48 49 50 51 52 53 54 55 56 57 58 59 60 61 62 63 64 65 66 67 68 69 70 71 72 73 74 75 76 77 78 79 80 81 82 83 84 85 86 87 88 89 90 91 92 93 94 95 96 97 98 99 100



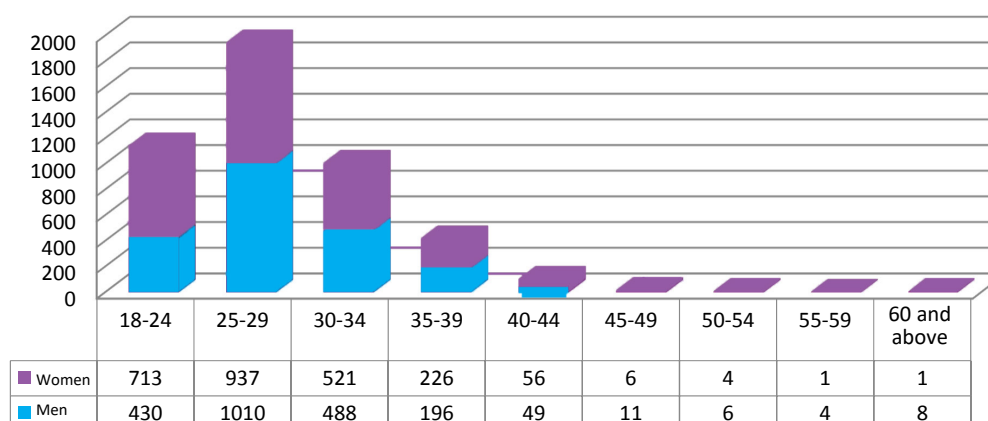
A robust legal framework ensuring gender equality in civil service recruitment has been established within the Republic of Azerbaijan, with mechanisms in place for the implementation of legislation. New positions continue to emerge and develop within public administration bodies. For this reason, the adoption of new legislative acts and relevant amendments to existing laws becomes necessary. Given that gender is a nuanced and critical domain, it requires particular attention in its regulatory and policy approach.

Age and Gender Distribution of Candidates Who Passed the Test Examination in 2025



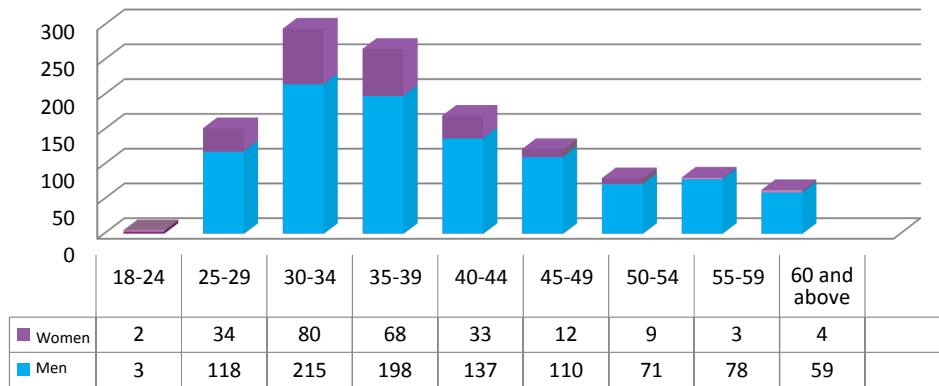
An analysis of the age and gender distribution of candidates who passed the written examination in 2025 shows that among candidates under 24 years of age, the number of female candidates exceeds that of male candidates. A similar pattern is also observed among successful candidates aged 30–39. Furthermore, only five candidates aged over 50 (three female and two male candidates) succeeded in the examination during the reporting year.

Age and Gender Distribution of Candidates Participating in the Interview Stage of the Competition Held in 2025



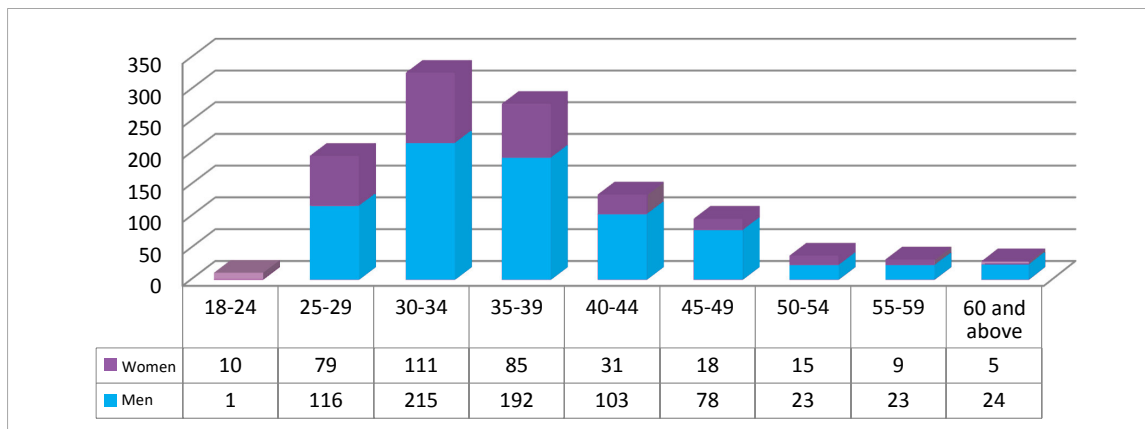
The age and gender distribution of candidates participating in the interview stage of the competition held in 2025 indicates that women outnumber men among candidates aged 18–24, 30–34, 35–39, and 40–44.

Age and Gender Distribution of Candidates Participating in the General Interview Stage Held in 2025



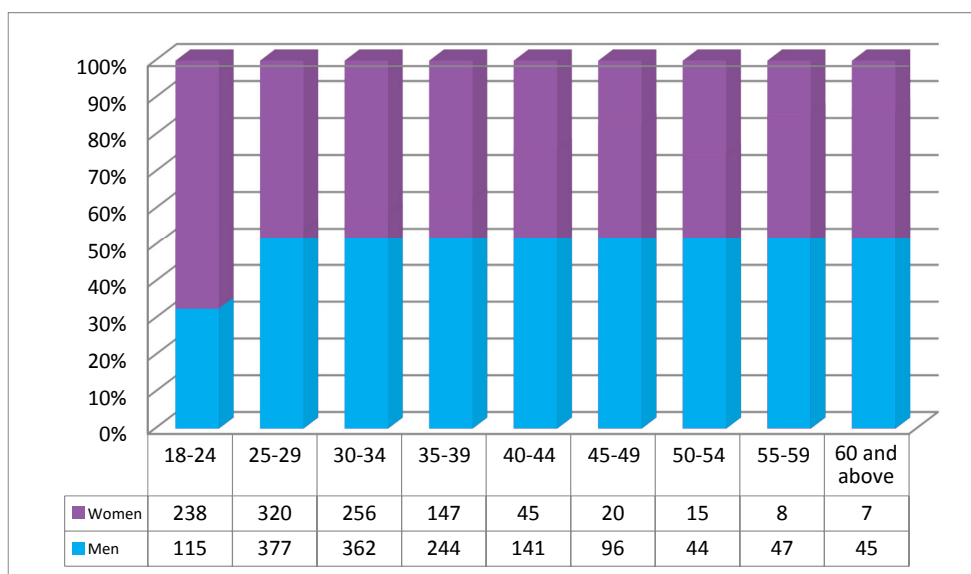
Among candidates participating in the general interview stage in 2025, male candidates predominated across all age groups.

Age and Gender Distribution of Candidates Participating in the Internal Interviews Held in 2025

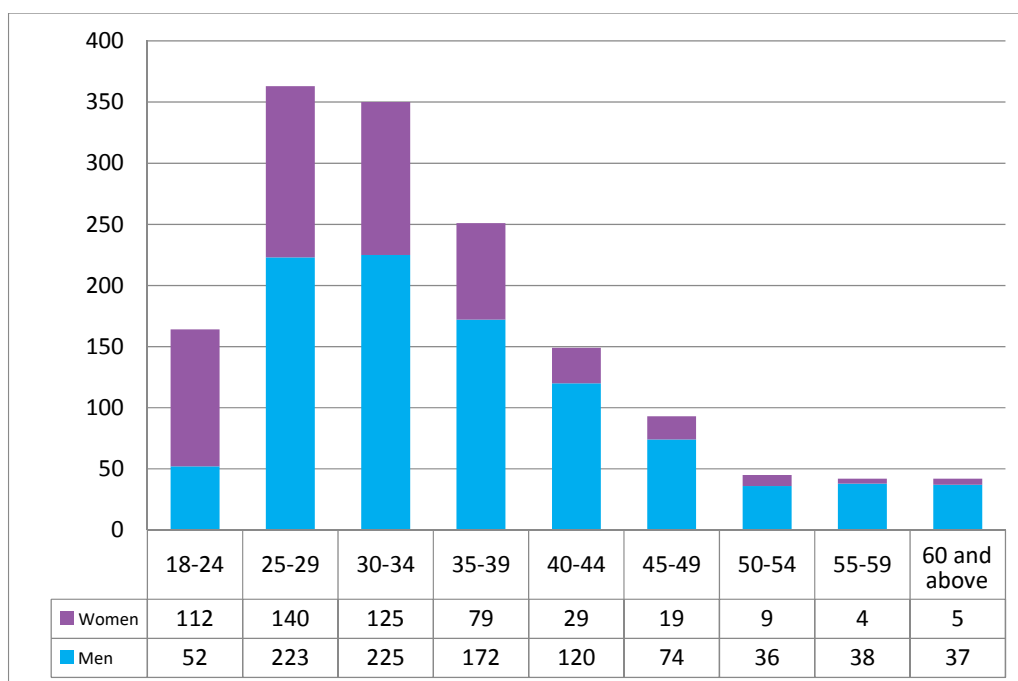


The age and gender distribution of candidates participating in the internal interviews held in 2025 indicates that women predominated only in the 18–24 age group.

Age and Gender Distribution of Successful Candidates in Interviews Held in 2025)

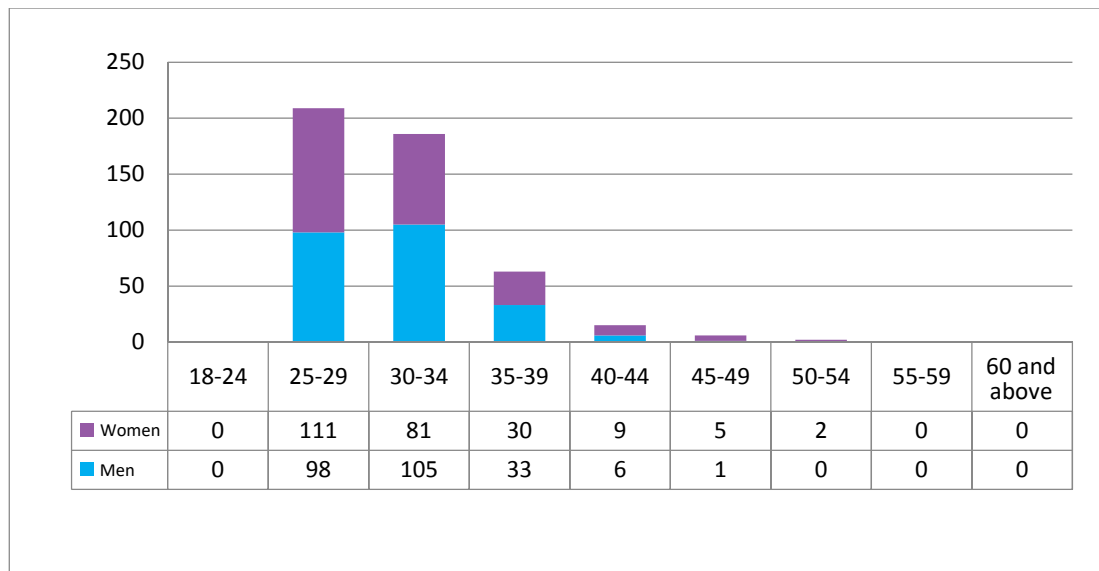


Age and Gender Distribution of Appointed Personnel Who Successfully Passed Interviews in 2025



The gender distribution of candidates appointed to vacant positions in 2025 following successful interview outcomes indicates that women predominate among candidates aged 18–24, accounting for 112 individuals (68.29%). However, men outnumber women across all age groups aged 25 and above. At the same time, among candidates aged 50 and above, men also predominate, with 111 male candidates compared to 18 female candidates.

Age and Gender Distribution of Candidates Who Obtained Certification under the Required Job Sub-Group in the Tests Conducted in 2025 for the Continuation of Civil Service Activity



An analysis of the age and gender distribution of candidates who obtained certification corresponding to the required job sub-group in the tests conducted for the maintenance of civil service activity in 2025 reveals several key observations.

The minimum age of certified candidates is 25 years.

Among certified candidates aged 25–34, men constitute the majority within this age category.

However, in the 50–54 age group, women outnumber men among certified candidates.

At the same time, an increase in the number of female candidates and a decrease in the number of male candidates are observed after the age of 35.

Among certified candidates aged 45 and above, women also exceed men in number.

GENDER DISTRIBUTION OF PERSONNEL IN LOCAL EXECUTIVE AUTHORITIES



1.5. Information on the Status of Gender Equality in City and District Executive Authorities

Personnel Statistics of the Executive Power of Baku City for 2025

		Total Personnel		Deputy Head of Executive Authority		Head of Department		Deputy Head of Department		Sector Head	
		Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
1.	Baku City	78	55	1	0	12	1	4	0	3	3

Structural Table of Personnel in the Executive Authorities of Baku City, 2025

	District Name	Total Personnel		Deputy Head of Executive Authority		Head of Department		Deputy Head of Department		Sector Head		Executive Representati	
		Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
2.	Binagadi	48	25	1	1	6	1	1	0	0	2	6	1
3.	Garadagh	37	29	1	0	0	0	3	0	2	1	8	0
4.	Sabunchu	44	40	1	1	6	1	1	0	0	1	10	0
5.	Surakhani	34	15	2	1	4	2	0	0	0	1	6	0
6.	Sabayil	37	28	2	1	4	3	1	0	1	1	4	0
7.	Khazar	51	30	2	1	6	1	1	0	1	1	8	0
8.	Khatai	33	15	0	0	1	0	3	1	2	2	5	0
9.	Narimanov	34	18	1	1	6	0	1	0	1	1	2	0
10.	Nasimi	42	17	2	1	7	0	1	0	1	0	3	0
11.	Nizami	26	14	2	1	6	1	1	0	1	1	4	0
12.	Yasamal	25	19	2	1	5	1	0	1	1	1	4	0
13.	Pirallahi	40	15	2	1	6	1	1	0	2	0	4	0
	Total:	451	265	18	10	57	11	14	2	12	12	64	1

Structure of Personnel in the City Executive Authorities of the Republic, 2025

	City/ District Name	Total Personnel		Deputy Head of Executive Authority		Head of Department		Deputy Head of Department		Sector Head		Executive Representative	
		Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
1.	Ganja	72	38	3	0	1	0	5	0	3	2	10	0
2.	Lankaran	127	12	2	1	3	1	4	0	6	1	41	1
3.	Mingachevir	32	12	2	1	2	2	2	0	0	1	2	0
4.	Naftalan	17	5	1	1	2	1	0	0	3	0	2	0
5.	Sumgayit	98	43	4	1	2	2	1	0	1	1	5	1
6.	Shaki	132	51	2	1	6	1	2	0	3	0	34	1
7.	Shirvan	26	10	2	1	4	1	1	0	3	0	3	0
8.	Yevlakh	36	8	2	1	6	1	1	0	3	0	59	22
9.	Shusha	41	28	0	1	2	0	0	0	0	1	12	1
	Total:	581	207	18	8	28	9	16	0	22	6	168	26

Structural Table of Personnel in the District Executive Authorities of the Republic for 2025

	City/ District Name	Total Personnel		Deputy Head of Executive Authority		Head of Department		Deputy Head of Department		Sector Head		Executive Representative	
		Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
1.	Absheron	29	13	2	1	6	1	2	0	2	0	16	0
2.	Aghdam	198	10	2	0	4	0	2	0	2	0	51	2
3.	Agdash	140	60	2	1	3	1	2	0	2	0	41	1
4.	Aghstafa	110	48	2	1	4	1	2	0	2	0	29	0
5.	Astara	57	21	2	1	3	2	2	0	2	0	13	0
6.	Agjabadi	140	12	2	1	4	0	2	0	1	0	34	2
7.	Agsu	33	8	2	1	7	0	2	0	2	0	74	1
8.	Barda	123	47	1	0	5	0	1	0	2	0	34	0
9.	Beylagan	97	11	1	1	4	1	2	0	1	1	20	0
10.	Bilasuvar	28	8	2	1	2	1	2	1	9	0	0	0
11.	Balakan	73	24	1	1	-	-	2	0	2	0	20	0
12.	Jabrayil	34	9	1	1	3	0	1	0	2	0	22	0
13.	Jalilabad	106	36	1	0	1	0	4	0	4	0	35	0
14.	Dashkasan	31	4	2	0	4	0	1	1	0	0	19	0
15.	Fuzuli	34	8	2	1	6	1	1	1	2	0	45	0
16.	Gadabay	33	6	2	0	4	0	2	0	2	0	44	0
17.	Goranboy	25	5	2	1	2	1	4	0	6	0	52	1
18.	Goychay	36	5	1	1	5	0	2	0	2	0	22	1

19.	Goygol	24	8	1	1	1	1	3	0	5	0	26	0
20.	Hajigabul	30	5	2	0	0	1	3	0	4	0	17	1
21.	Khachmaz	104	10	2	1	5	0	2	0	1	1	26	1
22.	Khizi	20	7	1	0	2	0	2	0	2	0	8	0
23.	Khojaly	53	20	0	1	0	1	0	0	5	1	7	0
24.	Khojavand	38	18	1	1	1	0	0	0	0	0	0	0
25.	Ismayilli	22	10	2	0	1	0	2	1	3	1	35	2
26.	Imishli	98	35	1	0	0	1	2	0	7	0	30	1
27.	Kurdamir	76	2	1	0	2	0	3	0	6	0	24	0
28.	Kalbajar	32	8	1	1	5	1	2	0	1	1	45	1
29.	Gakh	67	36	1	1	5	0	2	0	1	1	15	1
30.	Gazakh	24	14	2	1	4	1	2	0	1	1	22	1
31.	Gabala	39	9	1	1	2	1	4	0	3	0	57	0
32.	Gobustan	58	27	1	1	0	1	1	0	2	1	30	17
33.	Guba	121	38	2	1	7	0	2	0	1	0	30	0
34.	Gubadli	105	19	1	1	5	0	2	0	1	1	30	1
35.	Gusar	21	9	2	0	5	0	2	0	1	1	24	1
36.	Lerik	86	33	1	1	1	0	3	0	4	0	26	0
37.	Lachin	169	70	1	1	3	0	2	0	2	0	50	0
38.	Masalli	126	13	2	0	5	0	2	0	2	0	30	2
39.	Neftchala	71	14	2	0	4	0	2	0	0	1	18	0
40.	Oghuz	70	21	0	1	4	1	2	0	2	0	14	0
41.	Saatli	135	41	1	1	4	0	0	0	2	0	34	1
42.	Sabirabad	154	30	3	1	4	0	2	0	2	0	25	0
43.	Salyan	82	33	1	1	5	0	2	0	1	1	19	0
44.	Samukh	29	11	2	1	4	0	2	0	1	1	23	0
45.	Siyazan	36	12	1	1	4	1	2	0	1	1	11	0
46.	Shamakhi	133	50	2	1	6	1	2	0	2	0	33	1
47.	Shamkir	117	59	2	1	2	1	4	0	3	0	39	1
48.	Shabran	25	9	2	1	5	0	2	0	1	1	18	0
49.	Tartar	30	4	2	0	4	0	1	0	1	0	39	3
50.	Tovuz	28	8	2	1	5	0	2	0	1	0	43	0

51.	Ujar	87	10	2	1	5	0	2	0	2	0	16	0
52.	Yardimli	144	34	2	1	5	0	1	0	2	0	29	1
53.	Zagatala	53	16	2	1	5	0	2	0	1	1	23	5
54.	Zardab	100	14	1	2	4	1	2	0	2	0	27	0
55.	Zangilan	19	14	1	1	3	1	2	0	1	1	18	0
	Total:	3953	1106	84	42	194	23	109	4	122	17	1532	49

A consolidated analysis of statistical indicators for Baku City and the city and district executive authorities of the Republic for 2025 shows that

Men and women accounted for 75.6% (5,063) and 24.4% (1,633) of total personnel, respectively.

Among deputy heads of executive authorities, men and women accounted for 66.9% (121) and 33.1% (60), respectively.

Among heads of departments, men and women accounted for 89.1% (291) and 10.9% (44), respectively.

Among deputy heads of departments, men and women accounted for 96.0% (143) and 4.0% (6), respectively.

Among sector heads, men and women accounted for 80.7% (159) and 19.3% (38), respectively.

Among executive representatives, men and women accounted for 95.9% (1,764) and 4.1% (76), respectively.

The consolidated statistical indicators indicate that

men predominate across all position categories, while women maintain a certain degree of representation.

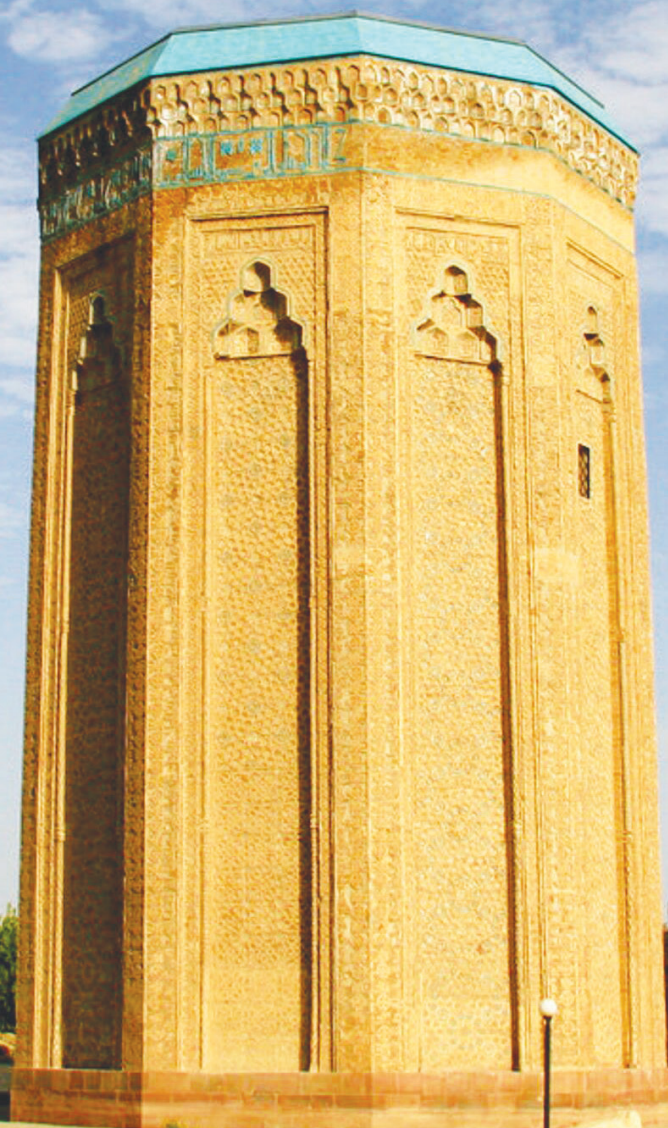
Women account for 24.4% of total personnel, while men account for 75.6%. This demonstrates that women are represented within the governance system, although their share remains comparatively low..

An analysis of managerial positions reveals different levels of female representation..

While women account for 33.1% of deputy heads of executive authorities, their representation is lower among heads of departments (10.9%), deputy heads of departments (4%), sector heads (19.3%) and executive representatives (4.1%).

Overall, the data demonstrate that women maintain a certain degree of representation within executive authorities; however, men continue to predominate in managerial positions.

**GENDER DISTRIBUTION OF PERSONNEL
IN STATE BODIES AND INSTITUTIONS
OF THE NAKHCHIVAN AUTONOMOUS
REPUBLIC**



Nakhchivan Autonomous Republic
The Supreme Majlis of the Nakhchivan Autonomous Republic comprises 44 deputies, of whom 16 are women.

S/№-si	Name of Ministries, State Committees and Other Government Bodies	Total Personnel	Number of Women	Male Personnel in Leadership Positions	Female Personnel in Leadership Positions
1.	Supreme Majlis of the Nakhchivan Autonomous Republic	86	23	11	1
2.	Cabinet of Ministers of the Nakhchivan Autonomous Republic	76	23	16	1
3.	Ministry of Emergency Situations of the Nakhchivan Autonomous Republic	802	49	75	1
4.	Supreme Court of the Nakhchivan Autonomous Republic	81	37	15	5
5.	Ministry of Internal Affairs of the Nakhchivan Autonomous Republic	-	-	-	-
6.	Ministry of Labour and Social Protection of the Nakhchivan Autonomous Republic	932	452	86	13
7.	Ministry of Health of the Nakhchivan Autonomous Republic	5430	4299	34	25
8.	Ministry of Science and Education of the Nakhchivan Autonomous Republic	12480	9446	93	126
9.	Ministry of Justice of the Nakhchivan Autonomous Republic	651	85	67	10
10.	Ministry of Finance of the Nakhchivan Autonomous Republic	192	55	39	6
11.	Ministry of Agriculture of the Nakhchivan Autonomous Republic	369	159	42	11
12.	Ministry of Culture of the Nakhchivan Autonomous Republic	2843	1831	53	31
13.	Ministry of Economy of the Nakhchivan Autonomous Republic	518	99	104	10
14.	Ministry of Youth and Sports of the Nakhchivan Autonomous Republic	125	30	15	2
15.	Ministry of Ecology and Natural Resources of the Nakhchivan Autonomous Republic	39	14	7	2
16.	Ministry of Digital Development and Transport of the Nakhchivan Autonomous Republic	766	248	15	2
17.	State Committee for Urban Planning and Architecture of the Nakhchivan Autonomous Republic	46	19	9	2
18.	State Committee for Family, Women and Children Issues of the Nakhchivan Autonomous Republic	21	12	2	5
19.	State Statistics Committee of the Nakhchivan Autonomous Republic	107	43	23	9
20.	Human Rights Commissioner (Ombudsman) of the Nakhchivan Autonomous Republic	26	12	4	2
21.	General Prosecutor's Office of the Nakhchivan Autonomous Republic	181	27	24	0

21.	Prosecutor's Office of the Nakhchivan Autonomous Republic	181	27	24	0
22.	Nakhchivan Television and Radio Broadcasting Closed Joint-Stock Company	232	103	18	9
23.	Bar Association of the Nakhchivan Autonomous Republic	49	11	31	6
24.	State Agency for Mandatory Health Insurance of the Nakhchivan Autonomous Republic (Public Legal Entity)	31	13	5	3
25.	State Agency for Work with Religious Associations of the Nakhchivan Autonomous Republic	14	7	2	2
26.	State Tourism Department of the Nakhchivan Autonomous Republic	12	2	5	0
27.	Editorial Office of "Sharq Qapisi" Newspaper	47	33	3	5
28.	Central Election Commission of the Nakhchivan Autonomous Republic	18	5	2	0
29.	Nakhchivan State University	1446	881	64	49
30.	Nakhchivan Branch of the Azerbaijan National Academy of Sciences	110	70	14	3
31.	Nakhchivan Teachers' Institute	148	109	10	13
32.	Nakhchivan Union of Artists	11	7	0	1
33.	Nakhchivan Union of Ashiqs	21	7	1	0
34.	Nakhchivan Union of Composers	3	2	1	1
35.	Nakhchivan Confederation of Trade Unions	51	17	9	3
36.	State Archives Service of the Nakhchivan Autonomous Republic	72	46	3	5
37.	Confederation of Entrepreneurs of the Nakhchivan Autonomous Republic	5	2	2	0
38.	State Automobile Roads Agency of Nakhchivan	497 (including 99 non-staff employees)	24	30	1
39.	Supreme Court of the Nakhchivan Autonomous Republic (Criminal Chamber)	31	12	3	0
40.	Supreme Court of the Nakhchivan Autonomous Republic (Military Chamber)	27	12	3	0
41.	Supreme Court of the Nakhchivan Autonomous Republic (Administrative Chamber)	26	11	3	0
42.	Supreme Court of the Nakhchivan Autonomous Republic (Commercial Chamber)	22	9	2	0
43.	Nakhchivan Training Center (Public Legal Entity)	6	1	1	0

44.	Nakhchivan Fisheries Open Joint-Stock Company	13	3	4	1
45.	Nakhchivan Mortgage Fund Open Joint-Stock Company	10	2	3	0
46.	Nakhchivan Mediation Organization	9	2	1	0
47.	Nakhchivan Autonomous Republic Food Safety Agency	135	40	24	7
48.	Nakhchivan City Court	24	13	1	2
49.	Babek District Court	18	8	0	2
50.	Julfa District Court	13	5	1	0
51.	Shahbuz District Court	12	3	1	0
52.	Sharur District Court	14	5	2	0
53.	Kangarli District Court	12	2	1	0
54.	Ordubad District Court	13	4	1	0
55.	Sadarak District Court	11	1	1	0

The gender distribution of personnel in the central authorities of the Nakhchivan Autonomous Republic indicates that men predominate among both general staff and managerial personnel.

Personnel Statistics of the Executive Authorities of the Nakhchivan Autonomous Republic (Disaggregated by Individual Authority)

Executive Authority (City / District)	Year	Total Personnel		Deputy Head		Head of Dept.		Deputy Head of Dept.		Sector Head		Executive Rep.	
		Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Nakhchivan City	2021	30	10	2	1	5	0	1	0	2	1	8	0
	2022	30	10	2	1	5	0	1	0	2	1	8	0
	2023	30	10	2	1	5	0	1	0	2	1	8	0
	2024	30	10	1	1	5	0	1	0	2	1	8	0
	2025	43	20	2	1	0	0	4	0	4	0	8	0
Sharur District	2021	154	76	2	1	4	0	2	0	2	0	47	0
	2022	157	76	2	1	3	0	2	0	2	0	51	0
	2023	166	77	2	1	4	0	2	0	2	0	52	0
	2024	161	77	2	1	4	0	2	0	2	0	51	0
	2025	162	77	2	1	4	0	2	0	1	0	50	0
Babek District	2021	84	8	2	1	5	1	2	0	2	0	26	0
	2022	86	8	2	1	5	1	2	0	2	0	27	0
	2023	85	8	2	1	5	1	2	0	2	0	28	0
	2024	87	8	2	1	5	1	2	0	2	0	28	0
	2025	105	7	2	1	6	1	2	0	2	0	28	0
Ordubad District	2021	113	51	2	1	5	0	2	0	1	1	26	1
	2022	118	50	2	1	5	0	2	0	1	1	28	1
	2023	120	50	2	1	5	0	2	0	1	1	28	1
	2024	108	48	2	1	4	0	2	0	2	0	28	1
	2025	91	51	2	1	4	0	2	0	0	0	25	1
Julfa District	2021	80	35	1	1	6	1	2	0	2	0	19	0
	2022	80	35	1	1	6	1	2	0	2	0	19	0
	2023	75	33	1	1	6	1	2	0	2	0	19	0
	2024	76	32	0	1	5	1	2	0	2	0	19	0
	2025	67	30	0	1	5	1	2	0	2	0	19	0
Shahbuz District	2021	85	32	1	-	4	-	2	-	2	-	20	-
	2022	84	32	1	-	5	-	2	-	2	-	17	-
	2023	91	32	1	-	3	-	1	-	2	-	22	-
	2024	72	31	1	-	3	-	1	-	2	-	22	-
	2025	70	31	1	-	5	-	1	1	2	-	21	-
Kangarli District	2021	97	34	1	1	5	0	1	0	1	0	28	11
	2022	102	35	1	1	5	0	2	0	2	0	28	12
	2023	104	33	1	0	5	0	2	0	2	0	28	12
	2024	103	32	1	0	5	0	2	0	2	0	26	12
	2025	105	27	2	0	1	0	4	0	1	0	9	0
Sadarak District	2021	43	8	1	1	5	0	2	0	2	0	4	0
	2022	44	8	1	1	5	0	2	0	2	0	4	0
	2023	47	7	2	0	4	0	2	0	2	0	4	0
	2024	46	7	2	0	4	0	2	0	2	0	4	0
	2025	46	7	2	0	5	0	2	0	2	0	4	0

In 2025, the 8 city and district executive authorities of the Nakhchivan Autonomous Republic employed 689 men and 250 women, compared to 683 men and 245 women in 2024.

Among deputy heads of executive authorities, there were 13 men and 5 women in 2025, compared to 11 men and 5 women in 2024.

Among heads of departments, 30 were men and 2 were women in 2025, compared to 35 men and 2 women in 2024.

Among deputy heads of departments, there were 19 men and 1 woman in 2025 (14 men and no women in 2024).

Among executive representatives, 164 were men and 1 was a woman in 2025, compared to 186 men and 13 women in 2024.

A consolidated analysis of the statistical data indicates that men predominated across both total personnel and managerial positions in the city and district executive authorities of the Nakhchivan Autonomous Republic.

2

ENSURING GENDER EQUALITY IN VARIOUS FIELDS

(ARTICLES 7-16)



2.1. ENSURING GENDER EQUALITY IN THE EXERCISE OF LABOUR RIGHTS

2.1. Ensuring Gender Equality in the Exercise of Labour Rights

National legislation governing employment and labour relations, including the Labour Code of the Republic of Azerbaijan, the Law on Employment and other legislative acts, guarantees equal opportunities for all persons in exercising the right to freely choose employment and work and strictly prohibits discrimination on the basis of sex, the granting of direct or indirect privileges or preferences on such grounds, as well as any restriction of rights.

In addition, efforts are being undertaken to further improve the existing legislative framework with a view to ensuring that labour relations are governed in accordance with the principles of gender equality, expanding employment opportunities for women, and promoting their participation in higher-paying sectors of the economy.

Notably, a draft Law on Amendments to the Labour Code of the Republic of Azerbaijan was prepared, encompassing revisions to more than 150 articles. The amendments introduce the concepts of an “employee with family responsibilities” and “remote work”, along with provisions specifying additional terms and conditions of employment in relation to remote work arrangements. They also provide for 14 calendar days of paid leave for male employees whose spouses are on maternity leave, to be taken around the expected date of delivery on the basis of a medical certificate. Furthermore, the amendments provide for the extension of the pre-natal portion of maternity leave, with pay, by the number of days between the expected and actual dates of childbirth,

among other significant changes. These amendments were adopted by Law No.

332-VIIQD of the Republic of Azerbaijan dated 30 December 2025.

The Republic of Azerbaijan, which recognizes decent work as one of the core objectives of its national economic and social policy, has ratified 59 conventions and one protocol of the International Labour Organization (ILO).

Furthermore, the ILO’s fundamental and key gender equality-related instruments, namely Convention No. 100 (Equal Remuneration), Convention No. 111 (Discrimination in Employment and Occupation), Convention No. 183 (Maternity Protection), and Convention No. 156 (Workers with Family Responsibilities), have been ratified. The alignment of national legislation with the requirements of these conventions is regularly assessed, and necessary legislative improvements are implemented accordingly.

As a result of recent legislative reforms concerning women’s employment, Azerbaijan’s score in the World Bank’s Women, Business and the Law 2024 report rose from 78.8 to 85.

Additionally, amendments to the Labour Code regarding the assignment of women to night work, overtime work, and business travel will be reflected in the World Bank’s 2026 report. Notably, at the 2025 Spring Meetings of the World Bank Group and the International Monetary Fund, Azerbaijan’s recent reforms in this area were recognized as a best practice, with

particular emphasis on the country’s measures aimed at expanding women’s

employment opportunities. (<https://www.worldbank.org/en/news/vid-eo/2025/04/29/unlocking-global-growth-through-women-economic-empowerment>)

Over the past three years, as part of recent labour legislation reforms and efforts to achieve gender equality, the Ministry has conducted analyses through the Labour and Employment Subsystem (LEMS) to promote the recruitment of women in enterprises where men predominate. As a result, a comparative list of enterprises with lower levels of female representation has been compiled.

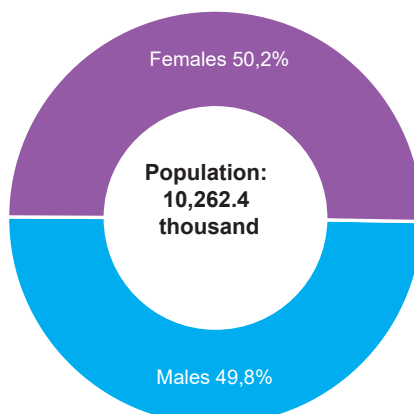
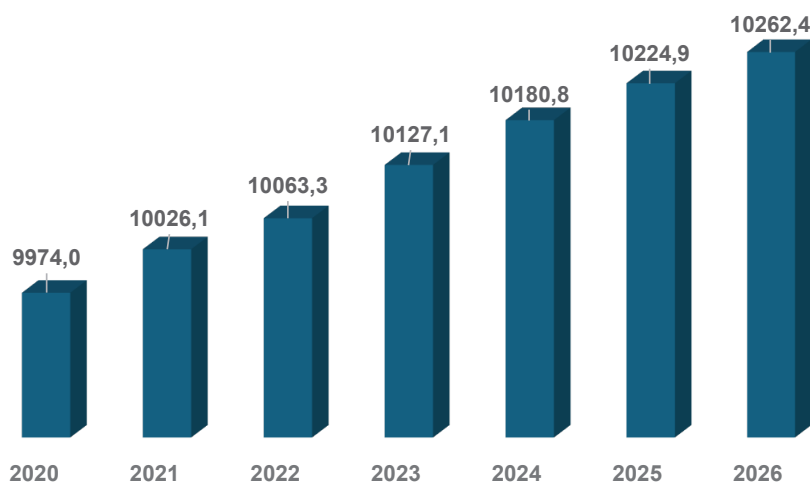
Within this framework, a series of awareness-raising events was conducted

across all economic regions of the country under the campaign “Gender Equality in Labour Relations – Equal Rights, Equal Opportunities”, with the participation of more than 2,000 employers and social partner representatives. The events aimed to provide extensive information on recent legislative reforms.

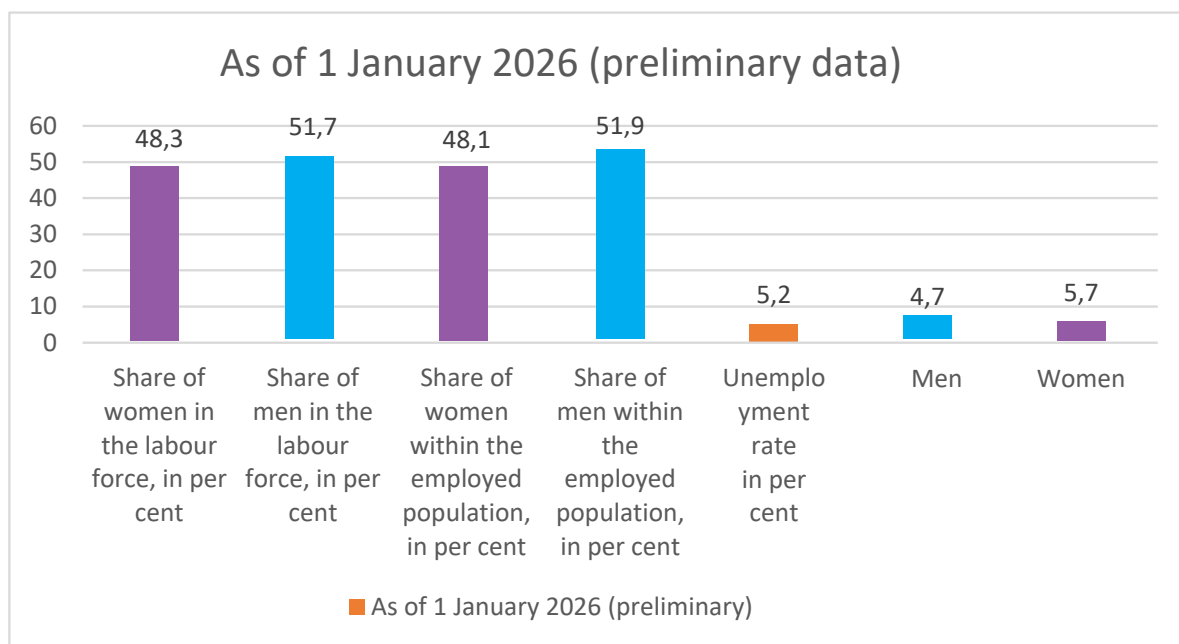
According to data from the State Statistical Committee of the Republic of Azerbaijan, the country’s population stood at 10,262.4 thousand at the beginning of 2026.

Males accounted for 5,108.2 thousand (49.8%) of the total population, while females accounted for 5,154.2 thousand (50.2%).

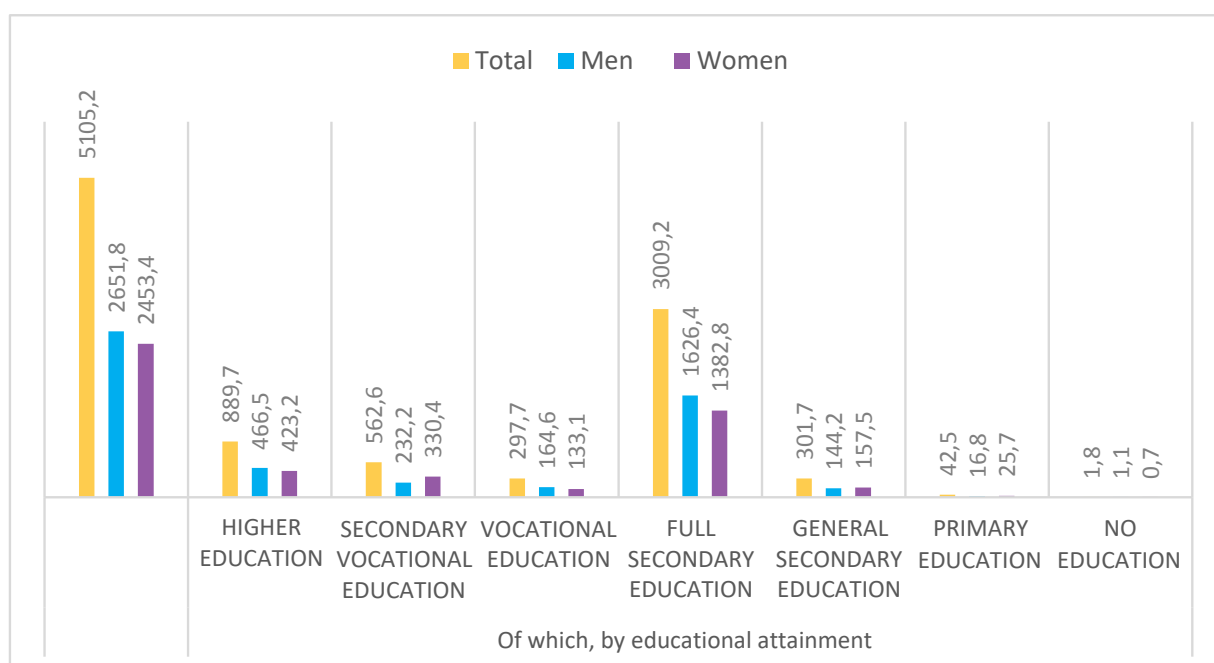
Population of the Republic of Azerbaijan (at the beginning of the year, in thousands)



According to the latest published data, as of 1 January 2026, the economically active population stood at 5,384.3 thousand, of whom 5,105.2 thousand were employed.



Distribution of the Employed Population by Educational Attainment, as of 1 January 2026 (preliminary data)



According to data as of 1 January 2025, women accounted for 48.4% of the total labour force, while men accounted for 51.6%. Among the employed population, the share of women was 48.0% and the share of men was 52.0%. Of the employed population, 17.3% of women and 17.0% of men had tertiary education. Women accounted for 55.6% of the total unemployed population. The unemployment rate stood at 6.1% among women and 4.6% among men.

According to data from the Centralized Electronic Information System of the Ministry of Labour and Social Protection of the Population of the Republic of Azerbaijan, Labour and Employment Subsystem (LEMS), as of 2 February 2026, women accounted for 44.9% of wage earners.

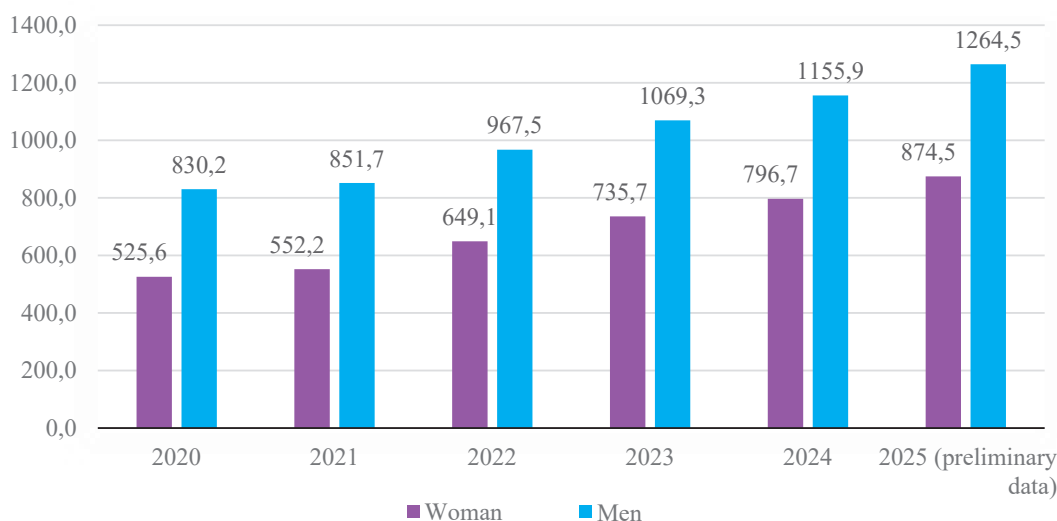
The number of employment contracts concluded with women stood at 843.2 thousand, including 490.1 thousand (58%) in the public sector and 353.1 thousand (42%) in the private sector.

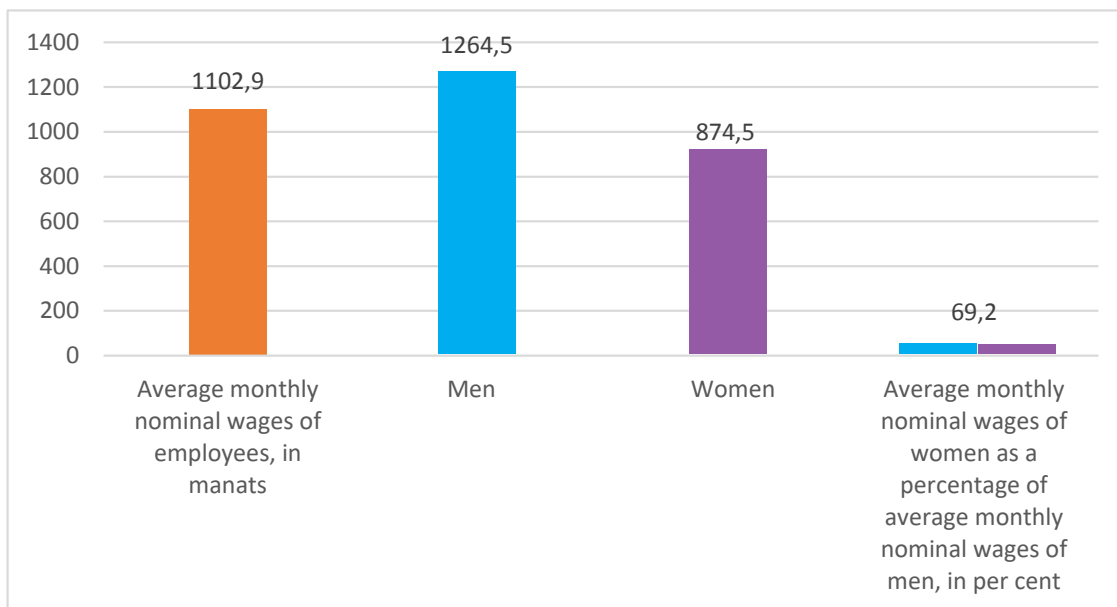
Distribution of employment contracts by sex

Number	as of 5 January 2025			as of 1 January 2025			Difference		
	Men	women	Total	Men	Women	Total	Men	Women	Total
State sector	387450	499872	887322	373773	487428	861201	-13677	-12444	-26121
Private sector	656960	327072	984032	680451	353726	1034177	23491	26654	50145
Total	1044410	826944	1871354	1054224	841154	1895378	9814	14210	24024

Note: Data on employment contracts have been compiled on the basis of the Labour and Employment Subsystem (LEMS).

Average monthly nominal wages, in manats





In 2025, a total of 152,197 individuals were registered as unemployed with the regional branches of the State Employment Agency (hereinafter referred to as the Agency) under the Ministry of Labour and Social Protection of the Population of the Republic of Azerbaijan. Of this total, **73,423 were women and 78,774 were men.**

In 2024, the number of individuals registered as unemployed in these regional branches stood at 169,532, comprising 80,589 women and 88,943 men.

In 2025, the Agency's regional branches facilitated employment for a total of 189,386 individuals, of whom 69,461 were women.

In 2024, the Agency's regional branches provided employment to a total of 160,034 registered persons, of whom 55,044 were women.

Furthermore, 18,368 persons were enrolled in vocational training programmes in 2025, of whom women accounted for 11,812.

By comparison, a total of 15,571 persons participated in vocational training in 2024, comprising 9,911 women and 5,660 men.

In 2025, unemployment insurance benefits were granted to 10,805 individuals, including 4,284 women.

In 2024, this benefit was granted to 9,763 individuals, comprising 2,937 women and 6,826 men.

A total of 6,964 individuals were engaged in paid public works in 2025, of whom 2,785 were women.

By comparison, in 2024, the total stood at 17,114 individuals, comprising 6,547 women and 10,567 men.

In 2025, 1,811 individuals were employed under employment quotas, including 505 women, compared to 1,467 individuals in 2024 (570 women and 897 men).

The self-employment programme covered 16,827 participants in 2025, including 6,508 women.

In 2024, a total of 17,327 individuals participated in the programme, comprising 7,372 women and 9,955 men.

Furthermore, under the wage-subsidy programme for publicly subsidized employment, 1,763 individuals secured employment in 2025, with women accounting for 729 of the total.

Under the wage-subsidy programme for social workplaces, 391 individuals were employed in 2024, including 128 women.

Furthermore, during January–December 2025, a total of **1,872 individuals benefited from the Agency’s “Alo Karyera” (Hello Career) support service, which delivered 2,248 individual career counselling consultations, of whom 1,269 were women.**

In 2024, the service was utilized by 2,030 individuals, and a total of 2,799 career counselling consultations were provided, including 1,317 women.

As part of awareness-raising initiatives, the State Labour Inspectorate Service under the Ministry of Labour and Social Protection of the Population conducted 8 events on “Maternity Protection, Women’s Labour Rights and Gender Equality.” In coordination with the State Employment Agency, 14

regional events were organised across districts and cities on “Gender Equality in Labour Relations – Equal Rights, Equal Opportunities.” Media outreach included a dedicated episode of the DOST TV programme “Online Inspector” on “Maternity Protection and Women’s Labour Rights in Azerbaijan,” alongside 2 appearances on REAL TV’s “Obyektiv” programme and 7 television interviews.

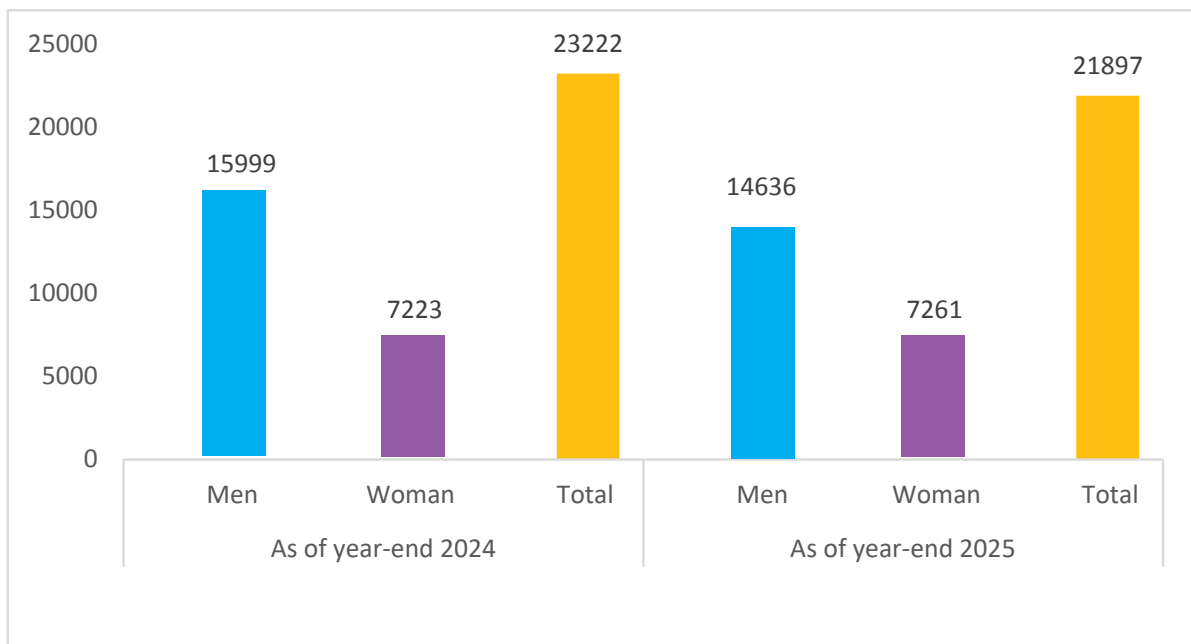
Furthermore, within the framework of the “Online Inspector” project, 2 informational videos and 4 animated clips were produced and broadcast. An additional educational video on “Regulation of Working Hours for Women with Children Under Three Years of Age” was prepared under the “Answer to the Citizen” initiative.

Gender breakdown of complaints regarding labour rights violations

In 2025, in accordance with the requirements of the Law of the Republic of Azerbaijan “On Citizens’ Appeals,” a total of **21,897 complaints** related to violations of labour rights were examined by the State Labour Inspectorate Service under the Ministry.

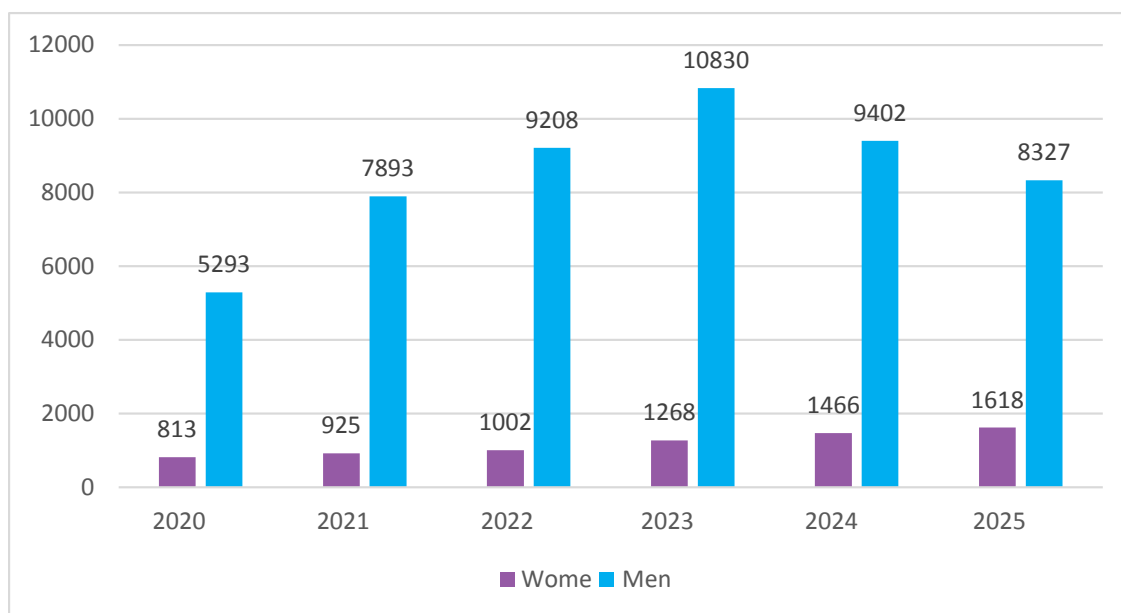
Of these, **7,261 complaints (33.2 per cent)** concerned violations of the labour rights of women, while **14,636 complaints (66.8 per cent)** concerned violations of the labour rights of men.

During the review of complaints, **administrative fines totalling 1,600,250 manats** were imposed on employers in **870 cases** related to violations of women’s labour rights.



According to data from the State Migration Service of the Republic of Azerbaijan

Statistical data on foreign nationals and stateless persons who have been granted work permits to engage in paid employment within the territory of the Republic of Azerbaijan are presented below:



*The statistics on foreign nationals and stateless persons granted work permits for paid employment within the territory of the Republic of Azerbaijan indicate that **the number of male foreign nationals granted work permits increased during 2020–2023, followed by a decline in 2024–2025.***

Conversely, the number of female foreign nationals granted work permits consistently increased throughout the 2020–2025 period.

Sexual harassment in the workplace

Pursuant to subparagraph (o) of part 2 of Article 31 of the Labour Code, collective agreements shall include the mutual obligations of the parties to assist in the provision of information and education on sexual harassment in the workplace or in connection with work, and to take all necessary measures to prevent such harassment and protect employees from such conduct.

Pursuant to subparagraph (i) of Article 195 of the Labour Code, the employer shall bear full financial liability for damage caused to the employee in case of sexual harassment.

In accordance with Article 205 of the Code of Administrative Offences of the Republic of Azerbaijan, officials shall be fined in the amount of one thousand five hundred to two thousand five hundred manats for exerting pressure on, or persecuting, an employee who has filed a complaint against an employer or supervisor regarding sexual harassment.

Pursuant to part 3 of Article 69 of the Labour Code, in cases of sexual harassment, the employee may terminate the employment contract on the date specified in the employee's application.

It is also hereby stated that, within the framework of Sustainable Development Goal 5 (achieve gender equality and empower all women and girls), a **draft Law "On Amendments to the Labour Code of the Republic of Azerbaijan, the Code of Administrative Offences of the Republic of Azerbaijan, and the Law of the Republic of Azerbaijan 'On Guarantees of Gender (Equality of Men and Women)'"** has been prepared with the aim of ensuring the inadmissibility of discrimination and sexual harassment in labour relations. Taking into account the

opinions and proposals of the relevant state authorities, and is currently being submitted to the respective bodies for coordination.

By a decision of the Board of the State Customs Committee, the "Code of Ethical Conduct for Officials of Customs Authorities," which includes a provision on the inadmissibility of manifestations of violence and harassment, has been approved.

The Ministry of Digital Development and Transport has prepared the following internal procedural rules:

- *"Rules on the Prevention of Sexual Harassment of Employees of the Ministry of Digital Development and Transport," aimed at creating a working environment free from sexual harassment across the Ministry's Headquarters, its structural units, and subordinate entities";*

- *"Rules Prohibiting Harassment and Bullying," aimed at clearly informing employees across the Ministry's Headquarters, its structural units, and subordinate entities about the prevention of harassment and bullying, defining behavioural expectations, and establishing procedures for reporting incidents and lodging complaints in this regard.*

Presented as an example: "Rules on the Prevention of Sexual Harassment of Employees of the Ministry of Digital Development and Transport."

1. Introduction

1.1 The "Rules on the Prevention of Sexual Harassment of Employees of the Ministry of Digital Development and Transport" (hereinafter referred to as the "Rules") define the mechanisms for the implementation of

the Law of the Republic of Azerbaijan “On Guarantees of Gender (Equality of Men and Women)” (hereinafter referred to as the “Law”) within the Ministry’s Headquarters, its structural units, and subordinate entities, and establish the procedures for ensuring oversight over the implementation of the requirements of said Law. 1.2. These Rules have been prepared in accordance with the Labour Code of the Republic of Azerbaijan, the Laws of the Republic of Azerbaijan “On Guarantees of Gender (Equality of Men and Women)” and “On Rules of Ethical Conduct of Civil Servants,” as well as other applicable normative legal acts in this field.

2. Purpose of These Rules

2.1 These Rules are intended to set out the position of the Ministry of Digital Development and Transport, its structural units, and subordinate entities regarding sexual harassment, to outline the procedures in the event of such incidents, and to ensure a working environment across the Ministry that is free from sexual harassment.

2.2 The Ministry shall take all necessary measures to prevent sexual harassment against employees, whether inside or outside the workplace, and during or outside working hours; a zero-tolerance policy shall be strictly maintained against such conduct.

3. Definition of Sexual Harassment

3.1 Sexual harassment means any unwelcome conduct within employment or service relations that violates the dignity of or demeans an individual, is based on gender or sexual orientation, and is manifested through physical acts (including unwanted touching or groping), indecent language, gestures, threats, or offensive proposals or invitations.

3.2 The determination of sexual harassment depends on specific facts and the context in which such conduct occurs. Sexual harassment may take various forms, including both implicit and indirect, as well

as explicit conduct. Examples of conduct that may constitute sexual harassment include the following:

- Offering, directly or indirectly, a reward to an employee for complying with a request of a sexual nature;
- Intimidating or threatening an employee, directly or indirectly, with retaliation for refusing such a request;
- Creating, directly or indirectly, obstacles to an employee’s access to work-related opportunities for refusing such a request;
- Engaging in unwanted physical contact or touching of a sexual nature with another employee;
- Displaying or transmitting pornographic or sexually explicit material utilizing the equipment, facilities, or other technical resources of the Ministry or its subordinate entities;
- Making unwelcome sexual or romantic advances to an employee and persisting in such conduct even after it has been rejected.

3.3 Such conduct does not refer solely to physical contact constituting sexual harassment. Sexual harassment may consist of repeated actions or a single incident. It encompasses inappropriate conduct directed against employees of the opposite or same sex, regardless of position, occurring between co-workers, as well as offensive conduct by employees towards members of the public during working hours.

4. Oversight Mechanism

4.1 All sexual harassment complaints received by the Ministry shall be investigated. If an allegation against an employee is substantiated by evidence, appropriate disciplinary action shall be taken immediately, regardless of the employee’s position, up to and including termination of employment. These Rules shall also

apply when employees are representing the Ministry at work-related conferences, on official business trips, or attending work-related social events and other similar functions..

4.2 In cases where sexual harassment occurs between employees outside working hours, the Ministry may, where appropriate, report such incidents to law enforcement authorities.

4.3 An employee from the relevant human resources management unit shall be appointed as the designated officer for sexual harassment matters within the Ministry's Headquarters, its structural units, and subordinate entities. Employees who are subjected to, believe they have been subjected to, or witness sexual harassment shall immediately report the incident to the designated officer. Where the reporting employee requests that their identity remain confidential, the designated officer shall ensure strict confidentiality. Any person who breaches this confidentiality shall be subject to disciplinary action.

5.1 Internal Complaint Procedures

5.1 An employee who has been subjected to sexual harassment, who believes that they have been subjected to such conduct, or who believes that they have been treated unlawfully may report the matter to the designated officer to ensure its timely investigation and resolution free from fear, interference, discrimination or retaliation. All inquiries and complaints related to sexual harassment, including the investigation process, shall be kept strictly confidential unless disclosure is required for the purposes of the investigation, and shall be addressed promptly and impartially from the moment of receipt.

5.2 Upon completion of the investigation conducted on the basis of a submitted complaint, the complainant shall be informed of the outcome. Where, during the investigation, the complainant submits inquiries regarding the matter, they may be provided with information on the progress of the investigation and the actions taken by the Ministry.

5.3 If an employee who has been subjected to sexual harassment submits a verbal or written complaint to their direct or higher-level supervisor, or if the supervisor personally witnesses such conduct, the supervisor shall immediately contact the designated officer. During the investigation, the designated officer may request the employee's supervisor to participate in the process.

5.4. The designated officer shall take appropriate measures to prevent violations of internal disciplinary rules and shall inform the parties involved in the investigation of their rights and obligations, as well as the legal consequences of non-compliance with these Rules.

5.5 The designated officer shall have the following powers:

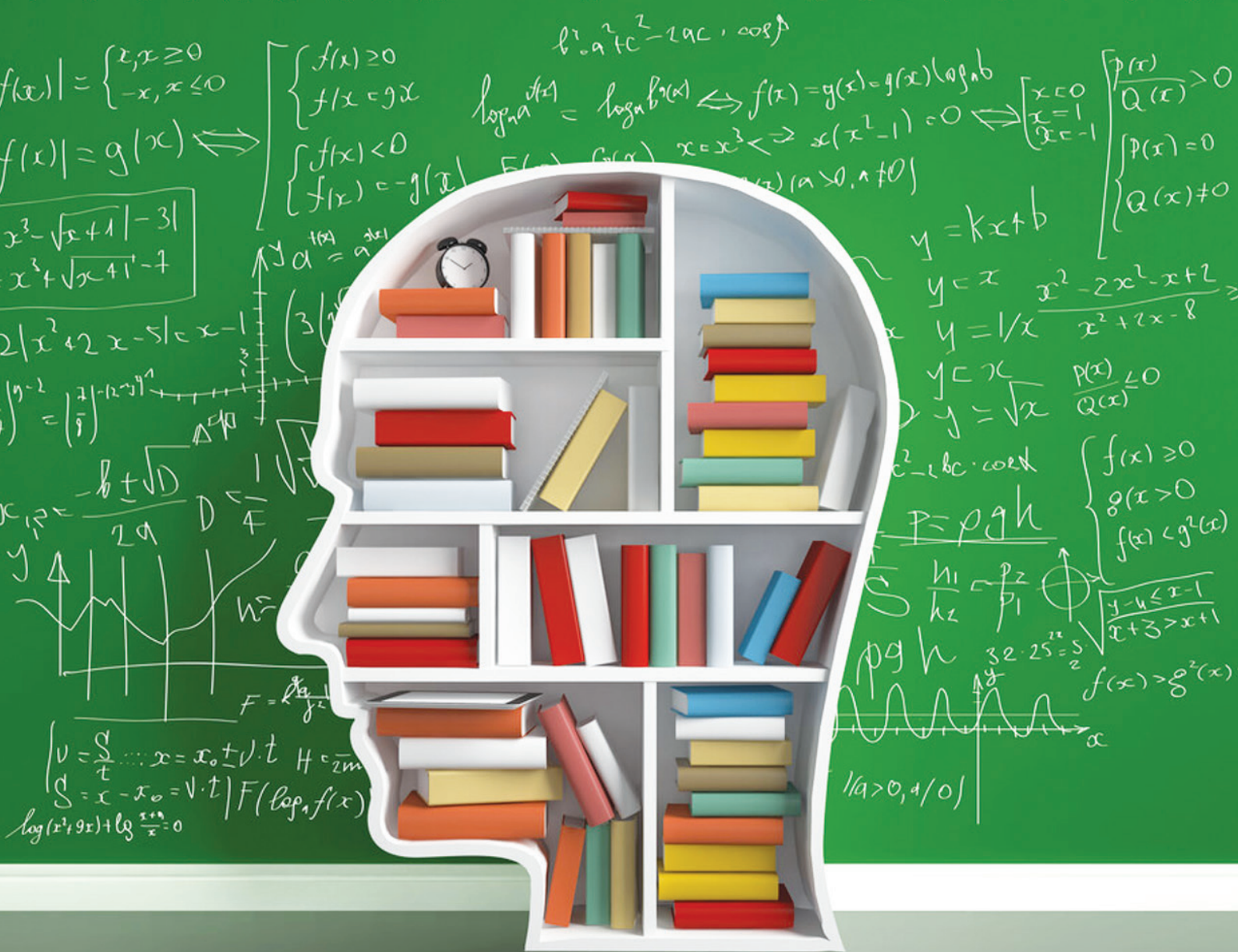
5.5.1 To hear the parties, collect evidence, interview witnesses where additional information is required, and obtain their statements;

5.5.2 To submit requests for information related to the investigation to the heads of relevant structural units;

5.5.3 To file petitions regarding persons who violate these Rules;

5.5.4 To submit official representations to the Human Resources Management Department of the Ministry regarding the application of disciplinary measures.

2.2. ENSURING EQUAL OPPORTUNITIES IN THE EXERCISE OF THE RIGHT TO EDUCATION



The Ministry of Science and Education ensures, in accordance with the Constitution of the Republic of Azerbaijan, that every citizen, regardless of gender, has access to free and compulsory general secondary education. Equal opportunities are provided to exercise the right to education.

As a result of the implementation of the Order of the President of the Republic of Azerbaijan dated 3 May 2019 on the payment of tuition fees for persons with first- and second-degree disabilities, as well as children under 18 years of age with limited health capabilities, the tuition fees of female students with disabilities at the undergraduate and postgraduate levels were fully funded by the state treasury. In addition, the tuition fees of students from internally displaced families, including female students, at the undergraduate and postgraduate levels were also fully funded by the state treasury as a result of Armenia's military aggression against Azerbaijan and the occupation of its territories.

In addition, pursuant to Article 8 of the

Law on the Social Protection of Orphans and Children Deprived of Parental Care and the Resolution No. 19 of the Cabinet of Ministers of the Republic of Azerbaijan dated 17 January 2022 introducing amendments to the Resolution No. 179 of 7 November 2001 on measures to improve the social protection of orphans and children deprived of parental care, such individuals, as well as persons from among them, upon first employment are provided with clothing, footwear, soft inventory and equipment in accordance with the norms established by the Resolution of the Cabinet of Ministers of the Republic of Azerbaijan dated 17 January 1994 No. 15, at the expense of funds allocated to the Ministry of Labour and Social Protection of the Population from the centralized expenditures of the state budget under the "Social Protection and Social Security" section, or, upon their request, with a one-time cash compensation in the amount of 265 manats, as well as a one-time allowance in an amount not less than five times the average monthly nominal wage in the Republic.

Gender Breakdown of Pupils Across General Education Institutions for the 2025/2026 Academic Year

Number and Analysis of Pupils Enrolled in General Education Schools by Grade Level (Boys and Girls), 2025/2026 Academic Year

Grade	Female	Male	Total
Pre-school Preparation Group	40473	45885	86358
Grade 1	61392	70356	131748
Grade 2	62666	71516	134182
Grade 3	64214	73044	137258
Grade 4	70575	80011	150586
Grade 5	73979	83501	157480
Grade 6	73412	84831	158243
Grade 7	74170	85265	159435
Grade 8	74104	85955	160059
Grade 9	73945	85362	159307
Grade 10	61915	66243	128158
Grade 11	56112	60805	116917
Total	786957	892774	1679731

As shown in the table, in the 2025/2026 academic year the gender disparity amounted to 105,817 persons, or 6.5%. In 2024, this indicator was 111,117 persons, or 6.6%.

The causes of changes in the number of students as they progress from lower to upper grades have been analysed.

Causes and Analysis of the Decline in Student Numbers from Lower to Upper Grades;

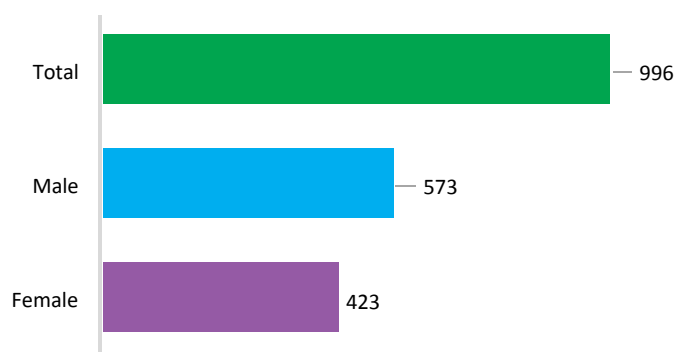
The analysis shows that the annual decline in the number of students at the compulsory general education level is very low, ranging mainly between 0.1% and 1.5%. This indicates that the vast majority of learners are retained within the education system. It is observed that the most significant decline occurs at the transition from grade 9 to grade 10, where a decrease of 20.3% is recorded. This

situation is related to the fact that nine years of general secondary education are compulsory. A significant share of students who complete grade 9 but do not continue to grade 10 transition to vocational education and secondary specialised education institutions to continue their studies.

Grade	2023-2024	2024-2025	2024-2025 (%)
1	137,100	133,626	
2	151,075	137,430	0.2%
3	157,577	150,734	-0.2%
4	158,612	157,453	-0.1%
5	159,999	158,406	-0.1%
6	160,994	159,757	-0.2%
7	162,216	160,613	-0.2%
8	161,159	161,980	-0.1%
9	150,752	158,680	-1.5%
10	115,288	120,181	-20.3%
11	103,093	113,599	-1.5%



In the 2025/2026 academic year, relevant preventive and control measures were implemented to address cases of school dropout. **As a result of the monitoring conducted, a total of 996 cases of school dropout were recorded in state general education institutions.**



In the 2025/2026 academic year, a consolidated list of children who dropped out of education was prepared, and the Department for Child Protection under the Ministry of Science and Education sent relevant procedures and methodological guidelines for work with these children to the relevant local authorities.

In addition, the existing list was submitted to the Ministry of Internal Affairs for the prevention of school dropout cases and for the implementation of preventive and awareness-raising activities with parents, ensuring coordinated cooperation with relevant institutions.

*In 2025, presentations, awareness-raising seminars, and events on the topics “Girls’ dropout from education” and “Girls’ education and building a secure future” were conducted in **approximately 350 general education institutions**, particularly among students in grades VIII–XI.*

The Ministry of Internal Affairs of the Nakhchivan Autonomous Republic

conducted 144 inspection raids targeting student truancy and the identification of students evading education.

The Ministry of Education of the Nakhchivan Autonomous Republic entered information into the electronic system developed by the Cabinet of Ministers on school dropout status in general education institutions, underlying causes of dropout, preventive measures, strengthening family engagement, and enhanced public oversight, with continuous data updates being carried out within the platform.

In 2025, seven complaints related to the right to education submitted by women were registered within the caseload of **the Ombudsman of the Nakhchivan Autonomous Republic**. Of these cases, violations were remedied in two cases, one complaint was declared inadmissible, no violation was identified in one case, two cases remained under monitoring, and proceedings remain pending in one case.

Vocational and Secondary Specialised Education for the 2025/2026 Academic Year

As part of efforts to promote gender equality in vocational education, the share of women among admitted students increased from 30% in 2021 to 39% in 2025.

In line with the country's socio-economic development priorities, vocational guidance and awareness-raising activities for women have been expanded to support their effective participation in the labour market, enhance their vocational skills, and strengthen their economic activity. In this context, outreach activities, career fairs organised in the regions, career and mentoring programmes, as well as projects promoting gender equality, have contributed significantly to increasing women's participation in the vocational education system.

A positive trend has been observed in recent years as a result of targeted measures aimed at maintaining gender balance in vocational education and increasing women's enrolment.

According to the gender breakdown of admissions to vocational education institutions in the 2025/2026 academic year, of the total 27,021 admitted students, 16,532 (approximately 61%) were male and 10,489 (approximately 39%) were female.

This indicator reflects a continued

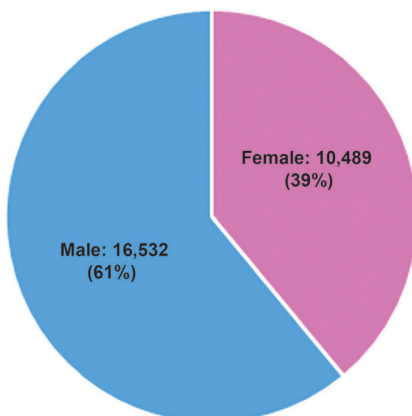


increase in female enrolment compared with previous years.

The average age of applicants was 21, with a minimum age of 13 and a maximum age of 78. In addition, 65 individuals with higher education, 298 individuals with secondary specialised education, and 84 foreign nationals were admitted to vocational education institutions.

Over the past five years, admissions to vocational education institutions have increased by 39%.

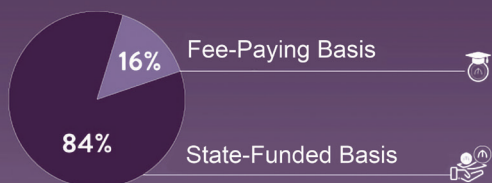
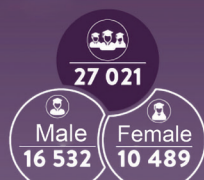
An analysis of female-dominated specialities in vocational education institutions in the 2025/2026 academic year shows that women's participation is significantly higher in several areas. In particular, in programmes in services, design, and laboratory fields, the share of women ranges between 85% and 100%.



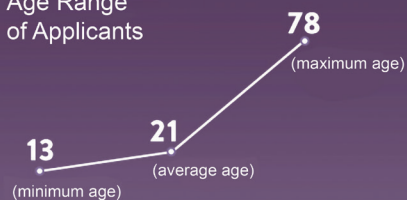


Results of Student Admissions for the 2025/2026 Academic Year

Admitted Students:



Age Range of Applicants



562 Students Were Admitted in the Nakhchivan Autonomous Republic



65 Students with Higher Education



298 Students with Secondary Specialised Education



84 International Students



Higher Technical Vocational Education
2590



Dual Vocational Education
1777



Instruction Has Commenced in **10** New Specialities in the New Academic Year



Vocational Education State Agency on

In the 2026–2030 strategic period, the modernisation of infrastructure and facilities in vocational schools and the enhancement of graduates' employability are priority areas.

One of the key initiatives implemented in the field of vocational education is the dual education system applied within the framework of cooperation with employers. Under this model, students acquire theoretical knowledge in vocational education institutions during the academic year, while also gaining practical skills in leading enterprises with the involvement of employers.

In the 2025–2026 academic year, 2,300 admission places for dual education groups were projected across 28 vocational education institutions nationwide, of which 1,777 were actually enrolled.

Based on this indicator, the overall fulfillment rate of the admission forecast was 77 per cent, which indicates a stable and satisfactory result compared to previous years.

The integration of relevant content components is a key factor in ensuring high-quality vocational education. Content components include curricula, textbooks, study guides, methodological guides, as well as occupational classifications.

In 2025, competency-based, modular curricula aligned with labour market requirements were developed for six new specialities, and the curricula for 11 specialities were improved..

The process of developing textbooks in line with curricula, translating and adapting them to the local context, as well as publishing and distributing them, was continued in 2025..

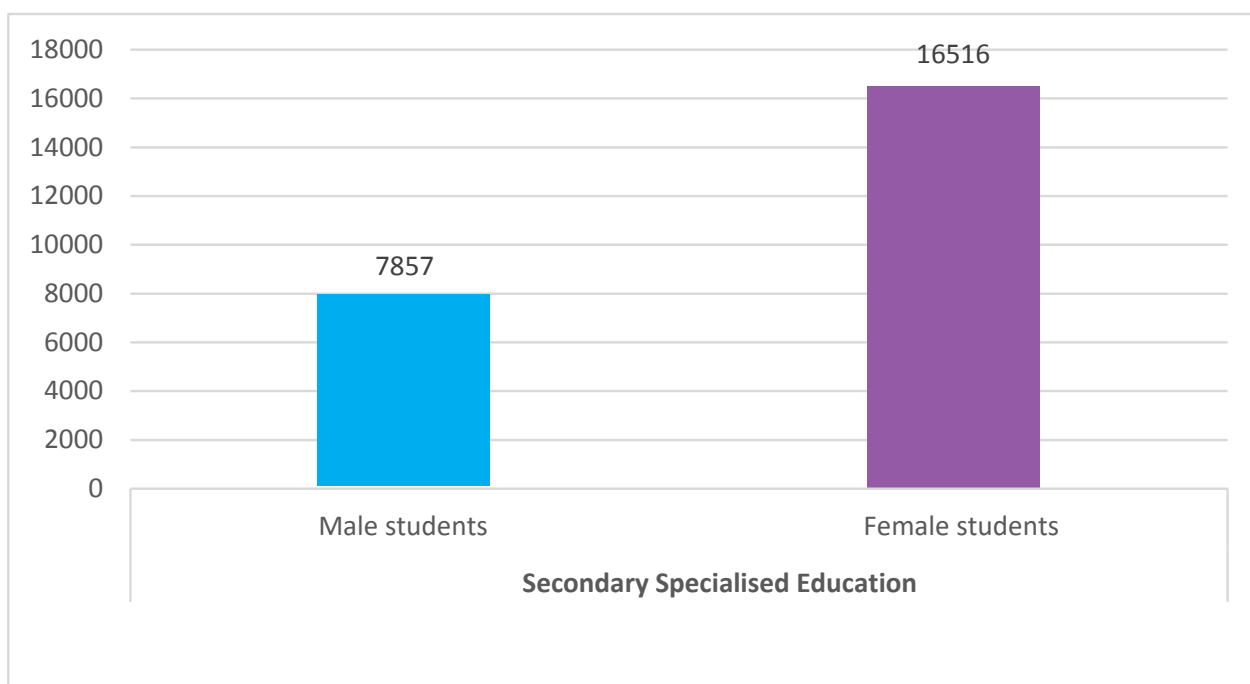
A total of 31 vocational textbooks were developed or translated, and 35,000 copies were published and distributed to vocational education institutions.

In Azerbaijan, there are more than 60 secondary specialised education institutions operating nationwide. Some of these institutions operate under the authority of the Ministry of Science and Education, while others function under various state bodies. In addition, colleges established by the private sector are also in operation.

In recent years, five new secondary specialised education institutions have been established, including the Ganja State Agrarian College under the Azerbaijan State Agrarian University, the Baku Military College, the Ganja Military College, the Nakhchivan Military College, and the Baku Theological College.

Of the existing institutions, 38 are under the Ministry of Science and Education, 19 under various state bodies, and 4 are private educational institutions. Starting from the 2021–2022 academic year (with an admission forecast of 21,000), enrolment capacity at the secondary specialised education level has been gradually increased, reaching 24,373 places in the 2025–2026 academic year.

Based on recent analyses, the fulfillment rate of the admission plan exceeds 90 per cent. The gender distribution of enrolled students indicates that female students predominate at the secondary specialised education level. The number of male students is 7,857, while the number of female students is 16,516.



For the 2025–2026 academic year, the gender breakdown of students admitted to secondary specialised education indicates that male students account for 32.3 per cent, while female students account for 67.7 per cent..

During the preparation of draft admission forecasts for secondary specialised education institutions, distinct approaches were adopted across various areas, and optimisation was carried out accordingly.

The forecasting process was aligned with other educational levels and cycles. Against the backdrop of an overall increase in admission places, optimisation

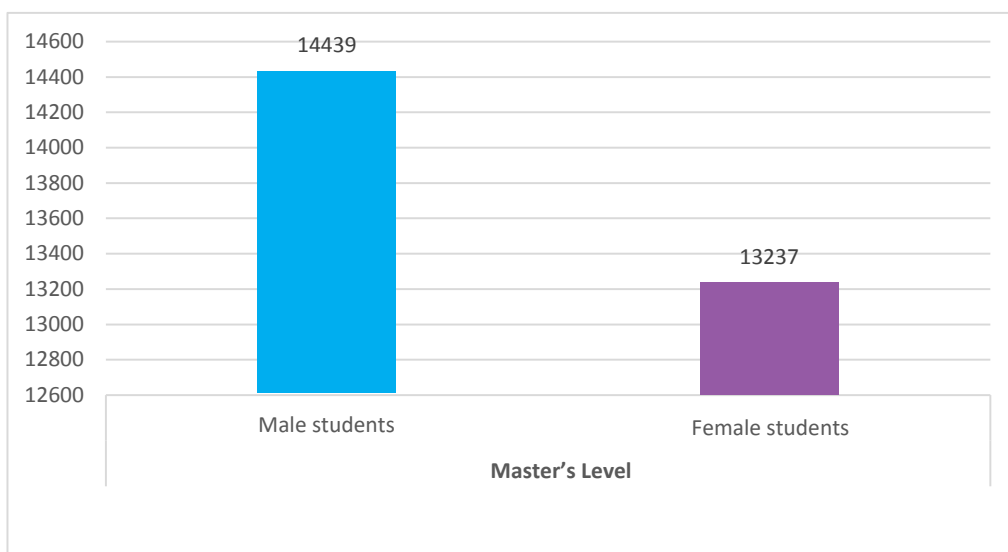
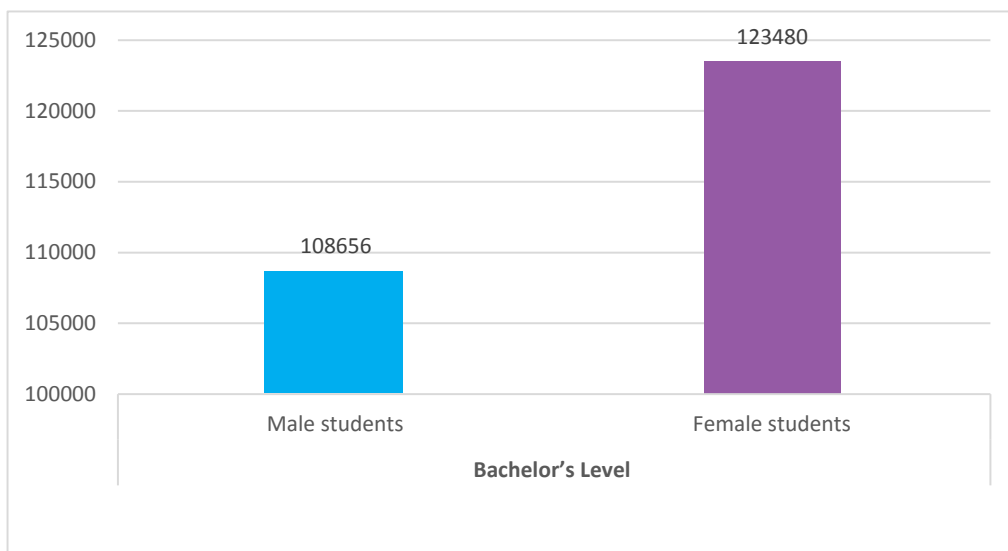
measures were implemented, including an increase in technical and technological fields of study, where there is an acute workforce shortage in the labour market, and a reduction in education-related fields of study.

One of the key approaches adopted during the formulation of student admission forecasts is to reduce the number of admission places for the lower secondary education base and to expand student admissions based on upper secondary education.

This serves to incentivize the admission process from lower secondary education to vocational education institutions.

In the 2024–2025 academic year, admission places allocated for the general secondary education track accounted for 44.3% (10,930 places), whereas in the 2025–2026 academic year the number of these places was decreased to 32.3% (8,154 places).

Bachelor's and Master's Degree Levels



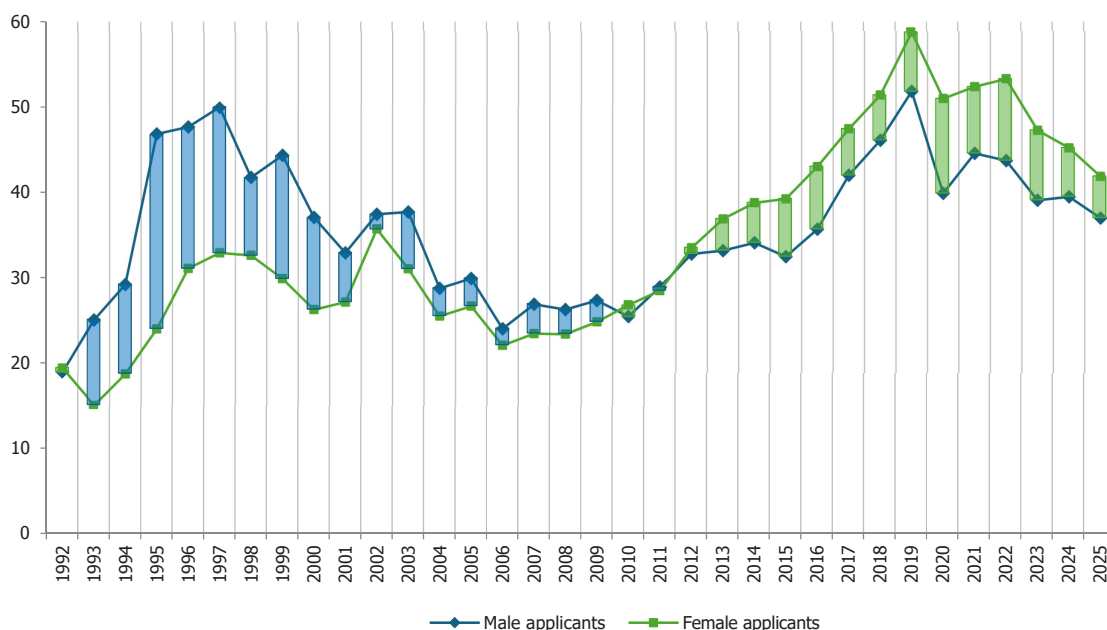
At the bachelor's level, female students predominate: there are 108,656 male students and 123,480 female students.

At the master's level, the situation changes, with male students slightly outnumbering female students – 14,439 male students and 13,237 female students.

Overall, females participate more at the bachelor's level of higher education, while males predominate at the master's level.

Data from the State Examination Centre

DYNAMICS OF ADMISSION INDICATORS OF MALE AND FEMALE APPLICANTS TO BACHELOR'S AND MASTER'S LEVELS OF HIGHER EDUCATION, 1992-2025



Dynamics of the number of male and female applicants admitted to higher education institutions in 1992–2025 are presented in the chart. The number of sub-bachelors over the last six years is also taken into account.

GENDER DISTRIBUTION OF ADMITTED STUDENTS BY HIGHER EDUCATION INSTITUTION

№	NAME OF HIGHER EDUCATION INSTITUTION	Admitted			
		Boys		Girls	
		Number	Percent age	Number	Percent age
1	Baku State University	1820	32.20	3832	67.80
2	Azerbaijan State Oil and Industry University	2056	61.67	1278	38.33
3	Azerbaijan Technical University	1393	73.86	493	26.14
4	Azerbaijan University of Architecture and Construction	1470	58.52	1042	41.48
5	Azerbaijan Medical University	271	30.01	632	69.99
6	Azerbaijan State Pedagogical University	486	14.16	2946	85.84
7	Azerbaijan State University of Economics	2090	51.10	2000	48.90

8	Azerbaijan University of Languages	306	17.04	1490	82.96
9	Baku Slavic University	249	17.94	1139	82.06
10	Baku Engineering University	1341	58.41	955	41.59
11	Academy of Public Administration under the President of the Republic of Azerbaijan	211	53.69	182	46.31
12	ADA University	167	47.58	184	52.42
13	Baku Academy of Music	31	24.60	95	75.40
14	Azerbaijan National Conservatory	73	54.89	60	45.11
15	Azerbaijan State University of Culture and Arts	189	30.29	435	69.71
16	Azerbaijan State Academy of Fine Arts	32	10.77	265	89.23
17	Azerbaijan University of Tourism and Management	316	50.97	304	49.03
18	Baku Choreography Academy	60	48.39	64	51.61
19	Azerbaijan University of Physical Education and Sport	1440	88.56	186	11.44
20	National Aviation Academy	521	62.10	318	37.90
21	Azerbaijan State Maritime Academy	329	98.80	4	1.20
22	Baku Higher Oil School	293	65.99	151	34.01
23	Academy of the State Customs Committee	80	57.14	60	42.86
24	Nakhchivan State University	661	39.72	1003	60.28
25	Nakhchivan Teachers' Institute	24	12.37	170	87.63
26	Azerbaijan State Agrarian University (Ganja)	1262	67.31	613	32.69
27	Ganja State University	498	35.60	901	64.40
28	Azerbaijan Technological University (Ganja)	805	69.64	351	30.36
29	Sumgait State University	752	45.33	907	54.67
30	Mingachevir State University	631	44.28	794	55.72
31	Lankaran State University	741	46.66	847	53.34
32	Karabakh University	430	42.12	591	57.88
33	Turkey-Azerbaijan University	61	66.30	31	33.70
34	Azerbaijan Institute of Theology	53	68.83	24	31.17
35	Azerbaijan Cooperation University	699	51.74	652	48.26
36	Azerbaijan University	434	41.02	624	58.98
37	Western Caspian University	545	41.29	775	58.71

38	Khazar University	425	29.55	1013	70.45
39	Baku Eurasian University	368	27.54	968	72.46
40	Baku Women's University	0	0.00	378	100.00
41	Odlar Yurdu University	370	37.72	611	62.28
42	Baku Business University	501	43.79	643	56.21
43	Academy of Labour and Social Relations of Azerbaijan	111	32.55	230	67.45
	TOTAL	24595	44.85	30241	55.15

Master's Level Admissions

2025-In 2025, admission to master's programmes was conducted in 31 public and 10 private higher education institutions in the Republic of Azerbaijan. The specialisations offered for admission were grouped into 67 programmes.

COMPARISON OF THE NUMBER OF MALE AND FEMALE BACHELORS AT DIFFERENT STAGES OF THE MASTER'S LEVEL ADMISSION PROCESS IN HIGHER EDUCATION INSTITUTIONS

Applications

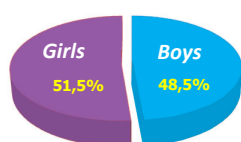


Figure 1.18

Participants in specialisation selection

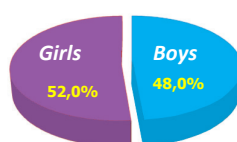


Figure 1.19

Students Admitted to Higher Education Institutions

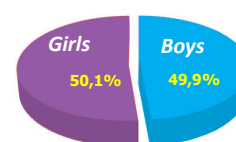


Figure 1.20

According to the results, 12,970 candidates were admitted to master's programmes. A total of 26,241 applicants participated in the examination, of whom 48.31 per cent were male and 51.69 per cent were female.

The admission rate among male applicants was 51.01 per cent, while the corresponding rate among female applicants was 47.95 per cent.

A total of 6,590 bachelors were admitted to state-funded seats. Of these, 56.01 per cent were male and 43.99 per cent were female.

Residency Admissions

The admission to residency was regulated by the “Rules for Admission to Residency in the Republic of Azerbaijan”. The specialities offered for admission are grouped by fields in accordance with the higher medical education structure.

The admission examinations were conducted in two stages via standardized testing. In the first stage, candidates’ knowledge of basic subjects corresponding to their field of higher medical education was assessed, while in the second stage their knowledge of specialised subjects was evaluated.

A total of 1,762 candidates applied for residency training. Of these, 40.41 per cent (712 persons) were male and 59.59 per cent (1,050 persons) were female.

Among applicants, 581 persons (32.97 per cent) completed their higher medical education in the current year. Of these, 215 were male (37.01 per cent) and 366 were female (62.99 per cent).

In the first stage of the examination, 1,050 candidates participated, 419 male and 631 female, of whom 269 satisfied the

requirements, including 83 male and 186 female candidates, and **qualified to participate in the second stage.**

Among the participants, 19.81 per cent of male candidates and 29.48 per cent of female candidates **achieved a passing grade in the first stage.**

In the second stage of the examination, 901 candidates participated (333 males and 568 females), of whom 671 (268 males and 403 females) had already passed the first-stage examination in previous years.

A total of 610 candidates qualified for the selection process, including 228 males (116 male current-year graduates) and 382 females (188 female current-year graduates).

Among the candidates who participated in the examination, 68.47 per cent of males (86.57 per cent of male current-year graduates) and 67.25 per cent of females (79.32 per cent of female current-year graduates) met the competition requirements.

Number of Male and Female Applicants and Admitted Candidates by Field of Education

Field of Study	Applicants				Admitted Candidates			
	Boys		Girls		Boys		Girls	
	Number	Percentage	Number	Percentage	Number	Percentage	Number	Percentage
General Medicine and Pediatrics	580	41.28	825	58.72	189	38.34	304	61.66
Dentistry	97	49.74	98	50.26	28	50.00	28	50.00
Preventive Medicine	30	24.59	92	75.41	4	21.05	15	78.95
Public Health	5	12.50	35	87.50	0	0.00	8	100.00
TOTAL	712	40.41	1050	59.59	221	38.37	355	61.63

The analysis of gender distribution among applicants and admitted candidates within the respective applicant and admission cohorts for residency programmes indicates a slight change in the relative shares of males and females.

Among applicants, 40.41 per cent were male and 59.59 per cent were female, while among admitted candidates, males accounted for 38.37 per cent and females accounted for 61.63 per cent.

The admission rate for female applicants was 33.81 per cent, which was higher than that of male applicants (31.04 per cent).

Among graduates of the current academic year, the admission rate was 53.02 per cent for male candidates and 48.91 per cent for female candidates.

Number of PhD Candidates and Doctoral Students by Field of Science and Gender

	PhD Programme		Doctor of Sciences Programme	
	Total	Of which women	Total	Of which women
Country Total	2562	1298	608	353
Of which by field of science				
Mathematics	73	29	15	10
Mechanics	9	3	3	
Astronomy	7	3	2	1
Physics	41	31	10	7
Chemistry	79	57	33	25
Biological Sciences	127	106	48	30
Earth Sciences	105	23	30	10
Agricultural Sciences	86	11	42	18
Medical Sciences	172	126	48	23
Pharmaceutical Sciences	6	5	4	4
Engineering	413	109	55	26
Anthropology	6	5	5	3
Economics	540	150	72	29
Geography	39	21	2	1
History	95	67	37	21
Law	92	42	28	10

Philology	250	229	111	93
Pedagogy	148	124	19	12
Political Sciences	112	44	16	8
Psychology	43	37	6	4
Art History	36	29	19	16
Sociology	41	21		
Architecture	14	9	1	1
Philosophy	28	17	2	1

The gender analysis of doctoral and post-doctoral students by field of science showed that men predominated in mathematics, mechanics, astronomy, earth sciences, agricultural sciences, engineering, economic sciences, law, and political sciences. Women predominated in physics, chemistry, biological sciences, medical sciences, pharmaceutical sciences, anthropology, geography, history, philology, pedagogy, psychology, art history, architecture, and philosophy.

Gender Aspects of the 2025 Admission and Graduation Examinations Conducted by the State Examination Centre

The publication entitled “Gender Aspects of Admission and Graduation Examination Results, 2025”, prepared by the State Examination Centre, forms part of the scientific and statistical analysis of the admission and graduation examinations conducted in 2025.

The material presents a comparative analysis of boys’ and girls’ performance in admission and graduation examinations, including their levels of knowledge and skills, responses to test items, general and differing patterns in programme preferences in higher education admissions, distribution histograms of achieved scores, and indicators of admission to higher education institutions.

The presented material enables the formulation of certain conclusions and provides a basis for proposing a number of recommendations aimed at improving

the situation in the field of gender equality in the Republic of Azerbaijan:

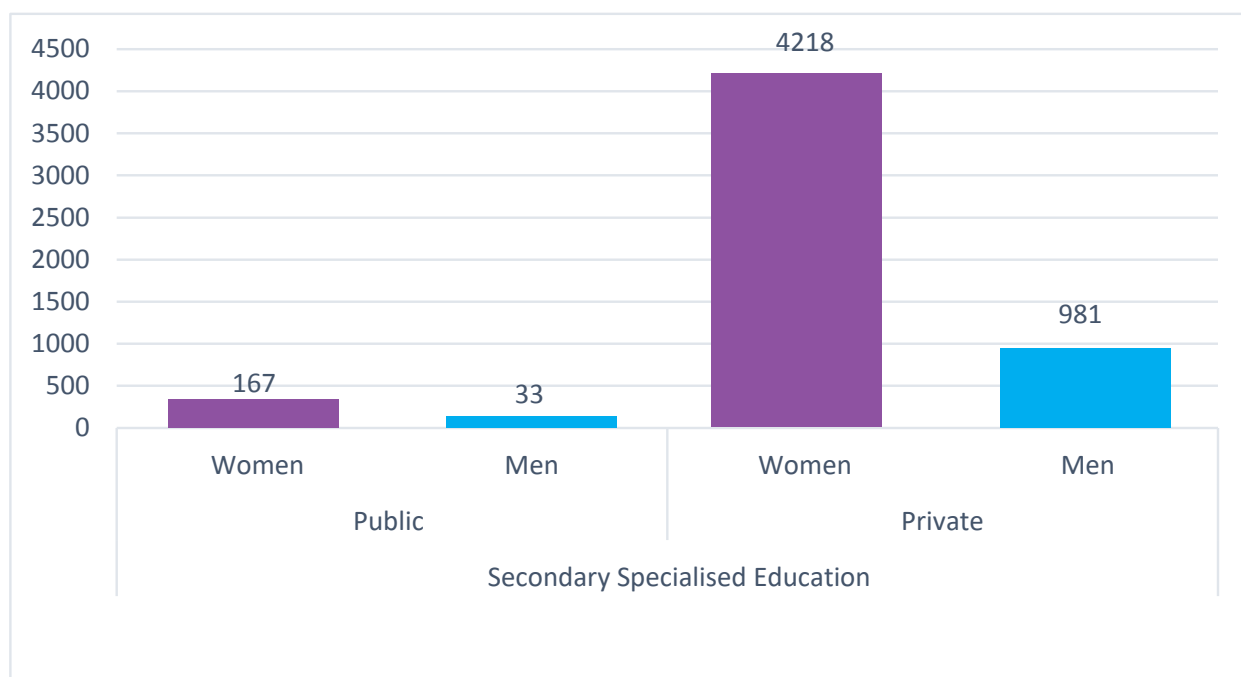
- *Although the situation regarding the attainment of gender equality is generally satisfactory, not all available opportunities in this area are being fully utilised;*

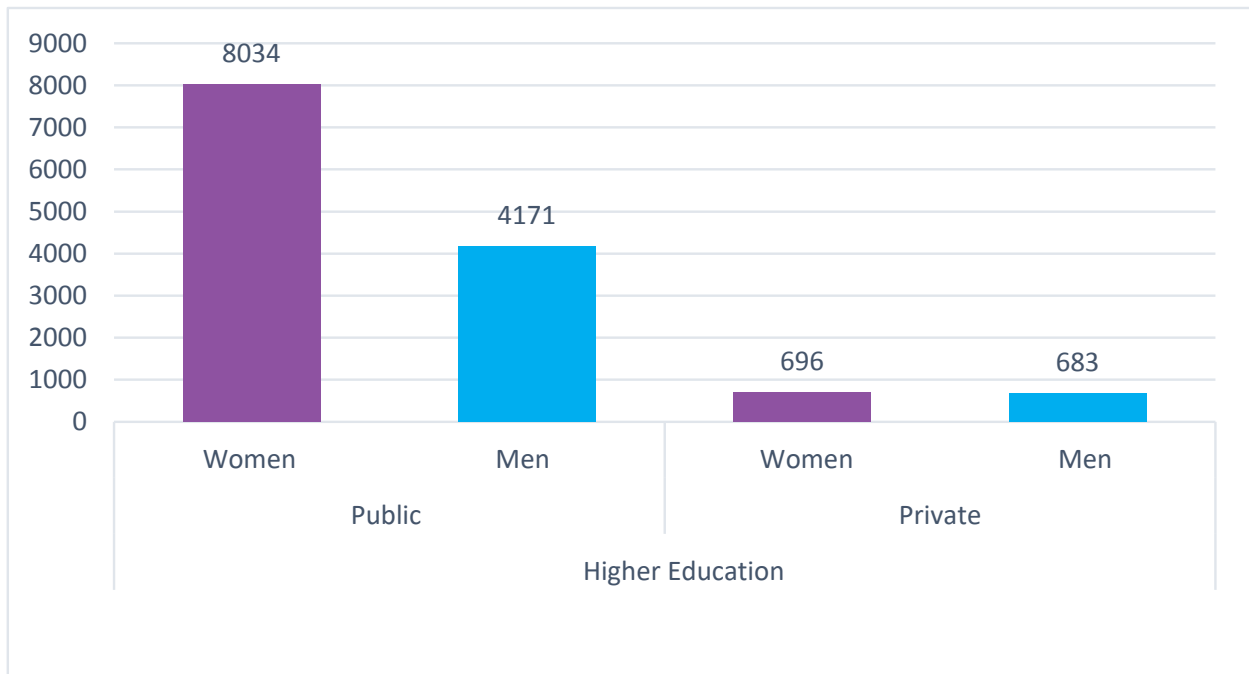
- *In order to ensure equal access to higher education based on the principle of individual knowledge and abilities, various socio-cultural barriers preventing women from accessing higher education should be eliminated;*

- *It is necessary to eliminate outdated patriarchal perceptions and stereotypes still present in society, such as the belief that “boys should receive higher education because they are expected to provide financial support for the family in the future, whereas girls should focus on household duties and family life,” as such views often lead parents to prioritise investing in the education and academic preparation of their sons;*

- Intensive awareness-raising activities should be conducted among parents in order to prevent tendencies leading to girls' withdrawal from education, including early marriages and socio-economic reasons;
- Information and communication technology (ICT) should be made as widely accessible as possible for women;
- Budget allocations for education should be further increased in order to encourage and support all well-prepared and academically qualified girls with potential to pursue higher education;
- In order to eliminate existing mismatches between education and the labour market and to align curricula with new labour market requirements, it is necessary to introduce appropriate amendments to curricula;
- Special attention should be given to gender education, gender studies, and gender equality issues among parents, administrators, and the general public;
- Within the framework of the "Girls' Education Support Project," special incentive measures should be implemented to ensure societal support for girls' education in underrepresented fields, particularly in emerging fields;
- It would also be advisable to establish a wider range of scholarships.

Gender Distribution of Teaching Staff, 2025/2026 Academic Year





The analysis of gender distribution among teaching staff in secondary specialised education institutions for the 2025/2026 academic year indicates that women predominate.

In public institutions, there were 167 female teachers and 33 male teachers, with women accounting for 83.5 per cent of the total teaching staff and showing a clear predominance over men.

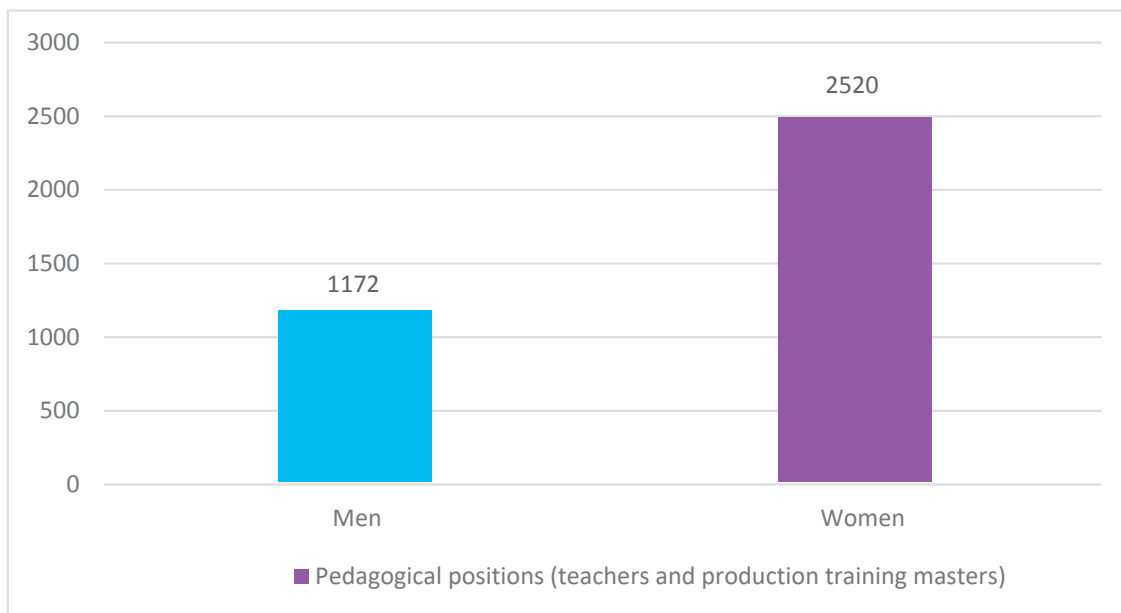
In private institutions, there were 4,218 female teachers and 981 male teachers, with women accounting for 81 per cent of the total teaching staff and likewise demonstrating a marked predominance.

In tertiary education, gender differences are more varied.

In public tertiary education institutions, there were 8,034 female teachers and 4,171 male teachers, with women predominating.

In private tertiary education institutions, the numbers of female and male teachers were broadly similar (696 and 683, respectively), indicating a balanced gender distribution.

Overall, women were more highly represented among teaching staff in both secondary specialised education institutions and tertiary education institutions, while private tertiary education institutions exhibited a relatively balanced gender composition.



The analysis of gender distribution among personnel holding pedagogical positions (teachers and production training masters) in vocational education institutions for the 2025/2026 academic year shows that a total of 3,692 staff members were recorded.

Of these, 2,520 were women and 1,172 were men.

The data indicate that women accounted for 68.3 per cent of the pedagogical staff, while men accounted for 31.7 per cent.

The number of women exceeded that of men by 1,348, indicating that women outnumbered men by more than two to one.

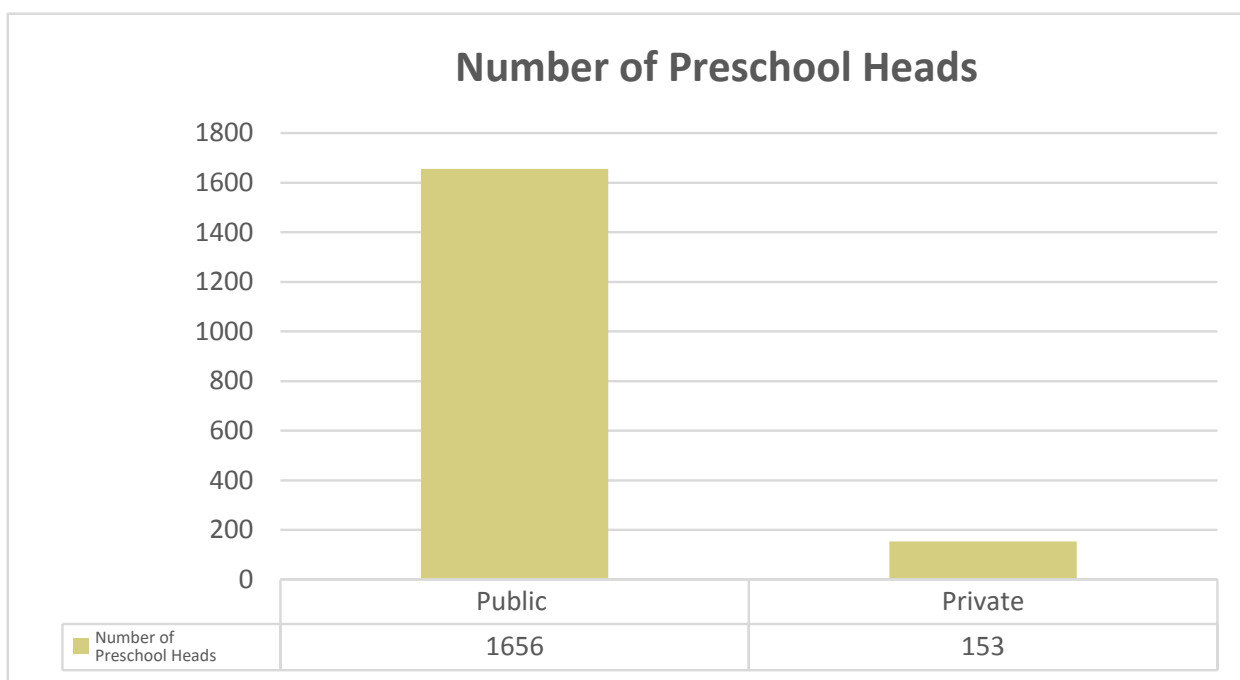
General Education Institutions, 2025/2026 Academic Year

Position	Public (incl. other subordinated institutions)			Özəl			Total	Women	Men
	Total	Women	Men	Total	Women	Men			
Principal	3447	1491	1956	38	20	18	3485	1511	1974
Deputy Principals	4109	2590	1519	95	74	21	4204	2664	1540
Organiser of Out-of-School and Extracurricular Educational Work	2542	1596	946	2	1	1	2544	1597	947
Total	10098	5677	4421	135	95	40	10233	5772	4461

Statistics on employees holding managerial positions in general education institutions indicate that men accounted for the majority of principals of public institutions, while women accounted for the majority of principals of private institutions.

Women also predominated among deputy principals and organisers of out-of-school and extracurricular educational activities in both public and private general education institutions.

As of the beginning of 2025, in preschool education institutions



Women accounted for 100% of employees in both public and private preschool education institutions.

EDUCATION SUPPORT PROGRAMMES



Education Support Projects

According to Article 42 of the Constitution, every citizen has the right to education.

The State guarantees the creation of appropriate conditions for the exercise of this right for every citizen.

At the same time, irrespective of the form of ownership, equal opportunities for men and women are ensured in all educational institutions with regard to recruitment, appointment or election to positions, performance-based incentives, student admission, provision of scholarships, choice of specialisations, assessment of knowledge, continuation of education at the next level, and professional development.

Today, a series of measures, projects, and programmes are being implemented to expand educational opportunities for women.

Throughout the year, relevant initiatives and projects have been carried out to increase the enrolment rate of girls in upper secondary education in remote regions, bringing this ratio closer to the higher levels observed in urban areas.

• As part of the **“You Are Not Alone”** project implemented by the State Committee, a memorandum of understanding was signed in 2023 with the Azerbaijan Banks Association, and the **“Confident Steps towards the Future”** programme supporting the education of women of martyrs was established. As a result of awareness-raising activities conducted by the State Committee among women of martyrs to encourage admission to higher and secondary specialised education institutions, **34 women who had been admitted to universities in previous years were included in the relevant support programmes** under this project.





• The **“Hanifa Malikova – Zardabi Scholarship Programme for Supporting Girls’ Education”** was established as a joint initiative of the SCFWCA, the Ministry of Science and Education, and the Education Development Fund. Within the five-year period (2021–2025), 239 female students from vulnerable groups who were admitted to higher education institutions of the Republic with high entrance examination scores have been awarded scholarships under the programme. Beneficiaries receive a monthly scholarship of 200 AZN throughout their studies and also benefit from internships, training sessions, and educational meetings.

• As part of the **“Support for Girls’ Education” project**, a memorandum of understanding was signed in 2024–2025 between the SCFWCA and Kapital Bank Open Joint-Stock Company. In the first phase of the scholarship programme implemented under the slogan **“We Have a Dream,”** support was provided to 22 female applicants from Baku and the regions (Agjabadi, Gusar, Goychay, Ismailly, Gakh, Gabala, Khojaly district, and Lankaran).





- **The “Zərif Mühəndislər” scholarship program**, implemented by the Education Development Fund and STP Companies Group, supports high-achieving female students and graduates from low-income families studying in technical fields in their development as professional engineers. A total of 573 applications were received, 105 candidates advanced to the interview stage, and **50 participants** were selected as scholarship recipients, gaining access to financial support, as well as training and internship programs.



• **The “Parla” scholarship and development program**, Education Development Fund in cooperation with NEQSOL Holding, is a scholarship program for female university students in Azerbaijan. Under the agreement between the two organizations, 50 socially vulnerable but high-achieving female students are selected each year to receive a monthly scholarship and development opportunities. The program provides a monthly scholarship, along with access to internship and mentorship programs, various training courses, and learning platforms such as NEQSOL Academy and LinkedIn Learning, as well as English language and IELTS preparation courses, gaining the opportunity to take the IELTS exam free of charge. To date, a total of **150** female students have benefited from the program, while **109** beneficiaries received scholarships in 2025.



• **The “Qırmızı Ürəklər” Education Scholarship Program** was established within the framework of a Memorandum of Cooperation signed between the Education Development Fund and the Qırmızı Ürəklər (Red Hearts) Foundation, to establish and implement cooperation on programs and projects aimed at developing the education system, as well as establishing and implementing a long-term scholarship program for students. The program is designed for first-year undergraduate students in higher education institutions who have scored above 600 points in entrance examinations and come from low-income families. In the 2024/2025 academic year, **23 male and female students (11 female and 12 male)** who successfully passed all selection stages were awarded a monthly scholarship of 200 AZN for a period of 10 months. For the 2025/2026 academic years, **20 male and female students (9 female and 11 male)** have been admitted to the program under the same conditions.

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• The “Maarifçi” student-graduate internship program is implemented as a joint initiative of the Ministry of Science and Education and the Education Development Fund. Within the framework of the program, which lasts for 4 months, “Maarifçi” participants undertake internships at the Ministry of Science and Education, its subordinate institutions, as well as various structural units of the Ministry of Education of the Nakhchivan Autonomous Republic. The program aims to develop high-quality human resources in the field of science and education, enhance their sectoral knowledge and skills through practical activity, enable them to internalize modern educational approaches, and support the process of implementing education reforms. During the course of the program, participants receive a monthly scholarship of 200 AZN. A total of 106 participants gained the right to participate in the program across its first, second, and third phases. Of these, 78 are female and 28 are male.

In 2025, **Graduation Day** was held for the project participants for the first time.

The event was organized on the occasion of project participants’ graduation from higher education institutions, with the aim of recognizing their perseverance and celebrating their achievements.

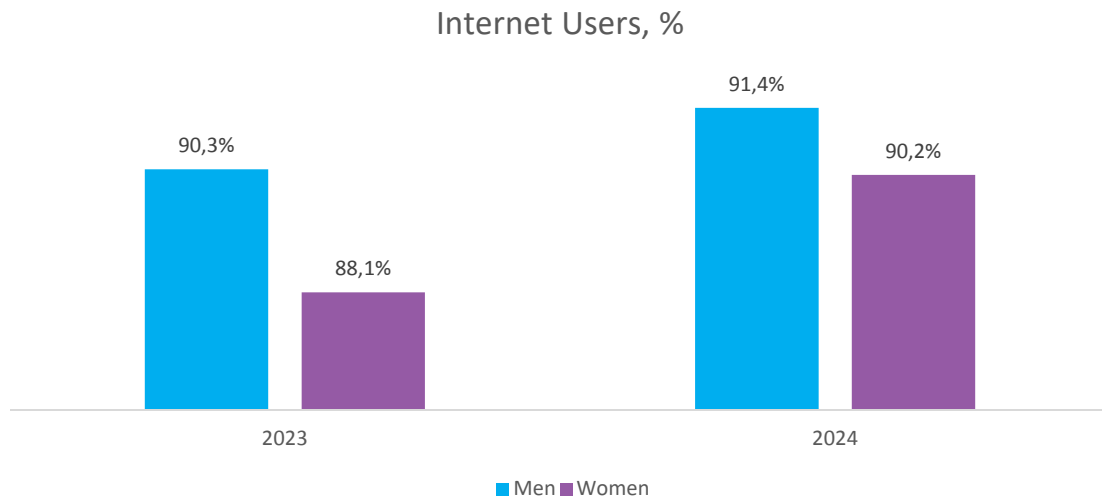
In 2025, a total of 29 individuals graduated under the “Support for Young Girls’ Education” projects.



2.3 ENSURING GENDER EQUALITY IN THE INFORMATION AND COMMUNICATION TECHNOLOGIES SECTOR

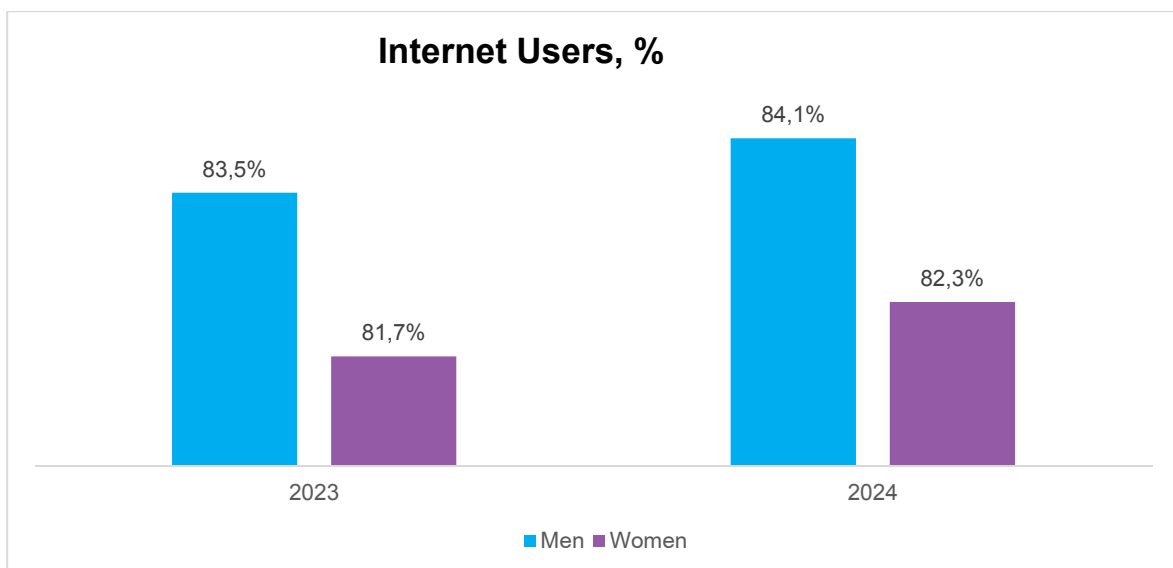


Statistical Indicators in the Transport and ICT Sectors



In 2024, **91.4%** of men were internet users, an increase of **1.1 percentage points** compared with 2023 (**90.3%**).

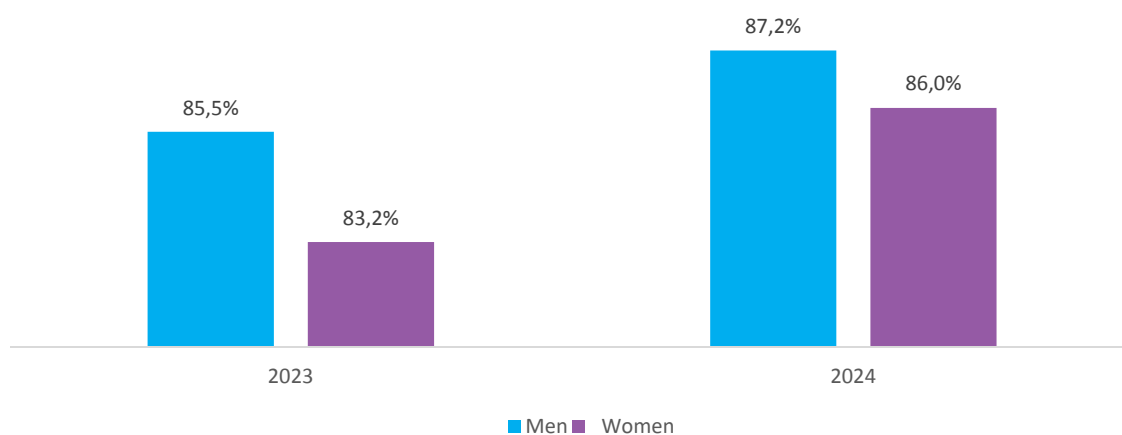
In 2024, **90.2%** of women were internet users, an increase of **2.1 percentage points** compared with 2023 (**88.1%**).



In 2024, **84.1%** of men were computer users, up by **0.6 percentage points** compared to 2023 (**83.5%**).

In 2024, **82.3%** of women were computer users, up by **0.6 percentage points** compared to 2023 (**81.7%**).

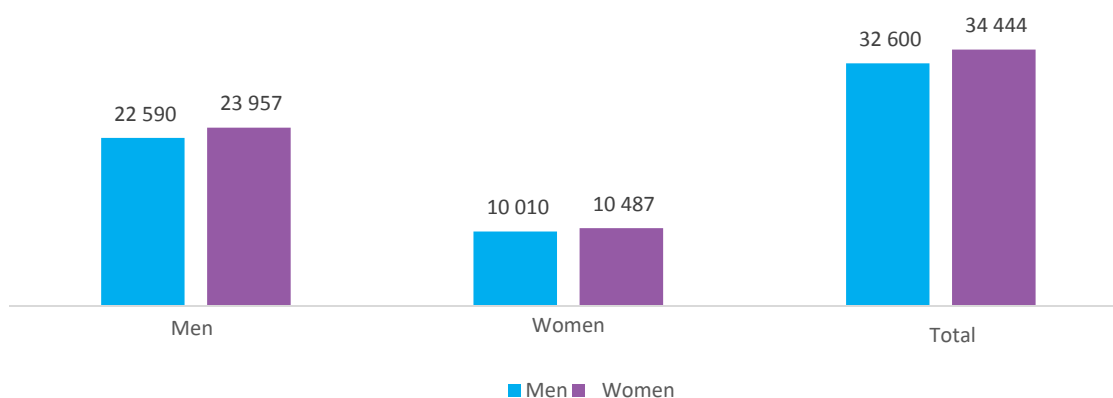
Mobile Phone Users, %



In 2024, **87.2%** of men owned a mobile phone, up by **1.7 percentage points** compared to 2023 (**85.5%**).

In 2024, **86.0%** of women owned a mobile phone, up by **2.8 percentage points** compared to 2023 (**83.2%**).

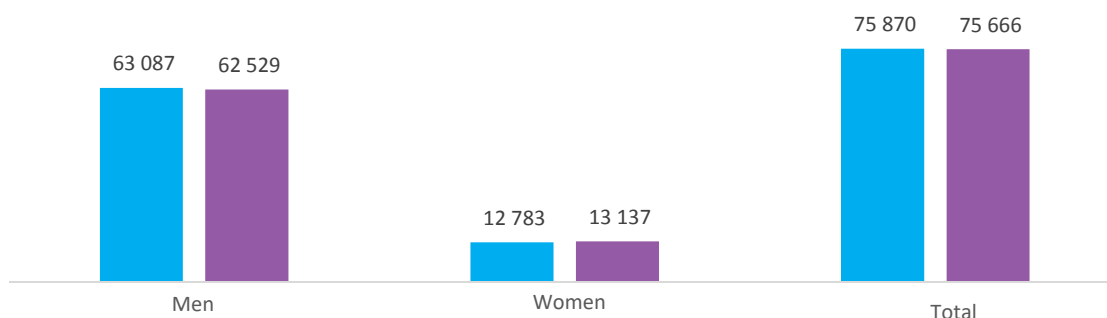
Number of persons employed in information and communication activities (persons)



In 2024, the number of male employees engaged in information and communication activities totaled **23,957 persons (22,590 in 2023)**.

In 2024, the number of female employees engaged in information and communication activities totaled **10,487 persons (10,010 in 2023)**.

Number of persons employed in transportation and storage activities (persons)



In 2024, the number of male employees engaged in transportation and storage activities totaled **62,529 persons (63,087)**.

In 2024, the number of female employees engaged in transportation and storage activities totaled **13,137 persons (12,783)**.

In 2025, a number of initiatives were implemented to enhance women’s ICT and digital skills;

- *With the purpose of increasing the role of female entrepreneurs in the innovation ecosystem, a hackathon on “Climatech” and sustainability was organized with the support of the Innovation and Digital Development Agency and organized by Impulse4Women for female students from Azerbaijani universities. A total of 14 teams participated in the hackathon, comprising 55 participants in total, all female students from various universities.*



Organized by the State Committee, in partnership with the Ministry of Digital Development and Transport and the Innovation and Digital Development Agency, the “Digital Entrepreneurship” competition was implemented within the framework of the “Women in ICT” project. Within the framework of the project, a total of 44 applications were received, and 11 participants qualified for the final stage. At the end of the final stage, 3 winners were selected based on the jury’s evaluation and awarded with diplomas and prizes.





- On April 24, on the occasion of the International “Girls in ICT” Day, an event titled “Digital Girls” was held on the initiative of the Ministry of Digital Development and Transport, with the support of the Innovation and Digital Development Agency and the Azerbaijan Women Entrepreneurship Development Association. The primary objective of the initiative was to support girls aged 10–15 in discovering their interest and potential in information and communication technologies (ICT) and to encourage them to pursue education and careers in this field. The 60 schoolgirls participating in the event gained the opportunity to enhance their ICT knowledge and skills, as well as to learn useful information about future career choices.

- On the occasion of the International “Girls in ICT” Day, an awareness-raising event for students was organized by the Electronic Security Service. A total of 33 female students studying at the Azerbaijan State Oil and Industry University and the Azerbaijan–French University participated in the event. The primary objective of the event was to contribute to the development of an information security and cybersecurity culture in higher education institutions and to support female students in their future career choices in this field.

Within the framework of **the Railway Digital Transformation Project**, implemented in cooperation with Azerbaijan Railways CJSC and the Asian Development Bank, a Gender Action Plan has been developed to promote gender equality and increase the participation of women in technical fields. The implementation of relevant measures under the Plan is ongoing

2. 4 GUARANTEES OF GENDER EQUALITY IN ECONOMIC AND SOCIAL RELATIONS

2. 4.1 GUARANTEES OF GENDER EQUALITY IN ECONOMIC AND SOCIAL RELATIONS

Article 15 of the Law guarantees equal opportunities for men and women in the exercise of property rights and for engaging in entrepreneurial activities, as well as equal opportunities in the exercise of their right to social security and in obtaining targeted state social assistance and other social benefits.

2.4.1 SUPPORT FOR WOMEN ENTREPRENEURS



Among women, with the purpose of stimulating entrepreneurship and self-employment activities, enhancing knowledge and skills in this field, and expanding the scope of women involved in these activities, a large number of projects and events were implemented across the country in 2025.

The development of women's entrepreneurship has an impact on reducing poverty and raising the well-being of families.

The reforms implemented in tax legislation and administration covered all persons engaged in business activities without any distinction, including female entrepreneurs, thereby creating equal opportunities to engage in entrepreneurial activity.

Distribution of the number of individual entrepreneurs registered in the State Register of Statistical Units as of 01.01.2026 by types of economic activity and gender

Types of activities	Number of individual entrepreneurs	Of which:									
		male					female				
		Total	Micro	Small	Medium	Large	Total	Micro	Small	Medium	Large
Total	1454061	1109552	1102516	6469	543	24	344509	343460	995	53	1
including:											
Agriculture, forestry and fishing	541194	399499	399233	252	13	1	141695	141664	31	0	0
Mining and quarrying	1312	1238	1208	30	0	0	74	73	1	0	0
Manufacturing	30385	23228	22825	372	27	4	7157	7104	50	3	0
Electricity, gas, steam and air conditioning supply	91	84	80	3	1	0	7	6	1	0	0
Water supply; sewerage, waste management and remediation activities	1226	1133	1125	7	1	0	93	92	0	1	0
Construction	30944	29829	29710	115	4	0	1115	1106	9	0	0
Trade; repair of motor vehicles	269612	209790	205507	3930	336	17	59822	59280	508	33	1
Transportation and storage	168846	162737	162519	208	9	1	6109	6091	18	0	0
Accommodation and food service activities	54700	45389	44154	1093	141	1	9311	9082	215	14	0
Information and communication	15516	12168	12143	24	1	0	3348	3344	4	0	0
Financial and insurance activities	4037	3002	2993	8	1	0	1035	1032	3	0	0

Real estate activities	18623	12993	12930	59	4	0	5630	5619	9	2	0
Professional, scientific and technical activities	34972	22958	22907	51	0	0	12014	12001	13	0	0
Administrative and support service activities	27984	17844	17794	48	2	0	10140	10131	9	0	0
Education	20176	6922	6845	76	1	0	13254	13187	67	0	0
Human health and social work activities	7805	4796	4792	4	0	0	3009	3009	0	0	0
Arts, entertainment and recreation	20184	16859	16796	62	1	0	3325	3317	8	0	0
Other service activities	132861	82397	82305	91	1	0	50464	50419	45	0	0
Activities of households as employers; undifferentiated goods- and services-producing activities of households for own use	73593	56686	56650	36	0	0	16907	16903	4	0	0

*Of the **1,454,061** (one million four hundred fifty-four thousand sixty-one) individual entrepreneurs registered in the State Register of Statistical Units, **1,109,552** (one million one hundred nine thousand five hundred fifty-two) were men and **344,509** (three hundred forty-four thousand five hundred nine) were women..*

Information on the number of women and men among registered taxpayers (individuals and legal entities) for 2020–2025

Years	Individual persons			Founders of legal entities		
	Total	Men	Women	Total	Men	Women
2020	165,067	131,330	33,737	9,353	7,994	1,359
2021	111,913	84,439	27,474	12,027	10,090	1,937
<i>Difference</i>	<i>-53,154</i>	<i>-46,891</i>	<i>-6,263</i>	<i>2,674</i>	<i>2,096</i>	<i>578</i>
2022	110,447	78,685	31,762	15,795	13,459	2,336
<i>Difference</i>	<i>-1,466</i>	<i>-5,754</i>	<i>4,288</i>	<i>3,768</i>	<i>3,369</i>	<i>399</i>
2023	113,299	77,915	35,384	13,854	11,286	2,568
<i>Difference</i>	<i>2,852</i>	<i>-770</i>	<i>3,622</i>	<i>-1,941</i>	<i>-2,173</i>	<i>232</i>
2024	86,214	60,264	25,950	13,933	11,353	2,580
<i>Difference</i>	<i>-27,085</i>	<i>-17,651</i>	<i>-9,434</i>	<i>79</i>	<i>67</i>	<i>12</i>
2025	80,721	54,692	26,029	13,656	10,716	2,940
<i>Difference</i>	<i>-5,493</i>	<i>-5,572</i>	<i>79</i>	<i>-277</i>	<i>-637</i>	<i>360</i>

The table of registered taxpayers (individuals and legal entities) for 2020–2025 shows that in 2025, the number of female taxpayers increased, while the number of male taxpayers decreased.

Support for Women Entrepreneurs

The activities were continued by the The Small and Medium Business Development Agency of the Republic of Azerbaijan (KOBİA)

In 2025, approximately 7,000 entrepreneurs and individuals intending to start entrepreneurial activities benefited from training and consulting services conducted by SME Development Centers under KOBİA, with nearly 2,000 of them being women.

Pursuant to the “Rules on Financing Education, Science, Research and Support Projects Related to the Development of Micro, Small and Medium Entrepreneurship”, approved by the Decision of the Cabinet of Ministers dated September 30, 2020, **in 2025 the 7th grant competition organized by the Small and Medium Business Development Agency of the Republic of Azerbaijan (KOBİA) allocated grants to 30 projects submitted by SME entities, of which 10 were women entrepreneurs.**

Based on relevant criteria, “Startup” certificates are issued to SME entities by the Small and Medium Business Development Agency of the Republic of Azerbaijan (KOBİA). The “Startup” certificate exempts SME entities from profit and income tax on the income they obtain from innovation activities for a period of 3 years starting from the date they receive the certificate.

In 2025, 59 SME entities received “Startup” certificates, of which 10 were women entrepreneurs.

During 2025, support was provided for the exhibition of products and

services of 304 entrepreneurs, of whom 180 were women entrepreneurs.

In 2025, the “From Business to Business” Startup Competition was launched once again with the partnership of the Small and Medium Business Development Agency of the Republic of Azerbaijan (KOBİA), organized by AccessBank CJSC, and supported by Visa. The objective of the project was to stimulate innovation, create opportunities for new businesses, support startups in the realization of their business ideas, provide mentorship and financial support to SMEs, explore promising business concepts with potential for sustainable development and positive social impact, and contribute to the formation of a successful entrepreneurial network.

The competition received over 500 applications from startups and entrepreneurs within one month. Prizes were awarded by AccessBank to three winners meeting the criteria of innovation, creativity, sustainability, and profitability: 25,000 AZN for the 1st place, 20,000 AZN for the 2nd place, and 15,000 AZN for the 3rd place. In addition, Visa awarded a special prize of 15,000 AZN to a special category winner, who was a female entrepreneur.

According to the Ministry of Economy, a total of 80,557 individuals applied by 1 December 2024 under the “Employment Support Project” (ESP), implemented by the Ministry of Labour and Social Protection of Population of the Republic of Azerbaijan with financial support from the World Bank

Of these, 31,279 (38.83%) were women.

During the initial monitoring phase, 27,452 individuals eligible under the ESP

were enrolled in training. Of these, 9,900 (36.06%) were women.

Of the 24,399 individuals who completed the training, 8,952 (36.69%) were women. Following the assessment process, equipment was provided to 19,135 out of 22,917 participants across various economic sectors. Of those who received equipment, 6,634 (34.67%) were women.

In addition, within the ESP, awareness-

raising activities and public hearings were organized across all regions of the country

to increase women's involvement and participation in the project. In total, 74 meetings were held, attended by 1,653 participants, of whom 811 (49%) were women. Overall, a 40% women's participation rate has been targeted under the ESP. Efforts to further increase women's participation in the activities and measures under the ESP are ongoing.

Source: Ministry of Labour and Social Protection of Population of the Republic of Azerbaijan

The State Employment Agency under the Ministry organizes vocational training courses on a regular basis, taking into account the actual needs of employers in the labour market, with the aim of enhancing the knowledge and skills of jobseekers and unemployed persons, aligning them with labour market requirements, strengthening their social protection, and expanding their employment opportunities.

In 2025, a total of 11,812 women were enrolled in vocational training across 72 occupations and specialties, 8,825 successfully completed the training, and 4,771 were employed.

With the aim of strengthening women's social protection and facilitating their access to the labour market, the Agency organized **training courses during the reporting period in female-dominated occupations, including cosmeceutical specialist, microbiology laboratory**

technician, cosmetology technician, nanny, hairdresser, makeup artist and manicurist, carpet weaver, sewing equipment operator and seamstress, fashion designer, tailor, massage

therapist, baker, interior and exterior designer, greenhouse operator, carpet and carpet products restorer, confectioner and pastry chef, hotel housekeeper (cleaning services), human resources specialist (HR), computer operator, social media mediator, print designer, and other occupations.

In 2025, the State Employment Agency under the Ministry of Labour and Social Protection of the Population enrolled a total of 16,827 individuals in the self-employment programme, including 6,508 women and 10,319 men.

In 2024, the State Employment Agency enrolled a total of 17,327 individuals in the self-employment programme, including 7,372 women and 9,955 men.

With the aim of expanding women's employment opportunities and ensuring gender equality in the labour market, the State Employment Agency under the Ministry **implemented a number of projects in 2025, from which a total of 77 women benefited.**

- In 2025, under the “Karabakh SMEs 2025” project, 62 individuals were provided with the necessary assets. A total of 100 participants from the cities and districts of Baku, Ganja, Lachin, Khojaly, Shusha, Fuzuli and Absheron, as well as Ballija village, participated in training courses on financial management, business plan development, marketing, social media marketing, human resources management and sales. In total, 64 individuals were provided with the necessary assets in various fields during 2025, of whom 22 were women

- Within the framework of cooperation between the State Employment Agency, KOBİA and the State Agency for Vocational Education, 42 individuals were provided with assets in 2025 under the “Youth Business Workshop” initiative. Of these, 34 were women. Upon completion of the project, a total of 82 new business entities are expected to be established.

- The “Tourist Village” project is being implemented through cooperation between the State Employment Agency and the State Tourism Agency. At the initial stage, the project will be implemented in Laza village of the Gusar District and in the villages of Ilisu and Saribash of the Gakh District. The project envisages the provision of the necessary equipment under the “Agrotourism” package to a total of 20 guesthouses. In 2025, 8 individuals were provided with the relevant package under

the project, of whom 1 was a woman..

- The “Social Enterprises” project was implemented with the aim of supporting the integration of women belonging to vulnerable groups into the labour market and society. Under the project, employment was provided for 3 women at the “Kitab Bağı” social enterprise, which commenced operations within the framework of the initiative.

- Since 2021, a total of 58 citizens have been provided with various types of equipment under the “Support for Self-Employment in Cooperation with the Confederation of Trade Unions” project targeting the self-employment of vulnerable groups. In 2025, support was provided to 4 individuals, including 3 women.

- In 2025, under the “Support for Tourism” project, 1 enterprise was provided with the necessary equipment, resulting in the creation of 5 jobs.

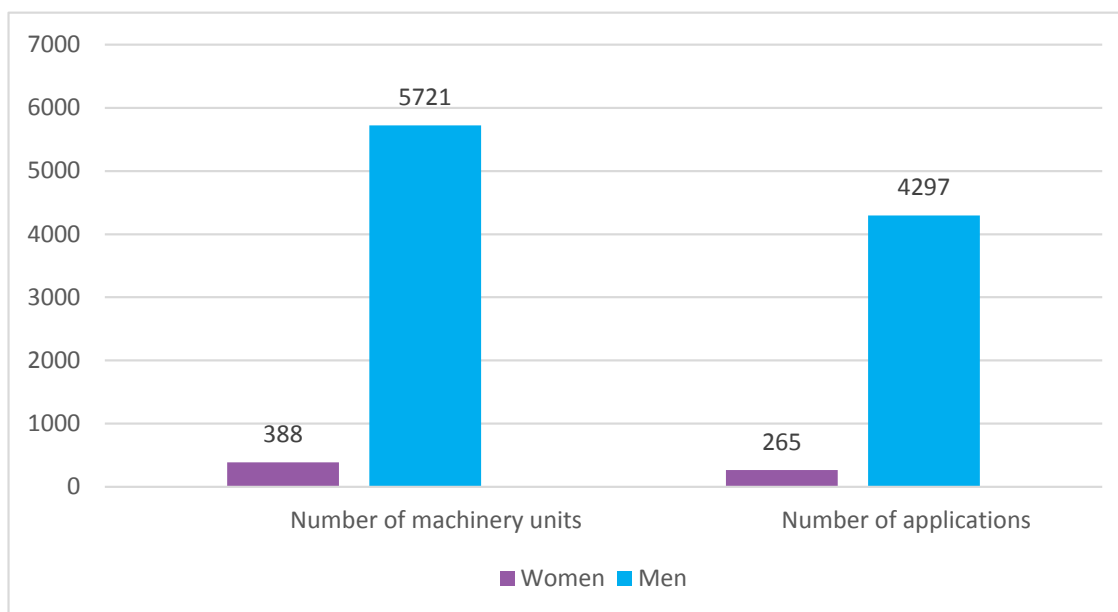
Under the “Voice of Business” project, support is planned for 30 unemployed persons with hearing impairments who completed vocational training courses in tailoring and confectionery or possess relevant skills. Of these, 20 individuals are to receive “small tailoring workshop” packages and 10 “bakery products production” packages. During the reporting period, 14 individuals were provided with the relevant equipment packages, of whom 13 were women.

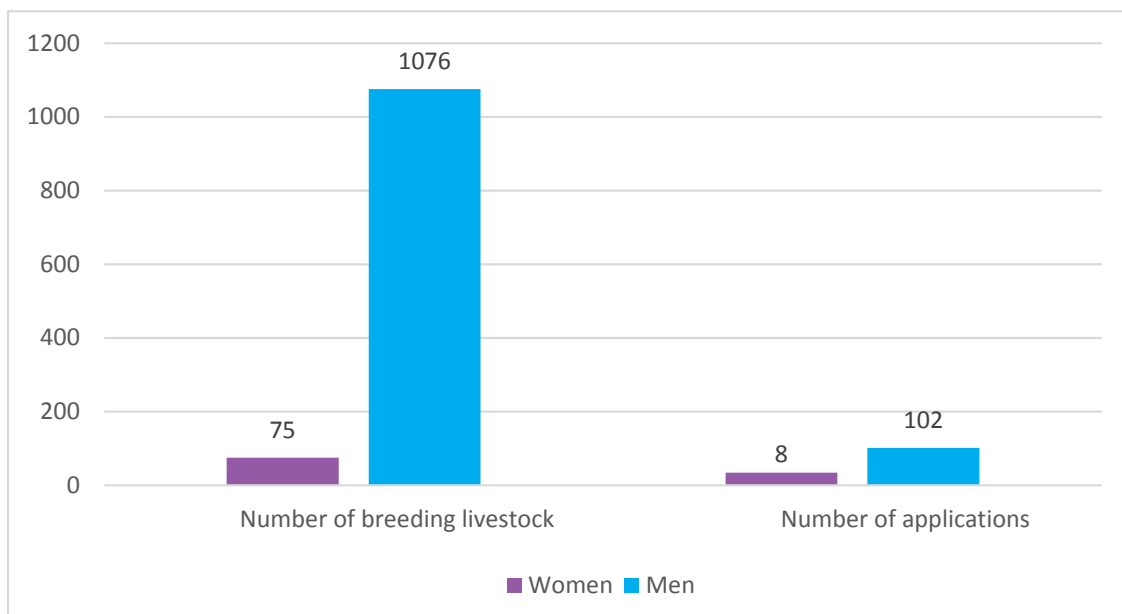
Source: The Ministry of Agriculture of the Republic of Azerbaijan Entrepreneurs Operating in the Agricultural Sector, Receiving Loans and Subsidies in 2025

In 2025, activities continued by the Ministry of Agriculture to ensure access of women entrepreneurs and female farmers engaged in agribusiness in rural areas to economic resources.

In accordance with the Rules on the Use of Funds of the Agricultural Credit and Development Agency under the Ministry of Agriculture of the Republic of Azerbaijan, approved by Decree No. 413 of the President of the Republic of Azerbaijan dated 19 December 2018, the Ministry **allocated preferential funds in 2025 to finance the purchase of 388 units of agricultural machinery based on 265 applications submitted by female farmers, as well as 75 head of breeding livestock based on 8 applications.**

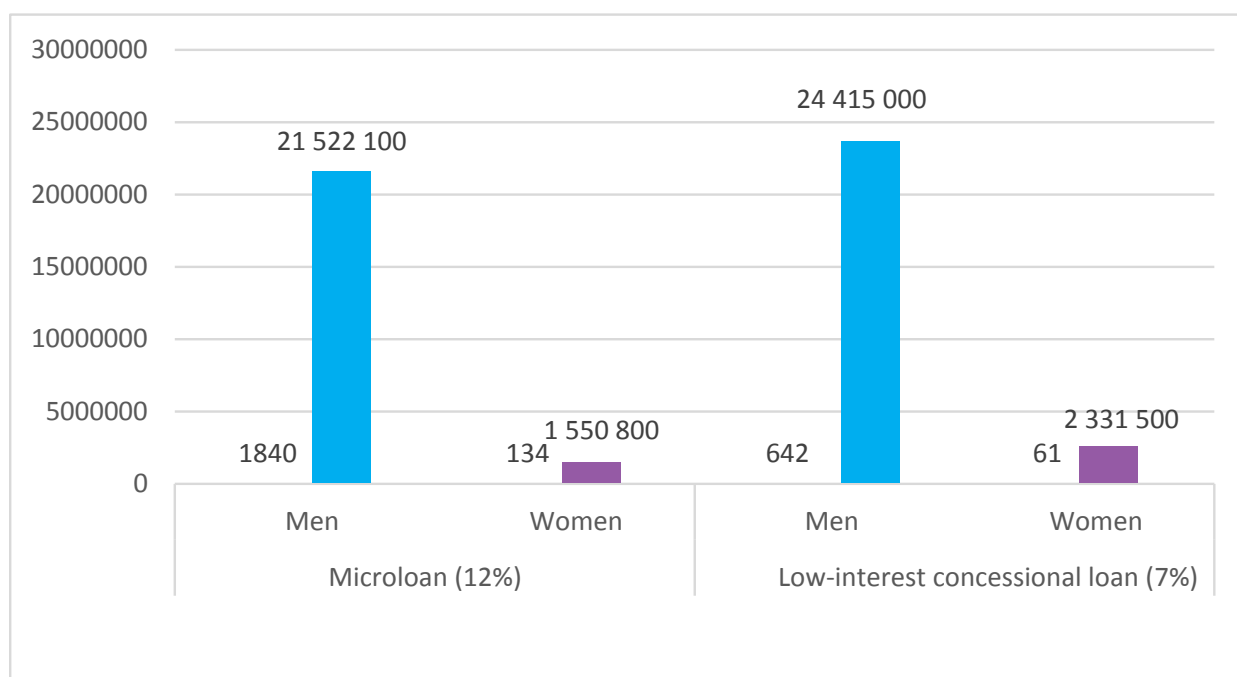
Number of farmers who applied for financing





At the same time, through authorized credit institutions, the Agrarian Credit and Development Agency (AKIA) provided female farmers operating in the agricultural sector with concessional loans amounting to AZN 3.88 million under 195 applications, including microloans amounting to AZN 1.55 million under 134 applications.

Information on farmers receiving loans and concessional support in the agricultural sector



Since 1 January 2020, agricultural subsidies have been administered through the Electronic Agriculture Information System (EAIS).

In 2025, 321,294 male farmers and 89,600 female farmers received subsidies through the Electronic Agriculture Information System (EAIS).

By category, 265,052 male farmers and 83,853 female farmers received crop subsidies; 41,906 male farmers and 4,398 female farmers received calf subsidies; 98 male farmers and 2 female farmers received seed subsidies; 1,684 male farmers and 280 female farmers received silkworm cocoons subsidies; 7 male farmers and 1 female farmer received food wheat subsidies; 13,144 male farmers and 1,065 female farmers received cotton subsidies; 133 male farmers and 8 female farmers received sugar beet subsidies; and 294 male farmers and 87 female farmers received tobacco subsidies.

Total number of family farms and gender distribution of their heads

On the basis of proposals submitted by the Ministry of Agriculture, amendments were introduced to the “Rules on the Content and Procedure for Issuing the Certificate Confirming the Status, Employment Activity and Length of Service of Members of Family Farms,” approved by Decision No. 59 of the Cabinet of Ministers of the Republic of Azerbaijan dated 27 February 2006, as well as to other relevant legal acts. Pursuant to these amendments, after a family farm is registered by the municipality, and on the basis of supporting documents, a set of required information is entered into the “Registration of Agricultural

Entities” sub-system of the Electronic Agriculture Information System (EAIS) for the purpose of issuing certificates to members of family farms. Subsequently, the certificate is automatically generated through the relevant information system and, after being approved by the enhanced electronicsignatureofauthorizedmunicipal officials, a unique number is assigned by EAIS in real time, enabling members of family farms to obtain the certificate electronically in real time.

In the reporting year, 15 family farms (FFs) were registered nationwide, with a total of 52 members (10 female members and 42 male members). Among the heads of family farms, there were 3 female heads and 12 male heads. The following three family farms are::

1. “Dağlar” family farm, Ballija village, Khojaly district – Mirzayeva Shamsiyya Telman qizi
2. “The Karimov Family” family farm, Ballija village, Khojaly district – Karimova Yegane Mukhtar qizi
3. “Üzümçü” family farm, Məlkicobanlı village, Shamakhi district – Heydarova Chichek Qadir qizi.

Analysis of Male and Female Farmers as Landowners

In the reporting year, the number of farmers (natural persons) registered in the Electronic Agriculture Information System (EAIS) across the Republic amounted to 724,985, of whom 191,099 were female farmers. It is additionally noted that the primary source of data on the gender distribution of landowners is the State Service on Property Issues under the Ministry of Economy of the Republic of Azerbaijan.

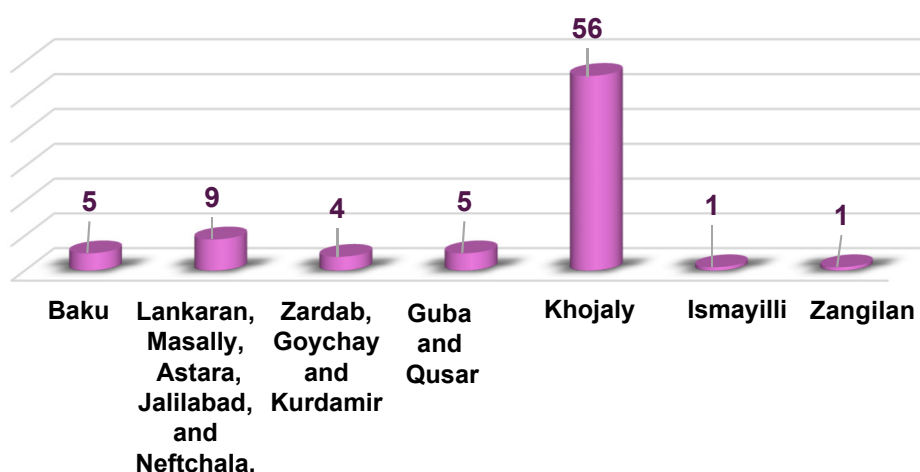
AFAQ – an Agro Action of Azerbaijani Women project

AFAQ, an Agro Action of Azerbaijani Women project, is implemented by the “Agricultural Procurement and Supply” Open Joint Stock Company (OJSC), with financial support from PASHA Holding LLC. The project aims to support the development of women engaged in agricultural activities as entrepreneurs and to increase profitability and productivity in their farms.

Within the scope of the project, in 2025, field visits and initial assessments were conducted at the farms of women farmers who applied from the villages of Baku city (5 applicants), the districts of Lankaran, Masally, Astara, Neftchala and Jalilabad (9 applicants), Zardab, Kurdamir and Goychay (4 applicants), Guba and Gusar (5 applicants), Ballija village of Khojaly district (56 applicants), Culyan village of Ismailly district (1 applicant), and Zangilan district (1 applicant). In addition, monitoring activities were carried out at the farms of 3 supported women farmers in Zangilan district. Overall, field visits and assessments were conducted at the farms of 81 women farmers.



Number of women farmers whose farms were inspected and assessed by district



In addition, on-site meetings were held with four women groups (Elat, Gülşən, Şamama, Zəfəran) from Beylagan and Fuzuli districts, and information was collected on their farms.

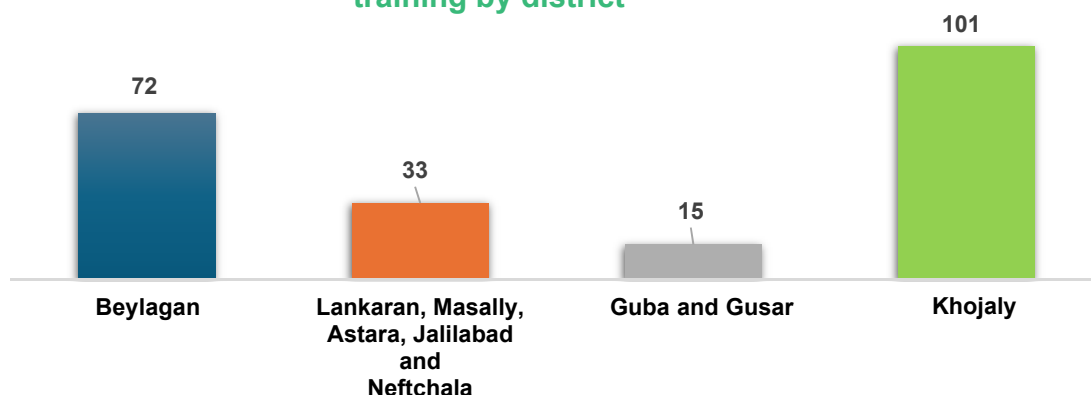
In Lankaran, Masally, Astara, Neftchala and Jalilabad districts, 13 women farmers who met the project criteria were selected; 1 farmer from Zangilan district, 1 farmer from Aghdam district, and 54 farmers from Khojaly district also participated. In addition, 36 farmers from the “Elat” and “Gülşən” women groups in Beylagan district, as well as 15 students of the Azerbaijan State Agricultural University (ADAU), participated in theoretical and practical training sessions. To support students, an adaptation room established for the Biotechnology (Plant) Center and 30 mesh tables were provided. Packaging

support was provided to five beneficiaries of the “Çinar Cooperative” in Zagatala district, and overall support was provided to 125 beneficiaries with various equipment.

On-site visits and observations were also conducted in Boyuk Galaderesi and Kichik Galaderesi villages of Shusha city to explore mountain farming opportunities.

Within the framework of the project, trainings were delivered to 33 women farmers from Lankaran, Masally, Astara, Neftchala and Jalilabad districts, 15 women farmers from Guba and Gusar districts, 101 women farmers from Khojaly district, and 72 women farmers from Beylagan district in the fields of beekeeping, livestock and poultry farming, as well as the use of incubators and fruit-drying equipment. In total, 221 women farmers received training.

Number of women farmers who received training by district



“City to Village” Project

The “City to Village” project is implemented by the Agricultural Procurement and Supply Open Joint Stock Company (OJSC) with financial support from PASHA Holding LLC. The main objective of the project is to develop agritourism in Azerbaijan, create additional income opportunities for women farm owners, and provide alternative leisure opportunities for urban residents.

Within the framework of the project, in 2025, four women-owned agritourism farms were visited and assessed on-site: one in Lankaran district, one in Ismailly district, one in Gakh district, and one in Zangilan district. Their compliance with project criteria and support needs were identified.

In line with the project criteria, renovation and construction works were carried out in two women-owned farms located in Lankaran and Lerik districts. Packaging support was also provided to the “Mistika” winery in Shamakhi district and the “Dilbazi” winery in Gazakh district. Both farms participated in the “Grape and Wine Festival,” while the “Dilbazi” winery also participated in the Agribusiness Festival held in Khankendi city.

The “City to Village” project was represented at the “Caspian Agro” International Agricultural Exhibition. Within the exhibition, products such as honey, jam, compote, and pickles produced by project beneficiaries Rəftarə Şükürova and Səyavuş Yaqubova from Lankaran district were showcased.

To increase tourist inflow to agritourism farms, brochures on agritourism farms located in the northern, northwestern, and southern regions were placed at the Caucasus Sahil Hotel.

“Promotion of Agricultural Cooperatives for Enhancing Market Competitiveness” Project



Within the framework of the project on “Promotion of Agricultural Cooperatives for Enhancing Market Competitiveness,” implemented in partnership with the Agricultural Credit and Development Agency (AKIA) under the Ministry of Agriculture and with the technical and financial support of the FAO Partnership and Liaison Office in Azerbaijan, under the FAO Technical Cooperation Programme (TCP), a number of activities were carried out aimed at the establishment of cooperatives, particularly the organization of active women’s groups into cooperative structures. As a result of these activities, 12 agricultural cooperatives currently led directly by women (female chairpersons) are operating in the agricultural sector, along with 4 additional cooperatives whose management bodies are composed of women.

Baku Climate Action Week Event

The Baku Climate Action Week was organized through joint cooperation between the Ministry of Agriculture, the FAO Representation in Azerbaijan, and the Baku Climate Action Week team, and was held from 29 September to 3 October 2025. The event featured an intensive week-long programme and attracted up to 3,000 participants.

Within the framework of Baku Climate Action Week, special emphasis was placed on the role of women in combating climate change. In his address, the Minister of Agriculture, Majnun Mammadov, highlighted the importance of increasing women’s participation in order to accelerate adaptation processes in the agricultural sector. To this end, the “Harmony” initiative was presented, aiming to strengthen the role of women in areas such as access to climate finance and the exchange of experience.

Information Session Held on the Occasion of International Day of Rural Women

On 15 October, within the framework of joint cooperation between the Ministry of Agriculture and FAO, an information session was held in Shabran district on the occasion of the International Day of Rural Women.

During the event, a presentation was delivered on the topic “State financial support mechanisms in the agricultural sector and the role of the Agricultural Credit and Development Agency (ACDA).”

At the end of the event, certificates were presented to women farmers and entrepreneurs in connection with 15 October – the International Day of Rural Women.

Activities of the Public Union “Azerbaijan Rural Women Association”

An exchange seminar was held in Zagatala district by the Public Union “Azerbaijan Rural Women Association” (AKQA) with a women’s cooperative from Türkiye that visited Azerbaijan for experience exchange.

At the initiative of the Azerbaijan Rural Women Association, a meeting was held in cooperation with the Directorate of Education and Publication of the Ministry of Agriculture and Forestry of the Republic of Türkiye. During the meeting, discussions were held on involving three women’s cooperatives operating in the livestock and dairy sectors in both countries in the project, establishing business relations between cooperatives, enhancing skills, and other related issues. In addition, support for the development of product brands for six participating women’s cooperatives was also discussed.

Meetings with Women's Groups and Agricultural Support Activities

On 30 January 2025, a meeting was held in Fuzuli district with members of the "Zəfəran" women's group. During the meeting, detailed information was provided on the existing procedures for establishing cooperatives. A survey was conducted among the members, and their potential capacities were assessed.

On 31 January 2025, a meeting was held in Fuzuli district with members of the "Şamama" women's group. During the meeting, detailed information was provided on the existing procedures for establishing cooperatives. A survey was conducted among the members, and their potential capacities were assessed.

Information on Gender Issues under the Regional Technical Assistance Project "Digital and Artificial Intelligence Solutions for the Agriculture, Natural Resources and Rural Development Sector"

Under Order No. 257 of the Cabinet of Ministers of the Republic of Azerbaijan dated 29 April 2025, a letter of agreement on the regional technical assistance project "Digital and Artificial Intelligence Solutions for the Agriculture, Natural Resources and Rural Development Sector" was signed on 5 May 2025 between the Government of the Republic of Azerbaijan and the Asian Development Bank. The agreement was approved on 13 May 2025.

The main objective of the project is to strengthen adaptation to climate change, enhance institutional and human capacity, and promote regional cooperation by expanding the application of digitalization and artificial intelligence technologies in the agriculture, food, natural resources, and rural development (AFNR) sectors. The project aims to ensure the sustainable development of the agricultural sector

in response to challenges related to climate change, food security, and **gender equality** through the use of digital and artificial intelligence technologies.

Within the framework of the project, awareness-raising programmes are planned to be organized jointly by the Ministry of Agriculture of the Republic of Azerbaijan and the Asian Development Bank for **young and women farmers**, as well as relevant stakeholders, aimed at expanding the application of artificial intelligence technologies in the agricultural sector. In addition, an event on digitalization and artificial intelligence in the agricultural sector will be organized.

Within this context, the recruitment process for two international and three national expert positions under the project was completed, and Shalala Kamilova was selected for the position of **Gender and Youth Specialist**. The specialist will coordinate activities aimed at **promoting gender equality and increasing access of youth and women to digital and artificial intelligence technologies** within the framework of the project.

The following key impacts are expected from the implementation of the project:

- Expansion of the application of digital technologies in the agricultural sector;
- Acceleration of inclusive and sustainable development in the AFNR sector, with **due consideration of climate change resilience and gender aspects**;
- Improved access of **farmers, particularly women**, to digital technologies, knowledge, and innovative solutions, alongside strengthened institutional and technical capacity;
- Enhanced regional cooperation and integration in the field of digital agricultural technologies.

Number of students enrolled in agricultural education

	Name of institution	Total number of students							
		PhD programme				Doctor of Science programme			
		Doctoral studies		Dissertation-based studies		Doctoral studies		Dissertation-based studies	
		Female	Male	Female	Male	Female	Male	Female	Male
1	Veterinary Scientific Research Institute	2		2		2	3	1	3
2	Plant Protection and Technical Crops Scientific Research Institute	4	1	1					
3	Viticulture and Winemaking Scientific Research Institute	1	5	1		1	2	2	3
4	Horticulture and Tea Growing Scientific Research Institute	2	2						
5	Crop Husbandry Scientific Research Institute	7				2			
6	Vegetable Growing Scientific Research Institute (Public Legal Entity)	2				1	1		
7	Livestock and Fisheries Scientific Research Institute	1	2						
8	Azerbaijan State Agricultural University	15	22	5	3	8	3	5	6
9	Agricultural Research Center (Public Legal Entity)	1	7	3	1	3	6		
Total		35	39	12	4	17	15	8	12

According to statistics for the 2025/2026 academic year, at the Azerbaijan State Agricultural University, **the number of male students enrolled in the full-time bachelor's programme is 4,291, while the number of female students is 1,859. In the part-time bachelor's programme, there are 383 male students and 431 female students.**

At the master's level, the number of male students is 378, while the number of female students is 282. In addition, at Ganja State Agricultural College, operating under the Azerbaijan State Agricultural University, the number of admitted male students in the 2025/2026 academic year is 108, while the number of female students is 291.

Number of students admitted to the Azerbaijan State Agricultural University in the 2025/2026 academic year

Field								
	Full-time				Part-time			
	Total	Male	Female	Female share, (%)	Total	Male	Female	Female share, (%)
Agricultural specializations	1141	855	286	25	43	18	25	58
Non-agricultural specializations	651	378	282	43	40	15	25	63
Total (University-wide)	1792	1233	568	32	83	33	50	60

An increase was observed in the number of women admitted to agricultural specializations at the Azerbaijan State Agricultural University in the 2025/2026 academic year.

Agribusiness Festivals

Agribusiness Festivals **are organized in various regions of the country by the Agrarian Innovation Center of the Ministry of Agriculture** of the Republic of Azerbaijan with the aim of promoting agricultural innovations, supporting cooperation between farmers and entrepreneurs, and ensuring farmers' access to innovative solutions.

The festivals are held as on-site exhibitions of innovative products and equipment, with the participation of farmers, small and medium-sized

entrepreneurs, local and international companies engaged in the production of agricultural products and equipment, as well as international organizations and state institutions.

In 2025, Agribusiness Festivals were organized in 27 districts by the Center. The total number of participating farmers was 421,907, of whom 192,783 were women and 229,124 were men.

In addition, the number of startups supported and engaged by the Agrarian Innovation Center in 2025 was 94, of which 41 were women-led startups.

Number of women farmers participating in Agrarian Innovation Festivals

S/N	District where the festival was held	Date of festival	Number of women
1	Imishli	19.02.2025	37
2	Tovuz	14.03.2025	189
3	Agdash	04.04.2025	28
4	Zangilan	30.04.2025	30
5	Guba	30.05.2025	34
6	Samukh	06.06.2025	1541
7	Shamkir	03.07.2025	649
8	Dashkasan	19.07.2025	2432
9	Kurdamir	25.07.2025	412
10	Khachmaz	07.08.2025	968
11	Goygol	16.08.2025	120000
12	Baku	30.08.2025	20400
13	Shamakhi	07.09.2025	300
14	Oghuz	12.09.2025	35
15	Gobustan	16.09.2025	15
16	Aghjabadi	19.09.2025	35
17	Masally	22.09.2025	50
18	Nakhchivan	26.09.2025	250
19	Bilasuvar	30.09.2025	56
20	Khankendi	03.10.2025	43
21	Gusar	04.10.2025	1000
22	Dashkasan	10.10.2025	21
23	Kurdamir	17.10.2025	100
24	Jalilabad	21.10.2025	10

25	Sheki	24.10.2025	15
26	Agdash	28.10.2025	7448
27	Balaken	29.10.2025	900
28	Baku	31.10.2025	11000
29	Saatly	04.11.2025	385
30	Goychay	08.11.2025	10000
31	Bilasuvar	23.11.2025	10800
32	Neftchala	04.12.2025	3600
Total			192783

During the reporting year, **the relocation of farms to safe zones in the liberated districts was carried out.** Prior to the relocation, the public was informed in advance about safety arrangements for the farms to be relocated, the timing of the relocation, and the allocation of pasture,

grazing, and haymaking areas designated for use and lease, alongside the implementation of awareness-raising activities. At the same time, a gender analysis was conducted on farm owners relocated to the East Zangezur and Karabakh economic regions.

Statistical Data on Relocation to the East Zangezur and Karabakh Economic Regions

District	Farmers	Assistants	Of whom		Total
			Female	Male	
Lachin	973	5066	1553	4486	6039
Kalbajar	3961	19021	7857	15125	22982
Gubadly	135	677	118	694	812
Fuzuli	32	146	33	145	178
Khojavend	26	141	38	129	167
Jabrayil	37	178	26	189	215
Zangilan	18	103	17	104	121
Total	5182	25332	9642	20872	30514

According to information provided by the Women's Entrepreneurship Development Association in Azerbaijan (AQSIA)

During 2025, the Women's Entrepreneurship Development Association in Azerbaijan (AQSIA) carried out extensive activities aimed at promoting women's entrepreneurship, expanding international cooperation, and supporting entrepreneurial initiatives in the regions.

Throughout the year, AQSIA, both independently and in cooperation with partner organizations, **organized or participated in more than 35 local and international events, forums, conferences, and meetings.** These activities provided platforms for women entrepreneurs to enhance their business skills, establish new partnerships, and exchange experiences.

With the initiative and participation of AQSIA, four international forums and summits were held, including the Women's Entrepreneurship Summit 2025, the Women's Creative Forum, the "Women's Power in the Turkic World" meeting, and the "New Impetus for Women's Entrepreneurship in the Northern Regions" forum.

In order to promote the development of women's entrepreneurship in the regions, meetings, awareness-raising activities, and business discussions were organized in three cities (Ganja, Gusar, and Sumgait). In addition, exchanges of experience were conducted through engagement with local women entrepreneurs and a review of their activities.

In 2025, AQSIA representatives participated in more than five international events, including those held in Türkiye, Hungary, Qatar, and Thailand, where they delivered presentations on women's entrepreneurship development, regional economic cooperation, and investment opportunities.

Three international cooperation memoranda were signed by the Association. Two of these memoranda aimed to expand cooperation with the Association for Business, Society and Relations with the State of Kazakhstan and the Women's Development Organization of the Organisation of Islamic Cooperation.





In 2025, AQSIA members participated in various national and international competitions and award programmes. One of the Association's members received the "Dayağ" award, while a number of women entrepreneurs were recognised in the "Empowered Women Entrepreneurs" competition.

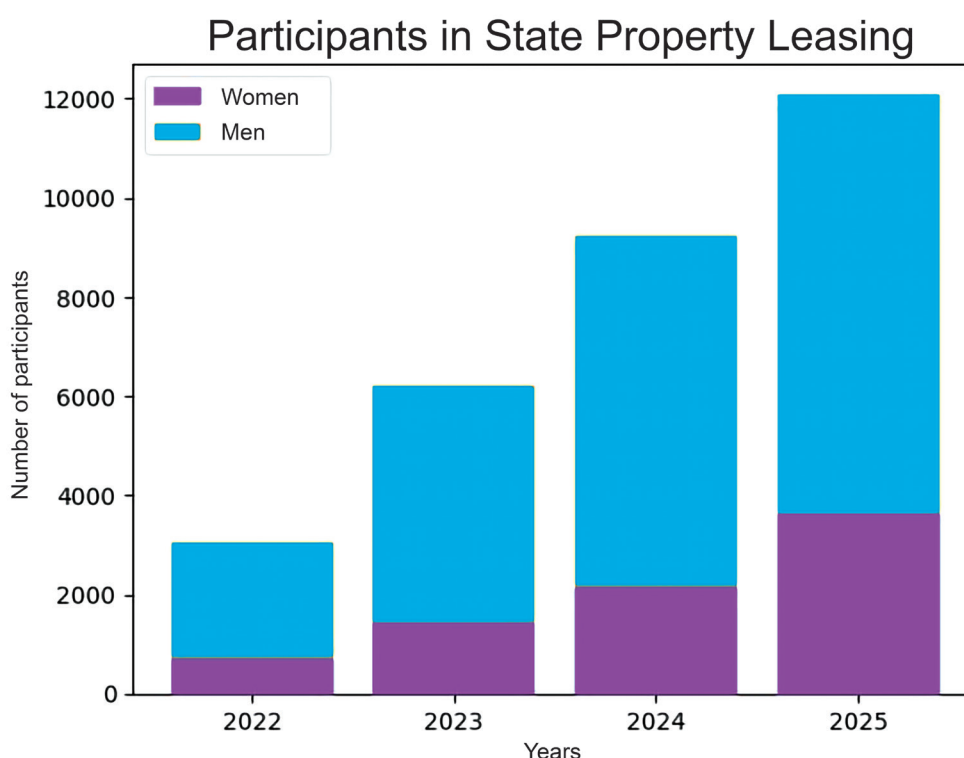
In addition, a three-year strategic action plan was developed to ensure the long-term development of women's entrepreneurship. The plan focuses on expanding business opportunities for women entrepreneurs, promoting innovative approaches, and strengthening international partnerships.

Overall, the activities implemented in 2025 contributed significantly to enhancing the economic participation of women entrepreneurs, strengthening their integration into international business networks, and advancing the development of women's entrepreneurship in Azerbaijan.

According to data from the State Service on Property Issues under the Ministry of Economy of the Republic of Azerbaijan,

Dynamics of participants in state property leasing (2022–2025)

The statistical indicators covering the period 2022–2025 demonstrate a sustained and significant increase in the number of participants in state property leasing. The total number of participants rose from 3,000 to 12,000 over the four-year period, representing a 400 per cent increase.



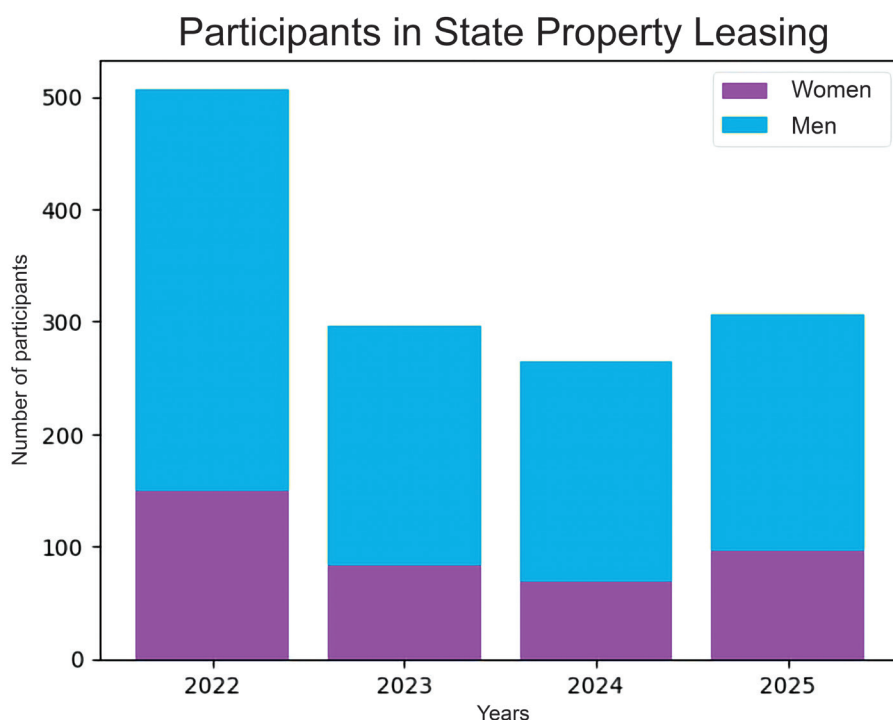
The most pronounced increase in male participants was recorded between 2022 and 2023, when the number approximately doubled. By 2025, this figure had exceeded 8,000.

The number of female participants, which stood at 800 in 2022, increased to 3,800 in 2025. Notably, in 2025, the share of female participants reached its highest level over the period, at 31.7 per cent.

The analysis of the data shows that over the past year (2024–2025), the growth rate of female participation (+72 per cent) significantly exceeded that of male participation (+17 per cent), indicating that women’s engagement in this field has entered a new stage. If the current trend continues, the gap between the numbers of male and female participants is expected to further narrow in the coming years.

Number of female and male immovable property owners, including jointly owned property (2019–2025)

The data for the past four years indicate that, following a period of high activity in 2022, the trend has stabilised, while figures for 2025 show a renewed positive upward movement.

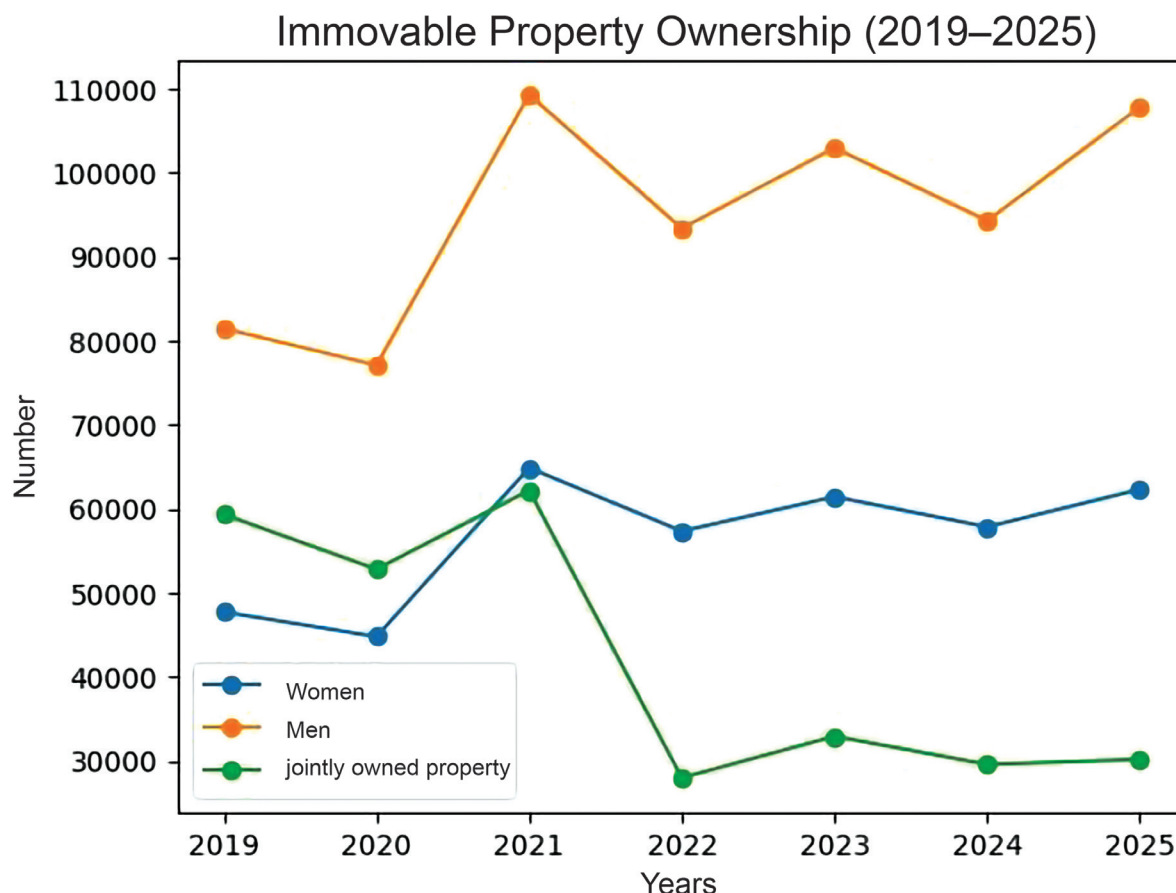


On a four-year average basis, women accounted for approximately one third of participants in the privatization process, while men represented about two thirds.

Although the total number of participants in 2025 was lower than in 2022, the share of women rose to 33 per cent, the highest level observed over the entire period. This indicates a relative increase in women entrepreneurs' engagement in the process.

Between 2022 and 2024, the share of women declined slightly; however, this trend was reversed in 2025, when an increase was recorded.

Number of female and male immovable property owners, including jointly owned property (2019–2025)



According to the 2025 forecast:

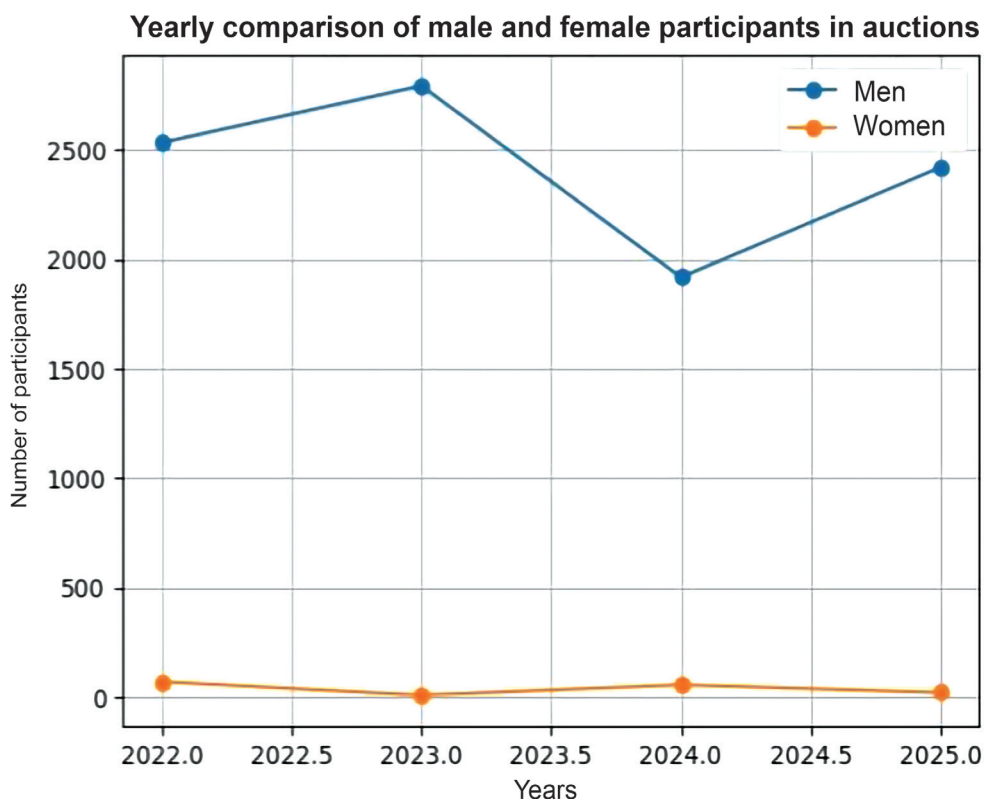
Men account for approximately 54 per cent of property owners (around 108,000 persons), while women represent about 31 per cent (around 62,000 persons).

Jointly owned property remains at the lowest level, at approximately 15 per cent (around 30,000 persons).

Women’s share of property ownership is approximately 1.7 times lower compared to men. A decline of around 40 per cent in joint ownership has been recorded since 2021, reflecting reduced participation or registration in this category.

Between 2024 and 2025, a moderate increase of approximately 5–7 per cent was observed in both male and female individual ownership.

Dynamics of Auction Participants (2022–2025)



Column Indicators (Total Values)

In 2022, the total number of participants was 2,604 (2,533 men and 71 women).

In 2023, the total was 2,802 (2,792 men and 10 women).

In 2024, the total was 1,975 (1,918 men and 57 women).

In 2025, the total was 2,442 (2,420 men and 22 women).

Throughout the entire period, the number of male participants remained significantly higher than that of female participants.

The highest level of total participation was recorded in 2023, followed by a noticeable decline in 2024.

The share of women decreased from 2.7 per cent in 2022 to 0.35 per cent in 2023, before showing a renewed upward trend in 2025.

2.4.2 ENSURING GENDER EQUALITY IN THE BANKING SECTOR



A survey request from the State Committee was sent by the **Central Bank of the Republic of Azerbaijan to 22 banks operating in the country.**

The collected data were consolidated and analysed. The results indicate a strong institutional focus on gender equality issues in the banking sector. Banks continuously implement measures aimed at ensuring gender equality.

- **The International Bank of Azerbaijan OJSC** implemented the **“Women in Leadership”** programme and IT business analytics trainings for female managers. A total of 30 female employees participated in the programme, resulting in promotion or role changes for 21 employees. In addition, within the **“Innovative You”** project, specialised trainings and sessions on technology, innovation and personal development were organised for 20 female employees working in branches. Furthermore, female senior managers of the bank held meetings with female employees working in regional branches. The event included discussions on leadership with female chief executives and department directors, as well as a panel session with the participation of directors. The training component was dedicated to the role and development prospects of women’s leadership. A total of 107 female employees

from regional branches participated in the meeting.

- **AccessBank OJSC** implemented the **“Future BankHers”** internship programme exclusively for female participants, aimed at strengthening knowledge and skills for career development in the financial sector. A total of 16 selected participants were provided with internship opportunities across various departments of the bank. Currently, 7 of the programme graduates continue their employment at AccessBank.



- **Bank of Baku OJSC**, within the framework of the **“Balaca BoB”** project, collaborated with women entrepreneurs engaged in the production of soft toys for children. The project aimed to promote and strengthen gender equality by enhancing women’s economic participation. Bank Respublika OJSC implemented a number of social and awareness-raising initiatives to promote gender equality and women’s well-being. Within the framework of **“Women’s Day”**, a meeting was organised with female members of the bank’s senior management. In addition, **Bank Respublika OJSC**, in collaboration with TABIB, organised an awareness-raising event titled **“Women’s Mental Health Support – Towards Mental Wellbeing”**.



- **“Kapital Bank” OJSC** organised awareness-raising sessions on **“Unconscious Bias”** and **“Women in Leadership”** aimed at enhancing understanding of gender equality among senior management. In addition, specialised sessions were conducted for female employees covering psychological safety, leadership, and a growth mindset. Furthermore, employees were granted access to the **UN Global Compact Academy**, and the regular communication and promotion of awareness-raising content on diversity, equality, and inclusion were ensured.



- **“PASHA Bank” OJSC** established a volunteer-based **“Social Club”** initiative. The initiative included charitable activities, sports events, creative activities, and intellectual games. Awards were also presented to both male and female employees in recognition of their mental well-being, team spirit, physical health, and overall contribution and value to the organisation.

- **“TuranBank” OJSC** successfully implemented a strategic project aimed at promoting gender equality in partnership with the **Swiss-based Enabling Qapital** fund. Within the framework of the project, seven master's students from Columbia University conducted applied research at the bank.

They held meetings with female senior management at the head office and

branch offices and were introduced to the application of gender equality principles in the bank's governance structures, as well as support mechanisms provided to women entrepreneurs.

- **“Unibank” OJSC** implemented the **“Inspiring Women”** project, within which a photo album featuring Azerbaijani women distinguished in public and academic fields was prepared and presented to female employees.

- **“Yapı Kredi Azerbaijan” CJSC** organised a motivational seminar titled **“The Power of Women”** for female employees with the participation of coaches. The seminar covered topics related to self-confidence in professional and personal life, personal development, and positive thinking.

- **“Yelo Bank” OJSC** hosted the **“Baharmonia”** concert dedicated to International Women's Day and supported the organisation of a training session for women entrepreneurs in cooperation with the Women's Entrepreneurship Development Association in Azerbaijan. The Bank also served as one of the main sponsors of **“SHE Congress 2025”**, one of the largest networking events in the region bringing together successful women in business. In addition, to raise awareness on women's health, an information session was organised for female employees during Breast Cancer Awareness Month with the participation of a well-known gynaecologist. Yoga classes were also organised for women at the Bank's head office.

Other banks consistently ensure gender balance in recruitment processes and strictly adhere to the principle of non-discrimination based on gender or any other personal characteristics in employee evaluation.

At the end of 2024, managerial positions in the banking sector were held by 79 per cent men (3,132 persons) and 21 per cent women (840 persons).

At the end of 2025, the share of men in managerial positions slightly declined to 78 per cent (3,341 persons), while the share of women increased to 22 per cent (940 persons).

Statistical Data on Managerial Staff as of 31 December 2025

Bank Name	Number of Managerial Staff		
	Total, of which	Men	Women
Cəmi	4480	3495	985
"Central Bank of the Republic of Azerbaijan"	199	154	45
"AccessBank" OJSC	216	179	37
"AFB Bank" OJSC	74	61	13
"International Bank of Azerbaijan" OJSC	871	689	182
"ASB" OJSC	42	27	15
"Azer-Turk Bank" OJSC	217	158	59
"Bank Avrasiya" OJSC	32	22	10
"Bank BTB" OJSC	73	54	19
"Bank Melli Iran, Baku Branch"	10	9	1
"Bank of Baku" OJSC	132	112	20
"Bank Respublika" OJSC	237	205	32
"Bank VTB (Azerbaijan)" OJSC	97	71	26
"Expressbank" OJSC	100	74	26
"Xalq Bank" OJSC	197	138	59
"Kapital Bank" OJSC	620	510	110
"PASHA Bank" OJSC	208	154	54
"Premium Bank" OJSC	60	37	23
"Rabitabank" OJSC	292	226	66
"TuranBank" OJSC	251	193	58
"Unibank" OJSC	367	278	89
"Yapı Kredi Bank Azerbaijan" CJSC	60	46	14
"Yelo Bank" OJSC	100	78	22
"Ziraat Bank Azerbaijan" OJSC	25	20	5

At the end of 2024, the banking sector employed a total of 26,275 persons, of whom 61.5 per cent (16,151 persons) were men and 38.5 per cent (10,124 persons) were women.

At the end of 2025, the total number of employees in the banking sector reached 27,181 persons, with men accounting for 60.7 per cent (16,509 persons) and women accounting for 39.3 per cent (10,672 persons).

Statistical Data on Employees as of 31 December 2025

Bank Name	Total Employees		
	Total, of which	Men	Women
Total	28196	17137	11059
"Central Bank of the Republic of Azerbaijan"	1015	628	387
"AccessBank" OJSC	1681	1132	549
"AFB Bank" OJSC	420	275	145
"International Bank of Azerbaijan" OJSC	4598	2608	1990
"ASB" OJSC	221	133	88
"Azer-Turk Bank" OJSC	745	430	315
"Bank Avrasiya" OJSC	118	62	56
"Bank BTB" OJSC	264	153	111
"Bank Melli Iran, Baku Branch"	26	17	9
"Bank of Baku" OJSC	1049	672	377
"Bank Respublika" OJSC	1926	1277	649
"Bank VTB (Azerbaijan)" OJSC	485	296	189
"Expressbank" OJSC	844	487	357
"Xalq Bank" OJSC	1204	707	497
"Kapital Bank" OJSC	5765	3453	2312
"PASHA Bank" OJSC	1603	877	726
"Premium Bank" OJSC	206	120	86
"Rabitabank" OJSC	1333	835	498
"TuranBank" OJSC	860	524	336
"Unibank" OJSC	2024	1226	798
"Yapı Kredi Bank Azerbaijan" CJSC	260	176	84
"Yelo Bank" OJSC	1320	907	413
"Ziraat Bank Azerbaijan" OJSC	229	142	87

Number and Gender Analysis of Depositors, Insured Persons and Borrowers Conducting Banking Transactions in 2025

According to data received from banks, men accounted for 57.9 per cent of bank depositors (6.3 million persons), while women represented 42.1 per cent (4.6 million persons), compared to 56.1 per cent and 43.9 per cent, respectively, at the end of 2024.

By the end of 2025, men accounted for 58 per cent of depositors (6.3 million persons), while women represented 42 per cent (4.6 million persons), compared to 56 per cent and 44 per cent, respectively, at the end of 2024.

As of 31 December 2025, men accounted for 58.6 per cent of borrowers (1.9 million persons), while women represented 41.4 per cent (1.4 million persons). For comparison, women accounted for 40.5 per cent of borrowers (1.5 million persons) at the end of 2024. The number of female borrowers decreased by approximately 100,000 in 2025.

Gender Distribution of Customers Using Banking Products as of 31 December 2025

Bank Name	Depositors (Current Accounts, Term Deposits)			Including insured depositors (protected depositors)			Borrowers Total		
	Total, of which	Men	Women	Total, of which	Men	Women	Total, of which	Men	Women
Total	10,925,692	6,330,925	4,594,767	10,875,834	6,290,429	4,585,405	3,265,158	1,913,789	1,351,369
"International Bank of Azerbaijan" OJSC	2,267,205	1,248,807	1,018,398	2,259,238	1,244,693	1,014,545	507,925	294,903	213,022
"Kapital Bank" OJSC	4,390,110	2,398,399	1,991,711	4,374,555	2,383,300	1,991,255	1,643,585	892,012	751,573
"Unibank" OJSC	1,413,172	790,351	622,821	1,412,578	787,296	625,282	318,421	178,085	140,336
"Bank Respublika" OJSC	279,692	189,009	90,683	277,781	187,943	89,838	110,911	77,795	33,116
"Bank of Baku" OJSC	428,931	224,412	204,519	428,136	228,055	200,081	176,044	106,968	69,076
"PASHA Bank" OJSC	347,000	228,430	118,570	346,452	227,898	118,554	7,434	5,819	1,615
"Rabitabank" OJSC	387,823	254,807	133,016	369,841	244,476	125,365	86,418	58,836	27,582
"AccessBank" OJSC	206,675	144,821	61,854	206,095	144,426	61,669	118,102	90,572	27,530
"Azer-Türk Bank" OJSC	127,586	90,462	37,124	127,502	90,451	37,051	48,324	35,380	12,944
"Expressban" OJSC	132,895	84,609	48,286	132,608	84,369	48,239	26,117	15,925	10,192

"Xalq Bank" OJSC	146,447	118,07 1	28,376	145,352	117,40 9	27,943	20,52 4	14,594	5,930
"AFB Bank" OJSC	117,947	91,162	26,785	117,886	91,114	26,772	8,138	5,595	2,543
"TuranBank" OJSC	135,349	91,765	43,584	135,219	91,523	43,696	48,56 8	29,177	19,391
"Yelo Bank" OJSC	254,655	183,53 9	71,116	253,193	175,36 1	77,832	84,91 6	67,673	17,243
"Yapı Kredi Bank Azerbaijan" CJSC	123,841	88,564	35,277	123,698	88,560	35,138	23,39 6	15,323	8,073
"Ziraat Bank Azerbaijan" OJSC	37,259	23,422	13,837	36,735	23,189	13,546	1,050	765	285
"Bank BTB" OJSC	14,396	9,413	4,983	14,373	9,409	4,964	10,67 0	6,682	3,988
"Premium Bank" OJSC	30,958	19,090	11,868	30,921	19,062	11,859	5,509	4,300	1,209
"ASB" OJSC	40,317	24,039	16,278	40,260	24,156	16,104	1,729	1,357	372
"Bank VTB (Azerbaijan)" OJSC	32,056	21,010	11,046	32,047	21,005	11,042	14,07 7	10,004	4,073
"Bank Avrasiya" OJSC	11,165	6,578	4,587	11,153	6,571	4,582	2,954	1,762	1,192
"Bank Melli Iran" Baku Branch	213	165	48	211	163	48	346	262	84

***Gender focal points are designated in all 22 banks included in the data collection.
(The list of designated focal points is provided at the end of the publication.)***

2.4.3. ENSURING GENDER EQUALITY IN THE EXERCISE OF SOCIAL SECURITY RIGHTS



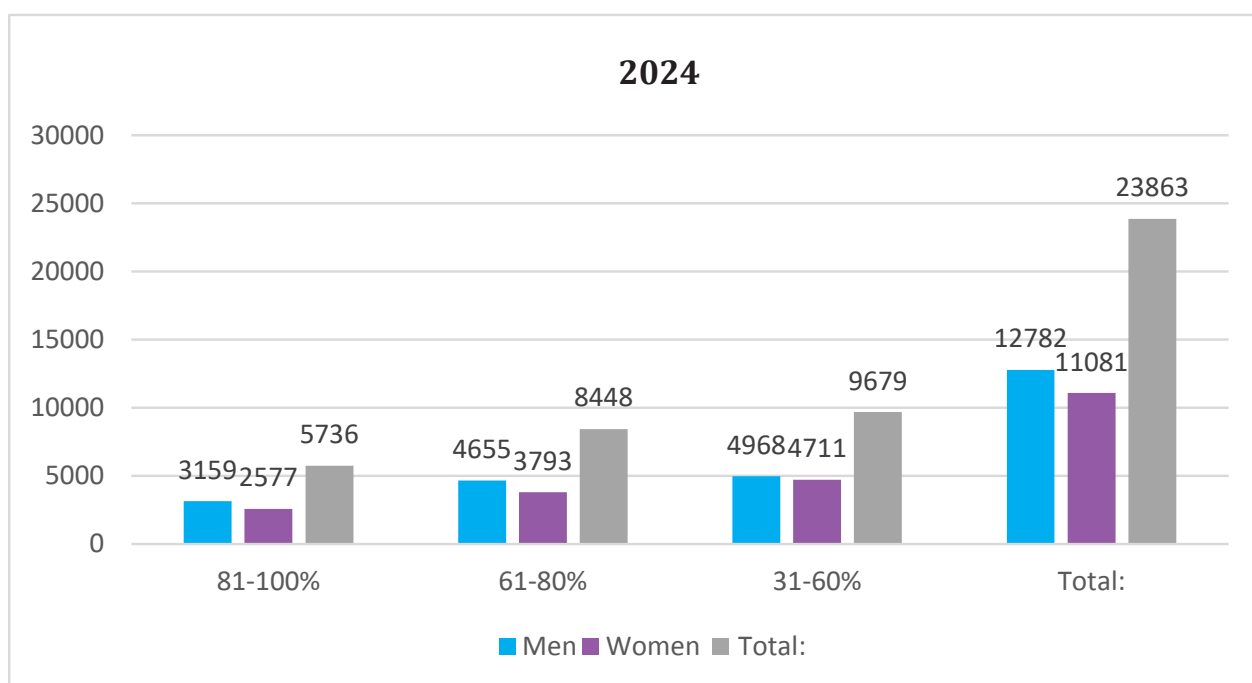
Article 16 of the Labour Code of the Republic of Azerbaijan stipulates that any discrimination among employees in employment relations is strictly prohibited on the grounds of citizenship, sex, race, religion, nationality, language, place of residence, property status, social origin, age, marital status, beliefs, political views, membership in trade unions or other public associations, official position, as well as other factors unrelated to the employee’s business qualities, professional competence, or work performance. It further prohibits the establishment of privileges or benefits, whether directly or indirectly, as well as the restriction of rights based on the aforementioned grounds.

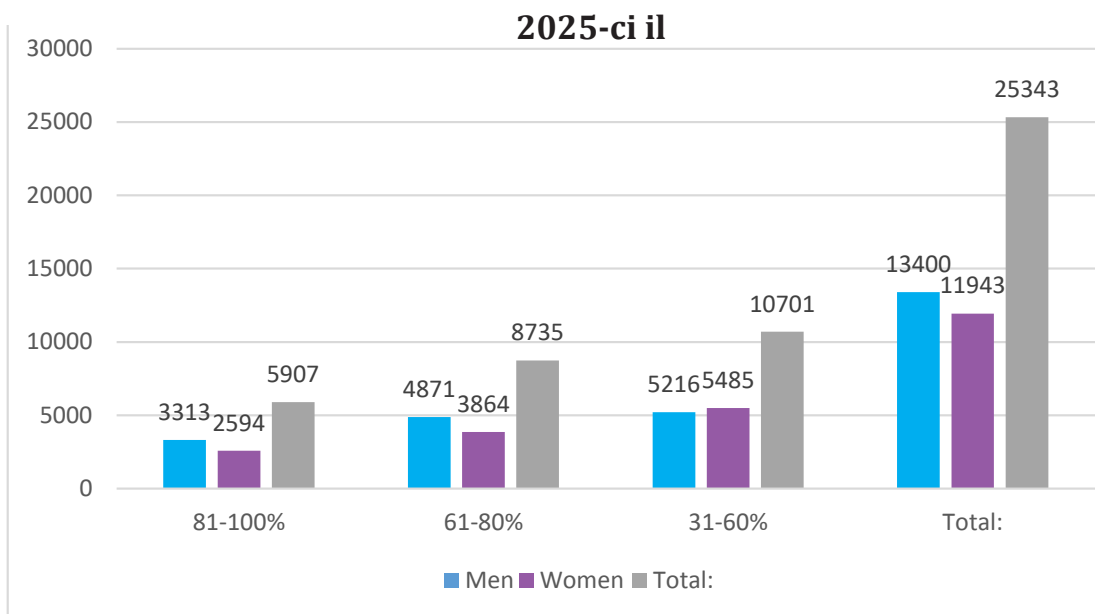
The provision of benefits, privileges, and additional guarantees in employment relations to women, persons with disabilities, persons under the age of 18, other socially vulnerable persons, as well as specialists working in the liberated territories of the Republic of Azerbaijan, shall not be considered discrimination.

In employment relations, an employer or any other individual who engages in discrimination among employees as specified in the first part of this Article shall bear liability in accordance with the procedure established by law. An employee who has been subjected to discrimination may apply to a court for the restoration of their violated rights.

Gender Analysis of Persons With Disabilities And Their Employment

Information on initial disability assignments for 2024 and 2025 is presented in the tables below:





In 2025, the State Employment Agency under the Ministry **provided employment to 5,795 persons with disabilities** across the country, of whom 1,975 were women and 3,820 were men.

During the reporting year, **487 persons with disabilities were engaged in vocational training and further education**, including 231 women and 256 men.

In the same period, **1,740 persons with disabilities were employed through quota-based job placements**, of whom 504 were women and 1,236 were men.

Under the self-employment programme, 1,284 persons with disabilities were engaged, including 286 women and 998 men.

In 2025, **723 persons with disabilities were engaged in paid public works**, comprising 139 women and 584 men.

In addition, 31 persons with disabilities were employed **under the wage subsidy programme in social jobs**, including 8 women and 23 men.

In addition, the Agency organised training sessions under the “Job Club 23”

project for persons with disabilities to support the development of their job-search skills and facilitate their integration into the labour market. The training sessions provided participants with knowledge and guidance on job-search strategies, career planning, and personal development. A total of 19 persons participated in the project, of whom 14 were awarded certificates.

Furthermore, under the Agency’s “Alo Career” support service, 320 counselling services were provided to 268 persons with disabilities during 2025. The “Alo Career” support service offers online information, guidance, recommendations, and practical assistance on career planning, goal setting, career selection, labour market opportunities, job-search strategies, CV preparation, interview preparation, and related areas.

In addition, training sessions were organised under the “Inclusive Development” programme to support the professional and career development of persons with disabilities. The programme

was designed to culminate in an “Inclusive Career Forum”. A total of 30 persons with disabilities participated in the programme.

In addition, **456 persons with disabilities, including 146 women and**

310 men, were enrolled in various vocational training courses at the Vocational Rehabilitation Centre for Persons with Disabilities under the Social Services Agency of the Ministry.

Gender Analysis of Recipients of Targeted State Social Assistance

Targeted State Social Assistance (TSSA) for low-income families was introduced in 2006. This social assistance mechanism plays an important role in improving the welfare of vulnerable families and addressing their social and financial needs. The purpose of TSSA is to improve the social well-being of low-income families through the provision of income-based cash assistance. The amount of assistance is calculated as the difference between the family’s average monthly income and the aggregate needs criterion established for all family members. The needs criterion threshold and the national subsistence minimum are revised and increased annually.

During the reporting period, measures were undertaken to optimise the eligibility criteria for Targeted State Social Assistance (TSSA) with the aim of improving the financial well-being of low-income families. Efforts also continued to enhance the electronic information system. To improve the electronic application process for citizens, the use of **the “Targeted Assistance” (VEMTAS) subsystem** of the Centralised Electronic Information System of the Ministry of Labour and Social Protection of the Population was simplified, and the amount of information required

during the application process was reduced to a minimum.

At the same time, it is informed that gender-based discrimination is not permitted in the assignment of Targeted State Social Assistance (TSSA). The application process and related procedures do not impose any restrictions based on whether the applicant is a woman or a man.

For information purposes, it is noted that the official statistical report approved by Decision No. 43/09 of 21 December 2022 of the State Statistical Committee of the Republic of Azerbaijan on “Social Benefits, Compensations and Pensions and Allowances” (Form 4-MKT) is submitted to the State Statistical Committee by the State Social Protection Fund under the Ministry of Labour and Social Protection of Population not later than the 35th day following the reporting period for the first three quarters, and not later than the 45th day following the reporting period for the fourth quarter. In addition, the official statistical report “Targeted State Social Assistance” (Form 4-UDSY), approved by Decision No. 22/09 of 31 July 2014, is submitted by the State Social Protection Fund under the Ministry of Labour and Social Protection of Population to the State Statistical Committee not later than the 35th day following the reporting period.

Statistical Indicators on Social Benefits, Compensation Payments, Stipends and Targeted State Social Assistance

Indicators	Number of persons (according to official statistical reporting)	
	As of 01.01.2025	As of 01.01.2026
Recipients of monthly social benefits and compensation payments	453 312	471 796
of whom: women	224 496	229 319
Recipients of the Presidential Scholarship of the Republic of Azerbaijan	401 387	406 881
of whom: women	129 656	134 129
Families receiving Targeted State Social Assistance (TSSA)	75 959	76 103
of which: Family members receiving TSSA	334 472	339 954
of whom: women	176 596	178 927

Gender Analysis of Pension Recipients

For information purposes, it should be noted that Official Statistical Report No. 1-pension, "On Labour Pensions", approved by Order No. 46/5 of the State Statistical Committee of the Republic of Azerbaijan (hereinafter – the SSC) dated 5 December 2007, is prepared by the State Social Protection Fund under the Ministry and submitted to the SSC by the 35th day following the end of the reporting period for the first three quarters, while the annual report is submitted by 5 March.

Pursuant to Article 7 of the Law of the Republic of Azerbaijan "On Labour Pensions", the statutory retirement age

in 2025 is 65 years for men and 64.5 years for women (effective from 1 July 2025).

It should be noted that the retirement age for women has been increasing by six months annually since 1 July 2017 and will continue to increase until 1 July 2027. Once this process is complete, the difference will be eliminated, and the retirement age for both women and men will be 65 years.

According to the results for 2025, the weighted average retirement age was 62.9 years, which was 2.3 years for men and 1.4 years for women below the statutory retirement age.

Sex Distribution of Pension Beneficiaries as of 1 January 2026

Type of pension	Total	Female	Male	Female (%)	Male (%)
Total	1098890	610460	488430	55,55%	44,45%
Old-age	711772	391826	319946	55,05%	44,95%
Disability	251195	111067	140128	44,22%	55,78%
Survivor pension (loss of breadwinner)	135923	107567	28356	79,14%	20,86%

According to data provided by the Social Services Agency under the Ministry of Labour and Social Protection of Population

In 2025 social services were provided to a total of 3,308 persons (1,854 men and 1,454 women) in social service institutions under the Agency. In addition, 1,160 residents were admitted, including 747 men and 413 women.

Gender Distribution of Service Recipients in Social Service Institutions, 2025

❖ **Social Service Institution No. 1 for Persons with Disabilities under 18 years of age:** 124 men and 63 women were provided with services (187 persons in total); additionally, 13 men and 7 women were admitted (20 new residents).

❖ **Social Service Institution No. 2 for Persons with Disabilities under 18 years of age:** 122 men and 54 women were provided with services (176 persons in total); additionally, 20 men and 8 women were admitted (28 new residents).

❖ **Social Service Institution No. 1 for Persons with Disabilities under 18 years of age:** 125 men and 112 women were provided with services (237 persons in total); additionally, 12 men and 9 women were admitted (21 new residents).

❖ **Social Service Institution No. 2 for Persons with Disabilities under 18 years of age:** 114 men and 33 women were provided with services (125 persons in total); additionally, 24 men and 12 women were admitted (36 new residents).

❖ **Social Service Institution No. 3 for Persons with Disabilities under 18 years of age:** 143 women were provided with services; additionally, 10 women were admitted (no men).

❖ **Social Service Institution No. 4 for Persons with Disabilities under 18 years of age:** 84 men and 39 women were provided with services (123 persons in total); additionally, 10 men and 4 women were admitted (14 new residents).

❖ **Social Service Institution for Older Persons:** 157 men and 142 women were provided with services (299 persons in total); additionally, 40 men and 32 women were admitted (72 new residents).

❖ **Shelter and Social Rehabilitation Institution for Persons from Vulnerable Groups:** 116 men and 106 women were provided with services (222 persons in total); additionally, 70 men and 76 women were admitted (146 new residents).

❖ **“House of Graduates” Social Institution:** 120 men and 245 women were provided with services (365 persons in total).

❖ **Assistance Centre for Victims of Human Trafficking:** 6 men and 31 women were provided with services; additionally, 6 men and 31 women were admitted (37 new residents).

❖ **Paralympic Sports Complex:** 274 men and 78 women were provided with services; additionally, 274 men

and 78 women were admitted (352 new residents).

❖ **Vocational Rehabilitation Centre for Persons with Disabilities:** 292 men and 154 women were provided with services (446 persons in total); additionally, 204 men and 107 women were admitted (311 new residents).

❖ **Social Adaptation Centre for Persons Released from Penitentiary Institutions:** 8 men were provided with services; additionally, 6 men were admitted (no women).

❖ **Social Service Institution No. 1 (Children's Home):** 56 men and 48 women were provided with services (104 persons in total); additionally, 3 men and 3 women were admitted (6 new residents).

❖ **Social Service Institution No. 2 (Children's Home):** 106 men and 62 women were provided with services (168 persons in total); additionally, 41 men and 18 women were admitted (59 new residents).

❖ **Social Service Institution No. 3 (Children's Home):** 43 men and 59 women were provided with services (102 persons in total); additionally, 6 men and 8 women were admitted (14 new residents).

❖ **Social Service Institution No. 4 (Children's Home):** 48 men and 32 women were provided with services (80 persons in total); additionally, 9 men and 5 women were admitted (14 new residents).

❖ **Social Service Institution No. 6 (Children's Home):** 45 men and 41 women were provided with services (86 persons in total); additionally, 5 men and 3 women were admitted (8 new residents).

❖ **Family-Type Small Group Home No. 1:** 12 women were provided with services; additionally, 2 women were admitted (no men).

❖ **Family-Type Small Group Home No. 2:** 14 men were provided with services; additionally, 4 men were admitted (no women).

Gender Distribution of Residents in Social Service Institutions for the Elderly

A total of 299 individuals were provided with services in 2025 in the Social Service Institution for the Elderly under the Agency.

This figure comprises 142 women and 157 men.

A total of 274 individuals were provided with services in 2024. This figure comprises 138 women and 136 men.

2.5. ENSURING GENDER EQUALITY IN THE ACTIVITIES OF NON-GOVERNMENTAL ORGANIZATIONS, TRADE UNIONS, AND POLITICAL PARTIES



POLITICAL PARTIES

The Central Election Commission of the Republic of Azerbaijan plays an important role in coordinating the activities of political parties in the country, regulating their participation in the electoral process, and ensuring the protection of the democratic environment.

The Commission also ensures the establishment of cooperation mechanisms between political forces in accordance with legislation and supervises the transparent and objective conduct of the electoral process.

In addition, the Central Election Commission is considered one of the key state bodies contributing to the strengthening of institutional coordination in the activities of political parties and to the preservation of socio-political stability.

The Secretariat of the Central Election Commission employs a total of 123 staff members, including 61 men and 62 women. Of these, 15 men and 5 women hold managerial positions.

The secretariats of the Constituency Election Commissions employ a total of 749 staff members, of whom 445 are men and 304 are women.

The Central Election Commission currently comprises 18 members, including 14 men and 4 women. Among them, 3 men (the Chairperson, Deputy Chairperson, and Secretary) and 1 woman (Secretary) hold leadership positions.

Out of 1,118 members of 125 Constituency Election Commissions, 883 (78.98%) are men and 235 (21.02%) are women. Among the constituency chairs, 118 (94.4%) are men and 7 (5.6%) are women. Of the 249 constituency secretaries, 191 (76.71%) are men and 58 (23.29%) are women.

Out of 37,997 members of 6,345 Precinct Election Commissions, 21,727 (57.18%) are men and 16,270 (42.82%) are women. Among precinct commission chairs, 4,226 (66.68%) are men and 2,112 (33.32%) are women. Of the secretaries in precinct election commissions, 7,057 (55.71%) are men and 5,611 (44.14%) are women.

In the municipal elections held on 29 January 2025, out of 8,039 elected municipal members, 4,872 (60.60%) were men and 3,167 (39.40%) were women.

NON-GOVERNMENTAL ORGANIZATIONS

According to information provided by the Ministry of Justice, as of 2026, there are 3,805 state-registered non-governmental organizations, of which 438 are headed by women.

There are 162 organizations operating in the field of women's and gender issues, with 155 led by women.

Among the 417 non-governmental organizations whose projects were selected as winners in the 2025 grant competitions of the State Support Agency for Non-

Governmental Organizations of the Republic of Azerbaijan, 168 were headed by women and 249 by men.

In 2025, within the grant competitions, 19 projects were funded in the areas of protection of women's rights (5 projects), domestic violence (5 projects), and implementation of gender policy (9 projects), with a total allocation of AZN 260,200. In the implementation of the projects, 86 expert services were provided.

Under the projects, 40 training sessions, 18 seminars, and 45 other events (including

conferences and round tables) were held, and informational printed materials were distributed. The projects under the grant competition covered more than 26 cities and districts, including Baku, Absheron, Sumqayit, Lankaran, Lerik, Yardimli, Astara, Masally, Jalilabad, Neftchala,

Bilasuvar, Salyan, Sabirabad, Saatly, Goranboy, Barda, Goygol, Goychay, Ganja, Mingachevir, Yevlakh, Guba, Gusar, Shabran, Ismailly, Gabala, Zagatala, Balaken, among others.

A total of 2,951 individuals benefited from the projects, including 2,317 women.

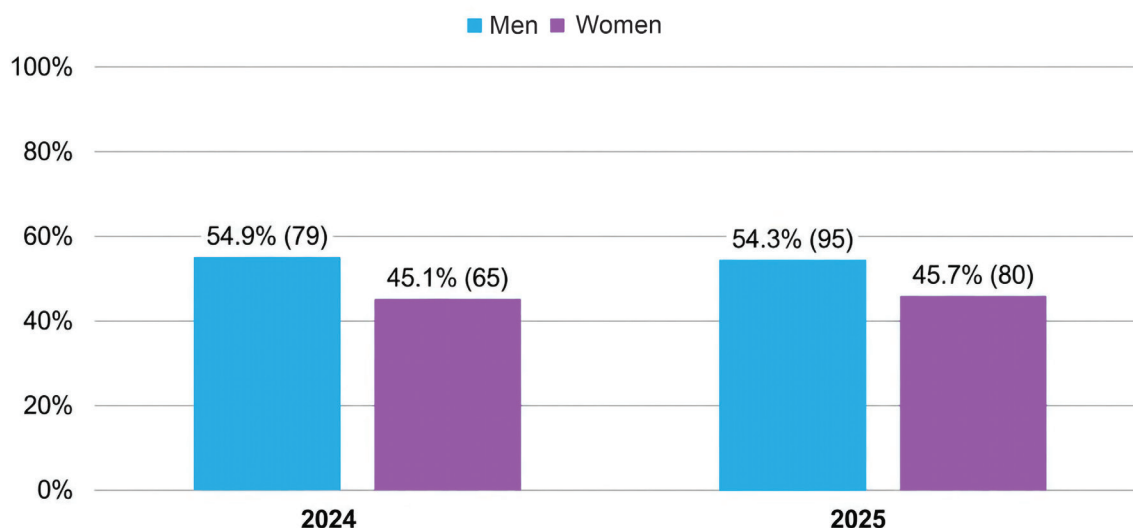
Azerbaijan Trade Unions Confederation (AHİK)

In 2025, within AHİK's member organizations, 9 training and awareness-raising events were organized on various topics related to the promotion of gender equality, the protection of women's rights, and the resolution of social issues. A total of **594 participants attended** these events, with women accounting for **63.8% (379 participants)** and men for **36.2% (215 participants)**.

The training sessions covered the following topics:

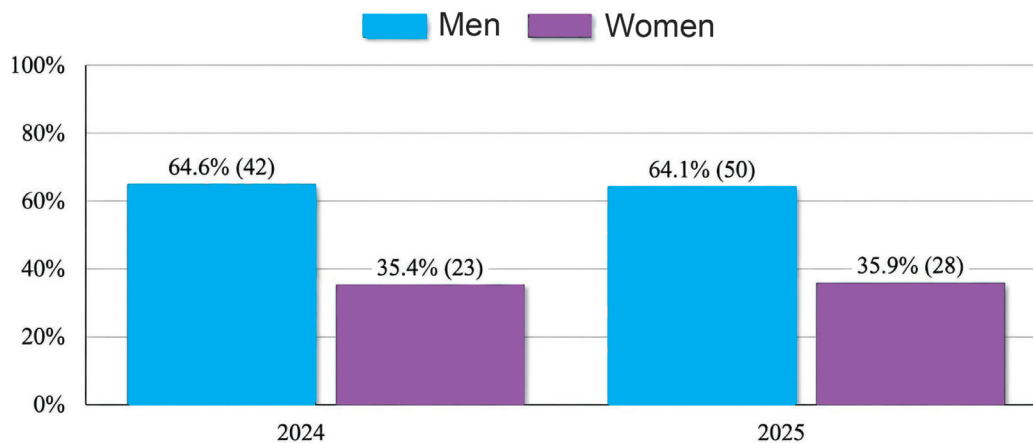
- gender equality and its role in society;
- prevention of child and early marriage and related awareness-raising;
- challenges faced by women in society;
- prevention of gender-based violence and violence against children;
- combating drug abuse among women;
- promotion of healthy lifestyles and social responsibility.

Gender breakdown of the total staff of the ATUC Secretariat for the years 2024 and 2025



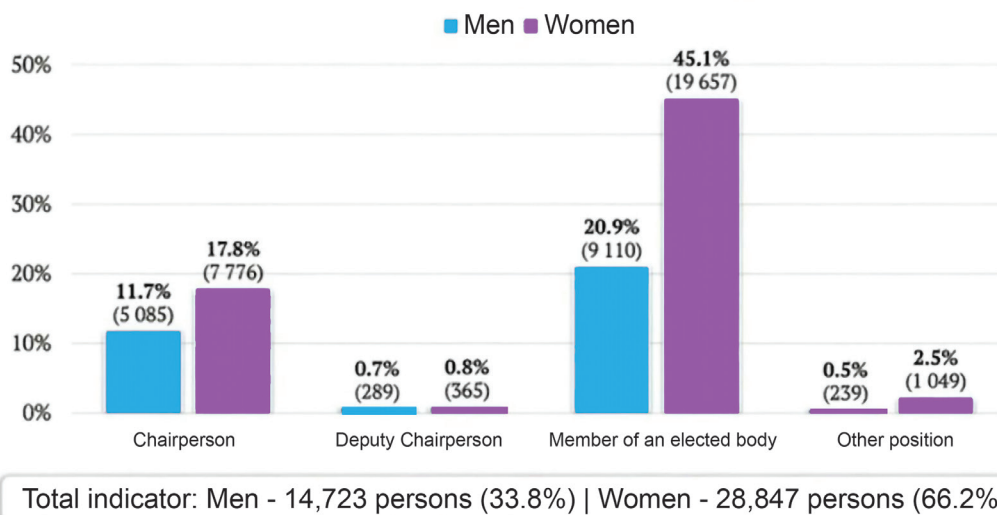
In 2025, men accounted for 54.3% of the total staff of the AHİK Secretariat, while women accounted for 45.7%.

Gender breakdown of those in managerial positions at the AHİK Secretariat for the years 2024 and 2025



In 2025, men accounted for 64.1% of employees holding managerial positions in the AHİK Secretariat, while women accounted for 35.9%.

Overall distribution by positions within the elected bodies of trade unions



In 2025, women constituted the majority in elected positions within trade unions.

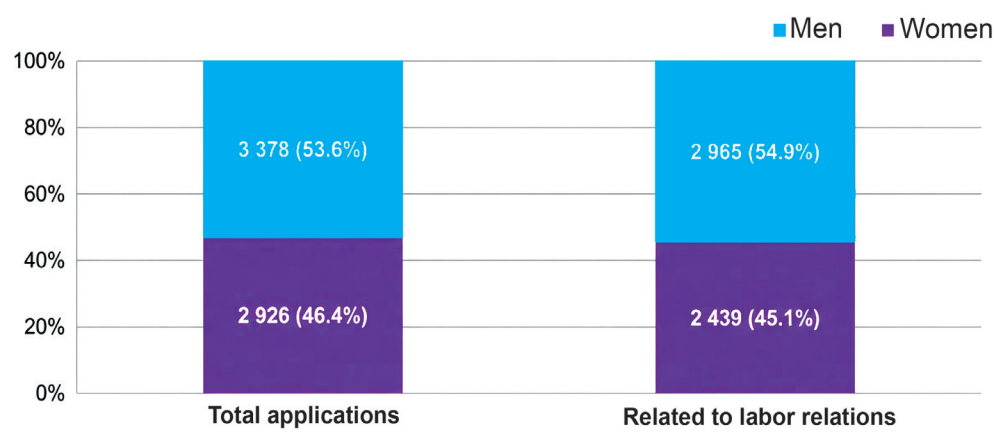
Measures Taken to Ensure the Inclusion of Gender Equality Provisions in the Signing of Collective Agreements:

- Provisions ensuring gender equality in the preparation and signing of collective agreements, the creation of equal rights and opportunities for women and men, the promotion of social justice, the elimination of all forms of discrimination based on sex, and the protection of human capital have been incorporated into collective agreements;
- Azerbaijan Trade Unions Confederation (AHİK), and the National Confederation of Entrepreneurs (Employers) Organizations of the Republic of Azerbaijan, has been prepared and submitted for relevant discussions. The draft aims to promote the principle of equal pay for work of equal value, reaffirm the inadmissibility of gender-based discrimination, and strengthen existing approaches and implementation mechanisms in this area;
- To ensure gender equality, identified as one of the priority areas of the General Collective Agreement (GCA), coordinated activities were organized with the participation of gender equality and women's issues commissions operating within AHİK's member and affiliated organizations;
- Regular training sessions, seminars, and capacity-building activities were conducted to enhance the knowledge and skills of trade union staff and activists in the field of gender equality. At the same time, targeted cooperation was established with relevant state institutions and civil society institutions to ensure the effective regulation of gender issues.

Analysis of Applications Received by the Relevant Structural Units of AHİK in 2025

The analysis of applications received by the relevant structural units of the Azerbaijan Trade Unions Confederation (AHİK) in 2025 shows that targeted and consistent activities were carried out to protect citizens' labour and social rights, as well as to improve their social welfare.

Statistics of applications received during the reporting period



During the reporting period, a total of 6,304 applications were received, of which 2,926 (46.4%) were submitted by women. Out of 5,404 applications related to the regulation of labour relations, 2,439 (45.1%) were submitted by women.

- These applications were reviewed without discrimination and on the basis of equal rights.

- In order to ensure the centralized and more effective protection of members' rights, **the Occupational Safety and Legal Assistance Centre (the Centre) was established by AHİK in April 2025**. During its operational period, the Centre received a total of 309 applications related to labour relations, of which 123 were submitted by women.

3

ACHIEVEMENTS, OBJECTIVES AND RECOMMENDATIONS IN THE FIELD OF ENSURING GENDER EQUALITY IN AZERBAIJAN IN 2025

3.1 Status of Implementation of the UN Sustainable Development

✓ On 16 June 2022, at the 82nd session of the Committee, the sixth periodic report of the Government of the Republic of Azerbaijan on the implementation of the Convention was presented.

✓ On 12 July 2022, the concluding observations on the periodic report were adopted. In these Concluding Observations, recommendations consisting of 80 points across 18 areas were provided on the next steps to be taken by the Republic of Azerbaijan in the implementation of the Convention.

✓ In order to ensure coordinated inter-agency cooperation, two Working Groups were established under the State Committee for Family, Women's and Children's Affairs, involving responsible and accountable representatives of relevant state bodies.

✓ A training session was held for the members of the Working Group composed of experts on the topic "CEDAW Committee Recommendations: Current Situation and Perspectives on Gender Equality," and a meeting of the Working Group was also organized.

✓ **In July 2023, information regarding the implementation of the following measures was submitted to the CEDAW Committee:**

- provision of free legal aid to victims of domestic violence;
- acceleration of the recovery process in the post-conflict period and full integration of women into this process;
- adoption of the National Action Plan on Gender Equality;
- abolition of the list of occupations not

recommended for women, which restricts women's access to certain professions and jobs. (**Urgent Recommendations -12 (d), 14 (e), 16 (b), 32 (a)**)

✓ On 15 July 2022, within the framework of cooperation between the State Committee for Family, Women and Children's Affairs and the State Support Agency for Non-Governmental Organizations, an event was held on the topic "The Role of Non-Governmental Organizations in the Implementation of the UN CEDAW Convention."

In line with the recommendations on removing barriers to women's and girls' access to justice:

- *The State Examination Center conducted training sessions for employees of the Ministry of Defense Industry and the Prosecutor General's Office on "Gender Equality in the Civil Service";*

- *The State Committee for Family, Women and Children's Affairs and the Supreme Court of the Republic of Azerbaijan jointly organized training for lawyers and judges on "Combating Domestic Violence";*

- *The Ministry of Internal Affairs conducted training sessions for police officers on "Domestic Violence and Its Forms" and "Questioning Victims of Violence";*

- *The Ministry of Justice organized a number of advanced training courses for judges and lawyers on women's rights and gender equality;*

- *The Social Services Agency conducted a series of awareness-raising training sessions*

and seminars on the protection of women's rights and the social rehabilitation of victims of domestic violence.

- At the International Conference on "Prevention of Domestic Violence:

Opportunities and Perspectives," discussions were held on "Access to Justice for Victims of Domestic Violence."

- A "Social Rehabilitation of Victims of Domestic Violence" department was established within the Shelter and Social Rehabilitation Facility for vulnerable population groups under the Social Services Agency.

- Victims of domestic violence are provided with legal assistance funded by the state.

In line with the recommendations on the Women, Peace and Security agenda and internally displaced women:

- The "State Program on the Great Return to the Liberated Territories of the Republic of Azerbaijan" was adopted.

In line with the recommendations on the national machinery for the advancement of women:

- The "National Action Plan on Gender Equality for 2026-2028", prepared by the State Committee, was approved and its implementation began.

- Within the framework of the World Forum on Intercultural Dialogue, a session titled "Promoting Women's Rights through Intercultural Dialogue: Towards Global Progress" was organized.

- Training sessions were conducted for officials responsible for gender issues, as well as for the chairs of gender commissions established in municipalities.

In line with the recommendations on eliminating stereotypes and harmful practices:

- The "Action Plan for the Prevention of Prenatal Sex Selection (2020-2025)" was successfully implemented.

- Amendments were adopted to promote the equal sharing of domestic and childcare responsibilities and responsible fatherhood, including a 14-day paid paternity leave in the Labour Code.

In line with the recommendations on preventing gender-based violence against women:

- In 2024, amendments were made to the Law of the Republic of Azerbaijan "On the Prevention of Domestic Violence."

- The scope of persons covered by the law was expanded to include close relatives of spouses, and has been added accordingly.

- Monitoring and coordination groups composed of representatives of state bodies were established to eliminate violence against women.

- A new article was added to the Law of the Republic of Azerbaijan "On State Fees."

Following these amendments, victims of domestic violence are exempt from paying state fees when applying to the court for the issuance of a protection order issued by a court. This measure aims to facilitate victims' access to legal protection mechanisms, ensure their safety, and remove financial barriers to accessing the judiciary.

- The Call Center (116123) of the State Committee for Family, Women and Children's Affairs, as well as the "Women Support Line" service (116111), continue to provide assistance to women affected by domestic violence.

- Every year, awareness-raising activities are organized within the framework of the "16 Days of Activism against Gender-Based Violence" campaign.

In line with the recommendations on combating trafficking in human beings and exploitation:

– The implementation of the National Action Plan on Combating Trafficking in Human Beings for 2020–2024 was successfully completed, and the next National Action Plan is currently being finalized.

In line with the recommendations on women’s participation in public and political life:

– The 6th Congress of Azerbaijani Women was held.

– Events were organized aimed at increasing women’s active participation in elections and voter turnout among women in Presidential, Parliamentary, and Municipal elections.

– A conference titled “Women in the Islamic World: Traditions and Challenges” was held, and within the framework of the “Organization of Islamic Cooperation Week,” the Women’s Forum of the Economic Cooperation Organization was organized.

– The project “Delicate Faces of a Strong Society” is being implemented to support the development of personal and leadership skills of young girls and to encourage their social engagement.

In line with the recommendations on the right to education of women and girls:

– The Ministry of Science and Education has implemented scholarship programs such as “Delicate Engineers,” “Parla,” and “The Maya Hajiyeva ICT Skills scholarship program,” while the State Committee has implemented projects including “Support for Girls’ Education,” “We Have a Dream,” “You Are Not Alone,” and “Confident Steps to the Future.”

– Tuition fees for higher education at bachelor’s and master’s levels are covered by the state budget for persons with 1st and 2nd degree disabilities, as well as children of internally displaced families, including girls.

– The STEAM (Science, Technology,

Engineering, Arts, Mathematics) festival has been organized annually for the past five years.

In line with the recommendations on increasing women’s opportunities in the field of employment:

– Within the framework of the technical assistance project on the elimination of legal barriers to women’s employment in Azerbaijan, amendments were made to the Labour Code of the Republic of Azerbaijan. The total number of occupations and jobs restricted for women was reduced from 674 to 204. In total, 204 occupations and jobs were identified.

– The concept of “Employee with Family Responsibilities” was introduced into the Labour Code. This concept refers to employees who, due to providing care or assistance to a family member in need, have limited opportunities to enter employment or perform work activities.

– The provision of benefits, privileges, and additional guarantees to employees with family responsibilities shall not be considered discrimination. When organizing shift work and assigning night shifts, employees’ specific needs, including family responsibilities, are taken into account.

– One of the recent amendments to the Labour Code includes the extension of the paid pre-natal portion of maternity leave for the period between the expected date of childbirth and the actual date of delivery, without reducing the post-natal leave period.

– According to the latest amendment to the Law of the Republic of Azerbaijan “On Ensuring Gender (Men and Women) Equality,” an employment contract shall be terminated on the date specified in the employee’s application if the employee has been subjected to sexual harassment.

– Analytical assessments were conducted through the “Labour and

Employment” subsystem to identify enterprises with comparatively lower levels of women’s employment in order to promote the engagement of women in male-dominated workplaces.

– A pilot project titled “Support for the Socio-Economic Activity of Young Persons with Disabilities” was launched in cooperation between the State Agency for Sustainable and Operational Social Provision (DOST Agency), UNICEF, and the State Employment Agency

In line with the recommendations on improving access to health services:

– The Public Health and Reform Center of the Ministry of Health published brochures titled “Plan Your Family Without Abortion!”, “Do Not Rush Into Early Marriage”, and “Health Starts with Knowing Your Body.”

– The Ministry of Science and Education prepared methodological sessions titled “Reproductive Health Topics for Grades VIII–IX in General Education Institutions.”

– A three-phase pilot project titled “Safe Motherhood in the Southern Region of Azerbaijan” was jointly implemented by the State Agency for Mandatory Health Insurance, the Management Union of Medical Territorial Units (TƏBİB), and the United Nations Population Fund to reduce maternal mortality.

In line with the implementation of recommendations on economic and social benefits and rural women:

– A conference on “Development of Women’s Rights and Women’s Empowerment” was organized within the framework of the Non-Aligned Movement.

– The State Employment Agency implemented projects including “Support for Potential ABAD Participants,” “Creation of Inclusive and Decent Jobs for Socially Vulnerable Groups,” “Karabakh KOBs,” “Development of Entrepreneurship and Self-Employment in Rural Areas,” and

“Development of Family Business and Self-Employment in Livestock Farming in Rural Areas.”

– The Ministry of Agriculture implemented projects such as “AFAQ – Azerbaijani Women in Agriculture,” “From City to Village,” and “Exploring Employment Opportunities to Improve Rural Living Conditions.

– high-level event on “Gender in Transparency” was organized within the framework of COP29.

In line with the recommendations on marriage and family relations:

– In order to prevent early marriage and consanguineous marriages, the Law of the Republic of Azerbaijan “On Amendments to the Family Code, the Criminal Code and the Code of Administrative Offences” was adopted. Article 10.2, which allowed local executive authorities, upon request, to reduce the marriage age by no more than one year for persons who have not reached the legal marriage age, was repealed.

– The 2nd Meeting of Ministers and Heads of Institutions Responsible for Family Affairs and Social Policy of the Organization of Turkic States, as well as the “Young Family Forum,” was held in Baku. Side events titled “Middle Corridor 360°: From Geopolitics to Digital Transformation, from Family to Green Development” and “Strong Families, Strong Societies: Family-Supportive Policies in OTS Countries,” organized by the Ministry of Family and Social Services of the Republic of Türkiye, were also held within the framework of the meeting.

In line with the clause on the Beijing Declaration and Platform for Action:

In March 2025, the Azerbaijani delegation participated in the 69th session of the Commission on the Status of Women held at the United Nations Headquarters in New York, dedicated to the implementation and appraisal of the Beijing Declaration

and Platform for Action. In September, the delegation took part in the meeting themed “Updating, resourcing, and accelerating the implementation of the Beijing Declaration and Platform for Action to achieve gender equality and the empowerment of all women and girls,” where information was provided on the work carried out.

Recommendations earmarked for implementation

✓ Adopting the draft Law on Protection of Reproductive Health and Family Planning.

Unimplemented recommendations

✓ In line with Articles 1 and 2 of the Convention, General Recommendation No. 28 (2010) of the Committee on the core obligations of States parties under Article 2 of the Convention, and Target 5.1 of the Sustainable Development Goals on ending all forms of discrimination against all women and girls everywhere, adopting comprehensive anti-discrimination legislation within a defined timeframe, prohibiting discrimination against women and covering direct and indirect discrimination, as well as intersecting forms of discrimination, in both the public and private sectors;

✓ Accelerating the finalization and adoption of the draft National Action Plan for the implementation of United Nations Security Council Resolution 1325 (2000) on Women, Peace and Security;

✓ Elevating the status of the State Committee for Family, Women and Children Affairs to a line ministry with a clearly defined mandate, and ensure adequate technical, financial, and human resources are provided;

✓ Strengthening cooperation between the national mechanism for the advancement of women and women’s

rights organizations, and repealing the Law on Non-Governmental Organizations (2014), which restricts women’s organizations from receiving foreign financial assistance;

✓ Adopting temporary special measures as a necessary strategic instrument to accelerate the achievement of substantive equality between women and men across all areas covered by the Convention where women remain underrepresented or disadvantaged in both the public and private sectors, particularly at decision-making levels, with special attention to rural women, internally displaced women and girls, women with disabilities, and older women, and setting time-bound targets;

✓ Establishing an independent National Rapporteur on Trafficking in Human Beings in order to objectively assess the implementation of anti-trafficking legislation and policies, with a view to separating monitoring and enforcement functions;

✓ Repealing legal provisions that provide for penalties against women engaged in prostitution;

✓ Amending electoral legislation to increase women’s participation at all levels of government, parliament, the judiciary, academic institutions, and diplomatic service, particularly at decision-making levels, through targeted measures, including increasing quotas and financing targeted campaigns as temporary special measures;

✓ Ratifying the International Labour Organization Violence and Harassment Convention, 2019 (No. 190);

✓ Strengthening the Ombudsman Institution by ensuring that it is provided With adequate technical, financial, and human resources to enable it to discharge

its mandate effectively, independently, and in accordance with the Principles relating to the Status of National Institutions for the Promotion and Protection of Human Rights (the Paris Principles); ensuring support by the State party to the Institution in implementing the recommendations of the Sub-Committee on Accreditation (SCA) of the Global Alliance of National Human Rights Institutions (GANHRI), and seeking technical assistance from the Office of the United Nations High Commissioner for Human Rights in this process.

Proposals based on the recommendations

- ✓ *Improving the normative legal framework on gender equality;*
- ✓ *Establishing coordination groups on gender equality issues, operating on a voluntary basis and comprising*

representatives of state bodies (institutions) at the central and local levels;

- ✓ *Including provisions in legislation concerning persons responsible for gender issues operating on a public basis;*
- ✓ *Incorporating the concepts of direct and indirect discrimination into legislation;*
- ✓ *Adopting and implementing general positive measures and temporary special measures;*
- ✓ *Improving the complaints mechanism;*
- ✓ *Studying international experience with a view to developing gender-responsive budgeting;*
- ✓ *Improving the mechanism for monitoring the implementation of the Law of the Republic of Azerbaijan “On Guarantees of Gender (Men and Women) Equality”.*

Note: Out of 80 clauses – implemented / unimplemented.

3.2 Status of Implementation of the UN Sustainable Development Goals

In 2025, activities aimed at the integration of national development strategies and state programmes into the United Nations Sustainable Development Goals (SDGs) were continued in a systematic and targeted manner, ensuring alignment of these goals with national development priorities and strategic documents.

In order to ensure the implementation of paragraph 6 of the Decree of the President of the Republic of Azerbaijan dated 6 October 2016 No. 1066 “On the Establishment of the National Coordination Council on Sustainable Development”, the annual report was prepared by the Ministry of Economy (as the Secretariat of the National Coordination Council on Sustainable Development).

During the reporting year, the integration of the SDGs into economic and social planning systems was further strengthened, and the implementation of the SDG Investment Map was completed, thereby reinforcing institutional foundations for more efficient allocation of resources.

Awareness-raising activities were conducted to enhance public awareness of the SDGs and to expand multistakeholder partnerships.

In 2025, consistent efforts were made to expand the statistical database on SDG indicators and to improve statistical capacity.

Global methodologies were studied and their application at the national level was ensured, while data production and dissemination were further expanded.

Within the framework of cooperation with relevant state institutions, measures were taken to expand the use of administrative data sources and to improve data exchange. Data quality assurance mechanisms were strengthened and compliance with international standards was ensured.

During the reporting year, data for 13 new global SDG indicators were produced. As a result, the number of global SDG indicators for which data production is organized reached 153, while the number of national priority indicators reached 112.

Significant progress was achieved in SDG indicator disaggregation. By the end of 2025, disaggregated data were available for 79 indicators by sex, age, place of residence, economic region, and other categories, while 61 national priority indicators were also produced with disaggregation.

In the coming period, efforts will continue to deepen SDG implementation, improve institutional and financial mechanisms, and further strengthen the linkage between global targets and national priorities.

3.3. Conclusions

Overall, the results of 2025 demonstrate that, compared to 2024, significant progress has been achieved in ensuring gender equality, including the improvement of the legal framework, the strengthening of institutional mechanisms, the expansion of statistical and analytical data systems, and the broadening of the scope of social and awareness-raising activities.

Order No. 871 of the President of the Republic of Azerbaijan dated 29 December 2025 on the “National Action Plan on Gender (Men and Women) Equality for 2026–2028” confirms that gender policy is being implemented in a more effective, results-oriented, and sustainable manner.

Compared to 2024, an increase in women’s representation is observed in certain areas of public life, particularly in decision-making and public administration:

✓ **2 The number of female judges increased from 164 to 194 (an 18.3% increase).**

✓ **Women constitute 28.7% of the judicial corps within the judiciary system (26.1% in 2024), and 54.5% of court apparatus staff. Compared to 2024, the number of women in court apparatus positions increased by 1%.**

✓ **Women account for 20.7% of employees in justice bodies (20.1% in 2024), reflecting a 0.6 percentage point increase.**

✓ **Women represent 8% of**

employees in the penitentiary service (7.5% in 2024), indicating a 0.5 percentage point increase compared to 2024.

✓ **In the Enforcement and Probation Service, men account for 77.6% (78.2% in 2024) and women for 22.4% (21.8% in 2024), reflecting a 0.6 percentage point increase in the share of women.**

✓ **Women constitute 12% of personnel in the internal affairs bodies (4,134 persons), while men account for 88%. In 2025, the number of female сотрудников increased by 2.3% compared to 2024.**

✓ **In 2025, the number of female entrants to the Police Academy increased from 2 to 9 persons.**

✓ **Compared to 2024, the number of female lawyers increased from 500 to 633 (a 26.6% increase), while the number of male lawyers increased from 2,003 to 2,208 (a 10.2% increase).**

As in previous years, in 2025 women continued to predominate in traditionally female-dominated sectors such as education, healthcare, science, and services.

Compared to the previous year, the following changes were observed in 2025 as a result of measures addressing domestic violence, early marriage, and sex-selective abortion, which remain barriers to gender equality:

✓ **Across 14 economic regions, information related to the reduction of the legal marriage age by one year was reviewed by 1 July 2025. Following the assessment of justified cases, 97 minors were granted permission by executive authorities.**

✓ **The number of children born to mothers under the age of 18 decreased by 402 (31.4%), falling from 1,279 in 2024 to 877 in 2025.**

This represents an overall decline of approximately 49.7% over 2023–2025, indicating sustained progress in preventing early marriages.

✓ **The number of domestic violence-related complaints received by the Ministry of Internal Affairs decreased by 125 cases, alongside a reduction in the**

number of criminal incidents related to domestic violence.

✓ In 2025, **protection orders** issued to victims of domestic violence included **381 short-term orders (325 in 2024) and 52 long-term orders (34 in 2024).**

✓ **The gap** between the number of male and female births decreased, **falling from 6,132 to 5,953** (sex ratio: 113 boys per 100 girls).

✓ The structure of employment among **individual entrepreneurs** remained largely unchanged compared to the previous year: 76% were men and 24% were women.

According to preliminary data for 2025, **the average monthly nominal wage of women in the Republic of Azerbaijan was 874.5 AZN, while for men it was 1,264.5 AZN.** In 2015, women's average monthly wage was 53.9% of men's, increasing to 69.2% in 2025.

3.4. Objectives and Recommendations

Strengthening gender policy:

- *Strengthening activities to promote a culture of gender equality across all spheres of public life, in both the public and private sectors;*
- *Strengthening preventive measures against discrimination on the basis of sex, in particular by expanding awareness-raising and information activities in the regions;*
- *Improving the enforcement mechanisms of the Law of the Republic of Azerbaijan on “Guarantees of Gender (Men and Women) Equality”;*
- *Increasing the equal representation of women and men at managerial and decision-making levels across all spheres of public life, in both the public and private sectors;*
- *Ensuring gender equality within political parties by expanding equal opportunities for representation and participation in governance and decision-making, and by improving relevant legislation;*
- *Developing and implementing gender-responsive budgeting policies and practices.*

In the field of education:

- *Strengthening measures to prevent school dropout, with a particular focus on monitoring girls' dropout from education;*
- *Introducing courses in higher education institutions aimed at developing leadership, management, decision-making, critical thinking, creativity, independent thinking, and communication skills;*
- *Taking into account the low proportion of male teachers in education institutions, particularly in general education schools, identifying measures to encourage the engagement of men in the education sector;*
- *Ensuring compliance with the principle of gender equality in the licensing and accreditation of private science and education institutions;*
- *Ensuring gender balance in interview committees during the recruitment of school principals;*
- *Conducting gender assessments of teaching materials across all levels of education;*
- *Integrating topics on children's and women's rights and gender equality into curricula at all levels of education.*

In the field of employment:

- *Continuing measures to develop early childhood education infrastructure in order to expand employment opportunities for workers with family responsibilities;*
- *Establishing comprehensive statistical information and a reliable data base on the situation of women in the labour market;*
- *Developing new mechanisms to promote women's entrepreneurship;*
- *Providing comprehensive support to increase the economic activity of women, particularly those living in rural areas, and to ensure the realization of their equal economic rights with men;*
- *Organizing vocational training in priority occupations in the labour market to enhance the competitiveness of women;*
- *Encouraging the participation of men and boys in sectors where they are underrepresented in the labour market, and addressing gender stereotypes influencing their career choices;*

- *Conducting awareness-raising activities on the elimination of sexual harassment in the workplace and developing specific guidelines;*
- *Introducing legislative amendments to establish sanctions for sexual harassment and discriminatory job advertisements, as well as creating monitoring mechanisms for cases of sexual harassment.*

Prevention of domestic violence cases:

- *Providing urgent and comprehensive assistance to persons affected by domestic violence, and establishing relevant infrastructure in line with international standards for this purpose, including new support centres, shelters, and hotlines;*
- *Revising provisions governing the termination of administrative and criminal proceedings based on reconciliation of parties during the examination of domestic violence complaints; introducing relevant provisions on domestic violence into criminal legislation; and strengthening the mechanism for investigating cases of domestic violence;*
- *Ensuring compliance with the requirements of the Lanzarote Convention in the protection of the rights of children affected by domestic violence, including acts of sexual violence, or who witness such violence;*
- *Delegating the authority to issue short-term protection orders to police authorities and extending the duration of such orders;*
- *Establishing an Alimony Fund.*

Combating Early Marriage:

- *Expanding public awareness-raising activities on the consequences of early marriage;*
- *Strengthening social support measures to promote girls' education, particularly in socially disadvantaged families;*
- *Ensuring the effective enforcement of existing legal sanctions aimed at preventing early marriage cases.*

Prevention of Sex-Selective Abortions:

- *Strengthening measures to prevent imbalances in the sex ratio at birth;*
- *Promoting the use of contraceptives and conducting awareness-raising on sexual and reproductive health education to prevent unintended pregnancies and reduce abortions;*
- *Adoption of the Law of the Republic of Azerbaijan on "Family Planning and Reproductive Health".*

LIST OF PERSONS RESPONSIBLE FOR GENDER ISSUES IN CENTRAL EXECUTIVE AUTHORITIES (STATE BODIES)

№	Organization Name	Full Name of the Person Responsible for Gender Equality Issues	Position of the Responsible Person
1.	Prosecutor General's Office of the Republic of Azerbaijan	Namig Aliyev	Senior Prosecutor, Department for Non-Criminal Proceedings, Prosecutor General's Office; Junior Justice Counselor
2.	Ministry of Foreign Affairs of the Republic of Azerbaijan	Khuraman Zeynalova	Head of the Humanitarian and Social Affairs Department
3.	Ministry of Internal Affairs of the Republic of Azerbaijan	Ulviyya Valiyeva	Head of the Secretariat, Personnel Work Department
4.	Ministry of Finance of the Republic of Azerbaijan	Firuze Abdullayeva	Head of the Accounting Policy Department, Ministry Apparatus
5.	Ministry of Defense of the Republic of Azerbaijan	Zumrud Samadova	Head of the Ideological Support Department, Main Personnel Department; Head of the Women's Affairs Sector
6.	Ministry of Agriculture of the Republic of Azerbaijan	Gumash Hasanli	Head of the General Department, Ministry Apparatus
7.	Ministry of Culture of the Republic of Azerbaijan	Gunay Aliyeva	Leading Advisor, Foreign Cooperation Sector, International Cooperation Department, Ministry of Culture of the Republic of Azerbaijan
8.	Ministry of Youth and Sports of the Republic of Azerbaijan	Lale Gasimova	Senior Advisor, Social Programs Sector, Youth Work Department, Ministry of Youth and Sports of the Republic of Azerbaijan
9.	Ministry of Ecology and Natural Resources of the Republic of Azerbaijan	Aynure Karimova	Gender Focal Point; Head of the Legal and Human Resources Department, Ministry of Ecology and Natural Resources
10.	Ministry of Justice of the Republic of Azerbaijan	Konul Yusifli	Head of the International Law and Treaties Department, International Cooperation Main Department
	Ministry of Science and Education of the Republic of Azerbaijan	Leyla Khalilova	Head of the Strategic Planning and Analysis Department
12.	Ministry of Health of the Republic of Azerbaijan	Aynure Zeynalova	Head of the Maternal and Child Health Protection Sector, Health Policy Department, Ministry of Health of the Republic of Azerbaijan
13.	Ministry of Digital Development and Transport of the Republic of Azerbaijan	Sevil Nasibova	Head of the Document and Public Appeals Department, Ministry of Digital Development and Transport
14.	Ministry of Labor and Social Protection of the Population of the Republic of Azerbaijan	Nermin Bayramova	Head of the State Service and Human Resources Department, Ministry Apparatus
15.	Ministry of Energy of the Republic of Azerbaijan	Khalida Masimova	Deputy Head of the Ministry Apparatus
16.	Ministry of Defense Industry of the Republic of Azerbaijan	Vefa Zeynalova	Head of the Legal Support and Internal Control Sector, Legal Department
17.	Ministry of Emergency Situations of the Republic of Azerbaijan	Husniyye Babayeva	Deputy Head of the Main Department for Organization of Work with Regional Centers, Project Management and Educational Affairs of the Ministry of Emergency Situations of the Republic of Azerbaijan
18.	Ministry of Economy of the Republic of Azerbaijan		
COMMITTEES			
19.	State Committee on Diaspora Affairs of the Republic of Azerbaijan	Shafag Binnatova	Deputy Head of the 5th Territorial Department (Georgia and Turkic-speaking Countries) – Sector Head

20.	State Committee for Affairs of Refugees and Internally Displaced Persons of the Republic of Azerbaijan	Gunel Piriyeva	Senior Advisor, Human Resources Sector, Legal and Personnel Department
21.	State Committee for Work with Religious Organizations of the Republic of Azerbaijan	Elnara Karimova	Head of the Inclusive Development Department
22.	State Statistical Committee of the Republic of Azerbaijan	Zabiha Askar	Head of the Gender Statistics Sector, Population Statistics Department, Ministry Apparatus
23.	State Customs Committee of the Republic of Azerbaijan	Dilara Mammadova	Senior Inspector, Personnel Records Management Department, Human Resources Directorate, State Customs Committee of the Republic of Azerbaijan
24.	State Committee on Urban Planning and Architecture of the Republic of Azerbaijan	Gülbeniz Aliyeva	Head of the General Affairs and Public Relations Department, State Committee on Urban Planning and Architecture of the Republic of Azerbaijan
AGENCIES			
25.	State Agency for Public Service and Social Innovations under the President of the Republic of Azerbaijan	Aygun Mirzayeva	Deputy Head of the Human Resources Management Department
26.	State Agency for Mandatory Health Insurance of the Republic of Azerbaijan	Nelli Veysova	Advisor to the Chairman of the Management Board
27.	Food Safety Agency of the Republic of Azerbaijan	Valida Sadikhova	Head of the Food Safety Department
28.	State Support Agency for Non-Governmental Organizations of the Republic of Azerbaijan	Gunay Valiyeva	Project Management Manager
29.	Small and Medium Business Development Agency of the Republic of Azerbaijan	Lale Mahmudova	Head of the Human Resources and Corporate Development Department
30.	Intellectual Property Agency of the Republic of Azerbaijan	Ulyviya Khasayeva	Head of the State Service and Personnel Affairs Department
31.	Mine Action Agency of the Republic of Azerbaijan	Sabina Sarkarova	Head of the Public Relations Department, Mine Action Agency of the Republic of Azerbaijan
32.	Social Services Agency under the Ministry of Labour and Social Protection of the Population of the Republic of Azerbaijan	Mehriban Alishanova	Advisor to the Chairman of the Management Board of the Agency
33.	DOST Agency (Sustainable and Operational Social Security Agency)	Leyla Huseynova	Head of the Human Resources Management Department
34.	State Advertising Agency of the Republic of Azerbaijan	Aydan Karimova	Head of the Human Resources and Document Management Department, Ministry Apparatus, State Advertising Agency of the Republic of Azerbaijan

35.	Space Agency of the Republic of Azerbaijan	Inara Ibrahimkhalilova	Director, Human Resources Management and Documentation Department
36.	Media Development Agency of the Republic of Azerbaijan	Leman Isgandarova	Director, Media Support Projects, Strategic Planning and Information Technologies Department
37.	State Tourism Agency of the Republic of Azerbaijan	Mehriban Huseynova	Head of the Human Resources and Legal Affairs Department
38.	State Water Resources Agency of the Republic of Azerbaijan	Leyla Namazova	Assistant to the Chairman
39.	State Motor Roads Agency of Azerbaijan	Esmira Arazova	Head of the Human Resources Department, Human Resources and Legal Support Administration
40.	Azerbaijan Land Transport Agency	Zohre Mammadova	Deputy Director, Human Resources Department, Azerbaijan Land Transport Agency (AYNA)
41.	State Housing Construction Agency of the Republic of Azerbaijan	Diana Dadashova	Head of the Public Relations and Protocol Sector, Information Support and Human Resources Department
OTHER STATE BODIES			
42.	State Security Service of the Republic of Azerbaijan	Nazly Abbasova	Employee of the State Security Service of the Republic of Azerbaijan
43.	State Migration Service of the Republic of Azerbaijan	Vefa Asadova	Head of the Personnel and Personnel Training Department
44.	State Tax Service under the Ministry of Economy of the Republic of Azerbaijan	Valide Muradova	Deputy Head of the Department for Document Management and Public Appeals, Ministry Apparatus
45.	State Property Issues Service under the Ministry of Economy of the Republic of Azerbaijan	Shalala Nuhiyeva	Deputy Head of Directorate, State Border Service of the Republic of Azerbaijan (Colonel)
46.	State Border Service of the Republic of Azerbaijan	Aliye Piriyeva	Head of Directorate (Major)
47.	State Service for Mobilization and Conscription of the Republic of Azerbaijan	Samira Aliyeva	Head of the Digital Development, Innovation and Strategic Project Management Department
48.	State Examination Center of the Republic of Azerbaijan	Elmir Shirinov	Head of the Labor Relations Management Department, Human Resources Department
49.	Central Bank of the Republic of Azerbaijan	Tarana Hasanli	Secretary of the Commission
50.	Central Election Commission of the Republic of Azerbaijan	Arifa Mukhtarova	Employee of the State Security Service of the Republic of Azerbaijan
51.	Administration of the Icherisheher State Historical-Architectural Reserve	Ayten Musayeva	Senior Advisor, Recruitment and Human Resources Development Sector, Human Resources Management Department, Icherisheher State Historical-Architectural Reserve Administration

52.	Presidium of the Bar Association of the Republic of Azerbaijan	Gozel Huseynzade	Head of the International Cooperation Department
53.	Azerbaijan Trade Unions Confederation	Gülnara Huseynova	Deputy Head of the Youth, Social Projects and Gender Affairs Department, Azerbaijan Trade Unions Confederation
54.	National Confederation of Entrepreneurs (Employers) Organizations of the Republic of Azerbaijan	İlhama Abdullayeva	Head of the Information Support and Public Relations Department; Press Secretary of the Confederation
55.	Audiovisual Council of the Republic of Azerbaijan	Khoshgedem Zeynalova	Legal Advisor, Legal and International Cooperation Department, Council Apparatus
56.	National Archives Department of the Republic of Azerbaijan	Gunel Aghayarova	Head of the International Relations Sector, Archive Work Organization, Monitoring and International Relations Department
57.	State Oil Company of the Republic of Azerbaijan (SOCAR)	Goshgar Gurbanly	Head of the Organizational Development Acceleration Department, Organizational Development Department
58.	Azerenerji Open Joint-Stock Company	Fəkhriyyə Chandirli	Head of the Audit Group, Control Department
59.	Azerigas Production Union	Naile Allahverdiyeva	Assistant to the Head of the Management Apparatus, Office of the Director General
60.	Baku Metro Closed Joint-Stock Company	Jamila Khalilova	Head of the Human Resources Department
61.		Sevda Huseynova	Leading Specialist, Talent Management Department
62.	Medical Territorial Units Management Union (TABIB) – Public Legal Entity	Aynur Huseynova	Gender Focal Point; Head of the Legal Department, TABIB (Medical Territorial Units Management Union)
63.	Azerbaijan Railways Closed Joint-Stock Company	Kamala Huseynova	Deputy Head of the Talent Management Department, Human Resources Department, Azerbaijan Railways CJSC
64.	Azerbaijan Airlines (AZAL)	Aysel Yusifli	Head of the Employee Engagement Group, Organizational Development and Employee Engagement Department, Human Resources Administration
SCIENCE AND EDUCATION INSTITUTIONS			
	Azerbaijan National Academy of Sciences	Mahrukh Najafli	Senior Researcher, Institute of Philosophy and Sociology

RESPONSIBLE PERSONS FOR GENDER EQUALITY ISSUES IN LOCAL EXECUTIVE AUTHORITIES

№	District Executive Authority	Full Name of the Person Responsible for Gender Equality Issues	Position of the Responsible Person
1.	Baku City Executive Authority	Zulfiyya Hasanova	Secretary of the Commission on Juvenile Affairs and Protection of Rights of Minors
2.	Baku City Nəsimi District Executive Authority	Gulara Verdiyeva	First Deputy Head of Nasimi District Executive Authority
3.	Baku City Nizami District Executive Authority	Konul Hasanova	First Deputy Head of Nizami District Executive Authority
4.	Baku City Narimanov District Executive Authority	Irada Muradova	Deputy Head of Executive Authority – Head of Territorial Organization and Socio-Political Affairs Department
5.	Baku City Binagadi District Executive Authority	Sevinj Suleymanova	Deputy Head of Executive Authority – Head of Territorial Organization and Socio-Political Affairs Department
6.	Baku City Sabail District Executive Authority	Kamala Hashimova	Deputy Head of Sabail District Executive Authority
7.	Baku City Pirallahy District Executive Authority	Ismayil Aliyev	Deputy Head of Executive Authority
8.	Baku City Garadağ District Executive Authority	Emil Abbasov	Acting Head of Executive Authority – First Deputy Head
9.	Baku City Sabunçu District Executive Authority	Rena Valiyeva	Deputy Head of Executive Authority for Socio-Political and Humanitarian Affairs
10.	Baku City Surakhany District Executive Authority	Konul Akhundova	Deputy Head of Surakhany District Executive Authority
11.	Baku City Xətai District Executive Authority	Panah Imanov	Head of Socio-Political and Humanitarian Affairs Sector
12.	Khazear District Executive Authority	Lale Ahmadova	Deputy Head of Executive Authority – Head of Territorial Organization and Socio-Political Affairs Department
13.	Baku City Yasamal District Executive Authority	Taravat Muradova	Deputy Head of Yasamal District Executive Authority
14.	Naftalan City Executive Authority	Kamala Huseynova	Deputy Head of Executive Authority – Head of Socio-Economic Development Analysis and Forecasting Department
15.	Mingachevir City Executive Authority	Farid Mammadov	Deputy Head for Socio-Economic Development Analysis and Forecasting
16.	Lankaran City Executive Authority	Emin Guliyev	Deputy Head – Head of Socio-Economic, Architecture and Urban Services Department
17.	Ganja City Executive Authority	Adil Tagiyev	Deputy Head – Head of Socio-Economic and Architecture-Construction Department
18.	Sumgait City Executive Authority	Fezail Huseynov	Deputy Head – Head of Socio-Economic and Architecture-Construction Department
19.	Sheki City Executive Authority	Elman Imamverdiyev	Deputy Head – Head of Socio-Economic, Architecture-Construction and Urban Services Department
20.	Shirvan City Executive Authority	Maharet Mustafayev	Deputy Head – Head of Socio-Economic Development Analysis and Forecasting Department
21.	Yevlakh City Executive Authority	Khaliq Aliyev	First Deputy Head of Executive Authority
22.	Absheron District Executive Authority	Gulnar Rahimova	Deputy Head of Executive Authority
23.	Aghdam District Executive Authority	Khaghani Nazarov	Deputy Head – Head of Socio-Political and Humanitarian Affairs Department
24.	Aghdash District Executive Authority	Ali Karimov	Deputy Head of Executive Authority
25.	Astara District Executive Authority	Ilgar Maliyev	Deputy Head – Head of Socio-Economic and Architecture-Construction Department
26.	Aghsu District Executive Authority	Elchin Mammadov	Deputy Head – Head of Socio-Economic Development Analysis and Forecasting Department
27.	Aghstafa District Executive Authority	Ilgar Hajiyev	Deputy Head – Head of Socio-Economic Development Analysis and Forecasting Department
28.	Aghjabadi District Executive Authority	Togrul Bunyatov	Deputy Head – Head of Socio-Economic and Architecture-Construction Department
29.	Bilasuvayr District Executive Authority	Valahaddin Yunsurov	Deputy Head – Head of Socio-Economic and Architecture-Construction Department
30.	Beylagan District Executive Authority	Yegana Mammadova	Deputy Head – Head of Territorial Organization and Socio-Political Affairs Department

31.	Barda District Executive Authority	Leyla Mehtiyeva	Head of Socio-Political and Humanitarian Affairs Sector
32.	Balaken District Executive Authority		
33.	Jabrayil District Executive Authority	Tapdig Nasirov	Deputy Head of the Jabrayil District Executive Authority, Head of the Department for Analysis and Forecasting of Socio-Economic Development
34.	Jalilabad District Executive Authority	Rafael Mammadov	Deputy Head of the Jalilabad District Executive Authority, Head of the Department for Analysis and Forecasting of Socio-Economic Development
35.	Dashkasan District Executive Authority	Namig Suleymanov	Deputy Head, Head of the Department for Socio-Political and Humanitarian Affairs
36.	Fuzuli District Executive Authority	Vugar Teymurov	Deputy Head of the Fuzuli District Executive Authority, Head of the Department for Socio-Economic and Architectural-Construction Affairs
37.	Gadabay District Executive Authority	Vusal Musayev	Deputy Head of the Gadabay District Executive Authority, Head of the Department for Socio-Economic and Architectural-Construction Affairs
38.	Goychay District Executive Authority	Kamil Khalilov	Head of the Department for Analysis and Forecasting of Socio-Economic Development
39.	Goranboy District Executive Authority	Mirvari Agamaliyeva	Deputy Head
40.	Goygol District Executive Authority	Kamala Ibrahimova	Deputy Head of the Goygol District Executive Authority, Head of the Department for Territorial Organization and Socio-Political Affairs
41.	Hajigabul District Executive Authority	Natig Dostaliyev	Deputy Head, Head of the Department for Socio-Economic and Architectural-Construction Affairs
42.	Khizi District Executive Authority	Arzu Azizov	Deputy Head of the Khizi District Executive Authority, Head of the Department for Socio-Economic and Architectural-Construction Affairs
43.	Khachmaz District Executive Authority	Bakhtiyar Osmanov	Deputy Head of the Khachmaz District Executive Authority, Head of the Department for Analysis and Forecasting of Socio-Economic Development
44.	Khojali District Executive Authority	Bakhtiyar Allahverdiyev	Deputy Head of the Department for Analysis and Forecasting of Socio-Economic Development of the Khojali District Executive Authority
45.	Khojavand District Executive Authority	Afsana Guliyeva	Deputy Head of the Khojavand District Executive Authority, Head of the Department for Socio-Political and Humanitarian Affairs
46.	Imishli District Executive Authority	Rufat Muradov	Head of the Sector for Socio-Political and Humanitarian Affairs of the District Executive Authority Office
47.	Ismayilli District Executive Authority	Eyyub Musayev	Deputy Head of the Ismayilli District Executive Authority, Head of the Department for Socio-Economic and Architectural-Construction Affairs
48.	Kalbajar District Executive Authority		Head of the Sector for Territorial Organization Affairs of the Office of the Kalbajar District Executive Authority
49.	Kurdamir District Executive Authority	Agali Karimli	Deputy Head of the Kurdamir District Executive Authority, Head of the Department for Socio-Economic and Architectural-Construction Affairs
50.	Gabala District Executive Authority	Arif Allahverdiyev	Deputy Head of the Gabala District Executive Authority, Head of the Department for Socio-Economic and Architectural-Construction Affairs
51.	Gusar District Executive Authority	Jeyhun Hajiyev	Deputy Head of the Regional Executive Authority, Head of the Department for Territorial Organization and Socio-Political Affairs
52.	Gakh District Executive Authority	Elburus Taghiyev	First Deputy Head of the Qakh District Executive Authority
53.	Gazakh District Executive Authority	Gulaya Hasanova	Deputy Head, Head of the Department for Territorial Organization and Socio-Political Affairs
54.	Guba District Executive Authority	Shahin Israfilov	Deputy Head of the Regional Executive Authority, Head of the Department for Socio-Economic and Architectural-Construction Affairs
55.	Gubadli District Executive Authority	Khoshgedem Aliyeva	Deputy Head of the Gubadli District Executive Authority, Head of the Department for Territorial Organization and Socio-Political Affairs
56.	Gobustan District Executive Authority	Meharet Akbarov	Deputy Head of the Gobustan District Executive Authority, Head of the Department for Socio-Economic Development Analysis and Forecasting
57.	Lachin District Executive Authority	Aynure Hasanova	Deputy Head of the Lachin District Executive Authority, Head of the Department for Territorial Organization and Socio-Political Affairs
58.	Lerik District Executive Authority	Habil Melikov	Deputy Head of the Lerik District Executive Authority, Head of the Department for Socio-Economic Development Analysis and Forecasting
59.	Masalli District Executive Authority	Adem Maharramov	Deputy Head of the Masalli District Executive Authority, Head of the Department for Socio-Economic Development Analysis and Forecasting
60.	Neftchala District Executive Authority	Burjali Aghayev	Deputy Head of the Neftchala District Executive Authority, Head of the Department for Socio-Economic and Architectural-Construction Affairs
61.	Oghuz District Executive Authority	Aliya Osmanova	Deputy Head of the Oghuz District Executive Authority, Head of the Department for Territorial Organization and Socio-Political Affairs
62.	Sabirabad District Executive Authority	Jeyran Khalilova	Deputy Head of the Sabirabad District Executive Authority, Head of the Department for Territorial Organization and Socio-Political Affairs
63.	Salyan District Executive Authority	Rashad Jabrayilov	Deputy Head of the Salyan District Executive Authority

64.	Samukh District Executive Authority	Kamala Khalilova	Deputy Head of the Samukh District Executive Authority, Head of the Department for Socio-Political and Humanitarian Affairs
65.	Siyazan District Executive Authority	Aghshin Aghayev	Deputy Head of the Siyazan District Executive Authority, Head of the Department for Socio-Economic Development Analysis and Forecasting
66.	Saatly District Executive Authority	Bakhiyar Gunduz	Deputy Head of the Saatly District Executive Authority, Head of the Department for Socio-Economic and Architectural-Construction Affairs
67.	Shabran District Executive Authority	Natavan Mustafayeva	Deputy Head of the District Executive Authority, Head of the Department for Socio-Economic and Architectural-Construction Affairs
68.	Shusha District Executive Authority	Vusala Fataliyeva	Deputy Head of the Shusha District Executive Authority, Head of the Department for Territorial Organization and Socio-Political Affairs
69.	Shamakhy District Executive Authority	Etibar Muradli	Deputy Head of the Shamakhy District Executive Authority, Head of the Department for Socio-Economic and Architectural-Construction Affairs
70.	Shamkir District Executive Authority	Aynur Abdullayeva	Deputy Head of the Shamkir District Executive Authority
71.	Tartar District Executive Authority	Abbas Javadov	Deputy Head of the Tartar District Executive Authority, Head of the Department for Socio-Economic Development Analysis and Forecasting
72.	Tovuz District Executive Authority	Ali Ibrahimov	Deputy Head of the Tovuz District Executive Authority Office, Head of the Department for Socio-Economic and Architectural-Construction Affairs, Head of the Sector for Socio-Economic Issues, Information Provision and Analysis
73.	Ujar District Executive Authority	Vagif Mehdiyev	Deputy Head of the Ujar District Executive Authority, Head of the Department for Socio-Economic and Architectural-Construction Affairs
74.	Yardymly District Executive Authority	Miramil Samadli	Deputy Head of the Yardymly District Executive Authority
75.	Zagatala District Executive Authority	Ilkin Shafizade	Deputy Head of the Zagatala District Executive Authority, Head of the Department for Socio-Economic and Architectural-Construction Affairs
76.	Zangilan District Executive Authority	Khanim Rustamova	Deputy Head of the District Executive Authority, Head of the Department for Socio-Economic and Architectural-Construction Affairs
77.	Zardab District Executive Authority	Parvin Mahmudova	Deputy Head of the Zardab District Executive Authority, Head of the Department for Socio-Economic and Architectural-Construction Affairs

RESPONSIBLE PERSONS FOR GENDER EQUALITY ISSUES IN BANKS

№	Name, Surname	Bank Name	Position
1.	Orkhan Safarli	Central Bank of the Republic of Azerbaijan	Head of the Human Resources Planning and Recruitment Department
2.	Ilhama Rustamli	AccessBank CJSC	Head of the Business Partnership Unit, Human Capital Department
3.	Ramil Rzayev	AFB Bank OJSC	Human Resources Manager, Administrative Management Structure
4.	Malahat Abdullayeva	International Bank of Azerbaijan OJSC	Director, Human Resources Management Department
5.	Konul Abdullayeva	ASB OJSC	Head of Department, Digital Banking
6.	Lale Azizova	Bank Avrasiya OJSC	Director, Organizational Affairs Department
7.	Gunel Hajiyeva	Bank of Baku OJSC	Head of Training and Development Unit
8.	Jala Najafova	Bank Respublika	Deputy Head of HR
9.	Asiman Adigozalova	VTB Bank (Azerbaijan) OJSC	Recruitment Manager, Human Resources Department
10.	Lale Bakhishova	Expressbank OJSC	Head of Department
11.	Ulduz Yusubova	Khalg Bank OJSC	Head of HR and Administration Department, Bank
12.	Nigar Imanova	Kapital Bank OJSC	Corporate Social Responsibility Manager
13.	Inara Namaliyeva	PASHA Bank OJSC	Head of HR Business Partnership Unit
14.		Premium Bank OJSC	

15.	Nermine Sultanova	Rabitabank OJSC	Head of the Training and Development Department / Human Resources Management Department
16.	Vusala Huseynova	TuranBank OJSC	Head of Department
17.		Unibank	
18.	Kamala Agayeva	Yapı Kredi Bank Azerbaijan CJSC	Director, Human Resources Department
19.	Firangiz Mammadova	Yapı Kredi Bank Azerbaijan CJSC	Lead Specialist, Human Resources Management Department
20.	Mehbube Ziyatly	Yelo Bank OJSC	Director, Human Capital Management Department
21.	Firuze Mammadova	Ziraat Bank Azerbaijan OJSC	Director, Human Resources Department
22.	Husniyye Imamaliyeva	Azer-Türk Bank	Senior Specialist, Settlement Department

PERSONS RESPONSIBLE FOR GENDER ISSUES IN PRIVATE COMPANIES

No	Name and Surname	Company	Position	Official Email Address
1.	Gunay Yusifzade	AZCON Holding	Head of Records Management Department, Legal Department	Gunay.Yusifzada@azcon.az
2.	Aysel Feyzullayeva	AZCON Holding	Chief Specialist, Human Capital Management Department	Aysel.Feyzullayeva@azcon.az
3.	Samira Jabbarova	AGEC (Azerbaijan Green Energy Company)	Officer, Human Rights Department	Samira.Jabbarova@agec.az
4.	Ravana Jabbarova	Clean City OJSC	Legal Counsel	r.cabbarova@tamizshahar.az
5.	Nuray Zeynalova	Azeraluminium LLC	Head of Business Processes and Management Systems Quality Division, Corporate Department	nuray.zeynalova@azeraluminium.com
6.	Sitara Mustafazade	AzerGold Closed Joint-Stock Company	Head of Human Resources Business Partnership Sector, Human Resources Management Department	s.samadova@azergold.az
7.	Arifa Pashayeva	Azərsun Holding	Human Resources Project Manager	Arife.Pasayeva@Azersun.com
8.	Nurhan Majidova	Azərsun Holding	Chief Specialist, Employee Experience	Nurhan.Mecidova@azersun.com
9.	Aynur Abbasova	Azercell Telecom	Head of Training Unit, Azercell Academy and Professional Development Division, Human Capital Management Department	Aynur.Abbasova@azercell.com
10.	Gulen Ibrahimzade	Coca-Cola Azerbaijan Representative Office	Human Resources Supervisor	gulen.ibrahimzada@cci.com.az
11.	Khayal Seyidzade	PMD Projects	Head of Corporate Support Department	khayal.seyidzade@pmdprojects.az
12.	Gunel Aliyeva	AzerLegal Group of Companies	Director	info@azerlegalgroup.com
13.	Ayshe Khalilova	Sirab OJSC	Head of Human Resources Department	Khalilovaaisha06@gmail.com
14.	Aynur Khudiyeva	Sirab Sales and Distribution LLC	Head of Human Resources Department	aynur.xudiyeva@sirab.az
15.	Jamila Nabiyeva	Dore Group	Brand Manager	Camila.Nabiyeva@doregroup.az
16.	Zahira Alakbarova	BakuBus	Specialist, Human Resources Department	zahire.agayeva1989@gmail.com
17.	Aysel Yusifli	Azerbaijan Airlines (AZAL)	Head of the Organizational Development and Employee Engagement Group, Human Resources Department	aysel.yusifli@azal.az
18.	Gunay Babazade	LIV Bona Dea	Corporate Marketing Manager	Gunay.Babazadeh@gmail.com

NAKHCHIVAN AUTONOMOUS REPUBLIC: RESPONSIBLE PERSONS ON GENDER ISSUES IN CENTRAL AND LOCAL EXECUTIVE AUTHORITIES

No	Organization Name		Full Name of Responsible Person (name, surname, patronymic)	Position
1.	Nakhchivan	Autonomous Republic Supreme Majlis	Nargila Veliyeva	Head of Department
2.	Nakhchivan	Autonomous Republic Cabinet of Ministers	Yaqut Abbaszade	Leading Advisor, Social Affairs Department
3.	Nakhchivan Autonomous Republic Ministry of Emergency Situations		Gulnar Seyidzade	Head of the 112 Rapid Response Unit, Crisis Management Department
4.	Nakhchivan Autonomous Republic Supreme Court		Jahan Bayramova	Head of Department
5.	Nakhchivan Autonomous Republic Ministry of Internal Affairs		Gulnur Mammadzade	Head of Unit, Juvenile Crime Prevention Group, Public Security Department
6.	Nakhchivan Autonomous Republic Ministry of Labour and Social Protection of Population		Elmin Farajov	Head of Legal and Human Resources Department, Ministry Apparatus
7.	Nakhchivan Autonomous Republic Ministry of Health		Mehseti Allahyarova	Chief Advisor
8.	Nakhchivan Autonomous Republic Ministry of Education		Elkhan Babayev	Senior Advisor, Vocational Education Sector
9.	Nakhchivan Autonomous Republic Ministry of Justice		Leyla Jamalbeyova	Head of Civil Status Acts Registration and Legal Entities Unit
10.	Nakhchivan Autonomous Republic Ministry of Finance		Sakina Gahramanova	Deputy Head of Budget Department
11.	Nakhchivan AR Ministry of Agriculture		Nigar Abdullayeva	Leading Advisor
12.	Nakhchivan Autonomous Republic Ministry of Culture		Hajarkhanım Mammadova	Head of Arts and Education Institutions Cooperation Sector
13.	Nakhchivan Autonomous Republic Ministry of Economy		Rza Ibrahimli	Head of Economic Cooperation, Trade and Export Support Department
14.	Nakhchivan Autonomous Republic Ministry of Youth and Sports		Ilaha Hagverdiyeva	Head of Youth Affairs Department

15.	Nakhchivan Autonomous Republic Ministry of Ecology and Natural Resources	Rasul Mammadov	Head of Technical Support and Household Sector
16.	Nakhchivan Autonomous Republic Ministry of Digital Development and Transport	Fuad Yusifov	Chief Advisor, General Affairs and Human Resources Sector
17.	Nakhchivan Autonomous Republic State Committee for Urban Planning and Architecture	Mahir Qasimov	Head of Urban Planning Control Department
18.	Nakhchivan Autonomous Republic State Committee for Family, Women and Children Affairs	Zarnigar Orujaliyeva	Leading Advisor
19.	Nakhchivan AR State Statistics Committee	Rashad Orujov	Deputy Head of Department
20.	Nakhchivan Autonomous Republic Commissioner for Human Rights (Ombudsman)	Vahide Bayramova	Head of Human Rights Protection Department
21.	Nakhchivan Autonomous Republic Prosecutor's Office	Elchin Babayev	Head of Human Resources Department, Chief Justice Counselor
22.	Nakhchivan Autonomous Republic Television and Radio Broadcasting Closed Joint-Stock Company	Aysu Abbasova	Assistant to the Chairperson
23.	Nakhchivan Autonomous Republic Bar Association	Bahriye Alizade	Computer Operator
24.	State Social Medical Insurance Agency of the Nakhchivan Autonomous Republic (Public Legal Entity)	Gulkhatin Zeynalova	Chief Advisor on Public Relations
25.	Nakhchivan Autonomous Republic State Agency for Religious Affairs	Khoshqedem Karimova	Senior Advisor
26.	Nakhchivan Autonomous Republic Tourism Department	Suleyman Rustamov	Head of Statistics and Research Sector
27.	Editorial Office of the "Sharq Gapisi" Newspaper	Bulbul Guliyeva	Correspondent
28.	Nakhchivan City Executive Authority	Orkhan Maharramov	Head of Socio-Political and Humanitarian Affairs Sector
29.	Sharur District Executive Authority	Aysel Zeynalabdinova	Deputy Head of Sharur District Executive Authority
30.	Babek District Executive Authority	Sabina Abbasova	Deputy Head of Executive Authority, Head of Socio-Political and Humanitarian Affairs Department
31.	Julfa District Executive Authority	Elchin Mammadaliyev	Deputy Head of Socio-Political and Humanitarian Affairs Department

32.	Ordubad District Executive Authority	Tofiq Babayev	Deputy Head of Socio-Political and Humanitarian Affairs Department
33.	Shahbuz District Executive Authority	Sevindik Abdullayev	Head of Legal Department, Office of the Head of Shahbuz District Executive Authority
34.	Kangarli District Executive Authority	Safar Safarov	Responsible Secretary, Commission on Protection of Children's Rights, Senior Advisor
35.	Sadarak District Executive Authority	Iman Qalandar Mammahasanli	Head of Socio-Political and Humanitarian Affairs Sector, Territorial Organization and Humanitarian Affairs Department
36.	Central Election Commission of the Nakhchivan Autonomous Republic	Asiman Abbasov	Head of Organizational Department, Central Election Commission
37.	Nakhchivan State University	Emin Mammadov	Head of Records and Public Appeals Sector
38.	Nakhchivan Branch of the Azerbaijan National Academy of Sciences	Nuray Aliyeva	Senior Researcher, Department of Linguistics, Institute of Arts, Language and Literature
39.	Nakhchivan Teachers' Institute	Sevinj Valiyeva	Head of Department of Pedagogy and Psychology
40.	Nakhchivan Autonomous Republic Union of Artists	Nizami Aliyev	Archive Custodian
41.	Nakhchivan Ashiqs Union	Gulzar Ahmadli	Responsible Secretary
42.	Nakhchivan Autonomous Republic Composers' Organization	Samira Mammadova	Chief Specialist
43.	Nakhchivan Autonomous Republic Confederation of Trade Unions	Gunel Nur	Head of Press and Public Relations Department, Director of the Center for Gender Equality and Women's Issues

44.	Nakhchivan Autonomous Republic State Archives Administration	Gunel Huseynova	Head of Department
45.	Confederation of Entrepreneurs of the Nakhchivan Autonomous Republic	Gunel Huseynova	Chief Specialist
46.	Nakhchivan State Agency for Automobile Roads	Ruslan Kangarli	Member of the Management Board, Nakhchivan Automobile Roads State Agency (Public Legal Entity)
47.	Nakhchivan Autonomous Republic Court for Grave Crimes	Yunis Mahmudov	Chief Advisor
48.	Military Court of the Nakhchivan Autonomous Republic	Ali Hasanov	Chief Advisor
49.	Administrative Court of the Nakhchivan Autonomous Republic	Mahmud Abdullayev	Chief Advisor
50.	Commercial Court of the Nakhchivan Autonomous Republic	Roza Jamalli	Chief Advisor
51.	Nakhchivan Training Center (Public Legal Entity)	Umid Gurbanov	Leading Specialist Human Resources Specialist
52.	Nakhchivan Fishery Open Joint-Stock Company	Aynura Aliyeva	Leading Specialist Human Resources Specialist
53.	Nakhchivan Mortgage Fund Open Joint-Stock Company	Fuad Abbasov	Leading Specialist
54.	Nakhchivan Mediation Organization	Lala Guliyeva	Registration Operator
55.	Nakhchivan Autonomous Republic Food Safety Agency	Samir Nasirov	Head of General Affairs and Human Resources Sector
56.	Babek District Court	Ashraf Ashrafov	Senior Advisor
57.	Julfa District Court	Agasif Dunyamaliyev	Senior Advisor
58.	Nakhchivan City Court	Gunel Gurbanaliyeva	Senior Advisor
59.	Sharur District Court	Ayshah Safarova	Senior Advisor
60.	Kangarli District Court	Mirsaleh Seyidzade	Head of Registry Office
61.	Ordubad District Court	Oruj Mammadaliyev	Senior Advisor
62.	Shahbuz District Court	Shahin Gahramanov	Senior Advisor
63.	Sadarak District Court	Jeyhun Abdullayev	Head of Registry Office

Information on Women's Organisations Operating in Foreign Countries Provided by the State Committee for Work with Diaspora of the Republic of Azerbaijan

Country	City	Organization	Headed by
Russian Federation	Moscow	Moscow Azerbaijani National-Cultural Autonomy - Azerbaijani Women's Association	Leyla Farajova
Ukraine	Kharkiv	"Aynur Khatun" Women's Society (Moldova)	Kifayet Jafarova
Republic of Moldova	Bender	MAK Weekend School (Netherlands)	Saide Safarova
Kingdom of the Netherlands	Rotterdam	International Azerbaijani Ladies Club (Netherlands)	Kamala Jaliova
Kingdom of the Netherlands	Haarlem	Northern Netherlands Azerbaijani Union	Sima Jafarova
French Republic	Paris	Azerbaijan House in Paris (France)	Mirvari Fataliyeva
French Republic	Paris	"Ulduz" Society	Ayten Muradova
French Republic	Annemasse	Adila Aliyeva Association	Adila Aliyeva
French Republic	Paris	"Caspian Research" Organization	Adela Naibova
French Republic	Paris	"ALIM" Scientific Association	Gunel Safarova
Swiss Confederation	Zurich	Association of Friends of Azerbaijan (France)	Arzu Aliyeva
Swiss Confederation	Geneva	Global Oracle Association for Leaders (GOAL) (France)	Leyla Bagirzade
Germany	Detmold	"Bridge of Sound" Organization (France)	Khadija Zeynalova
Germany	Hanover	German-Azerbaijani Friendship Society in Lower Saxony (Germany)	Lale Mammedli

Germany	Berlin	Bakinets Club	Elmira Ashrafova
Germany	Berlin	Azerbaijani Intellectuals Union	Naibe Shirinova
Germany	Hanover	Baku German-Azerbaijani Friendship Society	Rabiye Nebiyeva
Estonia	Tallinn	Baltic Coordination Council (AKŞ) - Estonia Coordinator, Head of Azerbaijan House in Tallinn	Zehra Gahramanly
Estonia	Tallinn	Director of "Avshar" Puppet Theatre	Khatire Avsarova
Lithuania	Kaunas	Baltic Coordination Council (AKŞ) - Lithuania Coordinator	Nermin Aliyeva
Lithuania	Klaipėda	Head of Weekend School	Rena Mammedova
Czechia	Prague	Chairperson of "Natavan" Society, Head of Azerbaijan House in Prague	Leyla Jafarova
Bulgaria	Sofia	Head of Azerbaijan Cultural Center at Sofia University	Sofiya Shiqayeva-Mitreska
Serbia	Belgrade	Azerbaijan Language and Culture Center at the University of Belgrade	Gunel Babanly
Italy	Milan	Chairperson of Azerbaijan-Italy Association	Bahar Yusifzade
Italy	Venice	Chairperson of "International Youth Union for Cultural Relations"	Turkan Hasanova
Norway	Stavanger	Member of the Board of the Norway-Azerbaijan Cultural Society	Nargiz Aliyeva-Henningsen

Austria	Vienna	Austrian Association for Education and Intercultural Dialogue	Aytan Aliyeva, Ofelya Mustafayeva
Sweden	Gothenburg	Coordinator of the Sweden Coordination Council (AKŞ)	Irada Aliyeva Söderberg
Sweden	Stockholm	SAF Organization	Sevda Dadashova
Sweden	Gothenburg	“Aydinlar Ocağı - Gobustan” Organization	Seadet Kerimi
Sweden	Stockholm	“Karabakh” Society	Ayda Amir Hashimi
Sweden	Stockholm	“Odlar Yurdu” Sweden-Azerbaijan Cultural Association	Sevinj Nemetova (Bakili)
Sweden	Gothenburg	Head of the “Karabakh Liberation Center”	Ulviye Najafova
Sweden	Stockholm	Member of the Board of the Sweden Azerbaijani Coordination Council, writer, poet and publicist	Eluca Atali
Finland	Helsinki	Coordinator of the Finland Coordination Council (AKŞ)	Ulviye Jabbarova
Germany	Berlin	Chairperson of the Azerbaijan-Turk Youth Organization	Sherife Jafarli
Germany	Stuttgart	Head of “Ishiq Yolu” Society	Gunay Mirzayeva
Germany	Berlin	Chairperson of the Azerbaijan Cultural Center in Germany	Sevda Badaliouri
Belgium	Brussels	Chairperson of the “Khari Bulbul” Azerbaijani Cultural House	Ilaha Taghiyeva

Albania	Tirana	President of the Albania-Azerbaijan Friendship, Science and Culture Society	Entela Mucho
France	Strasbourg	Coordinator for Strasbourg of the Coordination Council of Azerbaijani People in France	Mehriban Ovchuyeva
Bulgaria	Sofia	Public Association "Support for the Development of Azerbaijan-Bulgaria Friendship"	Huseynova-Atanasova Mariya Pavlovna
Poland	Krakow	Head of the "Sevil" Association, a women's organization operating in Poland (not officially registered)	Jale Alizade
Canada	Toronto	"Vatan" Azerbaijani Arts and Culture Center	Lalin Hesanova
Canada	Montreal	Montreal Canada-Azerbaijan Society	Rena Muslumova
Canada	Calgary	Vice-President of the Alberta Azerbaijani Cultural Society	Irada Shamilova
Canada	Regina	Regina Azerbaijani Cultural Association	Rena Ferejova
Canada	Ottawa	Azerbaijani Students Association in Canada	
Canada	Vancouver	Azerbaijani Cultural Center Society	Sevda Zeynaly Konul Rzayeva
Canada	Vancouver	Vancouver Azerbaijani Community	Tamella Severcan
Canada	Hamilton	Hamilton Azerbaijani Community	Tarana Novruzova

United States	New York	National Music and Global Culture Society	Nargiz Eliyarova
United States	New York	“My Way” Child Development Center	Alyona Badalova
United States	New Jersey	Azerbaijan Society of America	Tomris Azeri
United States	Texas	“Houston-Baku” Sister Cities Association	Irada Akhundova
United States	Texas	Azerbaijan-America Music Foundation	Jamila Javadova Spitzberg
United States	Florida	Azerbaijan-America Cultural Association	Tohfe Eminova
United States	Florida	Florida Azerbaijani Community	Esmira Bayramova
United States	California	California Azerbaijani Friendship Association	Sevil Farajova
United States	New York	Azerbaijan-American Youth Federation	Leyla Aslanova
United States	Utah	Utah Azerbaijani Friendship Organization	Esmer Garayeva
United States	North Carolina	Azerbaijan Friendship Organization	Adika Iqbal
United States	Florida	Azerbaijan-America Students Association	Nabat Eminova
United States	Washington, D.C.	U.S.-Azerbaijan Scholars Association	Sevinj Mammadova
United States	Washington, D.C.	Association of Azerbaijani Women in the USA	Lale Rehimova
United States	Illinois	Azerbaijan Center for the Midwestern States of America	Mehriban Mammedova

United States	Virginia	Azerbaijani Association LLC, Azerbaijan House	Sevda Tahirli
United States	Colorado	Azerbaijani Diaspora in Colorado	Nigar Nizam Shykhsefiyeva
United Kingdom	London	British Azerbaijani Society	Feride Panahova
United Kingdom	Aberdeen	“Buta” Azerbaijan-Scotland Association	Nargiz Morisson
United Kingdom	London	Azerbaijan-British Professionals Association	Ilhama Jafarli
Israel	Jerusalem	Vice-President of the “Israel- Azerbaijan” International Association, Head of the Azerbaijan Cultural Center	Yegana Salman
Israel	Netanya	Vice-President of the “Israel- Azerbaijan” International Association	Seadet Shukurova
Mexico	Mexico	“Yakhshi” Organization	Sevda Verdiyeva
United States	Pan-America	AAAO (Alliance of Azerbaijan American Organizations)	Nargiz Eliyarova
United Kingdom	London	British-Azerbaijani Doctors and Dentists Association	Nigar Ibrahimova (Executive Director)
Commonwealth of Australia	Melbourne	Chairperson of the Victoria Azerbaijani Cultural Association	Fidan Israfilbeyli
Commonwealth of Australia	Brisbane	Chairperson of the National Azerbaijani Association in Queensland	Nira Elgart
Singapore	Singapore	Coordinator of the Coordination Council of Azerbaijanis in Australia and Oceania	Firangiz Ekberzade

Hashemite Kingdom of Jordan	Amman	Coordinator for Jordan of the Coordination Council of Azerbaijanis in Arab Countries	Zumrud Dadashova
Sultanate of Oman	Muscat	Coordinator for Oman of the Coordination Council of Azerbaijanis in Arab Countries	Saida Khalilova
United Arab Emirates (UAE)	Abu Dhabi	Coordinator for the United Arab Emirates of the Coordination Council of Azerbaijanis in Arab Countries	Nurane Huseynova
State of Kuwait	Kuwait City	Chairperson of the "Vatansever" Azerbaijan-Kuwait Cultural and Friendship Society	Konul Hajizade
Türkiye	Istanbul	Chairperson of the World Azerbaijani Writers and Media Association	Kebuter Hagverdiyeva
Türkiye	Istanbul	Chairperson of the "Xarı Bülbül" Istanbul-Azerbaijan Vision Association	Kamala Jabbarova
Türkiye	Adana	Chairperson of the Adana Azerbaijani Business and Professional Women's Association	Belkis Yakıcı
Türkiye	Istanbul	Chairperson of the Istanbul-Azerbaijan Friendship Association, Associate Professor	Huraman (Hülya) Ağasoy
Türkiye	Istanbul	Chairperson of the Azerbaijan Education and Culture Association, writer, publicist, playwright	Aygün Hasanoğlu
Türkiye	Ankara	Chairperson of the "Khazar" Azerbaijani Folk Dances Association	Gülçöhre Sangu

Türkiye	Iğdır	Chairperson of the Araz Nature Sports and Culture Club Association	Serpil Önal
Türkiye	Çanakkale	Chairperson of the Azerbaijani Çanakkale Association	Sedaget Akyol
Türkiye	Samsun	Chairperson of the Central Black Sea Azerbaijani Turks and Compatriots Association	Mesude Veliyeva
Türkiye	Bursa	Chairperson of the Azerbaijani Innovation and Solidarity Association	Letife Nağdaliyeva
Türkiye	Istanbul	Chairperson of the Human Rights, Education, Culture and Solidarity Association	Mehseti Şerif Özyürek
Georgia	Tbilisi	Executive Director of the "Alyans" Youth Center	Rena Hüseynova
Georgia	Tbilisi	Head of the "Alyans" Youth Center	Leyla Emrahova
Georgia	Marneuli	Qasimli Youth Center	Arzu Bayramova
Georgia	Tbilisi	Director of the M.F. Akhundov Cultural Center	Leyla Aliyeva
Georgia	Rustavi	Rustavi Education and Culture Center	Raide Derziyeva
Georgia	Gardabani	Gardabani Education and Integration Center	Chickek Huseynova
Georgia	Dmanisi	"Sazın Sözü'n Butası" Public Union	Seadet Abdullayeva (Buta)
Georgia	Tbilisi	Azerbaijani School Youth Cultural Center in Georgia	Jeyran Gurbanova

Kazakhstan	Almaty City	Chairperson of the Almaty City Branch of the Association of Azerbaijanis of the Republic of Kazakhstan	Jeyran Mammedova
Kazakhstan	Shymkent City	Chairperson of the "Azerbaijani Women's Council", lawyer	Arzu Gurbanova
Kazakhstan	Turkistan Region	Deputy Chairperson of the Turkistan Region Azerbaijani Cultural Center	Ramile Mustafayeva
Kazakhstan	Jambyl Region	Chairperson of the Turkistan Region "Karabakh" Azerbaijani Ethno-Cultural Association	Esmira Mammedova
Uzbekistan	Tashkent	Chairperson of the "Mehriban" Public Association	Piriyeva Fatma
Uzbekistan	Tashkent	Lawyer at the Legal Bureau of the Tashkent State Institute of Culture, Member of the Board of the Kazakhstan Azerbaijani National Cultural Center	Sevil Balayeva
Uzbekistan	Tashkent	Head of the Navoi Region Branch of the Kazakhstan Azerbaijani National Cultural Center	Mehriban Rehimova
Uzbekistan	Tashkent	Head of the Women's Council of the Kazakhstan Azerbaijani National Cultural Center	Gulnar Mehreliyeva
Uzbekistan	Tashkent	Executive Director of the Kazakhstan Azerbaijani National Cultural Center	Khasiyet Rustemova

Translated by
Cavidan Ugurlu

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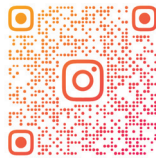


“Tahsil Publishing - Polygraphy” LTD

+994 12 567 81 28 / +994 50 210 02 04

info@tahsilnp.az / www.tahsilnp.az / @tahsilnp.az

149 Fatali Khan Khoyski Street, Narimanov District, Baku AZ1052, Azerbaijan



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