An Overview of Women's Work and Employment in Azerbaijan

Decisions for Life MDG3 Project
Country Report No. 9
Short version

University of Amsterdam /
Amsterdam Institute for Advanced Labour Studies (AIAS)
www.uva.nl/aias

Maarten van Klaveren, Kea Tijdens,
Melanie Hughie-Williams, Nuria Ramos Martin
email: m.vanklaveren@uva.nl

Amsterdam, Netherlands, December 2009

Table of Contents

1. Introduction: The Decisions for Life project

The DECISIONS FOR LIFE project aims to raise awareness amongst young female workers about their employment opportunities and career possibilities, family building and the work-family balance. The lifetime decisions adolescent women face, determine not only their individual future, but also that of society: their choices are key to the demographic and workforce development of the nation.

DECISIONS FOR LIFE is awarded a MDG3 grant from the Netherlands Ministry of Foreign Affairs as part of its strategy to support the United Nations' Millennium Development Goals no 3 (MDG3): "Promote Gender Equality and Empower Women". DECISIONS FOR LIFE more specifically focuses on MDG3.5: "Promoting formal employment and equal opportunities at the labour market", which is one of the four MDG3 priority areas identified in Ministry's MDG3 Fund. DECISIONS FOR LIFE runs from October 2008 until June 2011 (See http://www.wageindicator.org/main/projects/decisions-for-life).

DECISIONS FOR LIFE focuses on 14 developing countries, notably Brazil, India, Indonesia, the CIS countries Azerbaijan, Belarus, Kazakhstan, Ukraine, and the southern African countries Angola, Botswana, Malawi, Mozambique, South Africa, Zambia and Zimbabwe. Project partners are International Trade Union Confederation (ITUC), Union Network International (UNI), WageIndicator Foundation, and University of Amsterdam/AIAS.

This report is part of the Inventories, to be made by the University of Amsterdam, for all 14 countries involved. These Inventories and the underlying gender analyses are listed in the Table. All reports will be posted at the project website. This country report on Azerbaijan, the short version of the full report that will be published in a month's time, concentrates on Activity nr 1.03, the Gender analysis regarding pay and working conditions (or, as Chapter 2 is called, work and employment). This short report focuses on statistical information that enables an estimate of the size of the target group of DECISIONS FOR LIFE. and adds some information on earnings and the gender pay gap.

Included in the full report on Azerbaijan will be Activity 1.01, Inventories of national legislation; partly the analysis of national legislation has resulted in a separate product, the DecentWorkCheck for Azerbaijan. The full report will also include sections on the country's history and the position of women; governance; prospects in the current crisis; communication facilities; labour relations; inequality; population and fertility; women's career opportunities; education of girls and young women, and working conditions. Activity 1.02, Inventories of companies' regulations, will take place through a company survey. Preparations for Activities 1.03a and 1.03b have resulted in a number of lists, to be used in the WageIndicator web-survey for country-specific questions and their analyses, and also to be included in the full report. Chapter 3 of this short version gives more insight in the WageIndicator.

Table 1   Activities for DECISIONS FOR LIFE by the University of Amsterdam

Nr	Inventories
1.01	Inventories of national legislation
1.02	Inventories of companies' regulations
1.03	Gender analysis regarding pay and working conditions
1.03a	Gender analysis start-up design of off-line gender analyses inventory
1.03b	Gender analysis data-entry for off-line use inventories

2. Gender analysis regarding work and employment

2.1. Population and employment

As a general background for this report, we have to emphasize that Azerbaijan has a rather low population growth; for the year 2009 its growth is estimated at less than 0.8%. Based on the 1999 Census, the population was estimated at 8,016,200, whereas the Labour Force Survey for 2008 comes at 8,730,300: an increase of 8.9% in nine years. For 2009, the country's life expectancy at birth is estimated at 62.5 years for males and 71.3 years for females, a large difference. Notably Azerbaijani men seem to encounter serious health problems. The total fertility rate (TFR, the number of births a woman would have if she survived to age 50) is currently estimated at 2.04 and the birth rate at 17.6 per 1,000 of the population, thus rather low. The current death rate is set at about 8.3 per 1,000 (sources: wikipedia; CIA World Factbook; ILO Laborsta).

Table 2 presents the development of total employment and employment by status and gender in Azerbaijan between 2003-2008. The table shows a modest growth in these years of total employment for males, by 3.7%, and a very strong growth for females, by 606,000 persons or 43%. This obviously has to do with changes in statistical observation and interpretation, which may lead to an overestimation of the increase of own-account and contributing family workers for both sexes. Yet, it seems without doubt that paid emplyment has substantially decreased for men, by 150,000 or 13%, while paid employment for women showed a slight increase, by 5,000 or 0.7%. As a consequence, the share of women in paid employment grew from 39.5% in 2003 to 43.2% in 2008. The growing "informalisation" of the economy suggested by these figures over the last five years seems rather odd against the backdrop of the rapid expansion of the Azerbaijan economy, with GDP (Gross Domestic Product) per person employed growing by 8.2% in 2003, 5.3% in 2004, 24.7% in 2005, 31.0% in 2006, 14.0% in 2007, and 9.3% in 2008 (source: UN MDG Indicators). This boom is largely attributable to large and growing oil exports, but – according to the CIA World Factbook—the non-energy sector also featured double-digit growth in 2008, spurred by growth in the construction, banking, and real estate sectors.

Table 2   Employment by status and gender, Azerbaijan, 2003, 2008

	2003				2008			
	male		female		male		female	
	x1,000	%	x1,000	%	x1,000	%	x1,000	%
Employers	140	7.1%	99	7.1%	101	4.9%	19	0.9%
Own-account workers and Contributing family workers	709	35.9%	566	40.4%	970	47.4%	1,247	62.1%
Employees	1,127	57.0%	737	52.5%	977	47.7%	742	37.0%
Total	**1,976**	**100%**	**1,402**	**100%**	**2,048**	**100%**	**2,008**	**100%**

Sources: ILO Laborsta, Table 2D

2.2. Labour force participation

Of the total Azerbaijani population, by 2008 4,371,000 persons were counted as economically active (the share of the population over 14 of age in employment or registered unemployed), of which 45,500 aged

65 and older: see Table 3. If we leave out this group of elderly citizens in order to comply with the internationally comparable Labour Participation Rate (LPR) or Employment-to-Population ratio (EPOP) that only takes stock of the labour force aged 15-64 in percentages of the total population of the same age, we can calculate the over-all LPR or EPOP at 69.3% *(MDG Indicator 1.5)*. This implies a position in the lower middle ranks among the 14 countries in our project. With respectively 72.7% for males and 66.0% for females, the "corrected" female LPR in 2008 was 91% of the "corrected" male rate (the so-called women to men parity). In Table 3, below, we show the 2008 LPR's for 5-years'age cohorts.

Table 3   **Economically active population and labour participation rates (LPRs) by gender and by age group, Azerbaijan, 2008**

	all		male		female	
	x 1,000	*LPR*	x 1,000	*LPR*	x1,000	*LPR*
15-19	180	*19.7*	83	*17.8*	97	*21.7*
20-24	465	*52.0*	252	*55.2*	212	*48.5*
25-29	559	*74.8*	288	*76.5*	271	*73.0*
30-34	598	*93.9*	301	*98.0*	297	*90.0*
35-39	555	*89.7*	283	*96.9*	272	*83.3*
40-49	1,225	*90.9*	627	*98.3*	598	*84.3*
50-54	386	*75.9*	186	*76.2*	200	*75.6*
55-59	209	*65.9*	128	*85.1*	81	*48.6*
60-64	94	*53.2*	45	*54.9*	49	*51.7*
65+	46	*7.7*	12	*5.0*	33	*9.6*
Total 15+	**4,317**	**63.9**	**2,205**	**67.6**	**2,112**	**60.5**

Source: ILO Laborsta, Table 1A (Labour Force survey)

Table 3 reveals some interesting gender differences in the LPR's for the 5-years' age cohorts. For men and women alike, the LPR's were highest among the 30-49-year-olds, but the female rates fell after age 34. The male rate in the 55-59 aged cohort was remarkably high, and so was the female LPR in the 60-64 of age cohort. 53% of the potential female labour force of 55-65 aged was still employed, compared to other post-Soviet countries like Ukraine a rather high share. As for the DECISIONS FOR LIFE target group, the girls and young women aged 15-29, in 2008 there were 580,000 of them employed on a population of 1,254,000, implying a LPR of 46.3%. Remarkably, with 47.9% (623,500 active in a population of 1,302,000), the LPR of their male peers was only slightly higher.

Comparison with the 1999 Census outcomes learns that between 1999-2008 the LPRs of both sexes have strongly converged: the male LPR fell by 4.5%points, coming down from 77.2%, while the female rate went up from 61.8%, thus by 4.2%points.[1] These outcomes are the result of contradictory trends. As for the males, the LPR's for the three youngest cohorts fell by 14 to 19%points and the LPR for the 50-54 of age by 9%points, and this was not fully compensated by the 5-6%points' rise of the LPRs for the 30-49 aged. As for the females, the LPR's for the two youngest cohorts fell by respectively 9%points (for the 15-19 of age) and 16%points (for the 20-24-aged), whereas the LPR for the 25-29 of age remained at 73%; however, the labour participation of the middle-aged women grew spectacularly, by 10-17%points. This latter growth may well be attributed mainly to the increase of informal work. For our project, the fall of the LPR of the 15-24 aged girls is most interesting. This decrease cannot be fully explained by their

---

[1]   Though, unlike the 2008 Labour Force Survey, the 1999 Census excluded the 15-year-olds from the economically active population and defined the labour force as 16-64-year olds. This statistical change hardly influenced this convergence.

growing enrollment in secondary education. For the period actually covered by statistics, 1999-2005, female enrollment in secondary education grew by only 2.7%points (website Nationmaster).

2.3. Employment by industry

Below, we present the division of the Azerbaijan labour force by industry and gender, for the labour force at large.[2]

Table 4   Employment by industry and gender, total labour force, Azerbaijan, 2008

	all		male		female	
	x 1,000	%	x 1,000	%	x 1,000	%
agriculture, forestry, fishing	1,557	38.4	754	36.8	803	40.0
mining	45	1.1	35	1.7	10	0.5
manufacturing	199	4.9	107	5.2	92	4.6
utilities (gas, water, electr.)	46	1.1	37	1.8	8	0.4
construction	226	5.1	192	9.4	34	1.7
wholesale and retail	654	16.1	212	10.4	442	22.0
transport, storage, commun.	209	5.2	145	7.1	64	3.2
restaurants, hotels	23	0.6	11	0.5	12	0.6
finance	19	0.5	11	0.5	8	0.4
real estate, renting, business	139	3.4	96	4.7	43	2.1
public administrat., defense	274	6.8	205	10.0	69	3.4
education	346	8.5	113	5.5	233	11.6
health, social work	183	4.5	52	2.5	131	6.5
other community services	135	3.3	74	3.6	61	3.0
Total	**4,056**	*100*	**2,048**	*100*	**2,008**	*100*

Source: ILO Laborsta, Table 2B

The table shows that still a considerable part of the Azerbaijan labour force is in agriculture: 40% of the females, 37% of the males. For both sexes, wholesale and retail trade is the second largest employer, though for females this industry is, with 22%, more important than for males, with 10.5% employed in wholesale and retail. For women, education comes third (11.6%), followed by health and social work (6.5%) and manufacturing (4.6%). Also for men (5.2%), the share of manufacturing in employment is still quite low. In 2008, 28% of the female labour force was in commercial services, for the largest part in wholesale and retail.

Table 5 (next page) presents an overview of the female employment shares by industry for the labour force at large. Five of the 15 industries show a female share above the average 49.5%, all with a female majority. With over 72%, this majority is quite large in health and social work, followed –in this order—

---

[2]   We could also construct a table for the division by industry and gender for employees alone, based on ILO Laborsta, Table 2E, but this table contained unexplainable differences with our Table 4. For some industries, like finance, the number of employees derived from the ILO statistics was larger than their total labour force, whereas for others the number of employees was obviously too small to be taken into consideration, for example in public administration, where for 2008 the number of employees was less than 25% of the total labour force. Therefore, we left out this second table, and we use the total labour force data for the female employment share by industry (Table 5).

by wholesale and retail (68%), education (67%), restaurants and hotels (52%), and agriculture (51%). Moreover, the female share in manufacturing (46%) is in international perspective high, though not exceptional. By contrast, with 25% the female share in public administration is remarkably low

Table 5   Female employment shares by industry, total labour force, Azerbaijan, 2008

	x 1,000	%
agriculture, forestry, fishing	803	51.4
mining	10	22.2
manufacturing	92	46.2
utilities (gas, water, electr.)	8	17.4
construction	34	15.0
wholesale and retail	442	67.6
transport, storage, commun.	64	30.6
restaurants, hotels	12	52.1
finance	8	42.1
real estate, renting, business	43	30.9
public administrat., defense	69	25.2
education	233	67.3
health, social work	131	71.6
other community services	61	45.2
Total	**2,008**	**49.5**

Source: authors'calculations on ILO Laborsta, Table 2B

2.4.   Employment by occupation

Table 6 gives an overview of the total labour force divided by occupational group and gender, for 2008.

Table 6   Employment by occupational group and gender, total labour force, Azerbaijan, 2008

	all		male		female	
	x 1,000	%	x 1,000	%	x 1,000	%
legislators,senior officials,managers	48	1.2	44	2.1	3	0.1
professionals	614	15.1	281	13.7	334	16.6
technicians, associate professionals	160	3.9	76	3.7	84	4.2
clerks	239	5.9	141	6.9	98	4.9
service, shop, sales workers	230	5.7	151	7.4	79	3.9
skilled agricultural, fishery workers	808	19.9	551	26.9	257	12.8
craft and related trades	372	9.2	236	11.5	136	6.8
plant & machine operators, assemblers	218	5.4	178	8.7	40	2.0
elementary occupations	1,362	33.6	385	16.4	977	48.7
Total	**4,056**	**100.0**	**2,048**	**100.0**	**2,008**	**100.0**

Source: ILO Laborsta, Table 2C

The table shows that the qualification structure of the Azerbaijan female labour force, as captured in these statistics, has a large low end. Nearly half of all women employed can be found at the bottom of the labour market, in elementary occupations, against less than one in six men employed. Obviously, majorities of women working in agriculture et cetera and in wholesale and retail trade have been classified under "elementary occupations." For example, in 2008 442,000 women were counted as

working in wholesale and retail (Table 4), but only 79,000 --less than one in five-- were classified as service, shop or sales workers. By contrast, 151,000 of 212,000 men working in wholesale and retail – nearly three in four-- were classified as service, shop or sales workers. One may question whether such different outcomes are based on a real valuation of gender differences in skills (qualifications) used, or may be a mere statistical bias. Slightly over 20% of all women could be traced in the three occupational groups ranked highest in organisational hierarchies, of which over 80% as professionals: another peculiar outcome. We may assume that secondary and tertiary education teachers and high-skilled medical staff normally have been grouped under "professionals", whereas primary education teachers and nurses normally can be found under "technicians and associate professionals". Obviously, these classifications have not been consistently followed here.

Building on Table 6, Table 7 shows the female employment shares by occupational group for 2008. Compared to the average share of nearly 50%, women were largely overrepresented in elementary occupations (72%), and slightly overrepresented among professionals (54%) and technicians and associate professionals (53%). We just present these outcomes here, as we already commented on the classifications and calculations behind them. It should be emphasized that at the top of the hierarchy, covered by legislators, senior officials and managers, the female share was with 6% very low.

Table 7   Female employment shares by occupational group, total labour force, Azerbaijan 2008

	x 1,000	%
legislators,senior officials,managers	3	6.3
professionals	334	54.4
technicians, associate professionals	84	52.5
clerks	98	41.0
service, shop, sales workers	79	34.3
skilled agricultural, fishery workers	257	31.8
craft and related trades	136	36.6
plant & machine operators, assemblers	40	18.3
elementary occupations	977	71.7
Total	**2,008**	**49.5**

Source: authors'calculations on ILO Laborsta, Table 2C (Labour Force Survey)

2.5.   Employment by level of education

Table 8 (next page) presents the division of the economically active population of Azerbaijan by gender and educational attainment, based on official estimates as of 2008 and following the ISCED division. The table suggests that in international perspective the Azerbaijan population has a quite high educational level. A majority of the labour force has their highest level of education completed at ISCED level 3. Gender differences are rather small. Women are less represented at the highest level (ISCED 5-6), with women to men parity 78%, whereas they are more represented at the second highest level (ISCED 4), bringing women to men parity to 123%. If these figures are correct, we cannot but conclude that for both genders, but especially for women, considerable underutilization of skills is at hand. The fact that in the same year nearly half of the female jobs is classified as "elementary occupations" is not easy to reconcile with the finding that less than 5% of the female labour force has an education completed below level 3.

Table 8   Economically active population (incl. unemployed) by highest level of education completed and by gender, Azerbaijan, 2008

	all		male		female	
	x 1,000	%	x 1,000	%	x 1,000	%
no education completed (ISCED X-1)	11	0.3	6	0.3	5	0.2
second level, first stage (ISCED 2)	145	3.4	60	2.7	85	4.0
second level, second stage (ISCED 3)	2,608	60.7	1,315	60.0	1,293	61.4
third level, first stage (ISCED 4)	573	13.3	262	12.0	311	14.8
third level, second stage (ISCED 5-6)	958	22.3	547	25.0	411	19.5
Total	**4,295**	*100.0*	**2,190**	*100.0*	**2,105**	*100.0*

Source: ILO Laborsta, Table 1B

Table 9 shows the more detailed distribution of educational levels for the female labour force by age group. It turns out that the women 25-29 of age were highest educated, followed by the 35-39 of age and those aged 30-34. In all three groups, over 35% had a completed education at ISCED level 4 or higher, and 23-27% even were educated at the combined highest ISCED level 5-6. Jointly, 21% of the 15-19-year-olds, our target group, was educated at level 5-6, and 11% at level 4.

Table 9   Female labour force by age group (incl. unemployed) and highest level of education completed, Azerbaijan, 2008

ISCED	X-1	2	3	4	5-6	total	x 1,000
15-19	1	14	82	3	0	100%	97
20-24	0	3	69	17	11	100%	212
25-29	0	2	56	15	27	100%	271
30-34	0	1	62	12	25	100%	297
35-39	0	2	56	19	23	100%	272
40-44	0	3	68	14	15	100%	315
45-49	0	2	64	17	16	100%	284
50-54	0	4	64	15	17	100%	200
55-59	1	2	58	22	17	100%	81
60-64	7	13	40	22	18	100%	49
65+	16	9	38	12	24	100%	33
Total	**0**	**4**	**61**	**15**	**20**	**100%**	**2,112**

Source: authors'calculations on ILO Laborsta, Table 1B

2.6.   Unemployment

Between 2006-2008, the official unemployment rate of Azerbaijan stabilized at 6-7%, with the rate for women somewhat lower than for men. Table 10 (next page) reveals the unemployment averages for 2008, by age and gender. According to the detailed statistics, nearly half of all unemployed –of both genders—consisted of first job seekers. This suits well with the fact that unemployment rapidly declines with age for those over age 24. Striking is the substantial unemployment of boys aged 15-19, as well as of young men and women aged 20-24. On average 45,000 females aged 15-29 were unemployed in 2008.

Table 10   Unemployment by gender and by age group, % of economically active population, Azerbaijan, 2008

	all	male	female
15-19	16.0	28.2	5.6
20-24	13.8	15.6	11.7
25-29	5.2	4.9	5.6
30-34	4.8	4.7	4.9
35-39	2.3	2.6	2.9
40-44	4.7	3.9	5.6
45-49	4.0	3.1	4.9
50-54	4.8	6.0	3.4
55-59	10.6	17.3	0.8
Total 15+	**6.1**	**7.1**	**4.9**

Source: authors'calculations based on ILO Laborsta, Table 3B

Table 11 presents the 2008 official unemployment rates by gender and highest level of education completed. Clearly, unemployment concentrated at ISCED level 2, thus for those with second level first stage education completed. Unemployment of men at this level in 2003 was about 40%, and though a substantial decrease has taken place, still nearly one in four men were in 2008 unemployed. In 2008 the position of females was better at all educational levels.

Table 11   Unemployment by gender and highest level of education completed, % of economically active population, Azerbaijan, 2008

	all	male	female
first level (ISCED X-1)	0	0	0
second level, first stage (ISCED 2)	15.7	24.6	9.4
second level, second stage (ISCED 3)	6.1	6.5	5.8
third level, first stage (ISCED 4)	7.8	11.0	5.1
third level, second stage (ISCED 5-6)	3.4	5.1	1.3
Total	**6.1**	**7.1**	**4.9**

Source: authors'calculations based on ILO Laborsta, Table 3C

2.7.   Size of the target group

We can now produce an estimate of the size of the target group of the DECISIONS FOR LIFE project for Azerbaijan, the girls and young women aged 15-29, working in urban areas in commercial services -- that is, wholesale and retail as well as commercial services more narrowly defined, like finance and restaurants and hotels. The total size of the female labour force aged 15-29 in Azerbaijan can be estimated at 580,000. Given an urbanisation rate of 52% (CIA World Factbook), about 300,000 lived and worked in urban areas. Of this 300,000, about 30%[3] or approximately 90,000 girls and young women can be estimated to belong to our target group as they worked in commercial services. A growing share of them, roughly to be estimated at about 40% or 36,000, may currently work outside paid employment. Some 30,000 to 40,000 (depending on the economic conditions) girls and young women will enter into commercial services employment in the next five years.

---

[3]   We calculate with a 4%points overrepresentation of girls and young women aged 15-29 in commercial services compared to women over age 29.

2.8. Wages

Concerning wages, we focus here on the differences in wages between men and women or the gender pay (wage) gap, though Table 12 also gives a picture of the wage differences between industries in Azerbaijan. It shows that for both genders by far the highest earnings are in mining, paying respectively 217% (men) and 346% (women) over the total average earnings, with finance ranking second. Earnings in the other industries follow at large distance. Remarkably low –also for males, though here a considerable gender gap is left-- are the official average earnings in education, health and social work. Except for agriculture and fishing, the health and social sector even closes the ranks.

Table 12   Average monthly earnings by industry and by gender, Azerbaijan, 2008, in Manat (AZM)

	total	male	female	*m/f gap*
agriculture	114.7	118.9	93.0	*21.8*
fishing	104.6	104.9	87.4	*16.7*
mining	1,011.4	1,029.0	826.0	*19.7*
manufacturing	251.6	253.9	191.6	*24.5*
utilities (gas, water, electr.)	287.4	293.3	232.6	*20.7*
construction	371.9	406.1	220.7	*45.7*
wholesale and retail	211.3	214.3	199.1	*7.1*
transport, storage, commun.	329.4	355.8	210.1	*40.9*
restaurants, hotels	257.8	265.4	241.9	*8.9*
finance	812.6	877.5	573.8	*34.6*
real estate, renting, business	527.9	643.8	269.2	*58.2*
public administrat., defense	288.0	296.4	231.1	*22.0*
education	214.4	257.0	186.0	*27.6*
health, social work	130.9	167.8	112.6	*32.9*
other community and personal services	182.7	238.6	126.4	*47.0*
Total	**274.4**	**324.6**	**184.5**	**43.2**

Source: ILO Laborsta, Table 5A

In the fourth column of the table we have indicated the magnitude of the gender pay gap,[4] on a monthly base. It has to be added that this gap is normally calculated on an hourly base, as to eliminate gender differences in hours worked. Yet, the official statistics for Azerbaijan show hardly any gender differences in hours worked (i.e. average hours per month and week, per industry -- ILO Laborsta, Tables 4A and 4B). A full-time working week, of 35-40 hours or more, clearly is the country's standard, for men and women alike. Thus, the figures of Table 12 are reasonable indications of the gender pay gap in Azerbaijan. With over 43% the over-all gap in 2008 was extremely large, also in international perspective. This outcome fully fits in the picture of a highly segmented labour market that we derived from the earlier labour market statistics. Across industries the gap was by far largest in real estate and other business, where men's average earnings more than doubled those of women, followed –in this order-- by other community and personal services; construction, and transport, storage, and

---

[4]   Using the international standard formula for the gender pay (or wage) gap: ((wage men – wage women) : wage men) x100).

communication. Remarkably small was the gender pay gap in wholesale and retail, where men had quite low earnings –unless the segmentation in occupational titles we earlier found for this industry.

2.9.   References

CIA World Factbook *Azerbaijan* (last accessed December 10, 2009) (https://www.coa.gov/library/publications/the-world-factbook/geos/aj.html)

International Labour Office (ILO) *Labour Statistics (Laborsta)* (Ongoing: http://laborsta.ilo.org/)

UN Millenium Development Goals (MDG) Indicators (Ongoing: http://mdgs.un.org/unsd/mdg/Data.aspx)

Website Nationmaster *Azerbaijan / secondary education enrollment* (last accessed December 11, 2009) (http://www.nationmaster.com/time.php?stat=edu_sch_enr_sec_fem_net-school-enrollment-secondary-female-net&country=aj-azerbaijan)

wikipedia *Azerbaijan* (last accessed December 10, 2009)

3.   What is WageIndicator?

WageIndicator has websites in 50 countries. In every country, a national website has a free Salary Check. This Check provides detailed information about the wages, on average earned in a wide range of occupations, taken into account personal characteristics, such as tenure/age, education, supervisory position, region and alike.

Apart from the Salary Check, the websites in many countries have attractive web-tools, such as Minimum Wage Checks, DecentWorkCheck, Gross-Net Earnings Check, and alike. In addition, most websites have content about wages, working conditions, labor standards and related topics. Each country has at least one website. Multilingual countries have two or more websites. In addition, many countries have websites for target groups, for example women or youth. The project website is www.wageindicator.org.

Worldwide, the national WageIndicator websites attract large numbers of web-visitors. The websites are consulted by workers for their job mobility decisions, annual performance talks or wage negotiations. They are consulted by school pupils, students or re-entrant women facing occupational choices, or by employers in small and medium sized companies when recruiting staff or negotiating wages with their employees.

In return for all free information provided, the web-visitors are encouraged to complete a web-survey, which takes 10 to 20 minutes. The survey has detailed questions about earnings, benefits, working conditions, employment contract, training, as well as questions about education, occupation, industry, and household characteristics. This web-survey is comparable across all countries. The web-survey is continuously posted at all WageIndicator websites, of course in the national language(s) and adapted to country-specific issues, where needed. The data from the web-survey are used for the calculations, underlying the Salary Check. For occupations with at least 50 observations in the national database a salary indication can be calculated. The Salary Checks are updated annually.

The project started in 2000 in the Netherlands with a large-scale, paper-based survey to collect data on women's wages. In 2001 the first WageIndicator website with a Salary Check and a web-survey was launched. Since 2004, websites were launched in European countries, in North and South America, in

South-Africa, and in countries in Asia. All large economies of the world currently have a WageIndicator website, among which the USA, the Russian Federation, China, India and Brazil. From 2009 onwards, websites are being launched in more African countries, as well as in Indonesia and in a number of post-soviet countries. More information about the WageIndicator Foundation and its activities can be found at www.wageindicator.org.

****