



09/10/2025

RAP/ RCha /AZE/17(2024)

## **EUROPEAN SOCIAL CHARTER**

### **Answers to additional questions related to**

17th National Report on the implementation of the European  
Social Charter  
submitted by

**THE GOVERNMENT OF THE REPUBLIC OF AZERBAIJAN**  
Articles 2, 3, 4, 5, 6, and 20

**CYCLE 2024**

## Article 20 (Tables)

**Table 1.** Gender statistics of employment measures implemented by the State Employment Agency by the end of 2024 and in the first half of 2025

| Indicator name                                                        | end of 2024 |        | as of 01.07.2025 |        |
|-----------------------------------------------------------------------|-------------|--------|------------------|--------|
|                                                                       | Total       | Women  | Total            | Women  |
| Employed                                                              | 160,034     | 55,044 | 74,038           | 24,433 |
| Enrolled in the self-employment program                               | 17,327      | 7,372  | 9,766            | 3,445  |
| Engaged in paid public works                                          | 17,114      | 6,547  | 4,668            | 2,133  |
| Enrolled in vocational training                                       | 15,571      | 9,911  | 6,080            | 3,917  |
| Employed under quota placements                                       | 1,467       | 570    | 807              | 208    |
| Granted unemployed insurance benefit                                  | 9,763       | 2,937  | 5,468            | 1,940  |
| Employed under the programme for financing wages in social workplaces | 391         | 128    | 761              | 328    |

**Source:** State Employment Agency under the Ministry of Labour and Social Protection of Population of the Republic of Azerbaijan.

**Table 3.** Number of employment contracts concluded, average monthly wage, gender distribution, and average monthly wage by gender for the category of managers in the Employment Classification (EC) as of the end of 2024 and the first half of 2025

|                 |                                                       | end of 2024                    |                      |                                |                      |                                |                      | as of 01.07.2025               |                      |                                |                      |                                |                      |
|-----------------|-------------------------------------------------------|--------------------------------|----------------------|--------------------------------|----------------------|--------------------------------|----------------------|--------------------------------|----------------------|--------------------------------|----------------------|--------------------------------|----------------------|
| EC main group 1 | EC main group 2                                       | Total                          |                      | Men                            |                      | Women                          |                      | Total                          |                      | Men                            |                      | Women                          |                      |
|                 |                                                       | Number of employment contracts | Average wage (manat) | Number of employment contracts | Average wage (manat) | Number of employment contracts | Average wage (manat) | Number of employment contracts | Average wage (manat) | Number of employment contracts | Average wage (manat) | Number of employment contracts | Average wage (manat) |
| Managers        | Total                                                 | 20,7729                        | 1,467                | 149,796                        | 1,591                | 57,933                         | 1,147                | 209,150                        | 1,569                | 151,170                        | 1,693                | 57,980                         | 1,244                |
|                 | Administrative and commercial services managers       | 35,617                         | 2,217                | 25,187                         | 2,402                | 10,430                         | 1,770                | 36,622                         | 2,384                | 25,841                         | 2,568                | 10,781                         | 1,940                |
|                 | Production and specialised services managers          | 33,209                         | 2,505                | 23,333                         | 3,032                | 9,876                          | 1,642                | 33,560                         | 2,521                | 23,442                         | 3,096                | 10,118                         | 1,612                |
|                 | Legislators and senior officials                      | 109,978                        | 1,332                | 83,748                         | 1,370                | 26,230                         | 1,208                | 110,665                        | 1,399                | 84,336                         | 1,439                | 26,329                         | 1,268                |
|                 | Hospitality, retail trade and other services managers | 28,822                         | 817                  | 17,454                         | 936                  | 11,368                         | 633                  | 28,201                         | 894                  | 17,478                         | 1,005                | 10,723                         | 712                  |

**Source:** "Analysis" Subsystem of the Centralised Electronic Information System (CEIS) of the Ministry of Labour and Social Protection of Population of the Republic of Azerbaijan.

**Average monthly wage by gender as of 01.01.2025 and 01.08.2025**

| Average monthly wage<br>(in manats) | As of 01.01.2025 |       |       | As of 01.08.2025 |       |       | Difference |       |       |
|-------------------------------------|------------------|-------|-------|------------------|-------|-------|------------|-------|-------|
|                                     | Men              | Women | Total | Men              | Women | Total | Men        | Women | Total |
| Public                              | 928              | 696   | 797   | 1,012            | 764   | 873   | 84         | 68    | 76    |
| Private                             | 843              | 607   | 764   | 909              | 649   | 821   | 66         | 42    | 57    |
| Total                               | 874              | 661   | 780   | 945              | 716   | 845   | 71         | 55    | 65    |

**Source:** The data in the table are based on the "Labour and Employment" subsystem (LES).

Based on official data provided by the State Statistics Committee of the Republic of Azerbaijan, the distribution of men and women among civil servants is presented in the table below.

**Employment statistics, thousand people**

|                                                        | 2021   | 2022   | 2023   | 2024 (initial) |
|--------------------------------------------------------|--------|--------|--------|----------------|
| Labor force<br>(economically<br>active<br>population): | 5141,6 | 5194,4 | 5249,7 | 5312,1         |
| Women                                                  | 2477,7 | 2508,7 | 2535,0 | 2571,1         |
| Men                                                    | 2663,9 | 2685,7 | 2714,7 | 2741,0         |
| Employed                                               | 4831,1 | 4901,1 | 4963,3 | 5029,8         |
| Women                                                  | 2304,3 | 2344,6 | 2375,6 | 2414,1         |
| Men                                                    | 2526,8 | 2556,5 | 2587,7 | 2615,7         |

**Source:** The State Statistics Committee of the Republic of Azerbaijan

Gender distribution of members of parliament

| 2025 <sup>1</sup> | Number of people |     | Gender distribution (%) |      |
|-------------------|------------------|-----|-------------------------|------|
|                   | Women            | Men | Women                   | Men  |
|                   | 26               | 99  | 20,8                    | 79,2 |

<sup>1</sup> The data is based on the results of the Parliamentary elections held on September 1, 2024.

**Number of women employed by economic activity (end of year, thousand people)**

| <b>Types of economic activities</b>                                 | <b>2021</b>   | <b>2022</b>   | <b>2023</b>   | <b>2024<br/>(initial)</b> |
|---------------------------------------------------------------------|---------------|---------------|---------------|---------------------------|
| <b>Economy – Total</b>                                              | <b>2304,3</b> | <b>2344,6</b> | <b>2375,6</b> | <b>2414,1</b>             |
| Agriculture, forestry and fishing                                   | 936,8         | 951,9         | 969,4         | 973,0                     |
| Mining and quarrying                                                | 4,1           | 4,1           | 4,0           | 4,0                       |
| Manufacturing                                                       | 114,6         | 120,6         | 124,0         | 130,1                     |
| Electricity, gas, steam production and distribution                 | 3,0           | 3,1           | 3,1           | 3,1                       |
| Water supply; sewerage, waste management and remediation activities | 11,7          | 11,7          | 11,8          | 11,8                      |
| Construction                                                        | 24,7          | 26,3          | 26,1          | 28,6                      |
| Wholesale and retail trade; repair of motor vehicles                | 441,4         | 446,8         | 449,1         | 458,8                     |
| Transportation and storage                                          | 20,4          | 21,4          | 21,7          | 24,1                      |
| Accommodation of tourists and food service activities               | 29,7          | 36,5          | 39,4          | 44,3                      |
| Information and communication                                       | 31,6          | 31,9          | 31,6          | 29,1                      |
| Financial and insurance activities                                  | 11,5          | 12,8          | 13,9          | 14,4                      |
| Real estate activities                                              | 29,0          | 29,2          | 28,8          | 27,3                      |
| Professional, scientific and technical activities                   | 27,0          | 27,5          | 28,6          | 30,2                      |
| Administrative and support service activities                       | 35,1          | 32,6          | 32,5          | 33,9                      |
| Public administration and defence; compulsory social security       | 41,0          | 40,7          | 40,2          | 41,3                      |
| Education                                                           | 274,3         | 275,4         | 276,8         | 281,4                     |
| Health and social work activities                                   | 131,2         | 132,9         | 133,8         | 135,8                     |
| Arts, entertainment and recreation                                  | 34,0          | 34,5          | 34,7          | 35,3                      |
| Other service activities                                            | 103,2         | 104,8         | 106,1         | 107,6                     |

**Source:** The State Statistics Committee of the Republic of Azerbaijan

## Statistical indicators for 2024

| Number of employees working in management positions in general education institutions |                                                                 |             |             |            |            |           |              |             |             |
|---------------------------------------------------------------------------------------|-----------------------------------------------------------------|-------------|-------------|------------|------------|-----------|--------------|-------------|-------------|
| Position                                                                              | State (including enterprises subordinate to other institutions) |             |             | Private    |            |           | Total        | Women       | Men         |
|                                                                                       | Total                                                           | Women       | Men         | Total      | Women      | Men       |              |             |             |
| Director                                                                              | 3555                                                            | 1501        | 2054        | 39         | 21         | 18        | 3594         | 1522        | 2072        |
| Deputy directors                                                                      | 4296                                                            | 2682        | 1614        | 101        | 80         | 21        | 4397         | 2762        | 1635        |
| Organiser of extracurricular and out-of-class educational activities for children     | 2626                                                            | 1641        | 985         | 1          | 1          |           | 2627         | 1642        | 985         |
| <b>Total</b>                                                                          | <b>10477</b>                                                    | <b>5824</b> | <b>4653</b> | <b>141</b> | <b>102</b> | <b>39</b> | <b>10618</b> | <b>5926</b> | <b>4692</b> |

Source: The State Committee for Family, Women and Children Affairs of the Republic of Azerbaijan

| Preschool educational institutions |                       |
|------------------------------------|-----------------------|
| Ownership category                 | Number of managers    |
| State                              | 1644 (women in total) |
| Non-state                          | 153 (women in total)  |

Source: The State Committee for Family, Women and Children Affairs of the Republic of Azerbaijan

| <b>Higher education (public)</b>  | women | men |
|-----------------------------------|-------|-----|
| Rector                            | 4     | 35  |
| Vice-rectors, branch directors    | 44    | 130 |
| Faculty dean                      | 54    | 130 |
| Head of department                | 240   | 468 |
| <b>Higher education (private)</b> |       |     |
| Rector                            | 3     | 7   |
| Vice-rectors, branch directors    | 11    | 24  |
| Faculty dean                      | 20    | 13  |
| Head of department                | 40    | 47  |

**Source:** The State Committee for Family, Women and Children Affairs of the Republic of Azerbaijan

#### **Number of women in management positions**

|                                                    | 2024, number of people |
|----------------------------------------------------|------------------------|
| Chairwoman of the Milli Majlis (National Assembly) | 1                      |
| Vice-President                                     | 1                      |
| Ombudsman                                          | 2                      |
| Deputy Minister                                    | 6                      |
| Chairman of the State Committee                    | 2                      |
| Deputy Chairman of the State Committee             | 3                      |
| Deputy Head of local executive authority           | 67                     |

**Source:** The State Committee for Family, Women and Children Affairs of the Republic of Azerbaijan

**Number of employed population by economic activities and sex**  
(thous. person)

| Economic activity                                              | 2020          |               |               | 2021          |               |               | 2022          |               |               | 2023          |               |               |
|----------------------------------------------------------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
|                                                                | Total         | including     |               | Total         | including     |               | Total         | including     |               | Total         | including     |               |
|                                                                |               | Men           | Women         |               | Men           | Women         |               | Men           | Women         |               | Men           | Women         |
| <b>Total</b>                                                   | <b>4721.2</b> | <b>2476.7</b> | <b>2244.5</b> | <b>4831.1</b> | <b>2526.8</b> | <b>2304.3</b> | <b>4901.1</b> | <b>2556.5</b> | <b>2344.6</b> | <b>4963.3</b> | <b>2587.7</b> | <b>2375.6</b> |
| Agriculture, forestry and fishing                              | 1696.5        | 782.1         | 914.4         | 1732.9        | 796.1         | 936.8         | 1753.1        | 801.2         | 951.9         | 1777.4        | 808.0         | 969.4         |
| Mining                                                         | 40.1          | 35.7          | 4.4           | 39.4          | 35.3          | 4.1           | 39.3          | 35.2          | 4.1           | 39.7          | 35.7          | 4.0           |
| Manufacturing                                                  | 255.3         | 146.3         | 109.0         | 266.0         | 131.4         | 114.6         | 276.3         | 155.7         | 120.6         | 285.0         | 161.0         | 124.0         |
| Electricity, gas and steam production, distribution and supply | 28.3          | 25.1          | 3.2           | 27.2          | 24.2          | 3.0           | 27.9          | 24.9          | 3.0           | 29.1          | 26.0          | 3.1           |
| Water supply; waste treatment and disposal                     | 29.9          | 19.5          | 10.4          | 32.7          | 21.0          | 11.7          | 33.6          | 21.9          | 11.7          | 34.6          | 22.8          | 11.8          |
| Construction                                                   | 358.0         | 334.4         | 23.6          | 373.9         | 349.2         | 24.7          | 379.7         | 353.4         | 26.3          | 388.6         | 362.5         | 26.1          |
| Trades; repair of transport means                              | 682.3         | 250.4         | 431.9         | 695.2         | 253.8         | 441.4         | 702.2         | 255.4         | 446.8         | 707.2         | 258.1         | 449.1         |
| Transportation and storage                                     | 195.6         | 175.6         | 20.0          | 199.7         | 179.3         | 20.4          | 199.8         | 178.4         | 21.4          | 202.7         | 181.0         | 21.7          |
| Accommodation and food service activities                      | 65.5          | 40.9          | 24.6          | 76.9          | 47.2          | 29.7          | 87.9          | 51.4          | 36.5          | 95.1          | 55.7          | 39.4          |
| Information and communication                                  | 58.6          | 27.5          | 31.1          | 59.6          | 28.0          | 31.6          | 60.2          | 28.3          | 31.9          | 59.5          | 27.9          | 31.6          |
| Financial and insurance activities                             | 28.9          | 18.7          | 10.2          | 31.9          | 20.4          | 11.5          | 35.1          | 22.3          | 12.8          | 37.2          | 23.3          | 13.9          |
| Real estate activities                                         | 84.4          | 55.7          | 28.7          | 85.2          | 56.2          | 29.0          | 85.8          | 56.6          | 29.2          | 84.9          | 56.1          | 28.8          |
| Professional, scientific and technical activities              | 61.1          | 34.4          | 26.7          | 61.6          | 34.6          | 27.0          | 62.9          | 35.4          | 27.5          | 66.7          | 38.1          | 28.6          |
| Administrative and support service activities                  | 90.3          | 58.6          | 31.7          | 94.9          | 59.8          | 35.1          | 97.1          | 64.5          | 32.6          | 96.8          | 64.3          | 32.5          |
| Public administration and defence; social security             | 238.1         | 196.9         | 41.2          | 236.7         | 195.7         | 41.0          | 234.9         | 194.2         | 40.7          | 230.3         | 190.3         | 40.2          |
| Education                                                      | 369.9         | 100.8         | 269.1         | 373.8         | 99.5          | 274.3         | 375.5         | 100.1         | 275.4         | 376.1         | 99.3          | 276.8         |
| Human health and social work activities                        | 187.1         | 55.4          | 131.7         | 186.3         | 55.1          | 131.2         | 188.7         | 55.8          | 132.9         | 189.7         | 55.9          | 133.8         |
| Art, entertainment and recreation                              | 63.1          | 29.9          | 33.2          | 64.3          | 30.3          | 34.0          | 65.2          | 30.7          | 34.5          | 65.4          | 30.7          | 34.7          |
| Other service activities                                       | 188.2         | 88.8          | 99.4          | 192.9         | 89.7          | 103.2         | 195.9         | 91.1          | 104.8         | 197.1         | 91.0          | 106.1         |

*Share of employed women in general quantity of employed population by economic activities, in per cent*

| <i>Economic activity</i>                                              | <i>2020</i> | <i>2021</i> | <i>2022</i> | <i>2023</i> |
|-----------------------------------------------------------------------|-------------|-------------|-------------|-------------|
| <i>On economy, total</i>                                              | <i>47.5</i> | <i>47.7</i> | <i>47.8</i> | <i>47.9</i> |
| <i>Agriculture, forestry and fishing</i>                              | <i>53.9</i> | <i>54.1</i> | <i>54.3</i> | <i>54.5</i> |
| <i>Mining</i>                                                         | <i>11.0</i> | <i>10.4</i> | <i>10.4</i> | <i>10.1</i> |
| <i>Manufacturing</i>                                                  | <i>42.7</i> | <i>43.1</i> | <i>43.6</i> | <i>43.5</i> |
| <i>Electricity, gas and steam production, distribution and supply</i> | <i>11.3</i> | <i>11.0</i> | <i>10.8</i> | <i>10.7</i> |
| <i>Water supply; waste treatment and disposal</i>                     | <i>34.8</i> | <i>35.8</i> | <i>34.8</i> | <i>34.1</i> |
| <i>Construction</i>                                                   | <i>6.6</i>  | <i>6.6</i>  | <i>6.9</i>  | <i>6.7</i>  |
| <i>Trade; repair of transport means</i>                               | <i>63.3</i> | <i>63.5</i> | <i>63.6</i> | <i>63.5</i> |
| <i>Transportation and storage</i>                                     | <i>10.2</i> | <i>10.2</i> | <i>10.7</i> | <i>10.7</i> |
| <i>Accommodation and food service activities</i>                      | <i>37.6</i> | <i>38.6</i> | <i>41.5</i> | <i>41.4</i> |
| <i>Information and communication</i>                                  | <i>53.1</i> | <i>53.0</i> | <i>53.0</i> | <i>53.1</i> |
| <i>Financial and insurance activities</i>                             | <i>35.3</i> | <i>36.1</i> | <i>36.5</i> | <i>37.4</i> |
| <i>Real estate activities</i>                                         | <i>34.0</i> | <i>34.0</i> | <i>34.0</i> | <i>33.9</i> |
| <i>Professional, scientific and technical activities</i>              | <i>43.7</i> | <i>43.8</i> | <i>43.7</i> | <i>42.9</i> |
| <i>Administrative and support service activities</i>                  | <i>35.1</i> | <i>37.0</i> | <i>33.6</i> | <i>33.6</i> |
| <i>Public administration and defence; social security</i>             | <i>17.3</i> | <i>17.3</i> | <i>17.3</i> | <i>17.4</i> |
| <i>Education</i>                                                      | <i>72.7</i> | <i>73.4</i> | <i>73.3</i> | <i>73.6</i> |
| <i>Human health and social work activities</i>                        | <i>70.4</i> | <i>70.4</i> | <i>70.4</i> | <i>70.5</i> |
| <i>Art, entertainment and recreation</i>                              | <i>52.6</i> | <i>52.9</i> | <i>52.9</i> | <i>53.1</i> |
| <i>Other service activities</i>                                       | <i>52.8</i> | <i>53.5</i> | <i>53.5</i> | <i>53.8</i> |

*Labour force (at the end of the year)*

|                                                                                                     | 2020   | 2021   | 2022   | 2023   |
|-----------------------------------------------------------------------------------------------------|--------|--------|--------|--------|
| <i>Number of labour force - total, thsd. persons <sup>1)</sup></i>                                  | 5089.9 | 5141.6 | 5194.4 | 5249.7 |
| <i>men</i>                                                                                          | 2638.5 | 2663.9 | 2685.7 | 2714.7 |
| <i>women</i>                                                                                        | 2451.4 | 2477.7 | 2508.7 | 2535.0 |
| <i>Number of employed persons - total, thsd. persons</i>                                            | 4721.2 | 4831.1 | 4901.1 | 4963.3 |
| <i>men</i>                                                                                          | 2476.7 | 2526.8 | 2556.5 | 2587.7 |
| <i>women</i>                                                                                        | 2244.5 | 2304.3 | 2344.6 | 2375.6 |
| <i>Number of unemployed persons <sup>2)</sup> - total, thsd. persons</i>                            | 368.7  | 310.5  | 293.3  | 286.4  |
| <i>men</i>                                                                                          | 161.8  | 137.1  | 129.2  | 127.0  |
| <i>women</i>                                                                                        | 206.9  | 173.4  | 164.1  | 159.4  |
| <i>Unemployment rate</i>                                                                            | 7.2    | 6.0    | 5.6    | 5.5    |
| <i>men</i>                                                                                          | 6.1    | 5.1    | 4.8    | 4.7    |
| <i>women</i>                                                                                        | 8.4    | 7.0    | 6.5    | 6.3    |
| <i>Persons received unemployment status in State Employment Agency, <sup>3)</sup> total, person</i> | ...    | ...    | ...    | 217608 |
| <i>men</i>                                                                                          | ...    | ...    | ...    | 126589 |
| <i>women</i>                                                                                        | ...    | ...    | ...    | 91019  |
| <i>of which:</i>                                                                                    | ...    | ...    | ...    | ...    |
| <i>receiving benefits as unemployed, <sup>4)</sup> total, person</i>                                | 727    | ...    | ...    | 2797   |
| <i>men</i>                                                                                          | 467    | ...    | ...    | 2013   |
| <i>women</i>                                                                                        | 260    | ...    | ...    | 784    |

<sup>1)</sup> Calculated taking into account total unemployed based on International Labour Organization's methodology.

<sup>2)</sup> Based on International Labour Organization's methodology (including persons receiving unemployment status).

<sup>3)</sup> Number of unemployed persons registered in State Employment Agency since 2019

<sup>4)</sup> Persons received unemployment insurance benefits since 2018

*Average monthly nominal wages and salaries of employees by economic activity and sex*

| Economic activity                                                     | 2022                                              |              |              |                                                                                                                                  | 2023                                              |              |               |                                                                                                                                  |
|-----------------------------------------------------------------------|---------------------------------------------------|--------------|--------------|----------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------|--------------|---------------|----------------------------------------------------------------------------------------------------------------------------------|
|                                                                       | Average monthly nominal wages and salaries, manat |              |              | Average monthly nominal wages and salaries of women as percent to average monthly nominal wages and salaries of men, in per cent | Average monthly nominal wages and salaries, manat |              |               | Average monthly nominal wages and salaries of women as percent to average monthly nominal wages and salaries of men, in per cent |
|                                                                       | Total                                             | Women        | Men          |                                                                                                                                  | Total                                             | Women        | Men           |                                                                                                                                  |
| <b>Total</b>                                                          | <b>840.0</b>                                      | <b>649.1</b> | <b>267.5</b> | <b>67.1</b>                                                                                                                      | <b>933.9</b>                                      | <b>735.7</b> | <b>1069.3</b> | <b>68.8</b>                                                                                                                      |
| <i>Agriculture, forestry and fishing</i>                              | 514.8                                             | 444.4        | 536.5        | 82.8                                                                                                                             | 558.7                                             | 477.1        | 583.8         | 81.7                                                                                                                             |
| <i>Mining</i>                                                         | 3240.3                                            | 2533.9       | 3339.4       | 75.9                                                                                                                             | 3350.6                                            | 2790.6       | 3427.8        | 81.4                                                                                                                             |
| <i>Manufacturing</i>                                                  | 765.6                                             | 524.7        | 851.0        | 61.7                                                                                                                             | 840.8                                             | 583.0        | 943.2         | 62.5                                                                                                                             |
| <i>Electricity, gas and steam production, distribution and supply</i> | 892.2                                             | 684.2        | 924.1        | 74.0                                                                                                                             | 965.5                                             | 840.7        | 980.8         | 85.7                                                                                                                             |
| <i>Water supply, waste treatment and disposal</i>                     | 647.3                                             | 516.0        | 718.8        | 71.8                                                                                                                             | 711.5                                             | 584.3        | 777.9         | 75.1                                                                                                                             |
| <i>Construction</i>                                                   | 1005.5                                            | 727.7        | 1029.0       | 70.7                                                                                                                             | 1060.4                                            | 798.4        | 1083.9        | 73.7                                                                                                                             |
| <i>Trade; repair of transport means</i>                               | 573.3                                             | 500.9        | 599.2        | 83.6                                                                                                                             | 632.1                                             | 545.6        | 665.9         | 81.9                                                                                                                             |
| <i>Transportation and storage</i>                                     | 1124.3                                            | 831.0        | 1182.8       | 70.3                                                                                                                             | 1278.5                                            | 943.3        | 1346.8        | 70.0                                                                                                                             |
| <i>Accommodation and food service activities</i>                      | 664.0                                             | 564.8        | 706.7        | 79.9                                                                                                                             | 723.9                                             | 600.2        | 779.2         | 77.0                                                                                                                             |
| <i>Information and communication</i>                                  | 1342.4                                            | 1149.0       | 1425.4       | 80.6                                                                                                                             | 1509.9                                            | 1267.4       | 1614.8        | 78.5                                                                                                                             |
| <i>Financial and insurance activities</i>                             | 2066.8                                            | 1413.6       | 2434.4       | 58.1                                                                                                                             | 2327.2                                            | 1600.1       | 2751.5        | 58.2                                                                                                                             |
| <i>Real estate activities</i>                                         | 789.0                                             | 616.5        | 863.7        | 71.2                                                                                                                             | 910.9                                             | 733.3        | 990.1         | 74.1                                                                                                                             |
| <i>Professional, scientific and technical activities</i>              | 1407.6                                            | 899.3        | 1819.5       | 49.4                                                                                                                             | 1573.2                                            | 1032.7       | 2061.2        | 51.6                                                                                                                             |
| <i>Administrative and support service activities</i>                  | 486.8                                             | 405.8        | 522.9        | 77.6                                                                                                                             | 568.4                                             | 481.0        | 606.8         | 79.3                                                                                                                             |
| <i>Public administration and defence; social security</i>             | 1233.3                                            | 1077.0       | 1261.7       | 85.4                                                                                                                             | 1357.2                                            | 1210.0       | 1411.4        | 85.7                                                                                                                             |
| <i>Education</i>                                                      | 630.2                                             | 601.4        | 711.5        | 84.5                                                                                                                             | 712.6                                             | 684.5        | 793.8         | 86.2                                                                                                                             |
| <i>Human health and social work activities</i>                        | 695.0                                             | 640.6        | 901.6        | 71.1                                                                                                                             | 804.4                                             | 716.4        | 1050.0        | 70.3                                                                                                                             |
| <i>Art, entertainment and recreation</i>                              | 622.2                                             | 549.3        | 741.4        | 74.1                                                                                                                             | 719.5                                             | 645.3        | 838.3         | 72.0                                                                                                                             |
| <i>Other service activities</i>                                       | 931.1                                             | 665.9        | 1077.0       | 61.8                                                                                                                             | 1102.8                                            | 788.9        | 1274.7        | 61.9                                                                                                                             |

**Information requested by the European Committee of Social Rights concerning  
countries which have not accepted the Additional Protocol instituting the  
collective complaints procedure under the European Social Charter**

**Article 5**

Under Article 32 of the Law of the Republic of Azerbaijan on the *Police*, police officers are prohibited from holding any other elected or appointed office, engaging in political activity, or being members of political parties. In line with Article 8 of the *Code of Ethical Conduct for Officers of the Internal Affairs Units* - approved by Decision No. 3-13/Q17/2024 of the Ministry of Internal Affairs dated 27 November 2024 - police officers must not be affiliated with any political party or organisation, nor may they offer financial or other forms of support to such entities. They are also expressly forbidden from forming structural subdivisions of public or political associations, or from assisting in their establishment within the units where they serve.

Similarly, Article 154 of the Statute on *Military Service*, adopted by the Law of the Republic of Azerbaijan on 3 October 1997, provides that military personnel may not be members of political parties or organisations, participate in campaigning on behalf of independent candidates for elected office, stand for election themselves, or call for or take part in any form of strike action.

Under Article 11 of the Law of the Republic of Azerbaijan on the *Armed Forces*, the fundamental rights, duties, guarantees, and restrictions related to the military service of servicemen in the Armed Forces are regulated by the Constitution of the Republic of Azerbaijan, the Law on the *Status of Servicemen*, the Statute on *Military Service*, and other legislation, including the military regulations of the Armed Forces of Azerbaijan. Pursuant to Article 5.0.12 of the same Law, the establishment and operation of political parties, non-governmental organisations, and religious institutions within the Armed Forces are strictly prohibited. Additionally, under Article 23 of the Law on the *Status of Servicemen*, military personnel are not permitted to be members of trade unions.

In the modern era, due to changing socio-economic conditions and the rapid development of the digital economy, new and non-traditional forms of employment — such as platform-based work (including taxi services, food delivery, etc.) — have emerged in many countries, including the Republic of Azerbaijan, becoming either primary or supplementary sources of income for individuals working in these sectors.

In Azerbaijan, individuals working via digital platforms are predominantly engaged under the following forms of employment

- under an employment contract;
- registered for tax purposes as an entrepreneur (a sole trader);
- under a service contract.

As is widely known, individuals employed under an employment contract are entitled to the full range of socio-economic rights provided for in national legislation. However, the absence of a regulatory legal framework - such as an employment contract or a collective agreement - governing the employment relationship and defining the obligations of the parties in cases of engagement under alternative arrangements fails to ensure comprehensive protection of workers' rights under the law. This is a matter of serious concern for the trade union organisation.

To prevent the misuse of service contracts, legislative amendments were introduced on 2 April 2021, explicitly prohibiting the classification of relations that fall within the scope of employment law as civil law contracts. These amendments also established corresponding legal liability. Specifically, the Tax Code, the Code of Administrative Offences, and the Criminal Code of the Republic of Azerbaijan now provide for financial sanctions, administrative penalties, and even custodial sentences in response to such violations.

In addition, regarding the promotion and strengthening of freedom of association, it is worth noting that the Republic of Azerbaijan has been a party to the International Labour Organization (ILO, thereafter) Conventions on *Freedom of Association and Protection of the Right to Organise* (No. 87) and on the *Right to Organise and Collective Bargaining* (No. 98) since 1992. These instruments guarantee the rights of all workers - including those in traditional, informal, and non-standard forms of employment - to organise, form trade unions, engage in collective bargaining, and access social protection.

In Azerbaijan, the Confederation of Trade Unions (CTU, thereafter) is committed to close cooperation with relevant public authorities (such as the Ministry of Labour and Social Protection of Population of the Republic of Azerbaijan), as well as other stakeholders (including the ILO, national and international NGOs, and platform companies), with a focus on the following areas in relation to the protection of platform workers' rights:

- legal recognition and regulation;
- organisation and awareness-raising;
- social dialogue and cooperation;
- safety and professional development.

The CTU has actively raised issues concerning platform workers both internationally - at forums such as the 113<sup>th</sup> Session of the International Labour Conference, during bilateral meetings with the ILO Director-General Gilbert Houngbo, and within a framework of close cooperation with the International Trade Union Confederation (ITUC) - and domestically at various events. These efforts have emphasised the urgent need for appropriate measures to address these challenges.

Moreover, with the support of the ILO, an extensive 80-page study entitled *Challenges of Industry 4.0: The Platform Economy* was carried out, examining the

platform economy and its impact on workers' social and labour relations. This research has been published and submitted to the relevant authorities.

It should also be noted that the right of citizens to freely associate is enshrined in Article 58 of the Constitution of the Republic of Azerbaijan. Furthermore, the right of workers, pensioners, and students - without discrimination and without prior permission - to voluntarily form trade unions, join existing trade unions, and engage in trade union activities to protect their lawful interests and labour, social, and economic rights is established in Article 3 of the Law of the Republic of Azerbaijan on Trade Unions.

It should further be noted that, pursuant to Article 9 of ILO Convention No. 87 on *Freedom of Association and Protection of the Right to Organise*, the extent to which the protections afforded by the Convention apply to members of the armed forces and police is subject to determination under national legislation. Additionally, under the Law of the Republic of Azerbaijan on *Trade Unions*, individuals serving in the armed forces are prohibited from joining trade unions.

Notably, in Azerbaijan, the trade union representing civilian staff of the Ministry of Internal Affairs has been operating continuously for many years.

#### Article 6.1

In 2024, within the framework of COP29, the Ministry of Labour and Social Protection of Population of the Republic of Azerbaijan (MLSPP, thereafter), in partnership with the ILO and the United Nations, organised an event on the theme of **Integrating Climate Action to Achieve an Inclusive and Gender-Responsive Just Transition**. The opening remarks were delivered by ILO representatives Dr. Cristina Martinez and Mr. Freddy Guayacan.

The event brought together 60 delegates from ten countries - Azerbaijan, Kazakhstan, Kyrgyzstan, Tajikistan, Türkiye, Serbia, Uzbekistan, Cambodia, Mongolia, and India - to engage in discussions on just transition. Presentations highlighted Azerbaijan's reaffirmed commitment to decent work through the recent ratification of ILO Convention No. 155 on *Occupational Safety and Health*. Obligations under Convention No. 111 were also noted for promoting gender equality and preventing discrimination. These efforts ensure that the green transition prioritises worker protection and social justice.

Furthermore, the MLSPP is actively advancing green job skills development by providing vocational education and digital tools aimed at preparing workers for sustainable industries. The discussions underscored Azerbaijan's progress in this field and its future goals.

To facilitate women's employment in the workplace, both public and private sector employers, employees, and Occupational Health and Safety (OHS) professionals require enhanced capacity-building in labour protection and safety. To this end, from 11 to 13 March 2024, a training on Occupational Safety and Health, with a Gender Approach to Violence and Harassment Prevention, was jointly organised by the MLSPP and the World Bank in Baku. The training aimed to improve knowledge and skills related to occupational safety, particularly in workplaces that handle hazardous materials.

On 14 March 2024, a roundtable on **Promoting Women in Technical Education and Employment** was held in Baku, bringing together stakeholders whose views and recommendations were collected.

Earlier this year, the MLSP, in collaboration with the ILO organised a conference entitled **Pathways to Social Justice and Gender Equality in Azerbaijan: Achievements and Prospects**. The event was attended by representatives from government bodies, non-governmental organisations, and international institutions.

During the conference, the Deputy Minister of Labour highlighted the increasing participation of women in Azerbaijan's labour market year-on-year. He noted that recent legislative reforms have expanded their employment opportunities and supported their involvement in higher-paid sectors.

Over two days, the conference featured panel discussions on topics including:

- Leveraging Just and Green Transitions to Achieve Gender Equality
- Achieving Equal Pay for Work of Equal Value
- Gender Equality Now and in the Future: The Role of the Private Sector
- Social Dialogue and Coordination to Achieve Gender Equality, among others.

A joint event organised by the MLSP and the ILO, with the participation of social partners and representatives of other relevant public bodies, took place on 7 August 2025. The event focused on Addressing Just Transition in NDCs.

Key initiatives of COP29, held in Baku in 2024, include the Green Digital Action Agenda, the promotion of green energy zones and corridors, as well as the expansion of energy storage and grid infrastructure.

Throughout 2024, and particularly within the framework of COP29, a series of initiatives have been implemented in Azerbaijan in support of the green transition agenda. These include, but are not limited to, the following:

- On October 2, 2024, within the framework of Baku Climate Action Week on the topic "Green Economy – Addressing the Challenges of Skills, Finance, and Just Transition"
- High-level event on November 18, 2024, on the topic "Human Capital for Climate Resilience – The Baku Initiative"
- International conference on September 26, 2024, on the topic "Climate Change and Just Transition: The Role and Actions of Trade Unions"
- On November 20, 2024 "From Vision to Practice for a Just Transition for All" event, as part of COP29 and in collaboration with the ILO.

One of the five national priorities set by the Republic of Azerbaijan in 2021 is the creation of a clean environment and the development of a nation founded on green growth. To better meet the needs of both current and future generations, the widespread

adoption of environmentally friendly green technologies is essential. Harnessing scientific and technological capabilities, all sectors of the economy must endeavour to increase the share of alternative and renewable energy sources in primary energy consumption, while minimising their impact on climate change.

The rapid advancement of green technologies necessitates ongoing skills development within the labour market, making the adaptation of education and vocational training systems to these changes a key priority. Efforts are being intensified to train skilled professionals for green jobs in the Karabakh and Eastern Zangazur regions. These initiatives not only promote the growth of the green economy but also generate new employment opportunities for the unemployed and jobseekers alike.

The Republic of Azerbaijan is committed to ensuring the effective and efficient implementation of the green transition during this period of transformation. To this end, the Economic Development Strategy for 2027-2030 places particular emphasis on the green transition.

## Article 6.2

Implementation of the self-employment programme continues across 32 economic activities, including 28 in production and services and 4 in agriculture. In 2024, over 17,000 individuals were engaged in self-employment, including more than 6,000 in production and services and over 11,000 in agriculture.

To expand the programme's reach, the **Employment Support Project**, jointly implemented by the MLSP and the World Bank, has seen a total of 83,019 applicants nationwide in 2024. Of these, initial assessments were conducted for 46,524 individuals. Subsequently, 28,994 unemployed and job-seeking persons were enrolled in training; 25,480 completed their courses, and 24,045 successfully passed the evaluations. During the Project's implementation, 21,441 beneficiaries received assets, including 1,625 internally displaced persons, 1,963 war veterans, and 407 family members of martyrs. Among these, 7,991 were women and 4,149 were young people.

In 2024, three visits were conducted by World Bank representatives, culminating in a positive evaluation of the Project's activities. The second Beneficiary Assessment and Satisfaction Survey revealed an increase in satisfaction levels among beneficiaries, rising from 77% to 87%.

In the first half of 2025, a further 9,766 individuals were engaged in self-employment, with 4,835 in production and services and 4,931 in agriculture.

Building on the Project's successful implementation, a new loan agreement for additional financing was signed between the Government of the Republic of Azerbaijan and the World Bank on 9 January 2025. This agreement was ratified by Cabinet of Ministers Decree No. 87s dated 19 February 2025 and came into effect on 18 March 2025. The Project's primary objectives, target groups, and components remain unchanged; however, activities under relevant components have been expanded and new initiatives introduced.

In the first half of 2025 The Employment Support Project received a total of 96,148 applications nationwide. Initial assessments were conducted for 52,104 applicants, with

32,888 unemployed and job-seeking individuals enrolled in training. Of these, 30,067 completed the courses, and 28,675 successfully passed the subsequent evaluations. During the Project's implementation, 24,761 beneficiaries were provided with assets, including 9,050 women, 4,647 young people, 1,885 internally displaced persons, 2,185 war veterans, and 428 family members of martyrs.

In the first half of 2025, a delegation from the World Bank visited Azerbaijan, culminating in a positive assessment of the Project's progress by the World Bank.

The Labour Code of the Republic of Azerbaijan recognises individuals working under an employment contract as "employees." Consequently, platform workers, freelancers, and other individuals engaged in work on a self-employed basis fall outside the scope of existing collective agreements and social dialogue mechanisms. However, international experience demonstrates that several countries address this issue by either directly registering such individuals as employees or granting them a special or temporary legal status, thereby securing their access to collective rights.

The international legal framework also highlights the necessity of regulating this emerging trend. Alongside ILO Conventions No. 87 and 98, the European Social Charter affirms the right of individuals who operate independently yet participate in structures resembling employment relationships to form trade unions and engage in collective bargaining. Based on recommendations adopted by the European Commission in 2022, there is encouragement to remove legal and regulatory barriers to enable independent workers to conclude collective agreements, including through limited exemptions from competition law.

In this context, the CTU and its member organisations have initiated several measures, participating in the development and implementation of national strategies aimed at reducing informal employment, and have put forward recommendations on establishing the legal status of workers in the digital sector. It is also noteworthy that, in cooperation with international partners, research and awareness-raising activities concerning the rights of workers in the digital economy have been conducted. As part of these initiatives, the creation of a "digital trade union platform" is planned, which could function as a preliminary organisational structure for workers engaged in informal employment.

The MLSP, with the government's continued focus on these issues, promotes the formal integration of economically dependent self-employed individuals into the labour market through the Employment Portal and the electronic employment contract registration system. This approach serves both to expand transparent employment and to include these individuals within the social protection system.

In light of the current situation, future steps are planned in the following areas concerning the legal recognition of economically dependent self-employed persons, their representation in trade unions, and participation in collective bargaining:

- Integration of the legal status of individuals in this category into labour legislation;
- Implementation of pilot projects in collaboration with ILO;

- Promotion of the issue through conferences and workshops;
- Organisation of targeted awareness-raising events on the subject;
- Coordination and promotion of projects jointly with the government;
- Broadening outreach to wider audiences through television, social media, and other channels.

#### Article 6.4

Article 270 of the Labour Code of the Republic of Azerbaijan sets out the legal grounds for the right to strike. According to Paragraph 270.8 of the same Code, it is prohibited for officials working in law enforcement agencies to participate in strikes. Furthermore, Article 36 of the Constitution of the Republic of Azerbaijan states that military personnel and civilians serving in the Armed Forces of Azerbaijan are not entitled to strike.

The legal restriction on the right of police officers to strike is a necessary and significant measure to maintain and strengthen discipline within internal affairs bodies, ensure compliance with the chain of command, and safeguard the purpose of the police, as well as to protect the security of the state and its citizens. Service discipline entails officers fulfilling their assigned duties and adhering to Azerbaijani legislation, their job descriptions, orders and instructions from the Ministry of Internal Affairs, and direct commands from their superiors (*Regulations on Service in the Internal Affairs Bodies of the Republic of Azerbaijan*, Article 108).

The police, as a unified, centralised law enforcement body operating on the principle of sole command (Law on the *Police*, Article 4), are entrusted with maintaining public order, preventing crime, and intervening in emergency situations. Recognising the right to strike among police officers could lead to widespread police inactivity, resulting in public disorder, a sharp rise in criminal activity, and in extreme cases, vulnerability to threats. It could also paralyse critical services during times of terror threats, mass unrest, natural disasters, and other emergencies.

On the other hand, public confidence in the state - particularly in times of crisis - depends heavily on the police maintaining a constant presence in their posts and being ready to carry out their legally mandated duties without interruption. As such, the responsibility for maintaining security within the country and society can only be fulfilled by permanently operational institutions; this duty cannot be temporarily suspended. A police officer is not an ordinary employee but holds a special status, having sworn an oath prior to assuming their role, pledging to prioritise the interests of the state and the safety of its citizens above personal concerns.

Accordingly, the absence of the right to strike for police officers is, in fact, a critical and internationally recognised principle aimed at safeguarding state and societal security, ensuring continuous public order, and protecting national security interests.

Pursuant to Article 57 of the Constitution of the Republic of Azerbaijan, military personnel may submit individual appeals to state bodies. According to Article 5.3 of the

Law on *Citizens' Appeals* and Article 6 of the *Internal Service Regulations of the Armed Forces of the Republic of Azerbaijan*, approved by the Law dated 23 September 1994, military personnel may address matters relating to service conditions - including remuneration - only to their immediate superior, and with that superior's consent, to the next higher commander. Typically, military personnel address personal matters to their immediate superior, and in exceptional cases, to senior commander. If a written appeal is submitted to a superior, the report may only be communicated through the established chain of command.

According to Article 36 of the Constitution of the Republic of Azerbaijan, military personnel and civilian staff serving in the Armed Forces of the Republic of Azerbaijan are not entitled to the right to strike.

Pursuant to Article 23 of the Law of the Republic of Azerbaijan on the Status of Servicemen, rights otherwise granted to Azerbaijani citizens may be subject to limitation for military personnel, in light of the particular nature and duties of military service. Under this article, servicemen are prohibited from engaging in strikes.

Under Article 22 of the same Law, servicemen have the right to submit proposals and applications to state bodies, public organisations and associations, and military command structures. They are also entitled to lodge complaints, in the prescribed manner, regarding unlawful actions by officials, state authorities, public organisations and associations, military command structures, and other citizens (including fellow servicemen).

Where a serviceman is dissatisfied with the guarantees provided, or wishes to contest unlawful service-related orders (or actions) issued by commanders (superiors) or other military personnel, or raise other service-related issues, such complaints must be submitted, reviewed, and resolved in accordance with the procedures set out in the charters of the Armed Forces of the Republic of Azerbaijan.

Servicemen are entitled to lodge complaints through administrative channels and/or the courts against the decisions, actions or inaction of commanding officers and military administrative bodies. In accordance with the aforementioned provision, any submissions (proposals, applications or complaints) made by servicemen or their family members must be considered within no more than 15 days from the date of receipt. A similar requirement is stipulated in Article 10 of the Law of the Republic of Azerbaijan on *Citizens' Applications*. It is strictly prohibited to obstruct the submission of complaints or to punish or persecute individuals for doing so. Anyone found guilty of such conduct shall be held liable in accordance with the legislation of the Republic of Azerbaijan.

Pursuant to the Disciplinary Code, every serviceman has the right to lodge a complaint regarding unlawful orders or actions by commanding officers (or other servicemen), any violations of their service-related rights or privileges, or the failure to provide the entitlements due to them. Such complaints must be submitted to the serviceman's immediate superior, even if the complaint concerns another individual. Complaints may be made either orally or in writing and must be submitted individually. Complaints submitted on behalf of others or as a group are not permitted.

Commanders are obliged to consider any proposals, applications or complaints within three days of receipt. If the complaint is deemed valid, immediate steps must be taken to resolve the matter or to fulfil the serviceman's request. Where the commander does not have the authority to address the matter, the complaint must be forwarded without delay through the chain of command or to the relevant authority or institution.

## Article 20

To eliminate gender-based discrimination, amendments were made to Articles 98 and 242 of the Labour Code of the Republic of Azerbaijan under the Law No. 1063-VIQD, dated 22 December 2023, on *Amendments to the Labour Code of the Republic of Azerbaijan*. In accordance with these amendments, women who are pregnant, have children under the age of 14, or have children with disabilities may, on an equal footing with men, be assigned to night shifts, overtime work, work on weekends and public holidays, or business trips - however, only with their written consent.

As a result of recent labour law reforms relating to women's employment, Azerbaijan's score in the World Bank's *Women, Business and the Law 2024* report increased from 78.8 to 85. Furthermore, the legislative amendments regarding women's engagement in night shifts, overtime work, and official travel are expected to be reflected in the World Bank's 2026 report.

At the 2025 Spring Meetings of the World Bank Group and the International Monetary Fund, Azerbaijan's recent reforms in the field of women's employment were highlighted as a positive example. It was noted that the country's efforts in recent years to expand employment opportunities for women have been exemplary. (<https://www.worldbank.org/en/news/video/2025/04/29/unlocking-global-growth-through-women-s-economic-empowerment> )

In 2024, the Agency implemented a number of projects aimed at expanding women's employment opportunities and promoting gender equality in the labour market. A total of 709 women benefited from these initiatives over the course of the year. The objectives, target groups, and the number of women participants for each project are detailed below:

As part of the **Karabakh SMEs 2024** project, 70 individuals from the cities and districts of Baku, Ganja, Lachin, Barda, and Goranboy, as well as from the villages of Zabukh and Aghali, took part in training sessions covering topics such as *Financial Management, Business Planning, Marketing, Social Media Marketing, Human Resources Management, and Sales*. In 2024, 52 individuals received essential assets to support their entrepreneurial activities, including 22 women.

The **Youth Business Workshop** project is being carried out jointly by the State Employment Agency, the Small and Medium Business Development Agency, and the State Agency for Vocational Education. The project aims to enhance the business skills of young people receiving vocational education, encourage entrepreneurial activity, support self-employment, increase the number of vocationally trained youth among micro

and small business owners, foster new business initiatives, and raise interest in vocational education. In 2024, 17 individuals were provided with necessary business assets, 15 of whom were women. The project ultimately aims to establish 82 new entrepreneurial ventures.

The State Employment Agency under MLSP in collaboration with the State Tourism Agency of the Republic of Azerbaijan, the **Tourism Village** project was launched in 2024. Its objective is to support tourism development and increase self-employment through the establishment of guesthouses in villages with strong tourism potential. By offering alternative accommodation options for both domestic and international tourists, the project aims to develop rural tourism and improve the well-being of local communities and family-run tourism businesses. Initially, the project will be implemented in the villages of Laza (Gusar), Ilisu, and Saribash (Gakh), where 20 guesthouses are to be equipped with the necessary "Agrotourism" packages. In 2024, 4 individuals have already received this support, including 3 women.

The **Social Enterprises** project is being implemented with the aim of supporting the integration of women from vulnerable groups into the labour market and wider society. Key components of the project include the development of beneficiaries' business plans, their participation in hands-on vocational training, and the provision of necessary equipment by the State Employment Agency. The project also envisions the establishment of joint social enterprises by individuals who have received assets, enabling them to work collectively.

Within the framework of this initiative, the **Book Garden** social enterprise began operating in 2024, employing two women from socially vulnerable groups. The project's budget is financed under the **Support to Self-Employment in Partnership with the Confederation of Trade Unions** programme.

Since 2021, the **Support to Self-Employment in Partnership with the Confederation of Trade Unions** project has been implemented on the basis of a tripartite agreement to support the self-employment of individuals from vulnerable categories. In total, 54 individuals have received equipment under the project, including 4 women in 2024.

In collaboration with the **State Employment Agency** and **ABAD – Easy Support for Family Business**, a public legal entity operating under the State Agency for Public Service and Social Innovations (ASAN Service), the **Support for Potential ABAD Entrepreneurs** project aims to promote active citizen participation in the socio-economic development of Azerbaijan. The project supports the development of small and medium enterprises, increases employment, and fosters the creation of competitive family businesses. In 2024, 14 individuals received business assets under this project, 6 of whom were women.

The **Development of Entrepreneurship and Self-Employment in Rural Areas – 2023** project was implemented to contribute to the growth of the tourism sector through the establishment of rural guesthouses in regions with tourism potential. Within the

project, beneficiaries received training organised by the State Tourism Agency on topics including tourism and service industries, rural tourism, guesthouse management, customer satisfaction, and branding. Additionally, the Small and Medium Business Development Agency (SMBDA) provided training on business plan preparation, supporting the enhancement of professional knowledge and skills. In 2024, under this project, the State Employment Agency equipped 13 unemployed individuals from the Goygol and Hajikend areas - including 7 women - with necessary equipment for agro-tourism, leading to the creation of new rural guesthouses.

With the support of the State Employment Agency and in partnership with the Centre for Analysis of Economic Reforms and Communications (CAERC) via its **Enterprise Azerbaijan** portal, alongside the Sabah Lab Incubation Centre at the Azerbaijan Institute of Education, the **Support for Startups** project was launched. This initiative aims to increase employment opportunities and reduce informal employment by supporting newly established electronic companies (startups) transitioning from the idea stage to operational status. In the selection process, criteria such as relevance, demand, innovation, scope, economic viability, and sustainability were considered. In 2024, eight winning startup teams received essential equipment for their newly active unemployed members, five of whom were women.

To improve, develop, and expand the operations of existing tourism businesses across the country, and to integrate socially vulnerable unemployed and jobseekers from relevant regions into new jobs created within these enterprises, the **Support for Tourism** project is underway. Currently, two businesses have been provided with necessary equipment under the project, creating a total of ten new jobs in 2024 - five positions per enterprise. Following a referral by the Agency, one woman residing in Shaki city, where these businesses operate, has been employed in one of these positions.

The “İrəliləyiş” (**Progress**) project was implemented between 2022 and 2024 to establish internship programmes aligned with international standards in companies, organisations, and state institutions across the country, with the aim of developing the career skills of highly potential young people. In total, 1,405 individuals participated in internship programmes under the project, including 956 in 2024, of whom 591 were women.

In 2024, the “Ümid Dolu Sabahlar” (**Hopeful Tomorrows**) project was carried out to support residents relocated to the liberated districts of Zangilan, Lachin, and Fuzuli in acquiring skills and knowledge in information technology, developing their ability to work with technology, and improving their access to the global internet network. Overall, 70 beneficiaries participated in the project, including 50 women.

During the **first half of 2025**, a total of 49 women benefited from projects implemented by the Agency. The objectives, targets, and the number of women involved in each project are outlined below:

- 1. Youth Business Workshop project:** This initiative aims to develop the business skills of young people studying at vocational education centres and to

encourage entrepreneurship. Its main goals are to promote self-employment among youth, increase the number of vocationally trained individuals among micro and small entrepreneurs, support new business initiatives, and boost interest in vocational education. During the reporting period, 31 women were provided with various equipment under this project.

**2. Voice of Business project:** Implemented in partnership with the Azerbaijan Society of the Deaf, this project supports the self-employment of unemployed persons with hearing impairments who have completed vocational training courses in tailoring and confectionery or have skills in these areas, by providing them with equipment. The project aims to ensure employment for 30 individuals, of whom 9 women received equipment during the reporting period.

**3. Support for Tourism project:** The objective of this project is to support enterprises operating in the tourism sector and encourage the creation of new jobs within these businesses. In February 2025, support was extended to the production enterprise *Yukha*, leading to the creation of five new jobs. Five unemployed women from the State Employment Agency's referral were offered permanent employment at this enterprise.

**4. Social Enterprises project:** The social enterprise *Umid* (Hope) Atelier, established under this project, aims to facilitate the integration of women from vulnerable groups into the labour market and society. The enterprise focuses on collective activities in the textile sector. During the reporting period, three women joined the self-employment programme and were provided with equipment. This project continues the **Support for the Social Development of Single Mothers** initiative carried out in 2021 in Shamakhi.

**5. Karabakh SMEs 2024 project:** This project offers training on business organisation and management to participants from various regions, with the goal of establishing 70 small and medium-sized enterprises. In the reporting period of 2025, one woman was provided with support within the framework of the project.

Between January and December 2024, the State Employment Agency provided career guidance services to 2,030 individuals through the "Allo, Career" support service, aimed at promoting more active female participation in the labour market. During this period, a total of 2,799 career counseling sessions were held, of which 1,317 participants were women.

In the first half of 2025, 807 individuals benefited from the "Allo, Career" service, receiving a total of 990 one-to-one career consultations. Of these, 502 were women, who received a total of 741 consultations.

The "Allo, Career" support service offers online guidance on career planning, setting goals, choosing a profession, navigating the labour market, job searching, crafting a strong CV, preparing for interviews and more – offering tailored advice and practical support every step of the way.

To eliminate gender discrimination and expand employment opportunities for women, amendments were made to the Labour Code of the Republic of Azerbaijan under Law No. 629-VIQD dated 5 November 2022. In line with these changes, on 31 May 2023, the Cabinet of Ministers of the Republic of Azerbaijan passed Resolution No. 172, annulling the previously approved *List of industries, occupations (positions), and underground work with hazardous or arduous working conditions where the employment*

*of women is prohibited.* The previous list, approved on 20 October 1999 under Resolution No. 170, included 674 occupations and workplaces. It has now been replaced with a new list covering 204 positions, specifically limited to pregnant women and women with children under one year of age. A separate list has also been approved, identifying 78 hazardous occupational factors with which women in this category are prohibited from coming into contact in the workplace.

**As a result, the number of restricted professions has been reduced threefold, and the limitations now apply only to pregnant women and mothers of infants under the age of one, rather than to all women as was previously the case.**

In 2023 and 2024, a series of awareness-raising events were held across 14 economic regions of Azerbaijan as part of the campaign **Gender Equality in Labour Relations – Equal Rights, Equal Opportunities**. These events aimed to promote the recruitment of women into male-dominated enterprises and advance gender equality in the workplace. Selected employers took part in the initiative, which engaged over 700 social partners and representatives of the MLSPP. During these events, detailed information was provided on the relevant services offered by the State Employment Agency to support women's employment. An informative leaflet covering the key topics discussed was also prepared and distributed to participants.

In accordance with Article 117 of the Labour Code, a new function has been introduced in the Labour and Employment Subsystem (LES) to allow the inclusion of data on additional leave entitlements for women with children in the electronic employment contract format.

As part of the Service's approved Action Plan to promote the employment of women, awareness-raising events on **Maternity Protection, Women's Labour Rights, and Gender Equality** were held in 2025 for employees and employers.

In addition, the risk model developed by the Service includes a parameter for calculating gender pay gaps in workplaces. The results of this indicator are used to assess the employer's level of risk.

- According to data from the State Statistics Committee of the Republic of Azerbaijan, as of 1 January 2024, there were 8,054 women employed as civil servants across the country. Of these, 660 held administrative positions classified within the highest and third classification grades.
- According to the State Statistics Committee, as of 1 January 2024, 300,421 women were engaged in individual entrepreneurship. Among them, 123,262 worked in agriculture, forestry, and fisheries - the highest representation by sector. In contrast, only 7 women were involved in electricity, gas, and steam production, marking the lowest representation in individual entrepreneurship.
- Data from the State Statistics Committee shows that as of 1 January 2024, the number of female judges stood at 139, accounting for 23% of all judges.

- According to the same source, as of 1 January 2024, 81 women held leadership positions.

The Decree dated 6 March 2000 on the *Implementation of State Women's Policy* is a key government document aimed at enhancing women's socio-political engagement. This decree seeks to ensure women's participation across all sectors of society and provides a foundation for significant progress in this area. As a result of its implementation, the levels of women's education, employment, entrepreneurial activity, and representation in leadership positions have increased. The decree is also regarded as a vital step toward protecting women's rights and strengthening their role in society.

The State Committee on Family, Women and Children Affairs of the Republic of Azerbaijan organises various events annually aimed at increasing women's representation in decision-making and leadership roles in both the public and private sectors.

- In January 2024, a roundtable dedicated to **Increasing Women's Participation in Elections** was held.
- The event was attended by representatives of women's organisations, civil society institutions, and public associations.
- In January 2025, events on the same topic (namely, **Increasing Women's Participation in Elections**) took place across the regions.
- The purpose of these events was to strengthen and encourage women's participation in local (municipal) elections.
- In February 2025, a conference dedicated to **Promoting Women's Participation** was held.
- The conference was attended by government and state representatives, members of parliament, civil society members, and political figures.

Compared to previous years, women's representation in governance and decision-making is on the rise. The current situation in legislative, executive, and judicial bodies confirms this trend.

In the early parliamentary elections for the National Assembly of the Republic of Azerbaijan held on 1 September 2024, out of 125 elected deputies, 99 (79.2%) were men and 26 (20.8%) were women.

Currently, 163 female judges serve in courts within the Azerbaijani judicial system, accounting for 26.1% of the judiciary. Among these women, 11 hold administrative positions, including 1 judge as Chair of an appellate court; 1 judge as Chair of a panel in the Supreme Court; 2 judges as Chairs of appellate court panels; 6 judges as Chairs of first-instance courts; and 1 judge as Deputy Chair of a first-instance court.

In court administrations, 1,634 women are employed, representing 53.6% of all court employees.

During 2024, the prosecution authorities employed 1,260 people, of whom 108 were women and 1,152 men. Among senior officials, 253 were men and 12 were women.

In 2024, there were 67 women serving as prosecutors (including heads of district (city) and military prosecutor's offices, as well as department (division) prosecutors), up from 55 in 2023. The number of male prosecutors in these roles was 475 (compared to 471 in 2023).

By 2025, there were 3,781 registered NGOs, of which 457 are led by women.