

Gender Equality

SDG 5

Report on SDG 5

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Institutional Policies Supporting Gender Equality

BSU has adopted a comprehensive institutional framework that advances gender equality and safeguards the rights of women across all academic and administrative levels. This framework is implemented through the University's core policies:

- Equality, Diversity and Inclusion (EDI) Policy - Ensures equal treatment and equal opportunities for all genders and prevents gender-based inequalities in admission, participation, and academic progression.
 - Anti-Discrimination and Anti-Harassment Policy - Strictly prohibits all forms of gender-based discrimination, harassment, and violence, supported by confidential reporting channels and a zero-tolerance approach.
 - Ethical Conduct and Safe Campus Principles - Promote a culture of respect, dignity, transparency, and accountability, reinforcing a safe and inclusive campus environment for all members of the community.
 - Family Support and Maternity/Paternity Provisions - Align with national legislation to support parents in balancing family responsibilities with academic or professional obligations.

Together, these policies ensure that BSU protects women's rights, prevents gender-based discrimination, and promotes equal and meaningful participation for women across the institution.



Rector's Message

“At Baku Slavic University, we firmly believe that gender equality is not only a fundamental human right but also a necessary foundation for a peaceful inclusive, and sustainable society.

As Rector, I am proud to reaffirm our University's commitment to ensuring that every woman and girl has equal access to education, academic growth, and leadership opportunities.

We continue to implement comprehensive policies that promote equal participation, protect women's rights, and remove barriers to their success. BSU's inclusive environment empowers young women to pursue their academic goals confidently, engage in research and innovation, and contribute actively to the social, cultural, and intellectual life of our University.

Baku Slavic University stands ready to support all initiatives that strengthen women's access to higher education and ensure their full, meaningful, and safe participation in our academic community. Together, we will continue building an institution where equality, respect, and opportunity shape every aspect of university life.”





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Support for Women's Participation and Leadership

BSU provides dedicated support mechanisms designed to empower women academically and professionally. These include:

- Mentorship and academic guidance for female students
- Leadership encouragement for women in departments, committees, and student bodies
- Career development workshops and skills-based seminars
- Awareness programs aimed at reducing gender stereotypes, particularly in academic fields

Through these initiatives, BSU encourages women to engage in leadership, research, innovation, and student representation structures.





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Scholarship and Access Support Schemes

To strengthen access to higher education and promote gender balance in traditionally underrepresented fields, BSU has introduced dedicated scholarship initiatives:

- Special Scholarships for Female Students from Regions - supporting young women from rural and low-income areas to access higher education, reduce financial barriers, and continue academic studies at BSU.
- Scholarships for Male Students Entering Teacher Education Programs - promoting gender balance in the teaching profession and encouraging the participation of men in pedagogical fields traditionally dominated by women.

These support schemes expand access to education, promote equal participation, and address gender disparities in specific professional fields, directly contributing to SDG 5 targets on women's empowerment and equal opportunities.



Key Actions and Initiatives Advancing SDG 5

BSU actively implements a wide range of initiatives aimed at strengthening gender equality and empowering women across the university community. Core activities include:

- Educational and awareness programmes focused on gender equality, women's rights, inclusive leadership, and the prevention of gender-based discrimination.
- Capacity-building workshops for academic and administrative staff on gender sensitivity, inclusive communication, and zero-harassment standards.
- Student-led projects and community engagement initiatives promoting equal participation, women's empowerment, and gender-inclusive academic culture.
- Institutional campaigns and outreach events aligned with international observance days, highlighting global and national priorities for women's empowerment.

Through these activities, BSU cultivates an inclusive and gender-responsive academic environment where women's voices, achievements and leadership are actively supported and celebrated.





Cross-SDG Contributions of BSU's Gender Equality Efforts

BSU's commitment to gender equality creates positive ripple effects across multiple Sustainable Development Goals, strengthening the University's overall sustainability performance:



Gender-equitable access enhances learning outcomes, student engagement and academic performance.



Inclusive academic and workplace practices increase employability, support innovation, and ensure fair professional development for women.



Targeted support removes structural barriers for women, promoting equal participation in education, employment, and leadership.



Transparent, fair, and gender-sensitive governance contributes to institutional trust, ethical leadership, and social justice.

Through these contributions, BSU demonstrates that advancing gender equality is essential not only for  but for the broader sustainability and institutional development agenda.



Conclusion

BSU systematically tracks gender-disaggregated data – including women’s application, acceptance, entry, and participation rates – as part of its institutional monitoring of female representation and gender balance. The University reaffirms its commitment to advancing gender equality as a core value of institutional development. Through strong policies, inclusive practices, support programs, and future-focused strategies, the University aims to ensure that women are fully empowered to participate, lead, and thrive. BSU will continue to align its gender equality efforts with national priorities and international standards, delivering measurable progress under SDG 5.

Approval Authority

Higher Education Center, Baku Slavic University

Responsible Units for Monitoring and Future Updates

Higher Education Center