

GENDER EQUALITY

Lankaran State University

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INTRODUCTION AND STRATEGIC CONTEXT

Gender equality is one of the 17 Sustainable Development Goals adopted by the United Nations as part of the 2030 Agenda for Sustainable Development (SDG 5). The goal aims to eliminate discrimination and violence, empower women, and ensure equal participation in social, economic, and political life. Gender equality is widely recognized as a fundamental driver of sustainable development, social justice, and institutional progress. Ensuring equal opportunities allows societies and institutions to benefit from the full potential of all individuals. Lankaran State University is committed to advancing gender equality and creating an inclusive academic environment where all members of the university community—regardless of gender or personal characteristics—have equal rights, responsibilities, and opportunities in education, research, employment, and leadership. This policy reflects the University's institutional commitment to fairness, transparency, and inclusion, and contributes to the achievement of the Sustainable Development Goals, particularly SDG 5.



PURPOSE

The purpose of this policy is to establish a clear institutional framework for promoting and protecting gender equality across all areas of the University's activities.

Lankaran State University recognizes gender equality not only as a matter of social responsibility but also as an essential element of academic excellence, institutional integrity, and sustainable development. An inclusive and equitable environment contributes to stronger research outcomes, improved teaching quality, and greater public trust.

Through this policy, the University aims to:

ensure equal opportunities in education, employment, and leadership;

prevent discrimination, harassment, and gender-based violence;

promote a respectful and inclusive institutional culture;

strengthen transparency and accountability in institutional practices.





Legal and Institutional Framework

This policy has been developed in accordance with:

**the Constitution of the Republic of Azerbaijan
national labour and education legislation
international human rights principles the United
Nations Sustainable Development Goals (SDG 5)**



The University upholds the principle of equality before the law and ensures that no individual's rights are limited on the basis of gender or personal characteristics. Lankaran State University promotes a fair institutional environment where all members of the academic community are treated with dignity, respect, and equal opportunity.

Scope

This policy applies to all members of the University community, including:

- academic staff
- administrative staff
- students
- doctoral candidates
- visiting researchers
- partner organizations collaborating with the University



The principles outlined in this policy are integrated into all university activities, including teaching, research, governance, and community engagement.



Core Principles

Lankaran State University implements its gender equality policy based on the following principles:

Equality and Merit - All individuals are evaluated based on professional competence, academic merit, and objective criteria. Gender or personal characteristics must not influence access to opportunities or institutional decision-making processes.

Non-Discrimination - The University strictly prohibits all forms of discrimination, including gender-based discrimination, harassment, intimidation, or psychological pressure.

Respect and Ethical Conduct - The University promotes a respectful and supportive academic environment where ethical behaviour, professional integrity, and mutual respect are fundamental values.

Transparency and Accountability - Institutional procedures such as recruitment, promotion, scholarship allocation, and research participation are carried out through transparent and documented processes. All university units share responsibility for implementing and maintaining these principles.

Key Areas of Implementation

Recruitment and Career Development

Lankaran State University ensures transparent and merit-based recruitment processes. Vacancies are publicly announced and candidates are evaluated according to their qualifications, experience, and professional competencies.

Appointments to leadership positions and career advancement opportunities are based on objective performance indicators. The University supports equal access to professional development, training programmes, and leadership opportunities for all staff members.

Education and Academic Participation

The University guarantees equal access to educational opportunities for all students. Participation in academic programmes, scholarships, research projects, and scientific activities is determined by academic merit, ability, and interest. No student or staff member is excluded from academic opportunities on the basis of gender or personal characteristics.

Safe and Inclusive Academic Environment

Lankaran State University is committed to maintaining a safe, respectful, and inclusive institutional environment. Confidential reporting mechanisms are available for addressing cases of discrimination, harassment, or gender-based violence. Complaints are reviewed objectively, fairly, and within an appropriate timeframe. Violations of ethical standards may result in disciplinary measures in accordance with university regulations.

Awareness, Training, and Partnerships

The University regularly organizes awareness-raising activities to strengthen the culture of equality and inclusion within the academic community.

These activities include:

seminars and workshops

public lectures and roundtable discussions

training sessions on ethical conduct and equality principles

integration of equality topics into student and staff orientation programmes

Lankaran State University also collaborates with regional institutions, civil society organizations, and public partners to promote equal access to education and support the development of professional and social skills.

These initiatives contribute to broader social development and align with national legislation and international sustainability commitments.



An educational event on domestic violence was held at LSU

An educational event on domestic violence was held at LSU. Lankaran State University (LSU), the Azerbaijan representation of the United Nations, the State Committee for Family, Women and Children's Issues jointly held an educational event within the framework of the "16-Day Action Campaign to Combat Gender-Based Violence Against Women and Girls".





An initial discussion of the CREATIVE project was held at Lankaran State University

An initial discussion of the CREATIVE project, coordinated by Lankaran State University, was held. The proposal incorporates horizontal principles such as gender equality, environmental sustainability, equal opportunities, and multiculturalism. It was noted that within the project framework, a training program on entrepreneurship will be developed for youth and women in the creative and cultural tourism sector. The program aims to enhance their knowledge and skills, supporting the creation of new businesses and the expansion of existing initiatives.



An innovative event was held at Lankaran State University



An innovative event was held at Lankaran State University (LSU) as part of the implementation of the Action Plan for 2020–2025 on the Prevention of Gender Selection Before Birth. The event aimed to promote awareness that girls and boys have equal value and deserve equal opportunities in society.



Monitoring and Evaluation

The implementation of the Gender Equality Policy is monitored through institutional data analysis and transparent reporting mechanisms.

The University conducts regular evaluations through:

annual gender equality statistics;
monitoring gender representation in leadership positions;
analysis of recruitment and career progression data;
publication of findings through institutional reports.

These monitoring processes support continuous improvement and ensure accountability in achieving gender equality goals.

Conclusion

This policy reflects Lankaran State University's long-term institutional commitment to gender equality and inclusive academic development. By aligning its institutional practices with the Sustainable Development Goals, particularly SDG 5, the University contributes to the development of a fair, transparent, and respectful academic environment. Ensuring equal rights and opportunities for all individuals, preventing discrimination, and fostering a culture of mutual respect remain key priorities for the University's sustainable development and institutional growth.