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EU4 Gender Equality Reform Helpdesk



THE EU4 GENDER EQUALITY REFORM HELPDESK'S SUPPORT (2021–2024) FOR AZERBAIJAN



UPDATED JANUARY 2024

1. TECHNICAL EXPERTISE AND ADVISORY ASSISTANCE



Support for gender mainstreaming in government documents and draft laws:

- Amendments to the Law “On Guarantees of Gender (Men and Women) Equality”
- Gender budgeting indicators for the education, agriculture and environmental protection sectors

Support for gender mainstreaming in EU Delegation documents:

- Country Level Implementation Plan (CLIP) for the European Union Gender Action Plan III 2021–2025 in Azerbaijan (2021)
- Updated Country Level Implementation Plan for the EU Gender Action Plan III 2021–2025 in Azerbaijan (2023)

2. CAPACITY BUILDING ACTIVITIES



Trainings/workshops/seminars that increased the gender mainstreaming capacities and skills of public servants, both women and men:

- Online training on gender-responsive governance, 6–8 April 2022 (18 participants – 15 women and 3 men)
- Online training of trainers on gender-sensitive prison management for the Penitentiary Service and Justice Academy of the Ministry of Justice, 27–29 April 2022 (10 participants – 8 women and 2 men)

WHAT IS THE EU4 GENDER EQUALITY REFORM HELPDESK?

The EU4 Gender Equality Reform Helpdesk provides demand-driven assistance to governments and EU Delegations in Eastern Partnership countries on mainstreaming gender in policy-making and the implementation of reforms to ensure the delivery of effective results for women and men.

- Offline capacity building for municipal Gender Equality Commissions (GECs) conducted at the request of the State Committee for Family, Women’s and Children’s Affairs (SCFWCA) to strengthen capacities on gender equality concepts, policies at the global, regional and national levels, and the roles and duties of GEC members, 4–5 October 2022 (24 participants – all women)
- Offline training for Gender Focal Points (GFPs) of ministries and state committees that strengthened capacities on gender mainstreaming tools, and the roles and responsibilities of GFPs in the formulation and implementation of gender equality policy, while building broad-based ownership and an inter-ministerial network to promote gender equality, 25–27 October 2022 (68 participants – 65 women and 3 men)
- Offline training on women’s economic empowerment (WEE) for the Ministry of the Economy and the Ministry of Labour and Social Protection of the Population, which built capacities on the UN Women/UN Global Compact Women’s Empowerment Principles, the private sector’s role in promoting gender equality, the formal and informal economy, a gender-responsive approach to the digital economy, and government actions to empower women economically, 22–23 November 2022 (21 participants – 19 women and 2 men)
- Offline trainings for the Gender Focal Points of local executive authorities on the roles and responsibilities of GFPs as an institutional mechanism to implement gender equality policy, 28–29 November, 15–16 and 19–20 December 2022 (82 participants – 59 women and 23 men)

- Offline training on gender-responsive budgeting for the staff of the Ministry of Finance, 5-6 July 2023 (22 participants – 18 women and 4 men)
- Offline gender equality training for textbook authors and experts of general educational institutions in Azerbaijan, 16-19 June 2023 (50 participants – 43 women and 7 men)
- 2-day-offline gender analysis training for Gender Focal Points at the central level (at ministries and state committees), 23-24 October and 26-27 October 2023 (53 participants – 51 women and 2 men)

Mentoring sessions for public servants:

- Six mentoring sessions on gender analysis for school textbook authors and experts, and staff of the Ministry of Education and Science, 25 August, 28-31 August and 1 September 2023 (20 participants – 19 women and 1 man)

Assistance for organising public participation and consultation working groups:

- Consultation with civil society organisations on CLIP implementation, 29 November 2021 (24 participants)
- Conference on the “Protection of vulnerable people subject to domestic violence”, 7 December 2022 (43 participants – 30 women and 13 men)
- Consultation meeting and mentoring support on domestic violence case management procedures for a representative of the Social Services Agency under the Ministry of Labour and Social Protection of the Population (MLSPP), 8-9 June 2022 (1 woman participant)
- Three consultation meetings with civil society, Member States and the Gender Equality Working Group on updating the Country Level Implementation Plan, eliciting stakeholders’ experiences and views on key challenges, opportunities, gaps and emerging issues vis-à-vis implementation, as well as good practices, lessons learned, and recommendations, November 2023

3. EVIDENCE BASE ON THE IMPACT OF REFORMS ON WOMEN AND MEN IN EASTERN PARTNERSHIP COUNTRIES



Knowledge products and studies on Azerbaijan developed by the EU4Gender Equality Reform Helpdesk:

- Azerbaijan Country Gender Profile (2021)
- Azerbaijan Country Gender Profile (2023)
- Recommendations on the implementation of special support programmes for the elderly and persons with disabilities who have experienced domestic violence (2022)
- Guidelines on domestic violence case management (2022)
- Trainer’s guide on international standards on prison management, the treatment of women prisoners, and international standards on the rehabilitation and re-integration of women prisoners into society (2022)

- Guideline on the establishment and functioning of Gender Equality Commissions in municipalities in Azerbaijan for the State Committee for Family, Women and Children Affairs (2022)
- Guideline on Gender Focal Points’ roles and responsibilities in ministries and state committees in Azerbaijan for the State Committee for Family, Women and Children Affairs (2022)
- Guideline on Gender Focal Points’ roles and responsibilities in local executive authorities in Azerbaijan for the State Committee for Family, Women and Children Affairs (2022)
- Methodological guide for the implementation of gender-responsive budgeting in the medium-term expenditure framework for the Ministry of Finance (2024)
- Media content research from a gender perspective for the EU Delegation to Azerbaijan (2024)
- Gender equality booklet for the State Committee for Family, Women and Children Affairs (2024)
- Gender equality training manual for developing the gender-related competences of teachers at general education institutions for the Ministry of Education and Science (2024)
- Gender analysis of Azerbaijani language textbooks geared towards teachers and students, for the Ministry of Education and Science (2024)
- Gender analysis of English language textbooks geared towards teachers and students, for the Ministry of Education and Science (2024)
- Gender analysis of Russian language textbooks geared towards teachers and students, for the Ministry of Education and Science (2024)
- Country flyer on the EU4GenderEquality Reform Helpdesk project’s support for Azerbaijan (in English and Azerbaijani) (2022 and 2024)
- Brief on gender mainstreaming (in Azerbaijani) (2023)
- Brief on gender analysis (in Azerbaijani) (2023)
- Brief on gender-responsive budgeting (in Azerbaijani) (2023)

Areas covered by publications on Azerbaijan included in the Reform Helpdesk’s Gender Equality Library:

- COVID-19’s impact on women and men
- Violence against women
- Gender mainstreaming
- Gender-sensitive policies and projects
- Gender-responsiveness of public finance management
- Country gender assessment
- Gender equality and gender relations
- Capacity assessment
- Domestic violence
- Reproduction
- Paternity leave policy



4. REGIONAL ACTIVITIES ORGANISED BY THE HELPDESK



- Civil Society Online Forum: Promoting gender equality in the Eastern Neighbourhood region, December 2021
- Online forum on CSOs' role and opportunities for cooperation on gender equality and women's empowerment in Eastern Partner countries, 9–10 February 2022
- CSO Academy on Gender Mainstreaming and Gender Analysis: Online capacity building programme for gender experts and trainers from civil society organisations in Eastern Partnership countries, November 2022–April 2023
- Study visit on gender-responsive budgeting to Vienna, Austria, for representatives of the Governments of Armenia, Azerbaijan, Georgia, Moldova and Ukraine, 20–22 June 2023 (3 participants from the Ministry of Finance of Azerbaijan – 1 woman and 2 men)
- Brief on gender mainstreaming (2023)
- Brief on gender analysis (2023)
- Brief on gender-responsive budgeting (2023)
- Policy brief, "Mapping care-related policies, services and practices in Eastern Partnership countries" (2024)
- Policy brief, "Women's economic empowerment: Good practices in Eastern Neighbourhood countries" (2024)

IN THE WORDS OF OUR BENEFICIARIES

The gender-responsive budgeting training created deep awareness on [...] the budget and its relevance to promoting gender equality. [...] After the trainings, I have better understanding on how to better respond to everyone's need through budget processes.

– Firuza Abdullayeva, Head of the Accounting Policy Department, Ministry of Finance of Azerbaijan

"The mentorship sessions have been an invaluable resource for English language textbook experts like me. Our mentor provided us with the knowledge, tools, techniques and approaches we need to include gender analysis in our textbook content. The sessions opened our eyes to the significance of creating gender-inclusive and responsive materials that reflect the diverse identities and experiences of our students. With these newfound insights, we are equipped to shape English language textbooks to be inclusive, break down barriers, and empower learners to communicate effectively in a more equitable world."

– Subhi Ilyasov, English language textbook expert, Ministry of Science and Education of Azerbaijan

"I gained new knowledge, especially about important details to pay attention to when conducting gender analysis. I think it is important to organise training for people working in this field, because the more we learn, the more we will be able to enforce laws and provide quality legal assistance to people."

– Sevinj Guliyeva, Senior Lawyer, Law and Social Partnership Department, National Confederation of Entrepreneurs' (Employers') Organisations of Azerbaijan (ACE)

USEFUL LINKS

- [EU4Gender Equality Reform Helpdesk project page](#)
- [Gender Equality Library](#)
- [EU Neighbours East: Azerbaijan \(in English\)](#)
- [EU Neighbours East: Azerbaijan \(in Azerbaijani\)](#)



VISIT THE GENDER EQUALITY LIBRARY