



**Permanent Mission
of the Republic of Azerbaijan
to the UN Office and other
International Organizations**

GENEVA

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The Permanent Mission of the Republic of Azerbaijan to the United Nations Office and other International Organizations in Geneva presents its compliments to the Office of the United Nations High Commissioner for Human Rights and, with reference to the latter's Note Verbale Ref: RRDD/HRESIS/CM/JS/CC/is dated 7 July 2016, has the honour to transmit herewith the relevant information of the State Committee for Family, Women and Children Affairs of the Republic of Azerbaijan regarding the resolution A/HRC/RES/31/15 entitled "The right to work".

The Permanent Mission of the Republic of Azerbaijan to the United Nations Office and other International Organizations in Geneva avails itself of this opportunity to renew to the Office of the United Nations High Commissioner for Human Rights the assurances of its highest consideration.

Enclosure: 2 pages

Geneva, 22 September 2016



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- The State Committee for Family, Women and Children Affairs and New Azerbaijan Party carried out roundtable on “The rights of workers with family responsibilities” in 2014. During the roundtable such topics as equality between men and women in the field of labor, creating conditions for safety and health of mother and child , fulfillment of the obligations on ILO convention № 156 “The rights of workers with family responsibilities: equal treatment and equal opportunities for men and women workers” and № 183 “The Maternity Protection” were discussed.
- The State Committee for Family, Women and Children Affairs and Azerbaijan Micro-finance Association carried out the training called “Financial literacy” and “Start your business and improve it” in the frames of the project “Preparing women specialists and developing women entrepreneurship in regions of Azerbaijan”. The main purposes of the trainings is providing women with necessary knowledge on the basics of finance and support the women who are engaged in or wish to start small and medium businesses .
- The State Committee for Family, Women and Children Affairs, The German Society for International Cooperation(GIZ) had started the project “Women’s Rights” in the frames of regional program “Support for legal approximation with European standards in the South Caucasus” since 2013. During the project the book called “Guide on Women’s Rights” was published and disseminated in the regions. One of the main part of the book is devoted to the women’s labor rights.
- The State Committee for Family, Women and Children’s Issues with United Nations Development Program has started the technical assistance project “encouraging women’s participation in economic and social life in rural and regional areas“ in Azerbaijan since 2011. The main purpose of the project is evaluation of the necessities and problems of rural women related to economic and social life, providing favorable environment concerning their business and social activities. The Women Resource Center was created in Sabirabad region in 2013. The project is carried out in Sabirabad, Masalli and Neftchala regions. A number of trainings on “formation gender sensitive politics in rural and regional areas “were held for gender focal points In September 24-26, 2014.

- The special training “Start your business and improve it” was held in order to support women’s business activities. The special competition on the best micro project proposals was held among 14 women participants of above mentioned .Best 7 were chosen and the winners got necessary equipment for starting their business. As a result 7 micro projects are being implemented now- 3 cattle-breeding, 1-chick storage, 1 cosmetic shop, 1 henna shop. The Special Labor Fairs were held in Sabirabad at the end of the project in order to help rural women to get work place on December,24. by The State Committee for Family, Women and Children Issues and United Nations Development Program, The Ministry of Labour and Social Protection of Population. 114 vacancies were offered by 21 companies. The number of female and male participants was 70 and 11, respectively each. Generally, 13 participants got new work places. Since 2014 this project has been continued by the financial assistance of Coca Cola company in Neftchala. In order to help women to use the project services the special agreement has been set between United Nations Development Program and Azerbaijan Disabled Women Society. The training “Create your own business” was held for 21 disabled women in Baku. Special trainings on skills development ,CV preparation ,job interview and development of business skills has been conducted in Women’s Resource Center .Since 2016 the project has been continued in Bilasuvar, Salyan, Sabirabad.
- Public Television prepared special program on “ensuring women’s labor rights in Azerbaijan” with the initiative of The State Committee for Family, Women and Children Affairs. Experts of Trade Union Confederation, Labor Inspection and NGOs discussed women’s employment problems, measures for the co-ordination women`s family and work commitments, working condition of women in private sector.
- Law of the Republic of Azerbaijan on amendments to the Labour Code to provide support to the employees with family responsibility was adopted on 17 May, 2016. These ammdements consider reduced working hours (36 hours per week) for the employees up to the age of 16; aged 16 to 18, disabled employees of I and II groups , pregnant women and women with a child under the age of one-and-a-half and parents bringing up children under the age of 3 years.