



# EU4Climate

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EU4Climate programme helps governments in the six EU Eastern Partner countries Armenia, Azerbaijan, Belarus, Georgia, the Republic of Moldova and Ukraine to take action against climate change. It supports countries in implementing the Paris Climate Agreement and improving climate policies and legislation.

EU4Climate is funded by the European Union and implemented by the United Nations Development Programme



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## Mainstreaming Gender Aspect into Climate Change Policies and Strategies

Report on the Impact of Climate Change Related Risks on Gender

**Project title:** EU4Climate

**EU Implementing Agency :** United Nations Development Programme (UNDP)

**Country:** Republic of Azerbaijan

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November, 2020

## Introduction

Physical effects resulting from such accumulation, such as rising temperatures, rising sea levels, extreme events, would drastically change the natural balance of local and global ecosystems and breach human settlements. As a result, vulnerable groups such as the poor, especially women, will face challenges such as food insecurity, loss of livelihood, environmental degradation hardships, which also lead to displacement, and a host of potentially devastating economic and social consequences.

It is widely accepted that when understanding environmental change, gender is a critical factor to take into consideration. It is important to consider how, given their positions and obligations in society, men and women can be influenced differently by climate change. The information thus learned would help strengthen steps taken in the developing world to mitigate vulnerability and fight climate change. For example, for men and women, experiences, reactions and impacts related to disaster incidents vary, as men and women have different social roles, vulnerabilities, adaptation capacities and opportunities, and unequal assets and power relations. Therefore, in terms of beneficiaries and decision-making for climate policies, gender perspectives are required in adaptation and mitigation. This report provides an overview of the gender situation in Azerbaijan with a particular focus on the developing recommendations on mainstreaming gender aspect into climate-related policies and strategies of the country. The report will ensure the review and analysis of following:

1. the gender-specific key historical data, including population data including key information on gender, identification and interpretation of gender differences and their impact, discrimination against all women and girls, violence against all women and girls, training and advancement opportunities for women and girls, women in decision-making roles, access to and control of resources which impacts livelihoods.
2. climate change related risks, including women's health and livelihood, as well as needs and priorities.
3. develop recommendations for Azerbaijan considering the gender aspect.

The report was developed based on data collection on the state and agency policies on gender issues, men's and women's roles in each, including many women's organizations' and women's and men's views on similar projects, as well as the publicly available statistical data.

The data collection and analysis were followed by a desk review to collect and organize available information, establish the main context. Desk review included scanning the polices, analyzing secondary data, and creating a reference list for further elaboration.

Moreover, the desk review included stakeholder analysis and summary of men's and women's status and roles in sectors where emissions can be substantially reduced, especially in relevant prospective project activities. The report also referred to similar studies carried out by the Government of Azerbaijan, UN organizations in Azerbaijan and other development partners including EU and multilateral development banks.

## Key Data on Gender Aspect

### Population data including key information on gender

Population of the Republic of Azerbaijan as of the beginning of 2020 is estimated to be 10067,1 thousand people<sup>1</sup> of which 5312,0 thousand people or 52,8% are concentrated in urban areas and 4755,1 thousand or 47,2% in rural areas. Men comprise 5028,0 thousand people or 49,9%, while women comprise 5039,1 thousand people or 50,1% of the total population of the country.

Annual population growth rate is estimated at 0.9%. Based on UN estimates Azerbaijan population could approach to 12 million persons in 2050. At present there are 1,8 children per woman during her reproductive life. The causes of death as in many countries of the world are diseases of blood circulation system, neoplasm, digestive system and respiratory system. In 2019 number of death cases as the result of above-mentioned diseases in calculation per 100 000 population constituted respectively 317,8; 89,0; 27,1 and 18,7 persons.

For 2019 life expectancy indicator was 76,4 years, including 74,0 years among men and 78,7 years among women.

The main causes of infant mortality are cases during prenatal period, congenital anomalies as well as diseases of respiratory system. In 2019, 21 women died during the pregnancy, puerperal and antenatal period.

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<sup>1</sup> Azerbaijan State Statistics Committee. <https://www.stat.gov.az/source/gender/>

The number of officially registered marriages was 63,9 thousand, while divorces equaled 17,1 thousand according to official bodies. The mean age at the first marriage among women was 24,0 years and 28,1 years among men.

### Identification and interpretation of gender differences and their impact

Azerbaijan has advanced in ensuring equal status under the law for women and men and has tackled gender disparities in domestic legislation. Nonetheless, main international indicators indicate that, despite Azerbaijan's steady progress in human growth, women benefit less than men. The Gender Development Index score, for instance, decreased for the same period. Azerbaijan's rank dropped from 86 in 2016 to 98 in 2017 and returned to 94 in 2020, according to the Global Gender Gap Index of the World Economic Forum, which ranks 153 countries on gender diversity across four thematic dimensions.<sup>2</sup>

This ranking also reveals greater two-dimensional differences relative to previous years (e.g., health and survival from 138 to 152, and political empowerment from 124 to 140). After the People's Republic of China, Azerbaijan is the lowest-ranked country in terms of the lack of gender equity in the sex ratio at birth.

Progress in key areas of gender equality is required, including improving maternal and child health, reducing the gender wage gap, and increasing the political representation of women. There are also several unresolved problems related to women's socio-economic status, such as access to economic opportunities and power over productive resources. As a result, women's economic activity is almost three times lower than that of men.

The unequal number of women and men in some fields of employment resulted in a gender gap in the career path. Women are mainly involved in public services, health, education, culture and the arts in Azerbaijan. In comparison, in the management and scientific sectors, men are more represented. Women are involved in three major sectors: health and social care (77.6%), education (73.1%), leisure, entertainment and the arts (62.9 percent). Their average monthly pay ranges from 222.6 to 341.6 manats.<sup>3</sup> The existence of a significant difference in these indicators is a manifestation of horizontal and vertical segregation in the occupational and labor market. Such cases subsequently negatively affect women's pension and other social security benefits. Trends from previous years show that gender segregation in Azerbaijan by occupation and employment remains unchanged and does not decrease. For

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<sup>2</sup> Global Gender Gap Report 2020. [http://www3.weforum.org/docs/WEF\\_GGGR\\_2020.pdf](http://www3.weforum.org/docs/WEF_GGGR_2020.pdf)

<sup>3</sup> Azerbaijan State Statistics Committee. <https://www.stat.gov.az/source/gender/>

example, the percentage of women in senior positions in the civil service was 9.6% in 2013, but in 2017 this figure increased slightly to 9.8%.<sup>4</sup>

Based on the Family Code (Article 11), marriage requires written consent of both woman and man to enter into marriage and forcing an adult woman to marry is a criminal offense under Article 176.1. of the Criminal Code being punishable by imprisonment of up to two years or a fine. The law does not provide for official registration of all marriages and partnerships including customary/religious marriages or informal or de-facto unions and informal or de-facto unions are not regulated by law. Despite the agreement between State and religious leaders to require a civil marriage and birth certificate, UNFPA reports that the agreement is rarely enforced and religious marriage ceremony are usually performed without checking the age or the marriage registration certificate.<sup>5</sup>

The legal age of marriage both for women and men is 18 years according to the Family Code (Article 10) and The Criminal Code includes increased penalties of imprisonment of up to four years and a fine for forcing a girl below the legal age to marry (Article 176. 2). Anyone facilitating a marriage of an individual who is under the minimum age of marriage can be charged under the Criminal Code (Article 176). However, early and forced marriages still take place in Azerbaijan, predominantly due to the socio-cultural characteristics, customs and traditions. Human Rights Council (2014) also highlights the links between early unconsented marriages and increased risk of domestic violence, marital rape and early pregnancies, with subsequent effects on the right to education and health.

According to the Family Code (Article 29), married women have the same rights as married men to be recognized as the head of household and to choose where to live, as well as share the same rights to be the legal guardians of their children and hold the same rights and responsibilities towards their children during marriage. However, discriminatory representations of women's roles and responsibilities prevail and gender stereotypes continue to exercise pressure on women's role especially within the home regarding unpaid work, including but not limited to domestic chores and child rearing obligations.

Azerbaijani Government has developed a legal and administrative framework to protect women and promote gender equality, including:

- Azerbaijan's Constitution (1995) which guarantees full gender equality between men and women and prohibits discrimination on the basis of sex (Article 25),

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<sup>4</sup> Azerbaijan State Statistics Committee. <https://www.stat.gov.az/source/gender/>

<sup>5</sup> United Nations Population Fund UNFPA (2014), *Child Marriage in Azerbaijan (Overview)*, [www.girlsnotbrides.org/wp-content/uploads/2015/08/UNFPA-Child-Marriage-in-Azerbaijan-2014.pdf](http://www.girlsnotbrides.org/wp-content/uploads/2015/08/UNFPA-Child-Marriage-in-Azerbaijan-2014.pdf)

provides the equal status of men and women within marriage (Article 34), reflects the requirements of all international treaties (Article 12)<sup>6</sup>.

- The Criminal Code (2000) (Article 154) which prohibits any discrimination, including gender-based discrimination.<sup>7</sup>
- The Labour Code (1999) which sets the provisions to prohibit discrimination in career development (recruitment, job promotion, vocational training, retraining and skills development)<sup>8</sup>. The Labour Code (Article 125) allows pregnant women full wages while on maternity leave from 126 days and up to 180 days in the event of twins. The legal framework does not include paid paternity leave or parental leave. Unpaid paternity leave is available for fathers for 14 days, when their wives are on maternity leave (Labour Code, art. 130). Pregnant women and women caring for children below three-year-old are guaranteed workplace protection from dismissal, placement in equivalent position upon return from maternity leave, and rights to a flexible schedule. It is prohibited to employ or put these types of women in hazardous conditions.
- The Law on State Guarantees of Equal Rights for Women and Men (2006)<sup>9</sup> defines concepts and terms related to gender equality, sexual harassment and ensures equal opportunities for women in the enjoyment of all rights, including political, economic, social, cultural rights. The Law provides equal pay for equal work between men and women and prohibits discriminatory hiring practices.
- The Family Code (1999) which establishes rules and conditions of the conclusion, the termination of scrap and recognition by its invalid, governs the property and personal non-property relations arising between family members (spouses, parents and children) or in cases and limits, stipulated by the legislation, between other relatives and other persons, and also determines rules of acceptance on education of the children who were left without guardianship of parents.<sup>10</sup>
- Azerbaijan ratified the UN Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) on the June 30, 1995, and Optional

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<sup>6</sup> The Constitution of the Republic of Azerbaijan (with amendments). 1995. [http://ask.org.az/wp-content/uploads/2019/10/Konstitusiya\\_ENG.pdf](http://ask.org.az/wp-content/uploads/2019/10/Konstitusiya_ENG.pdf)

<sup>7</sup> Criminal Code of the Republic of Azerbaijan. 2000. <http://www.e-qanun.az/code/11>

<sup>8</sup> Labour Code of the Republic of Azerbaijan. 1999. <http://www.e-qanun.az/code/7>

<sup>9</sup> Law on State Guarantees of Equal Rights for Women and Men of the Republic of Azerbaijan. [https://www.ilo.org/wcmsp5/groups/public/---ed\\_protect/---protrav/---ilo\\_aids/documents/legaldocument/wcms\\_127414.pdf](https://www.ilo.org/wcmsp5/groups/public/---ed_protect/---protrav/---ilo_aids/documents/legaldocument/wcms_127414.pdf)

<sup>10</sup> Family Code of the Republic of Azerbaijan <http://www.e-qanun.az/code/10>

Protocol on June 1, 2001<sup>11</sup>. Azerbaijan is a member of the Council of Europe and has signed the European Convention on Human Rights (1950) on January 25, 2001, and ratified the Convention on April 15 2002.<sup>12</sup>

- The State Committee for Family, Women and Children Affairs (established in 1998) is national machinery responsible for formulating and pursuing State policy on all aspects of women's rights and empowerment, along with the implementation of CEDAW. According to a Charter of the SCFWCA approved by the Decree of the President of the Republic of Azerbaijan in 2006, the Committee is a central executive power body implementing and regulating the state policy on family, women and children's issues.

### Violence against all women and girls

Reportedly, gender-based violence is still prevalent in Azerbaijan due to the persistence of patriarchal social norms, gender stereotypes and misconceptions which are harmful to women. Legislative and administrative efforts to embrace gender equality do not appear adequate to foster the vital and expected change in the mindsets and practices as shown in the gender statistics collected by research and international organizations including women NGOs. In Azerbaijan, female victims of gender-based violence continue to face numerous barriers to accessing support and security mechanisms. According to official data there has been an increase in domestic violence in the country in recent years. The number of cases of domestic violence reached 897 in 2016, of which 791 women and 4 children were injured, while 29 women were killed.

According to the Ministry of Internal Affairs, there were 2,145 crimes against women in 2017, 39 of which were fatal. The number of crimes committed on the basis of family disputes and jealousy was 954. Among the crimes committed against women, there were 65 cases of intentional homicide, 178 cases of sexual assault, 191 cases of suicides, 1,157 cases of minor injuries, 165 cases of intentional infliction of bodily harm, 9 cases of torture, and 22 cases of kidnapping. In addition, 2,993 people were prosecuted for illegal actions.

The Law on Prevention of Domestic Violence covers physical, psychological, economic and sexual abuse, including broad range of relationships within the family, such as close family

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<sup>11</sup> <https://www2.ohchr.org/english/bodies/cedaw/docs/AdvanceVersions/CEDAW-C-AZE-4.pdf>

<sup>12</sup> Council of Europe. Chart of signatures and ratifications of Treaty 005.  
[http://www.coe.int/en/web/conventions/full-list/-/conventions/treaty/005/signatures?p\\_auth=s9uNDfa4](http://www.coe.int/en/web/conventions/full-list/-/conventions/treaty/005/signatures?p_auth=s9uNDfa4).

members and relatives living jointly, formerly married couples, individuals appointed guardians or foster parents, and women and men cohabitating in informal marriages as well as close relatives living jointly with persons cohabitating in informal marriages.<sup>13</sup> However, the Special Rapporteur on Violence against Women stresses that the Law on Prevention of Domestic Violence does not stipulate which offenses will be considered for criminal prosecution, which can lead to legal confusion in the interpretation of the Law.<sup>14</sup>

The CEDAW Committee underlines the low number of prosecution for cases of domestic violence, the lack of systematic collection of data on domestic violence and the limited access and poor functioning of services for victims of domestic violence. Centres for victims of domestic violence mainly function under NGO authority and there is a limited number of state-funded shelters (CEDAW, 2015). The lack of state funding and unsuitable premises for shelters were identified as limitations to ensuring the protection of women victims of violence.<sup>15</sup>

According to the Code on the Administrative Violations of the Republic of Azerbaijan, assaulters are being liable under the Article 157. Forging. The Article stipulates that the punishment for intentional physical pain with beating and other violent acts is defined in a form of a fine in the amount of 300 to 500 manats or administrative detention for a period of up to 2 months, depending on the circumstances of the case, taking into account the identity of the offender. It is also noted that if committed with serious, minor or minor damage to health, the act entails criminal liability in accordance with the relevant articles of the Criminal Code of the Republic of Azerbaijan. The Code also includes the Article 158 on Prevention of Domestic Violence based on three types of offences, including economic, psychological violence and violation of rules of accreditation.

These articles undermine fines as administrative sanctions, the imposition of which can result in the subsequent deterioration of the financial situation of victims of violence, as well as the continuation of violence. These cases are among the factors discouraging victims from filing complaints with the relevant authorities. For this reason, in addition to measures to ensure the safety of the victim, it is important to consider the effectiveness of the imposition of fines on abusers.

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<sup>13</sup> Law on the Prevention of Domestic Violence. 2010. <http://www.e-qanun.az/framework/20131>

<sup>14</sup> Human Rights Council (2014), Report of the Special Rapporteur on Violence against Women, its Causes and Consequences – Rashida Manjoo, A/HCR/26/38/Add. 3, United Nations. <https://www.refworld.org/cgi-bin/texis/vtx/rwmain/opendocpdf.pdf?reldoc=y&docid=53b51e8a1a2>

<sup>15</sup> Committee on the Elimination of Discrimination against Women CEDAW (2015), Concluding Observations on the Fifth Periodic Report of Azerbaijan, CEDAW/C/AZE/CO/5, United Nations. <https://www.refworld.org/cgi-bin/texis/vtx/rwmain/opendocpdf.pdf?reldoc=y&docid=53b51e8a1a2>



Although the Criminal Code of the Republic of Azerbaijan does not contain a special article on the planning and commission of violence and domestic violence against women, the general articles of the Code define such criminal and socially dangerous acts and penalties for such acts. However, the enforcement of these also faces obstacles of socio-cultural level, particularly when related to the marital or family abuse a differentiated approach is being exercised by the prosecutors.

### Training and advancement opportunities for women and girls

According to a UNDP study (2018) women are in need of facilitating factors such as family support, the redistribution of domestic labor, greater mobility in public space, gender-equal treatment by employers and relevant educational opportunities among others<sup>16</sup>.

The observations of the Committee on the Elimination of Discrimination against Women (CEDAW) study addressed many systemic issues hindering progress in closing the gender gap in economic activity and opportunities. Azerbaijan is marked by continued horizontal and vertical inequality in the labor market, where women are concentrated in low-paid and informal work, with a large gender pay gap.

The recommendations included improvement of efforts to encourage and promote women's economic empowerment and entrepreneurship, especially among rural women, including by providing access to credit, land and other resources and by providing training in the creation and management of micro-enterprises, and by monitoring the effect on women of such initiatives.

In that regard, the multi-year Rural Women's Empowerment project, implemented by the State Committee for Family Women and Children's Affairs (SCFWCA) in partnership with UNDP combines measures to boost the economic empowerment of rural women with the building of mechanisms to increase women's participation in local development and social activism. As a result, dozens of women in five regions of Azerbaijan (Masally, Sabirabad, Neftchala, Salyan, Bilasuvar) launched small businesses, created networks and benefitted from training on business planning, financial literacy, life skills and computer/Internet use. The interrelated issues of unpaid domestic work, unstable employment, minimal savings and lack of financial literacy and basic business training, prevent many women from entrepreneurial activity. Women also tend to be less involved in managing monetary

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<sup>16</sup> <http://unazerbaijan.org/wp-content/uploads/2019/01/Women-in-the-private-sector-in-Azerbaijan.pdf>

transactions in family businesses and thus can lack basic financial knowledge compared to men. A 2006 Demographic and Health Survey found that among ever-married women aged 15-49, 50.8% reported that their *“husband does not trust them with any money.”* Basic business training and knowledge about the opportunities for women entrepreneurs was also at a very low level among women across all regions.

### Women in decision-making roles

Parliamentary representation of women has steadily risen from 16% to 17.6% between 2015 and 2020, and women's candidates have been increasingly competitive in municipal elections (from 35% to 38.81)<sup>17</sup>. Women are present in the civil service, however, but are underrepresented at all levels, in particular at the senior level.

Women's Representation in Government 2020	
Prime Minister/Deputy PM	0 out of 4
Deputy Minister	6 out of 63
Minister/Head of committees	1 out of 29
Civil service employees	28.6%
Civil service managers	9.8%
Head, government divisions	5.0%
District/city deputy heads	79 out of 352 positions
District/city executive head	1 out of 88 positions

Source: Cabinet of Ministers of the Republic of Azerbaijan, 2020

<sup>17</sup> Municipal elections were held in Azerbaijan on Dec. 23, 2019.  
<http://scfwca.gov.az/en/post/1879/belediyye-uzvu-secilen-qadinlarin-sayi-artib>

A similar trend is observed with the other government entities such as Ministry of Ecology and Natural Resources, Ministry of Energy, State Housing Development Agency (MIDA), Baku Executive Power Apparatus and Executive Power of Baku districts (Sabail, Yasamal, Binagadi, Khatai, Narimanov, Nasimi, Nizami, Surakhani, Khazar, Garadagh, Sabunchu, Absheron) and subsequent municipalities in these districts where the majority of leadership positions are taken by men.

Women remain marginalized from decision-making and managerial positions in the private sector and tend to obtain lower-paying jobs.<sup>18</sup> Segregation in the labour market is prevalent in Azerbaijan, with women being concentrated in professions that are considered feminine, such as education or social work. The CEDAW Committee (2015)<sup>19</sup> stresses that women are often relegated to informal and low-paid jobs and highlights the persistence of the gender pay gap, the lack of childcare facilities and the lower pension benefits available to women.

Results from a UNDP study (2018)<sup>20</sup> show that women require a much longer list of collaborative factors to succeed in employment and entrepreneurship in the private sector. Family support, as well as related educational opportunities, the redistribution of domestic labor, greater mobility in public space, and gender-equal treatment by employers are the facilitating factors. Insufficient coverage of public infrastructure that promotes family life in Azerbaijan is one of the obstacles to women pursuing jobs in the private sector. The issue highlights the need for more investment in facilities for family support.

#### Access to and control of resources which impacts livelihoods

According to the Article 32 of the Family Code<sup>21</sup> married women are provided with the same rights as married men to own, use, make decisions and use as collateral with respect to land, property and other non-land properties. In addition, by Constitution of the Republic of Azerbaijan, unmarried women are given the same rights as unmarried men to possess, use, decide and use land, property and other non-land properties as collateral. After divorce or separation, women and men are also granted the same rights in that respect. As far as marital property is concerned, partners have equal rights to administer. The Civil Code provides no limits on joint or mutual ownership with respect to partners.

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<sup>18</sup> Azerbaijan Enterprise Survey, 2013, World Bank/EBRD, [www.enterprisesurveys.org/nada/index.php/catalog/638/overview](http://www.enterprisesurveys.org/nada/index.php/catalog/638/overview)

<sup>19</sup> Committee on the Elimination of Discrimination against Women CEDAW (2015), Concluding Observations on the Fifth Periodic Report of Azerbaijan, CEDAW/C/AZE/CO/5, United Nations.

<sup>20</sup> <http://unazerbaijan.org/wp-content/uploads/2019/01/Women-in-the-private-sector-in-Azerbaijan.pdf>

<sup>21</sup> The Family Code of the Republic of Azerbaijan. <http://www.e-qanun.az/code/10>

However, the CEDAW Committee has highlighted the marginalization of women living in rural areas due to limited access to land and related resources as well as services, childcare facilities and shelters for victims of domestic violence. Women living in rural areas also face barriers in participating in the economic, political and public life, as well as decision-making processes at the local level due to limited access and low representation on decision-making level.

Although by law, women are provided the same rights as men to open a bank account at or to maintain a loan from a financial institution, women are still exposed to challenges in gaining access to financing due to the stereotypes related to the role of women as supplementary earner, lack of appropriate skills or financial literacy, and institutional barriers discouraging women to obtain bank loans.

## Climate Change Related Risks

### Considerations related to health, livelihood and related needs and priorities of women

Climate change generates a distinctive set of risks such as droughts, floods, storms among others that represent different risk depending on the level of vulnerability of the population. According to UNDP with limited access to financial services paired with low income and inadequate assets vulnerable households have to adapt to climate shocks under more constrained conditions.<sup>22</sup> When incomes fall from already low levels, women may have no choice but to reduce the number of meals they eat, cut spending on health, or withdraw their children from school to increase the labor supply.

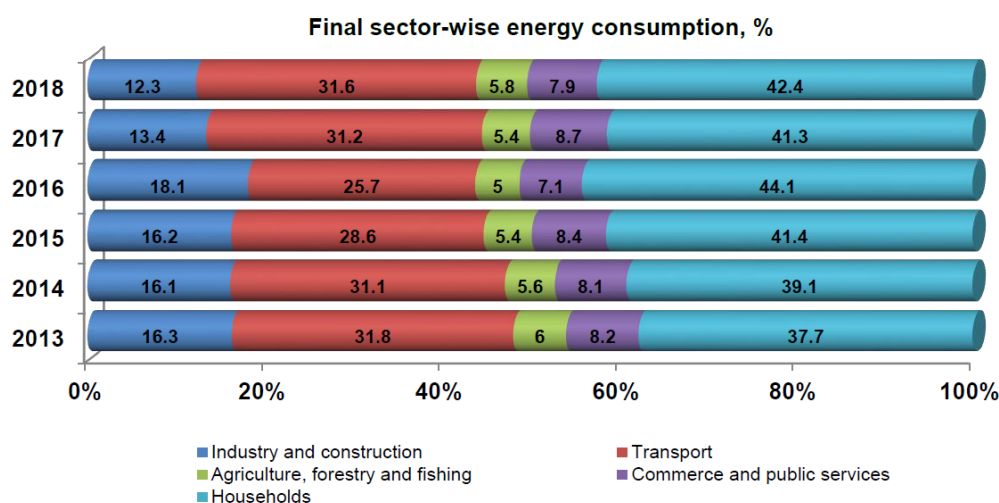
The impact of climate change on health comes in variety of forms, including, but not limited to increased spread of vector-and-water-borne diseases, reduced drinking water availability, food insecurity due to reduced agricultural production in some regions and malnutrition or disturbance of traditionally balanced diets, or respiratory illnesses.

Less than a half (47.2%) of population in Azerbaijan lives in rural areas, which makes them more vulnerable to the impacts of climate change. Women comprise 55.8% of the agricultural workforce in the country. Even with climate change, evidence indicates that agricultural transformation and male out-migration can in some cases create new wage employment opportunities for women. However, gender-based constraints such as land tenure, access to financial resource and technology, climate information, advice, climate

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<sup>22</sup> Human Development Report 2020. <http://hdr.undp.org/sites/default/files/hdr2020.pdf>

services must be overcome for women to successfully implement LEDS measures and gain from high value export crops.



*Source: Azerbaijan State Statistics Committee, 2019*

Women and men have different consumption patterns, which in turn lead to different levels of energy use. According to OECD, women spend more time doing unpaid work in the household than men<sup>23</sup>, while in Azerbaijan, women spend more than 6 hours per-day for doing unpaid household work, where men spend only 2 hours<sup>24</sup>. The types of domestic work women engage in are energy and water intensive (e.g. laundry, cleaning and cooking). No research has been conducted in Azerbaijan to identify consumption patterns based on possession of disposable income and availability of leisure time but given that household chores including taking care of children, cooking, and cleaning are primarily "women's job" in Azerbaijan, one can predict that the energy footprint of Azerbaijani women would be larger than women in more equal societies where both genders take responsibility for domestic work.

Women are also believed to make the majority of decisions on household consumption and are more likely to make choices for pro-social and pro-environmental purposes than men. For instance, a recent US study found that women are more willing to pay a higher price for energy-efficient light sources and are more likely than men to participate in energy-saving practices.

The opportunities deriving from engaging both women and men equally in all segments of society still remain untapped due to limitations mentioned above. Women can play an

<sup>23</sup> <http://www.oecd.org/gender/data/balancingpaidworkunpaidworkandleisure.htm>

<sup>24</sup> Azerbaijan State Statistics Committee, "Average time use for activities".  
<https://www.stat.gov.az/source/gender/?lang=en>

important role in climate change related initiatives, which will promote their participation in new/nontraditional climate related job opportunities, for example as renewable energy technicians and entrepreneurs, will contribute to poverty reduction and economic growth. According to the 2018 economic indicators<sup>25</sup>, 73.0% of industrial output was produced in the mining sector, 22.2% in the processing sector, 4.1% in the production, distribution and supply of electricity, gas and steam, and 0.7% in the water supply, waste treatment and processing sector. Commercial gas production in the mining sector increased by 5.8 percent, while oil production remained at last year's level. 86-92% of employees in these fields constituted men, and their average monthly salary is around 596.4 manat to 3165.8 manats. Women and girls face structural and cultural challenges in career development in these fields and the lack of women in leadership positions in the energy sector compounds the difficulty in recruiting and retaining female leaders, showing structural and cultural barriers for women in Azerbaijan.

### Recommendations for Azerbaijan Considering Gender Aspect

Gender considerations ought to ensure that as they are being formulated in the area of adaptation and mitigation, there should be substantial involvement not only in terms of beneficiaries but in their say in decision making. This should start from recognition of women as key stakeholders within climate change policies, and also, address women as key to addressing climate change issues integrating gender equality. This will entail:

- Ensuring equal opportunities for women in expressing the needs, concerns, and ideas.
- Prioritize building the capacity of women's groups and institutions on climate change issues and increasing key stakeholders' capacity and awareness from ministries, municipalities, businesses, NGOs and academia on the concept of gendered development methodologies of mainstreaming gender to current projects and programs and future investment activities.
- Ensure gender parity when designing financial mechanisms and removing bias toward small scale finance schemes, which are often more appropriate for gender responsive climate and energy projects or to support female-led businesses.

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<sup>25</sup> Azerbaijan State Statistics Committee. "Industrial production in 2018".  
<https://www.stat.gov.az/news/index.php?id=4089>

- Introduce gender disaggregated data to identify challenges and opportunities for women and men.
- Ensure development of awareness-raising campaign/material on the different energy consumption patterns and needs of men and women to mainstream the gender aspect.
- Ensure that all information and communication material is gender-sensitive (use gender-sensitive language) and mobilize women's groups in the promotion of awareness raising campaigns
- Prioritize the refurbishment and investment in support infrastructure, schools, healthcare centers, retirement houses or NGO buildings serving to family needs to ensure that women are spared from unpaid care work and can equally participate in the social life and labor market.
- Strengthen and expand existing training and re-training programmes delivering comprehensive professional and technical skills, up-to-date knowledge and necessary experience to women with secondary, special technical and higher education.