

**UNEC**



# **GENDER PAY GAP REPORT**

**MAIN CAMPUS:  
6, ISTIGLALIYYAT STREET,  
BAKU, AZERBAIJAN**

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## Gender Pay Gap Report

### 1. Introduction

At the University of Economics (UNEC), we are committed to fostering a fair, diverse, and inclusive work environment. This report highlights our approach to addressing the gender pay gap and outlines the ongoing initiatives to promote equity across all levels of the university. UNEC strives to create an environment where both men and women are equally valued and supported in their roles, ensuring that gender does not play a role in salary discrepancies or professional advancement.

### 2. Key Findings

#### 2.1 Gender Representation

UNEC ensures gender equality in all professional areas, including leadership, academic, and administrative roles. We are committed to promoting gender equity at all levels and ensuring that both men and women have equal access to opportunities across the institution.

#### 2.2 Pay Disparity

A comprehensive analysis has revealed that there are no significant gender-based pay disparities at UNEC. We continually review and adjust salary structures to maintain fairness and align with market standards and the university's values of equity and inclusion.

### 3. Initiatives and Actions

#### 3.1 Policy and Pay Reviews

- UNEC will conduct annual gender pay audits to identify and address any potential disparities in pay.
- Salary structures are reviewed regularly to ensure equity and fairness, aligning with best practices and the current market standards.

#### 3.2 Talent Development and Leadership Programs

- UNEC has introduced mentorship and leadership development programs aimed at increasing female representation in senior roles.
- Special initiatives are being undertaken to promote gender balance in leadership roles and to ensure that there is equal representation in management and administrative positions.

#### 3.3 Diversity and Inclusion Training

- Faculty and staff undergo ongoing training on unconscious bias, diversity, and inclusive hiring practices.
- Recruitment processes are updated to ensure a diverse candidate pool and equitable assessment methods.

#### 3.4 Flexible Work Arrangements

- UNEC promotes flexible work policies, including remote work and flexible hours, to support work-life balance and increase inclusivity across genders.

### 3.5 Monitoring and Reporting

- Gender-based metrics will be tracked and reported transparently, with progress shared annually.
- Feedback mechanisms will allow staff to report concerns and suggest improvements.

## 4. Gender Equality under Azerbaijani Legislation

According to the *Gender Equality Guarantees Law* of the Republic of Azerbaijan, it is illegal to discriminate against employees based on gender, including in pay matters. The law ensures equal rights for both men and women, particularly in the workplace, and mandates that there be no disparity in salaries for equal work. UNEC adheres to this law and ensures that gender equality is maintained not only in recruitment but also in compensation.

You can access the full text of the law [here](#).

## 5. Conclusion and Commitment

UNEC remains dedicated to closing the gender pay gap and fostering a workplace where all staff members feel valued and supported. Through continued efforts in equity, diversity, and inclusion, UNEC aims to set a benchmark for academic institutions in the region. Our focus is on creating a supportive and equitable environment for both women and men, ensuring fairness in pay and opportunities for all.

This report reflects UNEC's ongoing commitment to gender equality in the workplace and its compliance with Azerbaijani law regarding gender pay equity.

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