



Gender Pay Gap Report - 2024-2025 Academic Year

At Azerbaijan University, we are committed to providing an equitable and inclusive environment for both our students and staff. This Gender Pay Gap Report outlines the gender distribution among our student body and staff during the 2024-2025 academic year, as well as our ongoing efforts to support female students and staff members. We are dedicated to closing the gender pay gap and ensuring equal opportunities for all.

Student Enrollment and Graduation Data:

Bachelor Level Enrollment:

- **Full-time students admitted:** 910 students

Female: 512 (56.3%)

Male: 398 (43.7%)

- **Part-time students admitted:** 56 students

Female: 44 (78.6%)

Male: 12 (21.4%)

Bachelor Level Graduates:

- **Full-time graduates:** 417 students

Female: 249 (59.7%)

Male: 168 (40.3%)

- **Part-time graduates:** 20 students

Female: 16 (80%)

Male: 4 (20%)

Master's Level Enrollment:

- **Total admitted:** 140 students

Female: 68 (48.6%)

Male: 72 (51.4%)

Master's Level Graduates:

- **Graduates:** 93 students

Female: 47 (50.5%)

Male: 46 (49.5%)

Staff Distribution:

Executive Leadership:

- **Female:** 15 (57.7%)
- **Male:** 11 (42.3%)

Overall Staff:

- **Female:** 120 (57.1%)
- **Male:** 90 (42.9%)

At AU we recognize the importance of equal pay for equal work and are continuously reviewing our policies and practices to address any potential pay disparities between male and female employees. While we are still in the process of gathering detailed data on gender-specific salary discrepancies, we acknowledge that gender balance in academic and administrative roles is critical for ensuring fairness in pay and opportunities.

We are pleased to report that the representation of women in both the student body and staff is robust. However, like many institutions, we are actively working to close any gender gaps, especially in leadership roles, and ensure that there are no barriers to equal pay and career progression.

At AU we are deeply committed to fostering an inclusive, respectful, and empowering environment for all members of our university community. We are proud to offer a wide range of support services tailored to the needs of our **female students and staff**, ensuring they have every opportunity to thrive academically and professionally.

Our academic support includes mentoring programs, leadership training, and personalized guidance from academic advisors, all designed to help female students succeed in their studies and graduate on time.

Career development is another key focus. We offer female students access to internships, career services, and networking events that prepare them for life after university. In addition, we organize special programs that empower women to take on leadership roles in both academic and professional spheres.

In terms of workplace equality, we ensure all staff members—regardless of gender—have equal access to professional development and advancement opportunities. Our recruitment and promotion practices are continuously reviewed to eliminate unconscious bias and maintain a fair, transparent system for all.

We also recognize the importance of work-life balance, and we provide flexible work arrangements and supportive policies that help staff members, especially women, manage both their career and family responsibilities.

Importantly, while we place strong emphasis on supporting female students and staff, we are equally dedicated to establishing fair, inclusive, and supportive conditions for all members of our community. Our goal is to create an academic and professional environment where every individual, whether male or female, feels valued, supported, and empowered to reach their full potential.

At AU we recognize that equal support, fair treatment, and transparency are fundamental to our vision of an inclusive academic community, and we will continue working towards achieving gender equality across all levels of our institution.