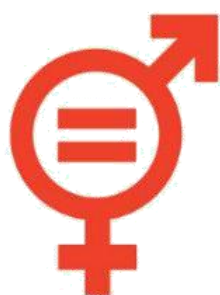




>> **Mingachevir State University**

Report

5 GENDER
EQUALITY



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SUSTAINABLE
DEVELOPMENT
GOALS





INTRODUCTION



Mingachevir State University traces its roots back to 1991 when it was originally established as the Mingachevir Polytechnic Institute. The founding of the institute was part of a broader initiative to develop educational

institutions in Azerbaijan's regions and to cater to the increasing demand for technically trained professionals in the country. In 2015, the government of Azerbaijan restructured the Mingachevir Polytechnic Institute, elevating it to university status and renaming it Mingachevir State University (MSU). This upgrade was driven by the need to broaden the institution's academic offerings, increase the depth of its research capabilities, and provide a more comprehensive higher education experience.

SGD 5. GENDER EQUALITY

Mingachevir State University (MDU) is actively dedicated to advancing gender equality, aligning its initiatives with the United Nations Sustainable Development Goals (SDGs), particularly SDG 5, which underscores the importance of equal rights and opportunities for all. MDU's multifaceted programs aim to raise awareness of gender issues, combat stereotypes, and empower women in leadership roles across academic and professional spheres.





MSU key components of a gender policy at a university typically include:

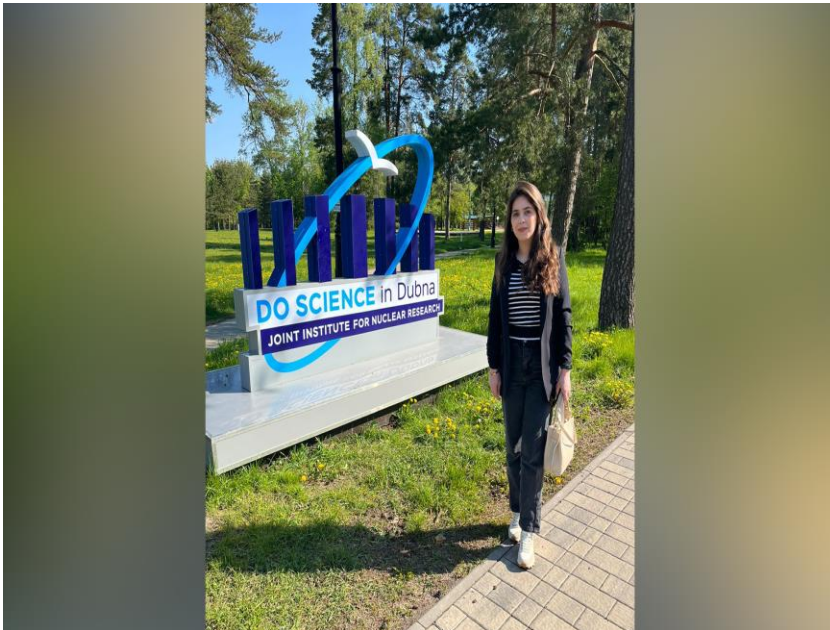
- ✓ **Equal Opportunity and Access**
- ✓ **Anti-Discrimination and Harassment**
- ✓ **Support and Resources**
- ✓ **Inclusivity in Policy and Curriculum**
- ✓ **Leadership Representation**





Supportive Environment for Women

Ensuring that students of all genders have equal access to admissions, scholarships, academic programs, and extracurricular activities. This can also extend to faculty and staff, emphasizing equal hiring practices, opportunities for advancement, and professional development.



MDU is committed to enhancing women's participation in academic and scientific activities. The university fosters a conducive atmosphere for female students and faculty, promoting their involvement in various academic fields.



Scholarships: At MDU, scholarships are awarded to students based on admission and academic performance. The MDU Trade Union Committee also provides financial assistance and awards to female students, faculty, and technical staff.





Awareness-Raising Programs

The university organizes workshops, seminars, and events designed to increase awareness about gender issues among students and faculty. These initiatives encourage open discussions and knowledge sharing regarding gender equality and related topics.





Mentoring and Coaching Programs

Through mentorship initiatives, students connect with experienced professionals who provide guidance in career planning and personal development, ensuring equitable access to support for all students.



MDU actively tracks gender-related statistics to assess the effectiveness of its initiatives.

Key statistics include:

Number of students	5121
Number of students starting a degree	1456
Number of women starting a degree	784
Number of employees	375
Number of female senior academic staff	242
Number of graduates:	685
Number of graduates/ female graduates by subject area (STEM, Medicine, Arts Humanities /Social Sciences)/	168 / 84
Number of graduates/ female graduates: STEM	72 / 21
Number of graduates/ female graduates: Arts & Humanities / Social Sciences	96 / 63



Commitment to Equality

Creating a safe learning environment free from gender-based discrimination or harassment is fundamental. This includes implementing clear protocols for reporting and handling grievances related to discrimination, harassment, and violence, with established disciplinary actions.

Mingachevir State University is committed to upholding equality and non-discrimination principles. Adhering to the Azerbaijani Constitution and relevant laws, MDU ensures that:

- ✓ All staff and students are respected and treated equally.
- ✓ Opportunities are provided without discrimination.
- ✓ Robust policies are in place to prevent gender-based discrimination, fostering a safe and inclusive learning environment.



Mingachevir State University (MSU) actively engages in various initiatives aimed at promoting inclusion within its academic community. The university recognizes the importance of creating a welcoming and supportive environment for all students, staff, and faculty, regardless of their background, gender, ethnicity, or abilities.



Conclusion.

Mingachevir State University is dedicated to promoting gender equality through a comprehensive range of initiatives aligned with Sustainable Development Goal 5. By fostering awareness, supporting women, and building collaborative partnerships, MDU plays a crucial role in creating a future where all individuals have equal rights and opportunities. The university's ongoing efforts in mentoring, scholarships, and leadership training illustrate its commitment to empowering the next generation of leaders and cultivating a more equitable society. Through these initiatives, MDU actively contributes to a society where gender equality is respected and upheld, ensuring that all individuals can thrive regardless of their gender.

