



GENDER PAY GAP REPORT

Republic of Azerbaijan,
Nakhchivan City, University
Campus - AZ7012
Phone: +994 36 544 08 61
Email: info@ndu.edu.az



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1. INTRODUCTION

NSU's Commitment to Gender Equality

Our university is committed to a fair, diverse and inclusive work environment. This report highlights our approach to closing the gender pay gap and describes ongoing initiatives aimed at promoting equality at all levels of the university.

Nakhchivan State University strives to create an environment where both men and women are equally valued and supported in their professional roles. The university is committed to ensuring that gender does not affect pay structures, career development or access to leadership opportunities.

NSU aims to address potential inequalities and strengthen a culture of equality, respect and opportunity for all employees through continuous monitoring, transparent accountability and institutional policies.

2. KEY FINDINGS

Gender Representation

At Nakhchivan State University, the academic staff comprises 721 members, with a nearly equal gender distribution. Female employees constitute 50.49% of the academic workforce (364 individuals), while male employees account for 49.51% (357 individuals). This balanced representation reflects the university's commitment to fostering gender equality across all academic levels.

Pay Disparity

A comprehensive internal analysis at Nakhchivan State University indicates that there are no significant gender-based pay disparities within the institution. The university regularly reviews its compensation structures to ensure fairness, transparency, and alignment with institutional values, as well as national and international standards on equality and inclusion.

3. INITIATIVES AND ACTIONS

Talent Development and Leadership Programs

At Nakhchivan State University, a range of initiatives have been introduced to support talent development and promote inclusive leadership across the institution.

- The university has implemented mentorship and leadership development programs aimed at enhancing the professional growth of employees, with particular attention to increasing female representation in senior and decision-making roles.
- Targeted initiatives are being carried out to promote gender balance in leadership positions, ensuring equal opportunities and fair representation of both men and women in management and administrative roles.

Diversity and Inclusion Training

At Nakhchivan State University, diversity and inclusion are embedded as core institutional priorities, supported by structured training and continuous capacity-building initiatives.

- The university delivers regular, evidence-based training programs for academic and administrative staff focused on unconscious bias mitigation, inclusive workplace culture, and equitable decision-making. These programs are designed in line with international best practices to strengthen awareness and accountability across all levels of the institution.
- Recruitment and selection procedures are systematically reviewed and enhanced to promote fairness and inclusivity. This includes implementing standardized evaluation criteria, diverse hiring panels, and proactive measures to attract a broad and representative pool of candidates, ensuring merit-based and unbiased selection outcomes.

Flexible Work Arrangements

The University actively promotes flexible work practices to support employee well-being, increase productivity and foster an inclusive institutional culture.

The University implements a range of adaptive work arrangements, including flexible working hours and, where possible, remote or hybrid work options. These practices are designed to accommodate a variety of personal and professional responsibilities and contribute to improved work-life balance for all employees.

By integrating flexibility into its organisational framework, the University aims to reduce structural barriers, support equal participation between genders and create a more responsive and equitable work environment.

Monitoring and Reporting

Nakhchivan State University is committed to continuous monitoring and transparent reporting of gender equality initiatives and outcomes.

- Key gender-related metrics, including workforce composition, pay equity, leadership representation, and participation in professional development programs, are systematically tracked and analyzed. Progress is formally documented and shared through an annual report, ensuring accountability and institutional learning.
- The university maintains structured feedback mechanisms to collect input from staff and stakeholders on diversity and inclusion efforts. This feedback informs ongoing policy refinement, enabling evidence-based decision-making and continuous improvement in fostering an equitable workplace.

4. GENDER EQUALITY UNDER AZERBAIJANI LEGISLATION

Nakhchivan State University fully complies with the Gender Equality Guarantees Law of the Republic of Azerbaijan, which prohibits any form of gender-based discrimination in the workplace, including compensation.

The legislation guarantees equal rights for men and women, mandates fairness in recruitment, remuneration, and professional advancement, and ensures that no employee receives disparate pay for equivalent work.

NSU upholds these legal requirements by embedding gender equality principles into all institutional policies and practices, ensuring that both recruitment and compensation processes are conducted transparently, fairly, and without bias.

The full text of the law can be accessed through official government channels for reference and verification.

[Gender Equality Guarantees Law of the Republic of Azerbaijan](#)

5. CONCLUSION AND COMMITMENT

Nakhchivan State University remains fully committed to closing any gender pay gaps and fostering an inclusive workplace where every staff member is valued, supported, and empowered to thrive.

Through ongoing initiatives in equity, diversity, and inclusion, NSU strives to set a benchmark for academic institutions in the region. The university prioritizes creating a supportive and equitable environment for both women and men, ensuring fairness in remuneration, professional development, and access to leadership opportunities.

This report reflects Nakhchivan State University's continued dedication to promoting gender equality in the workplace and its adherence to Azerbaijani legislation on gender pay equity.