

NAKHCHIVAN
STATE
UNIVERSITY

20
24

SDG PROGRESS REPORT

5 GENDER
EQUALITY



THE GLOBAL GOALS



Introduction

Gender equality is not only a fundamental human right but also essential for building a peaceful, prosperous, and sustainable society. In 2024, We reaffirmed its commitment to SDG 5: **Gender Equality**, working to ensure equal access to education, leadership, research, and economic participation.

NSU fosters a culture where everyone — regardless of gender — can thrive academically and contribute to decision-making. With inclusive policies, dedicated funding, and targeted programs, the university has made steady progress in closing gender gaps across academic life.

This year's efforts included financial aid for female students, expanded leadership training, and greater visibility for gender-focused research — all reflecting NSU's ongoing dedication to empowering women and aligning with national and global priorities.

This report outlines NSU's 2024 achievements under SDG 5, focusing on education access, leadership representation, economic empowerment, and support for gender-based research.

2. Access to Education and Financial Support for Women

NSU strengthened its support for women and girls in education by removing financial barriers and expanding opportunities for personal and academic growth.

- Targeted scholarships helped women from low-income backgrounds access higher education.
- Training and mentorship programs supported skill development in fields like STEM, entrepreneurship, and research.
- Gender-sensitive academic and career services provided guidance to help female students succeed throughout their studies.

These initiatives reflect NSU's commitment to building an inclusive academic environment where all students have the tools to succeed. These efforts support

SDG Targets 5.1 (end discrimination) and 5.B (enhance use of enabling technologies for women's empowerment).

Enrollment & Participation

- Female students represented 53.2% of all undergraduate and graduate enrollment in 2024, showing a 1.8% increase over the previous year.
- Women accounted for 57% of first-year admissions, demonstrating continued gender balance in university access.

Targeted Scholarships

- “Parla” Scholarship Program (in collaboration with NEQSOL Holding and the Education Development Fund):
 - 50 female students from NSU received monthly stipends and leadership training.
 - Aimed at high-achieving young women from disadvantaged regions.
- Merit-Based Entrance Scholarships:
 - Students scoring 650+ in national exams received 250 AZN/year.
 - 65% of recipients in 2024 were women.
- Azercell Scholarship 2024:
 - 10 NSU students (including 4 female ICT students) received 300 AZN/month.

A total of 117 female students benefited from institutional and external scholarships in 2024.

Impact:

- Increased retention and academic performance among female students
- Empowerment of women in male-dominated fields (engineering, ICT)
- Strengthened female participation in leadership and innovation programs



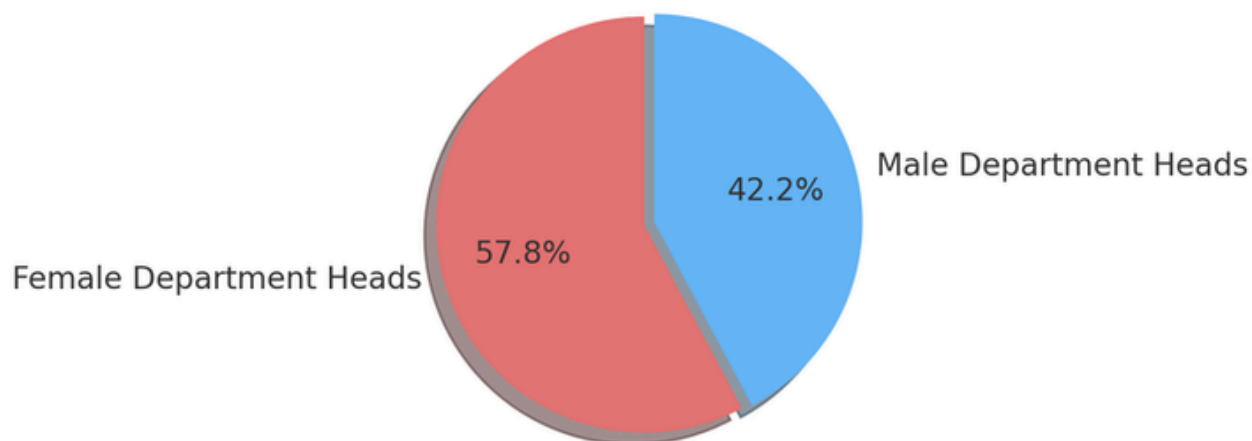
Representation in Academic and Administrative Leadership

Ensuring women's active participation in leadership positions is central to SDG Target 5.5, which calls for equal opportunities for women in decision-making roles. We demonstrated clear progress in gender representation across academic and administrative leadership.

Academic Leadership (Faculty & Departments)

- NSU consists of 45 academic departments across its faculties
- Of these, 26 departments (57.8%) are led by female heads — a significant indicator of academic gender balance

This places NSU above the national average for women in higher education leadership and highlights the university's inclusive approach to academic governance.



Senior Administration

- Among the university's vice-rectorate, 1 out of 5 vice-rectors is a woman
- Gender balance remains a strategic priority in executive appointments, with attention to leadership pathways for qualified female staff

Affiliated Educational Institutions

NSU oversees several affiliated colleges and specialized institutes. In 2024:

- 2 out of 4 subsidiary institutions (Medical College and Music College) were led by female directors
- These appointments reflect institutional trust in women's leadership across sectors of health, arts, and education

Summary Impact

- Majority-female representation among department heads (58%)
- Presence of women in top-tier leadership structures
- Strengthened visibility of women in professional and technical education management





Summary Impact

In 2024, NSU strengthened gender equity across leadership roles and academic management:

- 58% of department heads were women, marking strong female representation in leadership.
- Women played active roles in top-tier decision-making bodies, shaping university policy.
- Their growing presence in technical and professional education management helped drive cultural change and inspire future leaders.

Gender in Curriculum and Research

NSU continued to embed gender perspectives across its academic and research activities, reinforcing its commitment to equity and empowering both students and staff to engage with gender-related issues thoughtfully.

Gender Content in Academic Programs

Several departments — including Education, Law, Sociology, Psychology, and Philology — integrated gender themes into bachelor's and master's courses:

- Curriculum highlights included gender in law and policy, psychology of identity, women in literature, and education in post-Soviet societies.
- These modules helped students critically engage with gender roles and their broader social implications.

Research and Conference Participation

In 2024, NSU supported a growing body of gender-focused research and academic engagement:

- 18 student projects and 5 faculty-led studies addressed topics such as women in STEM, gender-based violence, and educational outcomes by gender.
- Researchers shared their work at three national and two regional conferences, contributing to broader discussions on gender and inclusion.
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Institutional Support for Gender Research

Support structures for gender research continued to expand:

- The Gender and Equality Working Group organized seminars and mentorship circles for early-career female scholars.
- Partnerships with local civil society enabled students to join applied research on gender policy and social services, bridging academic inquiry with real-world impact.

Monitoring and Conclusion

Throughout 2024, Nakhchivan State University (NSU) implemented continuous monitoring tools and institutional feedback mechanisms to evaluate progress toward SDG 5: Gender Equality. Using data-driven methods, stakeholder consultations, and structured survey systems, the university ensured that gender equality principles were integrated across academic, administrative, and student-centered domains.

Monitoring Framework

- Annual data collection on gender balance in enrollment, leadership, and research participation
- Institutional surveys assessing student satisfaction, faculty equality, and policy awareness
- Regular reporting by the Gender and Equality Working Group, aligned with national and international indicators

Measurable Results

Indicator	2023	2024	Change (%)
Female student enrollment ratio	61.6%	63.4%	+1.8%
Female department heads	24 / 45	26 / 45	+2
Female-led research projects on gender issues	3	5	+67%
Female beneficiaries of leadership scholarships	38	50	+31.5%