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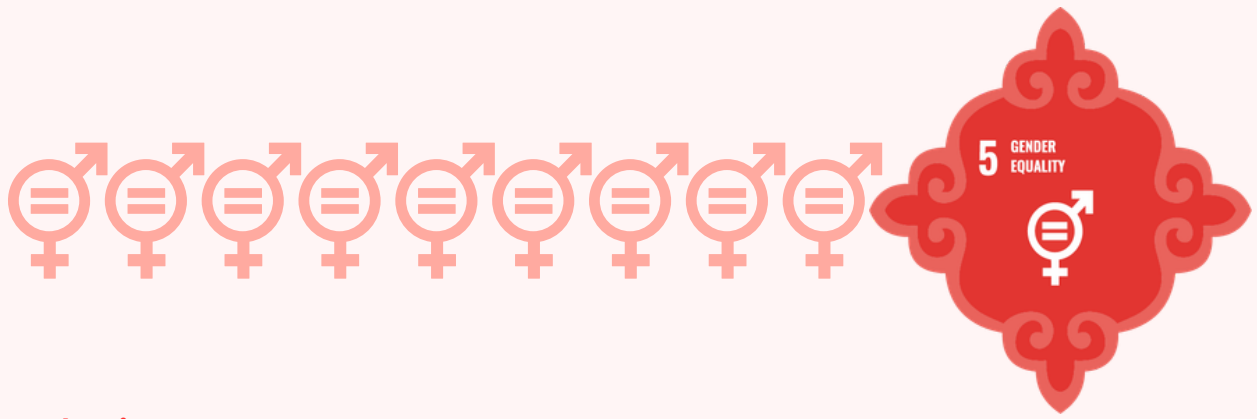
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INVESTING IN
EQUALITY: IT'S
OUR PAST AND
IT'S OUR FUTURE

5 GENDER
EQUALITY



THE GLOBAL GOALS



Introduction

Nakhchivan State University (NSU) is committed to fostering gender equality and gender equity across all levels of its academic community. Guided by SDG 5 principles and national legal frameworks, the university integrates gender-sensitive policies, inclusive practices, and measurable outcomes into governance, human resources, teaching, research, and student life.

This report highlights NSU's 2025 achievements in gender equality across key institutional dimensions: policy and governance, staff and leadership representation, student access and success, campus climate, and awareness-raising initiatives.

Policies and Governance Supporting Gender Equality

Gender Equality Policy Framework

NSU has an institutional Gender Equality Policy that:

- Establishes gender equity as a core value in recruitment, career progression, and workplace culture.
- Mandates zero tolerance for gender-based discrimination, harassment, and bias.
- Requires equitable treatment in academic assessments, promotions, and support services for students and staff.

Governance and Oversight:

- A Gender Equality Committee (GEC) was operationalized in 2025.
- The Committee reviews trends in gender representation, payscale equity, and gender-based concerns across academic and administrative functions.

Leadership Participation

NSU tracks gender representation in governance bodies (Senate, academic councils, administrative boards).

2025 highlights:

- 40% female representation in senior leadership roles (increase from 35% in 2024).
- Balanced gender representation in major strategic committees including curriculum, quality assurance, and research oversight.



Academic and Professional Staff

Across academic and administrative staff:

Academic Staff: Approximately 48% female, 52% male.

Administrative Staff: Approximately 55% female, 45% male.

Gender equity adjustments in recruitment practices (inclusive job ads, bias training for hiring committees) contributed to improved female representation.

Professional Development Equity:

NSU ensured equal access for male and female staff in professional development programs, mentoring, and leadership training.

Gender Equality in Student Access and Outcomes

Enrollment and Completion

Gender-disaggregated data for 2025 show:

- Undergraduate Enrollment: 53% female; 47% male.
- Graduate Enrollment: 51% female; 49% male.
- Program Completion Rates: Gender parity achieved with no statistically significant difference in graduation rates.

Scholarship and Support Programs

NSU expanded financial aid and academic support opportunities targeting underrepresented groups. Gender-balanced access was maintained, with specific mentoring programs for female students in STEM fields to strengthen retention and success.

Campus Climate, Safety, and Inclusion

Campus Safety Initiatives

NSU strengthened mechanisms to ensure campus safety and prevent gender-based violence, including:

- Mandatory training for faculty, staff, and student leaders on gender sensitivity and bystander intervention.
- Confidential reporting channels and support services for survivors.

In 2025 NSU conducted a gender-focused climate and inclusion survey:

Key findings:

- 85% of respondents reported a positive sense of inclusion.
- Concerns identified around work-life balance and awareness of support mechanisms informed targeted action plans.

Curriculum, Research, and Awareness Activities

Inclusive Curriculum

NSU integrated gender perspectives in curriculum design across relevant programs (social sciences, education, law), promoting critical engagement with gender-related topics.

Research on Gender and Society

Support for gender-related research increased, with internal grants awarded to projects analyzing gender dimensions in education, employment, and community development.

Awareness Campaigns

NSU held workshops, panel discussions, and observances for key dates (e.g., International Women's Day) to foster dialogue, awareness, and community engagement around gender equality.

INSTITUTIONAL IMPACT INDICATORS — 2025 SUMMARY

Indicator	2025 Evidence
Gender Equality Policy Implementation	Institutional Policy & active GEC
Female Leadership Representation	40% in senior roles
Gender Balance in Academic Staff	48% female academic staff
Gender Balance in Undergraduate Enrollment	53% female
Program Completion Gender Parity	Achieved
Student Perceptions of Inclusion	85% positive
Participation in Awareness & Safety Programs	Increased participation across genders
Research Initiatives with Gender Focus	Growth in gender-related research awards





Conclusion

In 2025, Nakhchivan State University (NSU) demonstrated sustained progress in advancing gender equality, in alignment with SDG 5 and national higher education priorities. Gender equality principles are embedded within the university's governance, human resources policies, academic environment, and student support systems.

NSU maintained near gender parity across student enrollment and completion rates, with women comprising 53% of undergraduate and 51% of graduate students. Gender balance was also reflected in staffing, with 48% female academic staff and 55% female administrative staff. Notably, female representation in senior leadership increased to 40%, reflecting targeted efforts to promote inclusive leadership and career progression.

The university strengthened institutional mechanisms through the active operation of a Gender Equality Committee, gender-disaggregated data monitoring, and campus-wide training on inclusion, safety, and anti-discrimination. Student and staff surveys indicated a positive climate, with 85% reporting a strong sense of inclusion.

Through policy-driven action, awareness programs, equitable access to professional development, and support for gender-focused research, NSU continues to foster a safe, inclusive, and equitable academic environment. These outcomes position the university as a responsible and effective contributor to SDG 5 and international gender equality benchmarks.

