

Gender Report of Azerbaijan Technical University for 2022

Azerbaijan Technical University (AzTU) is the higher education institution of engineering profile with 10428 total students. It delivers higher education on the following three pillars: undergraduate, graduate and post graduate. AzTU started to pursue gender focused policy which served to identify related issues and their regulations at the university upon adoption of gender policy in 2022.

AzTU implemented UNESCO supported project in 2022 on “Enhancing girl’s participation in engineering education for sustainable development”. Main tasks were:

- Engage school students to engineering education and professions.
- Raise awareness of parents of school students on modern engineering professions
- Creating first user experience with engineering professions for school students
- Raise competitiveness of university students to get represented in engineering professions.

The achieved results from implementation of the projects were as follows. One day conference was held with the subject topic of “Engineering is *EQUAL*ering” with the aim to raise awareness of mass, to demonstrate dominating trends in the world, success stories, setting challenges among different organizations in country. Trainings were held for school students studying at 9th, 10th and 11th grades and awareness raising workshops were held for their parents having big influence on selection of professions on school students. 124 school students from 10 secondary schools in Baku, Sumgait and Khirdalan attended in the project events and received trainings.

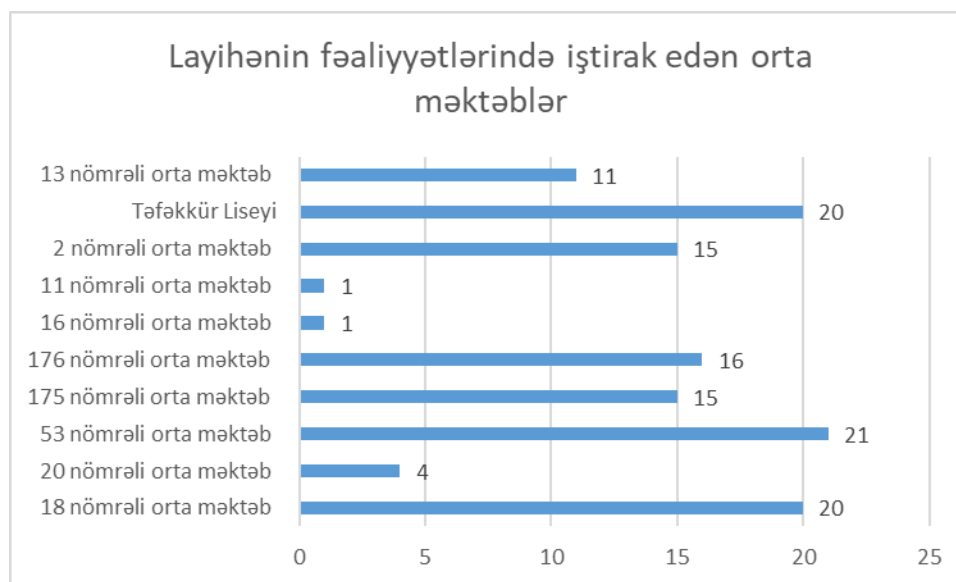


Figure 1. Number of school students (person) and represented secondary schools

Trainings and workshops held for school students

STEM -Electronics, designing and programming

Engineering design

Phyton trainings

Workshop on how to write successful essay on “Engineer of Tomorrow”

Dedicated trainings were organized for the first grade girl students studying at Baku Engineering University, Azerbaijan State Oil and Industry University, Baku Oil Higher School and Azerbaijan Technical University to enhance their competitiveness in the labor market and to demonstrate them how to raise their skills and competencies in the upcoming education years to raise their awareness and to enhance their readiness in the competitive labor markets. 64 students from above mentioned 4 higher education institutions attended the trainings successfully for three training modules.

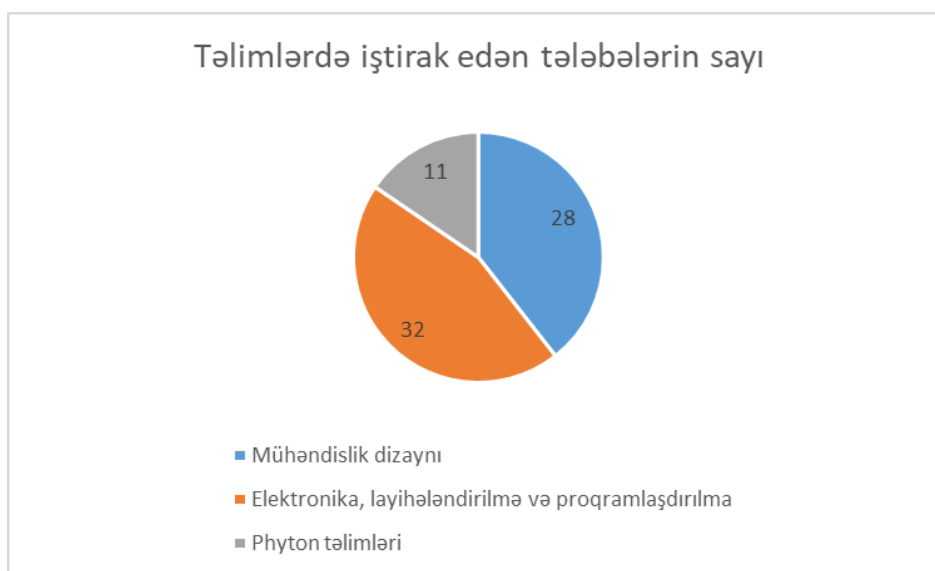


Figure 2. Trainings held for students and their number, person

Series of workshops were held for students to enhance their readiness for labor market under the Career days.

Description of trainings and workshops held for students

- Project management trainings and Ms Project project planning tool
- Study of data: Rules, Techniques and Tools
- Phyton trainings
- Workshop on “Engineers of tomorrow“
- How to write successful essays

Press releases from the projects events were given in the Annex 1 of this report.

Implementation of the project highly contributed to adoption of gender policy at AzTU and pursue gender focused policy since 2022. AzTU gender coordinator was assigned and presented to AzTU community. Metrics were defined to measure effectiveness of pursued policy periodically.

Gender concern Grievance Redress Mechanism is formulated and gender@aztu.edu.az email address is created for the purposes. Students and employees with related concerns can write their concerns and request for a meeting with the gender coordinator. Those who complain not to remain in disadvantaged situations, periodic surveys are organized to identify actual situation with them, measures were defined to treat similar situations.

Gender equality is maintained in organization of events, membership and representation in management board of students associations. Moreover, participation of girl students in competitions, trainings, and mentorship organized by the University is encouraged and supported.

Having centralized student’s admission system in the Republic of Azerbaijan, AzTU has no role in the process. Therefore, AzTU initiates dedicated promotional activities at the schools to enhance school students engagement with engineering education and professions. To this end, awareness raising workshops and talks are carried out with school students and with their parents, as well as trainings are organized.

AzTU has active partnership with national gender associations such Women In STEM and Women in Tech and support them in their activities and hosts their events in its premises.

<https://www.aztu.edu.az/az/news/aztu-nun-rektoru-quot-qadinlar-stem-quot-de-festivalinda-cixis-edib-8076>

<https://tif.edu.az/t%C9%99hsilin-inkisafi-fondu-ikt-sah%C9%99sind%C9%99ixtisaslasmissirk%C9%99tl%C9%99r-il%C9%99qorus-kecirib/>

University supports start-up activities and provides mentor support for the students with innovative ideas and projects. Here participation of girl students is promoted, encouraged and supported. A group of AzTU students were awarded for their innovativeness, link for which is provided below.

<https://www.aztu.edu.az/az/news/aztu-telebelerinin-novbeti-uguru-8309>

Moreover, girl students benefit with free foreign language and other courses organized by the students.

Representation of women in total employee number and in senior management positions is highly supported at AzTU which would be seen in below figures.

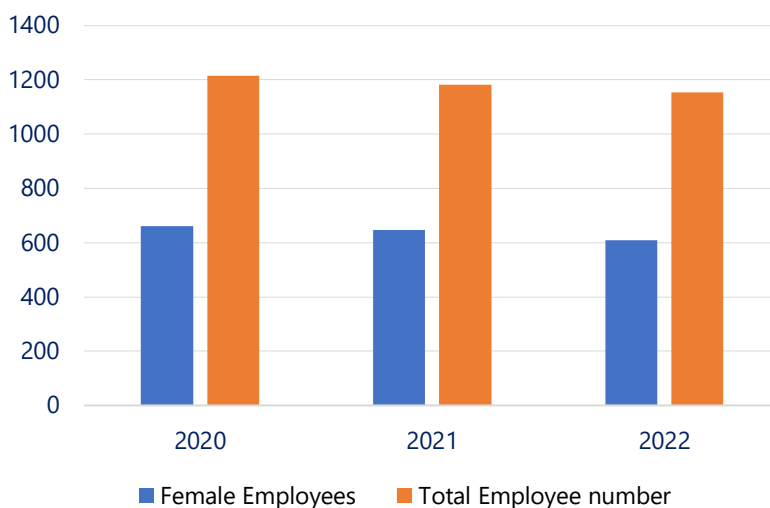


Figure 3. Representation of female employees at AzTU in 2020-2022

Increase in number of female senior managers is obvious from the below chart.

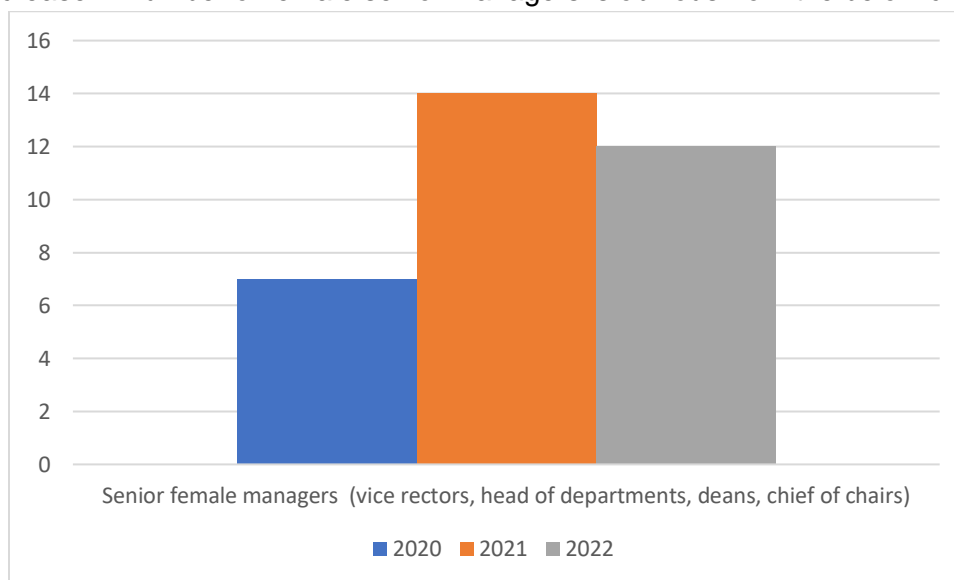


Figure 4. Representation of female in senior management positions at AzTU in 2020-2022

Annex 1. Press releases issued on the project of “Enhancing girl’s participation in engineering education for sustainable development”

<p>Announcement for enrollment of students to trainings</p> <p>http://www.aztu.edu.az/azp/#/azp/etc/noticeView.do?deptid=0&articleid=20220212095410092950&keyword=&searchtype=</p>
<p>Announcement for enrollment of school students to trainings</p> <p>http://www.aztu.edu.az/azp/#/azp/etc/noticeView.do?deptid=0&articleid=20220212094945311913&keyword=&searchtype=</p>
<p>Announcement for holding conference</p> <p>http://www.aztu.edu.az/azp/#/azp/etc/noticeView.do?deptid=0&articleid=20220225120656487633</p>
<p>Trainings started at AzTU within the project supported by UNESCO</p> <p>http://www.aztu.edu.az/azp/#/azp/etc/newsView.do?deptid=0&articleid=20220301124303810503</p> <p>https://www.facebook.com/115319316573562/posts/681238606648294/?d=n</p> <p>https://www.instagram.com/p/CajlmftsIN2/?utm_medium=copy_link</p> <p>https://ted.az/az/view/news/40619/aztu-da-unesco-nun-desteyile-yeni-layihe-cherchivesinde-telimlere-bashlanilibnbsp</p> <p>https://mobile.twitter.com/aztueduaz/status/1498598834448093185</p> <p>https://tehsil.biz/news/az/34049/AzTU-da-UNESCO-nun-dstyil-yeni-layih-rivsind-tlimlr-balanlb</p> <p>https://azedu.az/az/news/53310-aztu-da-unesco-nun-desteyile-yeni-layihe-cercivesinde-telimlere-baslanilib</p> <p>https://aktor.az/?p=47771</p> <p>https://azadmedia.az/cemiyyet/51492-aztu-da-unesco-nun-dstyil-yeni-layih-crcivsind-tlimlr-balanlb.html</p> <p>https://azpress.az/index.php?lang=az&sectionid=news&id=119627</p> <p>https://azerforum.com/az/aztu-da-unesco-nun-desteyile-yeni-layihe-cercivesinde-telimlere-bashlanilib</p> <p>https://azertag.az/xeber/2034716</p> <p>http://faktor.az/az/social/105432-aztu-da-unesco-nun-desteyile-yeni-layihe-cercivesinde-telimlere-baslanilib</p>
<p>Conference on Engineering is Equallering was held at AZTU within the project supported by UNESCO</p> <p>http://www.aztu.edu.az/azp/#/azp/etc/newsView.do?deptid=0&articleid=20220304185648921173</p>

<https://www.facebook.com/115319316573562/posts/683363229769165/?d=n>

https://www.instagram.com/p/Car9iPCMjRE/?utm_medium=copy_link

<https://www.muallim.edu.az/news.php?id=19570>

<https://tehsil.biz/news/az/34317/AzTU-da-UNESCO-nun-dstyil-Mhndislikd-hr-ks-gcldr-mvzusunda-konfrans-keirilib>

<https://mektebgushesi.az/2022/03/04/aztu-da-unesco-nun-d%C9%99st%C9%99yil%C9%99-muh%C9%99ndislikd%C9%99-h%C9%99r-k%C9%99s-gucludur-movzusunda-konfrans-kecirilib/>

<http://faktor.az/az/social/105464-aztu-da-unesco-nun-desteyile-muhendislikde-her-kes-gucludur-movzusunda-konfrans>

<https://azedu.az/az/news/53424-aztu-da-muhendislikde-her-kes-gucludur-movzusunda-konfrans-olub>

<https://azertag.az/xeber/2040347>

<https://popstar.az/az/unesco-nun-desteyile-teskil-olunan-konfransin-panel-iclaslari-kecirilib-foto>

<http://ikisahil.com/post/291835-aztu-da-unesco-nun-desteyile-muhendislikde-her-kes-gucludur-movzusunda-konfrans-kecirilib-foto>

<https://www.azpress.az/index.php?lang=az§ionid=news&id=119711>

<https://xeber.media/news/17845360/aztu-da-unesco-nun-desteyile-muhendislikde-her-kes-gucludur-movzusunda-konfrans-kecirilib-foto>

<http://azadmedia.az/cemiyet/51679-aztu-da-unesco-nun-dstyil-muhndislikd-hr-ks-gucludur-movzusunda-konfrans-kecirilib.html>

Panel discussions were held within the conference supported by UNESCO

<http://www.aztu.edu.az/azp/#/azp/etc/newsView.do?deptid=0&articleid=20220305185421783429>

<https://www.facebook.com/aztu1950.official/posts/684012893037532/>

<https://azedu.az/az/news/53475-unesco-nun-desteyile-teskil-olunan-konfransin-panel-iclaslari-kecirilib-foto>

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https://fb.watch/cas2WV_t0o/

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https://fb.watch/cas2WV_t0o/

<https://azerforum.com/az/unesco-nun-desteyile-teskil-olunan-konfransin-panel-iclaslari-kecirilib-foto>

Trainings for sciool children organzied within the project supported by UNESCO end

<http://aztu.edu.az/azp/#/azp/etc/newsView.do?deptid=0&articleid=20220314173546368148&keyword=unesco&searchtype=subject>

<https://www.muallim.edu.az/news.php?id=19646>

<https://bakutv.az/az/unesco-nun-desteyile-shagirdler-ucun-kecirilen-telimler-basha-catibnbsp>

https://azertag.az/xeber/UNESCO_nun_desteyile_sagirdler_uchun_kechirilen_telimler_basa_chatib-2053457

<https://ted.az/az/view/news/41043/unesco-nun-desteyile-shagirdler-uchun-kechirilen-telimler-basha-chatibnbsp>

<https://azedu.az/az/news/53730-unesco-nun-desteyile-sagirdler-ucun-kecirilen-telimler-basa-catib>

<https://mektebgushesi.az/2022/03/15/unesco-nun-d%C9%99st%C9%99yil%C9%99-sagirdl%C9%99r-ucun-keciril%C9%99n-t%C9%99liml%C9%99r-basa-catib/>

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Certificates were granted to school children for the training organized within the project supported by UNESCO

<http://aztu.edu.az/azp/#/azp/etc/newsView.do?deptid=0&articleid=20220318171529443729&keyword=unesco&searchtype=subject>

<https://azedu.az/az/news/53884-unesco-nun-desteyile-kecirilen-layihede-istirak-eden-sagirdlere-sertifikat-teqdim-olunub>

https://azertag.az/xeber/UNESCO_nun_desteyile_reallasdirilan_layihede_istirak_eden_sagirdlere_sertifikat_teqdim_olunub-2060372

<https://baku.news/tehsil/54785-unesco-nun-desteyile-kecirilen-layihede-ishtirak-eden-shagirdlere-sertifikat-teqdim-olunub.html>

<http://faktor.az/az/social/105620-unesco-nun-desteyile-kecirilen-layihede-istirak-eden-sagirdlere-sertifikat-teqdim-olunub>

<https://visiontv.az/article/unesco-nun-desteyile-kecirilen-layihede-istirak-eden-sagirdlere-sertifikat-teqdim-olunub>

https://www.instagram.com/p/CbP3fNhs9vH/?utm_medium=copy_link

<https://www.facebook.com/115319316573562/posts/692225772216244/?d=n>

The project Enhancing girl's participation in engineering education for sustainable development" ends

<http://www.aztu.edu.az/azp/#/azp/etc/newsView.do?deptid=0&articleid=20220331212125596543>

<https://tehsil.biz/news/az/35719/Davaml-inkiaf-n-mhndislik-thsilind-qzlarn-itiraknn-artrlmas-layihsi-baa-atb>

<https://azedu.az/az/news/54196-davamli-inkisaf-ucun-muhendislik-tehsilinde-qizlarin-istirakinin-artirilmesi-layihesi-basa-catib>

https://azertag.az/xeber/Davamli_inkisaf_uchun_muhendislik_tehsilinde_qizlarin_istirakinin_artirilmesi_layihesi_basa_chatib-2073896

<https://www.facebook.com/115319316573562/posts/700355134736641/?d=n>

<https://twitter.com/aztueduaz/status/1509601748100468743?s=21&t=QAvVB31zIEKtJpAecJkUMw>

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<https://fb.watch/catoRoe90n/>

<http://asoiu.edu.az/az/news/1617-davamli-inkisaf-uecuen-muehendislik-tehsilinde-qizlarin-istirakinin-artirilmesi-layihesinde-adnsu-telebeleri-sertifikat-aliblar>

<https://beu.edu.az/az/article/bmu-nun-telebeleri-unesco-nun-desteyi-ile-icra-olunan-layihe-cercivesinde-telimlerde-istirak-edib-1067>

<https://www.facebook.com/178107748989963/posts/2555079587959422/>

https://twitter.com/zamrahova/status/1511227198451200000?s=12&t=Oy_NtG7mX9X5JYep3N6LEg