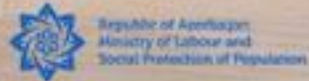


"WAPES World of Public Employment Services" WEBINAR

A presentation by our member of Azerbaijan



05/11/2025



Welcome to the webinar hosted by the State Employment Agency under the Ministry of Labour and Social Protection of Population of the Republic of Azerbaijan

Bienvenue au webinaire organisé par l'Agence nationale pour l'emploi relevant du ministère du Travail et de la Protection sociale de la population de la République d'Azerbaïdjan

Bienvenidos al seminario web organizado por la Agencia Estatal de Empleo dependiente del Ministerio de Trabajo y Protección Social de la Población de la República de Azerbaiyán.



Mr. Hasil Abbasov

Mr. Hasil Abbasov currently serves as the Deputy Chairman of the Managing Board of the State Employment Agency under the Ministry of Labor and Social Protection of the Population of the Republic of Azerbaijan. He brings extensive expertise in labor market policies, workforce development, and organizational transformation.

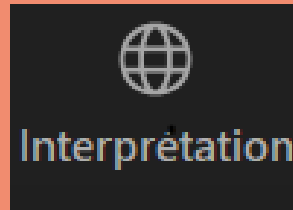


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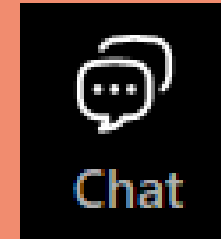




Please select your language (English, French or Spanish) by clicking on the globe icon below your screen.

Merci de sélectionner votre langue (anglais, français, espagnol) en cliquant sur le globe en bas de votre écran.

Por favor, seleccione su idioma (inglés, francés, español) haciendo clic en el globo situado en la parte inferior de su pantalla.



Questions can be asked via the chat only. Only a few questions will be answered live, the remaining ones will be attended afterwards, in the follow-up of the event.

Les questions peuvent être posées uniquement via le chat. Seules quelques questions recevront une réponse en direct, les autres seront traitées ultérieurement, dans le cadre du suivi de l'événement.

Las preguntas sólo podrán formularse a través del chat. Solo se responderán algunas preguntas en directo, las otras se atenderán después, en el seguimiento del evento.



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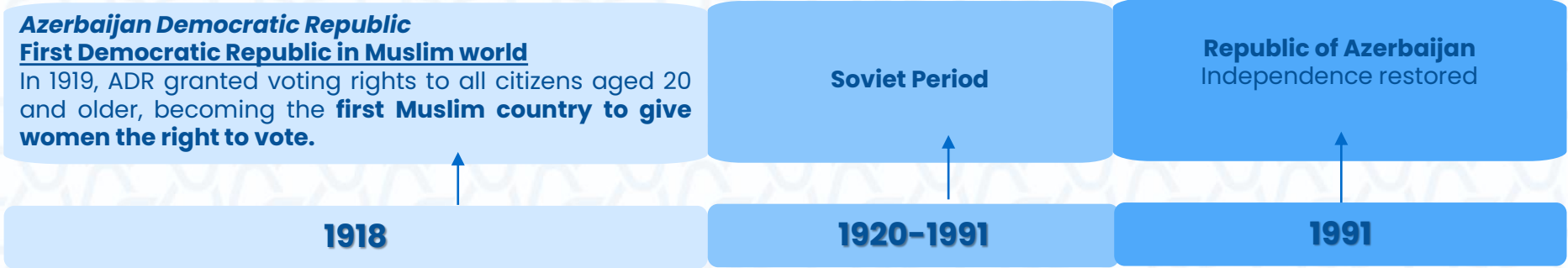


About Azerbaijan

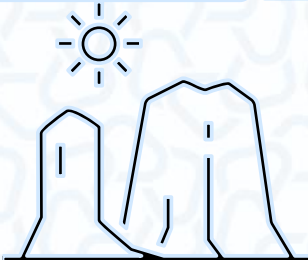
- ❖ Official name: Republic of Azerbaijan
- ❖ Capital: Baku
- ❖ Population: over 10 mln.
Economically active population (01.10.2025): 5375,800
Unemployment rate (2025): 5.3%
- ❖ Currency: Azerbaijani Manat ₼ (AZN)
- ❖ Location: Azerbaijan is located in the South Caucasus, in the west of the Caspian Sea basin. Azerbaijan borders Russia to the north, Georgia to the northwest, Armenia to the west, Türkiye to the southwest, and Iran to the south.



INDEPENDENCE



Ancient Heritage



UNESCO World Heritage Site

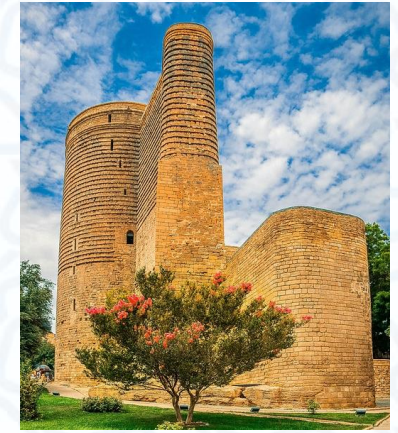
Azykh Cave
~400,000 years old
One of the oldest dwelling in the world



Gobustan
Over 6,000 rock drawings shows ancient lifestyle



Maiden Tower
XII century



Shirvanshahs' Palace
XV century



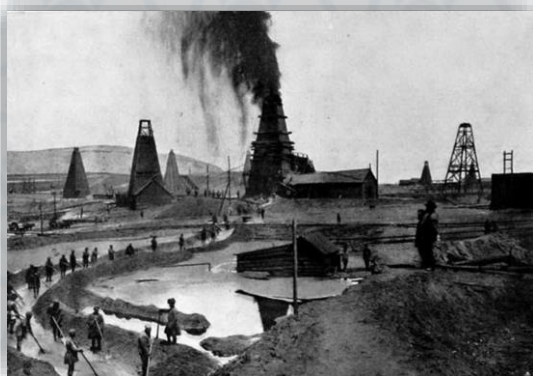
Khinalig village
7,710 ft. above sea level



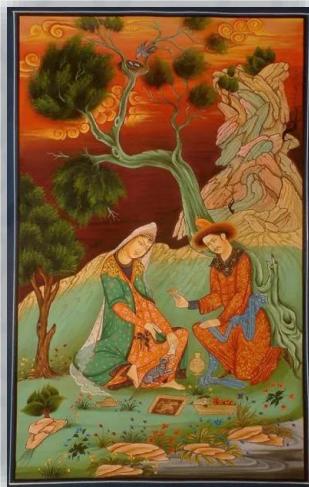
Shebeke stained glass and painted frescoes – XVIII century



The world's first industrial oil rig was drilled in 1846 in Baku



The first Azerbaijani opera, Leyli and Majnun (1908) by Uzeyir Hajibeyov, was also the first in the Muslim East, combining mugham with European classical music



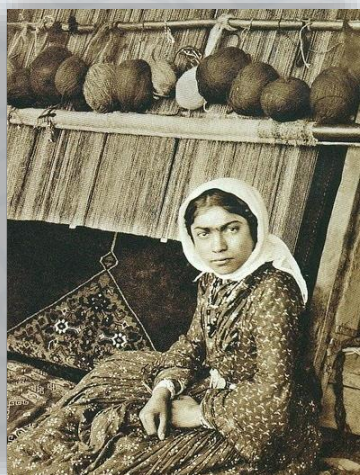
National Clothes and Dance



Mugham music, recognized by UNESCO



World-famous carpet weaving traditions



Novruz Holiday



Local Cuisine





Major international events hosted by Azerbaijan



- ❖ Eurovision Song Contest was held in Baku in 2012.



- ❖ The first European Games was held from June 12 to 28, 2015 in Baku.



- ❖ The 4th Islamic Solidarity Games was held from May 12 to 22, 2017 in Baku.



- ❖ Azerbaijan was chairman of the Non-Aligned Movement from 2019 to 2023



- ❖ Since 2016, the European Grand Prix (Formula 1) competitions have been held in Baku.



- ❖ Baku hosted the 74th International Astronautical Congress on 2–6 October 2023.



- ❖ COP 29 was convened in Baku, from 11 to 22 November 2024.



- ❖ FIFA awarded the 2027 U20 joint hosting to Azerbaijan and Uzbekistan

Institutions under the Ministry of Labour and Social Protection of Population

**State Employment
Agency**

Agency for Sustainable
and Operational Social
Security (DOST)

DOST Business Center

State Social Protection
Fund

Social Services Agency

Social Support Center

State Medical-Social
Expertise and
Rehabilitation Agency

National Observatory
on Labour Market and
Social Protection

DOST Digital Innovation
Center

DOST Center for
Inclusive Development
and Creativity





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About the Agency



1991

Head Employment
Branch



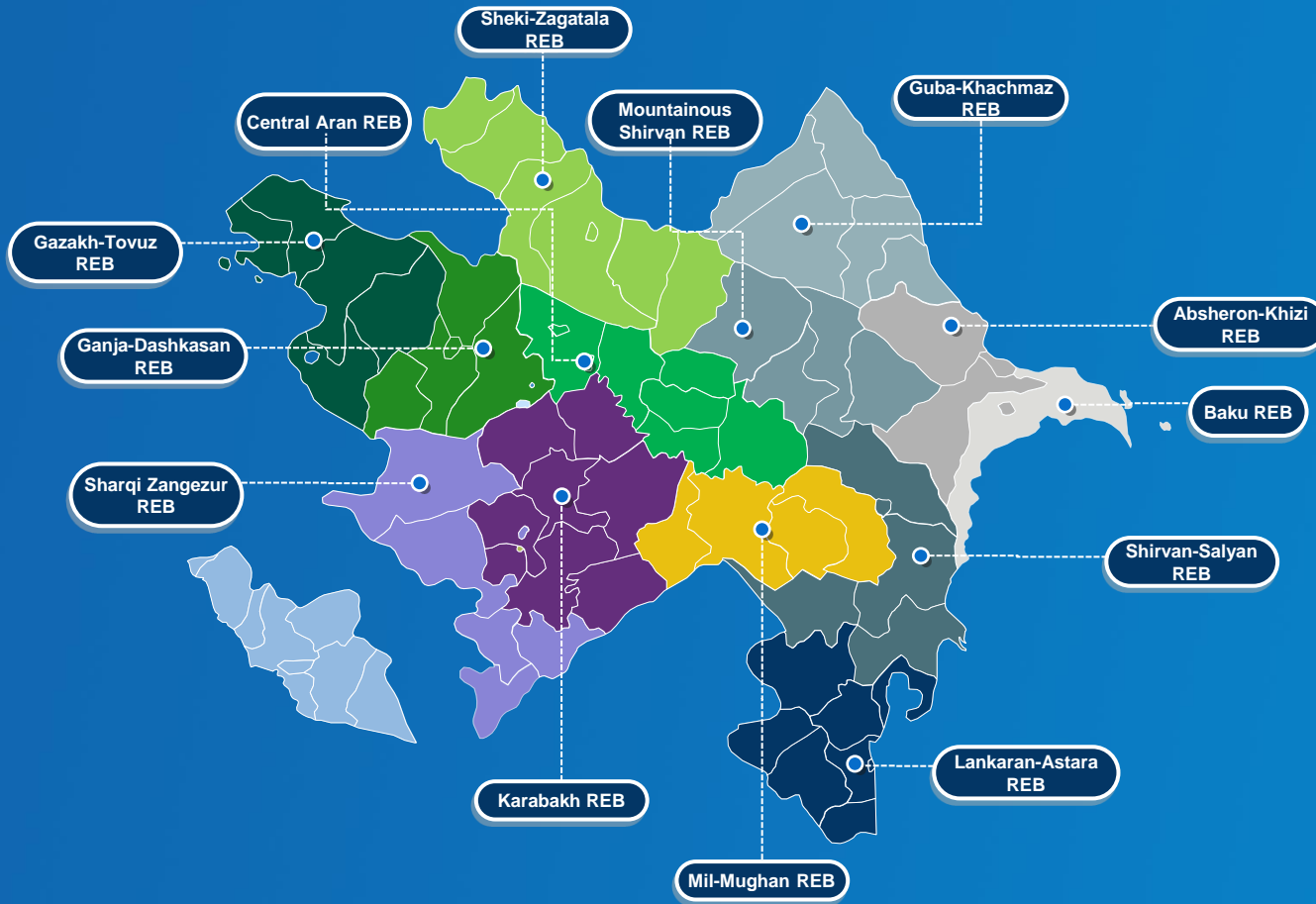
2011

State Employment Service



2020

State Employment Agency



Structure of the SEA

- 1 Headquarter
- Central Monitoring and Evaluation Branch
- Central Accounting and Appointment branch
- Central Career branch
- 13 Regional Employment branches
- 4 Vocational Training Centers



Results of 2024 (01.01.2024 – 31.12.2024)



160,034

Employed



17,327

Self-employment



17,114

Paid social work



15,571

Vocational training



9,763

Unemployment
insurance payment



391

Wage-subsidy



1,467

Provided with a job
according to the
quota



203,837

Career guidance



Results of 2025 (01.01.2025 – 31.10.2025)



157,939

Employed



16,324

Self-employment



5,729

Paid social work



15,523

Vocational training



8,335

Unemployment
insurance payment



1,494

Wage-subsidy



1,446

Provided with a job
according to the
quota



301,509

Career guidance

Functional directions

The Agency has 27 directions of activity, divided into 5 blocks.

1) Labor market analysis:

- Labor market analysis, forecasting and trend analysis;
- Preparation of employment programs;
- Employment map.

2) Control in the field of employment:

- Vacancy Bank;
- Register of employment agents (intermediaries);
- Work under a social quota;
- Register of employed persons;
- Legalization of informal employment.

3) Work with social partners:

- Co-financing;
- Targeted programs;
- Creation of social enterprises;
- Job fairs;
- Additional jobs beyond the quota.



Functional directions

4) Preparing for the labor market of the future:

- Career counseling services;
- Incentive career planning tools.

5) Work with the unemployed and job seekers:

- Labor activity accounting;
- Unemployment insurance;
- Self-employment;
- Vocational training;
- Paid public works;
- Electronic labor exchange;
- Employment registration;
- Other active employment measures;
- Referral to jobs within the country;
- Support for the unemployed in special cases;
- Career consultations for the unemployed and job seekers;
- Work with people in need of social protection and those who have difficulties in finding a job



The Agency's Strategic Objectives for 2025–2027



Improving existing mechanisms for employment measures



Enhancing vocational training activities



Advancing vocational guidance services



Expanding digitalization efforts



Strengthening cooperation with social partners



Developing strategic analysis and forecasting systems



Implementing institutional development initiatives



Strengthening capacity for organizing employment measures within the framework of the Great Return process





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Active Labour Market Policies





Vocational Training

Vocational training is one of the active employment measures implemented in order to integrate jobseekers and unemployed persons into the labor market and increase employment opportunities.

Directions

- ❖ Vocational training
- ❖ Retraining
- ❖ Professional development

Target groups

- ❖ Youth
- ❖ Unemployed persons up to 64 years
- ❖ People with disabilities
- ❖ Internally displaced person (IDP)
- ❖ Family members of martyrs

Aims

- ❖ Increasing the number of vocational training centers
- ❖ Expanding public-private partnerships
- ❖ Creation of a distance learning platform
- ❖ Recognition of the qualifications of the graduates
- ❖ Digitization



Wage-subsidy

Purpose

The project's objective is to facilitate the employment of job seekers and unemployed individuals while complying with existing legislation. It seeks to encourage employers by funding a portion of the salary for regular vacancies listed in the job bank.





Quota Jobs

Ensuring employment of individuals with special needs for social protection and have difficulty finding job

Number of jobs	Quota percentage
25 – 49	3%
50 – 100	4%
Over 100	5%

Additional Jobs Beyond the Quota

The creation of additional jobs beyond the established quota aims to facilitate the employment of individuals with specific social protection needs who encounter challenges in finding job. This initiative involves compensating these individuals with wages from the Agency, as outlined in legislation-defined categories, to motivate employers.

List of the individuals with special needs for social protection

- Young people under 20 years of age;
- Single and large-family parents raising minor children;
- Parents caring for children with disabilities under 18 years of age;
- Individuals with less than 2 years until retirement age;
- Individuals with disabilities;
- Individuals released from incarceration;
- Internally displaced person (IDP);
- Military veterans;
- Members of the martyrs' family



Organization of Self-employment



- ❖ Implemented since 2017;
- ❖ The main goal of the program is to improve the social well-being of low-income families;
- ❖ Assets are issued in kind (not cash);
- ❖ There are a total of 32 areas of self-employment:
 - ✓ *28 in production and services*
 - ✓ *4 in agriculture*

Results

- **2017 – 1,172**
- **2018 – 7,267**
- **2019 – 10,716**
- **2020 – 12,548**
- **2021 – 16,000**
- **2022 – 16,097**
- **2023 – 17,362**
- **2024 – 17,327**

Business areas for production and services



Production of flour
products



Mini studio



Production of PVC doors
and windows



Broiler incubator



Barbershop



Women's beauty
salon



Oil change service



Car tire restoration and
repair service



Car mechanic
services



Mini carpentry
workshop



Mini blacksmith
workshop



Doner kebab shop



Floor and parquet
polishing



Auto electrician
services



Car wash



Printing services

Business areas for production and services



Shoe repair and
manufacturing



Mini photo studio



Agritourism



Phone repair



Courier service



Auto painter



Repair of combined
heating systems and
installation of
bathrooms



Water leak
detection service



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Business areas for agriculture



Cattle breeding



Sheep breeding



Goat breeding



Beekeeping



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Job Fairs

This service is an active employment measure to help unemployed and jobseekers get a job by making direct contact with employers.

At the fair, the following services are provided to jobseekers and unemployed persons by establishing direct contact with employers:

- ❖ Providing information about career opportunities, the labour market, and professions;
- ❖ Guiding individuals in choosing a profession;
- ❖ Involving individuals in vocational training;
- ❖ Engaging individuals in paid public works;
- ❖ Referring individuals to workplaces.

Year	Number of job fairs
2022	63
2023	129
2024	147
2025 (10 month)	190





Unemployment Insurance

Unemployment insurance payment is a form of insurance aimed at compensating the lost wages of the insured person.

Insured persons whose employment relationship was terminated on the following grounds and registered as unemployed have the right to receive insurance payment:

- ❖ when a state body or legal entity is liquidated;
- ❖ when the number or staffing of employees or civil servants is reduced;
- ❖ when the employment contract expires;
- ❖ when the owner of the enterprise changes;
- ❖ if there is a legally binding resolution (decision) of the court on the reinstatement of the employee who previously worked in the relevant job (position);
- ❖ when an employee who previously worked in that enterprise uses the right to return to his workplace (position) after being discharged from full-term active military service.



Duration	Percent
For the first 2 calendar months	100%
3-4 calendar months	80%
5-6 calendar months	70%



Career Counseling



The career counseling service is an active employment measure aimed at providing advisory support to young people, job seekers, and the unemployed in choosing a profession or specialty that matches their education, skills, and personal qualities, as well as in developing their career interests.

To ensure higher-quality service delivery, the Central Career Branch of the State Employment Agency was established in March 2022.





Target Groups

Pupils / Applicants

- Career counseling service
- Support in specialty selection
- Raising-awareness
- Meetings with professionals in schools or workplaces

1

Students

- Career counseling service
- Raising-awareness
- Assessment of readiness levels for the labor market (Staff index)

2

Parents

- Formulating parent communities
- Raising-awareness

3

Unemployed and jobseekers

- Career counseling service
- Raising-awareness

4



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Projects

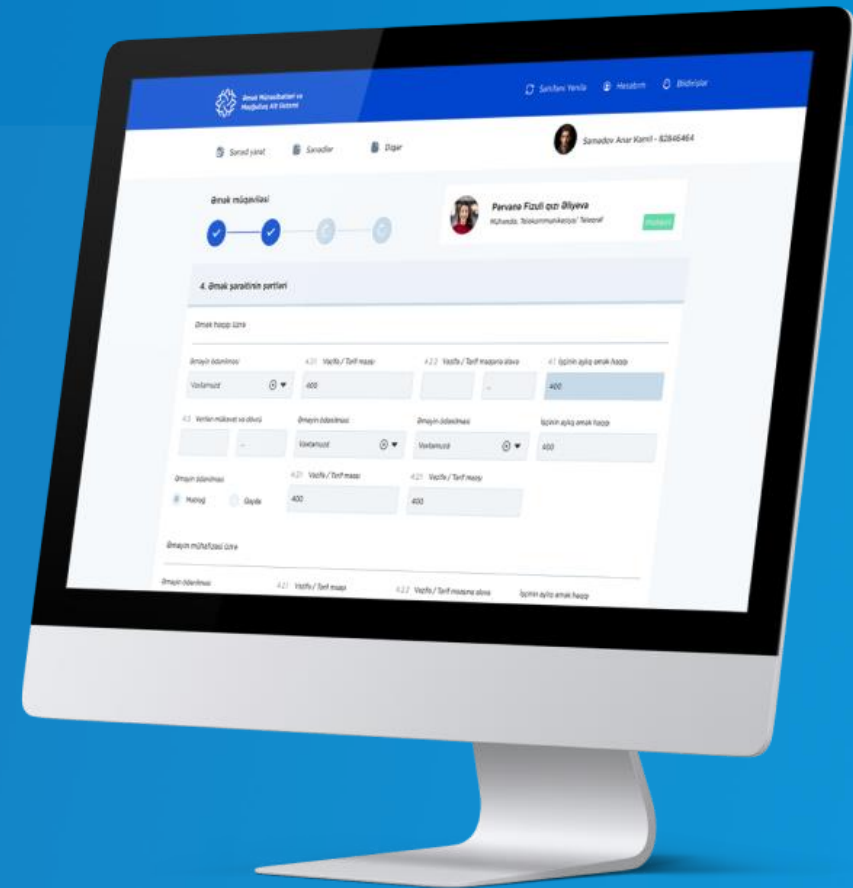




“Labour Relations and Employment Subsystem” (AMAS)

Features

- Serves as a unified labour relations platform for all employers and recruiters in the country, central and local executive authorities, as well as other governmental agencies
- Supports electronic conclusion of employment contracts
- Creates digital HR accounting system (helps to reduce unemployment rates, match individuals with their desired professions)





Registration and application of job seekers and unemployed individuals



Quota system – employment support for individuals facing difficulties in finding jobs

Assessment of employment opportunities



“Labour Relations and Employment Subsystem” (AMAS)



Management of applications under the self-employment program

Individual employment program



Organization of vocational training

References to vacant jobs



Paid social work

Vacancy database

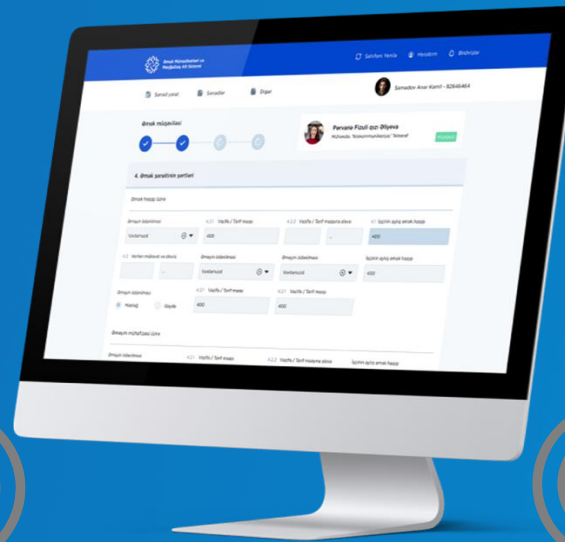


Assignment and payment of unemployment insurance benefits

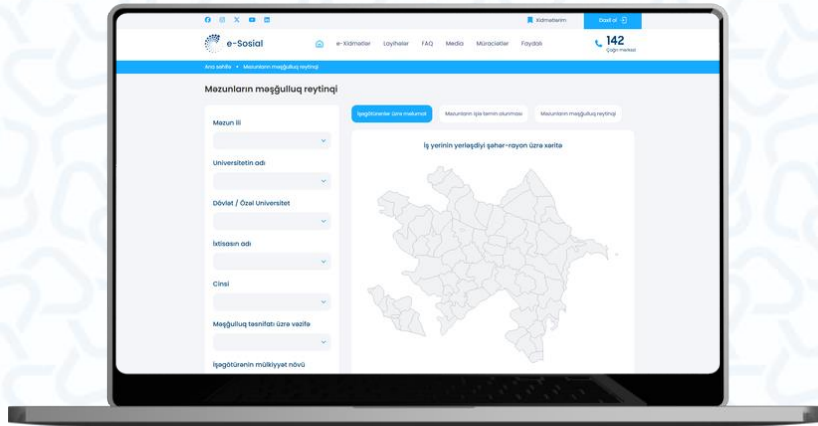
Co-financing of wages



Work with social partners



Employment Ranking of Graduates Platform



The “**Graduate Employment Ranking**” platform presents data on graduates from local universities in Azerbaijan over the past five years.



The AMAS database and its integrated systems allow real-time monitoring of university graduates' **employment status and entrepreneurial activities**.



This database allows determining the employment level of graduates by **universities or specialties**, as well as based on **employment classification**. It also serves as a source that shows the structure of **demand for specialties in the labor market**.



In the next phase, **an employment ranking for graduates of colleges and vocational schools** will also be developed.





Digital Services and Projects under Development

Central Career Portal

The Central Career Portal integrates digital platforms for career planning into a unified system, incorporating tools such as "Alo Karyera" and "CV Yarat"

BACAR platform

A digital project that offers distance vocational training on modern technical innovations, innovative solutions, international experience and standards.

"Work Values" tool

The platform consists of formal and informal tests, surveys, and other self-service tools specialized for the specific needs of citizens.

Profession Map

A platform that integrates key facts and development opportunities on professions and helps individuals make more complete and correct decisions about their career choices and development directions.



Projects for the individuals with special needs for social protection



«Social Enterprises»

The project's main goal is to support women's integration into the labor market and society. To achieve this, women were involved in business planning and practical vocational training.



«Karabakh SMEs»

The purpose of the project is to improve the financial and social well-being of the families of martyrs, veterans or individuals who participated in the war, as well as their family members and to support the increase of employment opportunities in their communities.



#ÖZÜNÜMƏŞĞULLUQ

Sosial müdafiəyə xüsusi ehtiyacı olan şəxslər üçün
"Biznesin Sedası" layihəsinə start verilib

«The voice of business»

The project, implemented in partnership with the Azerbaijan Deaf Society, aims to support self-employment for unemployed individuals with hearing impairments by providing equipment to those trained in tailoring and confectionery.



«Supporting the Social Development of Single Mothers»

A social enterprise was launched in the city of Shamakhi. The project's goal was to enhance employment opportunities for single and multi-child mothers raising underage children.



Self-employment Projects



«Employment Support Project»

The project is implemented in partnership with the World Bank and aims to help unemployed individuals, including vulnerable groups, by integrating them into self-employment and improving their access to the formal labor market.



«Support for Startups»

The goal of the project was to expand employment opportunities for the population and support new electronic companies—startups that progressed from the idea stage to implementation.



«Support for Tourism»

The project aims to create small tourism businesses, develop existing enterprises, and provide new jobs for unemployed people in the regions. Participating enterprises receive equipment based on their business plans and are required to create new jobs depending on the equipment provided.



«Bright Future»

The project aimed to develop and promote IT knowledge among people in Azerbaijan's regions. Group training sessions were held in specially equipped containers, each with classrooms for 20 participants.



SEA BEST PRACTICES on ESN



“Kashalata” Café and Inclusive Creativity Centre

Creating an inclusive work environment for young people with autism and their family members.



“PeşəFest” – Festival of Professions

“PeşəFest”, Azerbaijan’s Annual Festival of Professions, promotes career guidance, connecting youth and communities nationwide, including remote areas to new career opportunities.



Mobile coffee houses

Supporting unemployed individuals (regardless of the duration of unemployment) who wish to work in the field of barista services by facilitating mobile coffee sales.



ONGOING CHALLENGES FOR FURTHER IMPROVEMENT

- Facilitating the **repatriation** of the population and ensuring their **employment**;
- Advancing the **digital transformation** of the labor market and supporting **adaptation**;
- Addressing the demand for **interdisciplinary professions** through skills development.



Awards

The agency gained international recognition due to its activities and currently holds 22 awards worldwide



IDDA Awards
Winner in the 'Digital Project of the Year' category



Business Awards UK
Winner in the 'Best Agile Transformation' category



Global Banking & Finance Awards
"Excellence in Innovation"



Global Recognition Awards
Winner in the 'Innovation' category



iase Awards
"Certificate of Excellence"



Ava Digital Awards
"Excellence in Social Media Communication"



"International Elite 100 Awards"
Winner in the "Best Digital Initiatives in Public Employment Services" category



Global Financial Market Review Awards
Winner in the 'Best Digital Solution' category



World Business Outlook Awards
Winner in the "Best Technological Innovation in Employment Services" and "Outstanding Achievement in Vocational Training and Employment Services Azerbaijan 2025" categories



Global Brands Awards
Winner of the 3 categories:
Best Employment Support Agency
Excellence in Workforce Development
Leading Public Employment Agency



"Communitas Awards"
Winner of the "Leadership in Community Service and Corporate Social Responsibility" at the "Communitas Awards"



Global Excellence Award
Winner of the "Best website award" nomination at the "Global Excellence Award"



World Future Awards
Winner of the International 'World Future Awards 2024'



Asia Awards
Winner of the 2 categories:
Asia's Excellence in Public Service
Asia's Best Coaching Institute of the Year



The Employment Support Project
has been awarded the 2024 World Bank Vice Presidential Award for Europe and Central Asia



NETTY Award
Winner of the "National Internet Award" in the "State and e-government" nomination



Corporate Vision
Winner of the "Excellence in Public Employment Service 2025" nomination



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Thank you for your attention!

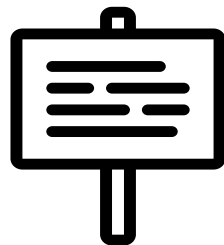
 [dma.sosial.gov.az](https://www.facebook.com/dma.sosial.gov.az)

 [dma.sosial.gov.az](https://www.instagram.com/dma.sosial.gov.az)

 [dmasosialgovaz](https://www.linkedin.com/company/dmasosialgovaz)

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All documents will be sent to the participants afterwards.

Tous les documents seront envoyés aux participants à la fin du webinaire.

Mandaremos todos los documentos a los participantes al final del webinario.



All questions will be summarized after the webinar. If you have any additional questions, please contact Nicole Clobes.

Toutes les questions seront traitées à la fin du webinaire. Pour toutes questions additionnelles, merci de contacter Nicole Clobes.

Todas las preguntas serán atendidas después del webinario. Para cualquier otra pregunta, pueden contactar con Nicole Clobes.



nicole.clobes@wapes.org



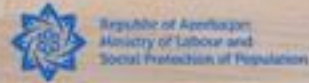
A short survey will be available at the end of the webinar. We thank you in advance for your feedback.

Une courte enquête sera disponible à la fin du webinaire. Nous vous remercions d'avance pour vos commentaires.

Se compartirá una breve encuesta al final del evento. Les agradecemos de antemano sus comentarios.



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A presentation by our member of Azerbaijan



05/11/2025



Thank you!
¡Merci!
¡Gracias!