

THE IMPACT OF CONVENTION MECHANISMS ON GENDER DEVELOPMENT

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Gıblalıyeva A. The impact of convention mechanisms on gender development.

This article explores how convention mechanisms have influenced gender-focused development initiatives. Since gaining independence, the Republic of Azerbaijan has actively engaged in international efforts to promote gender equality by joining numerous agreements and global initiatives. Azerbaijani representatives regularly participate in global forums dedicated to advancing gender-related progress. Following Azerbaijan's accession to the United Nations Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) on June 30, 1995, significant legal amendments and policy adjustments were implemented to reduce gender-based discrimination, further strengthening protections for women. Since ensuring gender rights and sustainable development pertains to fundamental human rights, it should be one of the main pillars of state policy and the establishment of a legal state. To ensure gender rights and sustainable development, it is necessary to objectively assess the current state of human rights in our republic, identify existing issues, and conduct a comparative analysis with international experience.

Various measures are being taken in the Republic of Azerbaijan to address gender issues. Thanks to the creation and effective work of the State Committee on Family, Women, and Children's Issues, many gender issues have been resolved.

The legal basis for the implementation of gender policy in accordance with the requirements of the modern era is the Constitution of independent Azerbaijan, adopted on November 12, 1995. It is noted that the adopted law "On Guarantees of Gender (Men and Women) Equality" is of great importance in terms of reliable protection of women's rights in our republic. The law reflects the legal regulatory mechanism for protecting gender balance.

A society with gender equality is a society in which women and men are equal members. In such a society, the rights of men and women are protected on an equal level. Promoting gender equality is a constant issue and its continuous implementation is important. In this area, civil society entities are also actively involved in covering important issues.

Article 25 of the Constitution of Azerbaijan establishes the principle of equality between women and men and declares the inadmissibility of discrimination. Violation of the right to equality is defined as a criminal offense in the Criminal Code.

Another normative-legal act adopted in the field of ensuring women's rights in the Republic of Azerbaijan, the Law of the Republic of Azerbaijan dated June 22, 2010 "On Prevention of Domestic Violence", also established important provisions in this direction. Thus, the Law defines and regulates measures taken to prevent violence committed through abuse of close family relationships, joint or former joint living, and the negative legal, medical and social consequences it causes, to provide social protection and legal assistance to victims of domestic violence, as well as to eliminate the circumstances that lead to domestic violence.

Gender equality is the creation of equal rights, duties, opportunities for men and women, including an equal social status in society. At the same time, gender equality implies equal representation and participation. Equal opportunities are understood to consist of conditions and guarantees that are necessary for the realization of human rights, all their forms. To achieve this equality, it is first necessary to eliminate all forms of gender inequality and discrimination. Azerbaijan has joined international conventions in this regard and has incorporated the obligations arising from them into its legislative acts.

The fact that women's rights are part of human rights was particularly emphasized in the Beijing Convention on Women's Issues held in 1995 and was reflected in a number of international documents adopted thereafter. It is no secret that gender equality and the enhancement of women's rights and opportunities are among the initial and main conditions for achieving sustainable development all over the world. The inclusion of gender equality as a separate goal in the Sustainable Development Goals shows that there is still much work to be done in this area in the world.

The state's responsibilities also include creating equal conditions and guarantees for equal opportunities for men and women, which primarily depends on conducting gender analysis and allocating funds in accordance with the indicators obtained. One of the main tasks of the state in ensuring gender equality is to prevent the dominance of one gender in state management and decision-making. The implementation of the tasks stipulated in Articles 7-16 of the Law on Gender Equality in the Fields implies the creation of equal opportunities for men and women in labor, education, economic and social relations, as well as in public and political life, including membership in trade unions. In order to increase the effectiveness of these measures, it is necessary, first of all, to: Improve the implementation mechanisms of the Law; Strengthen activities in the field of implementation of international obligations; Adopt the Law of the Republic of Azerbaijan "On Family Planning and Reproductive Health"; Establish sanctions in the legislation for job advertisements reflecting discrimination; Improve the legislation in the field of prevention of gender-based violence and domestic violence; Develop possible mechanisms in the legislation to stimulate women's entrepreneurship in order to increase the competitiveness of women in the field of employment and reduce their economic dependence; Improve the implementation mechanisms of the Law; Implement international obligations.

Key words: formation of norms and principles, enrichment of the normative-legal base, establishment of legal norms, implementation obligations, guarantee of human rights and freedoms, etc.

Гіблалієва А. Роль традиційних механізмів у сфері гендерного розвитку.

У статті розглядається, як механізми конвенцій вплинули на ініціативи у сфері розвитку, орієнтовані на гендер. Після здобуття незалежності Азербайджанська Республіка брала активну участь у міжнародних зусиллях з просування ґендерної рівності, приєднавшись до численних угод та глобальних ініціатив. Представники Азербайджану регулярно беруть участь у глобальних форумах, присвячених просуванню гендерного прогресу. Після приєднання Азербайджану до Конвенції Організації Об'єднаних Націй про ліквідацію всіх форм дискримінації щодо жінок (CEDAW) 30 червня 1995 року було внесено суттєві поправки до законодавства та внесено корективи до політики з метою скорочення ґендерної дискримінації, що ще більше посилює захист жінок. Оскільки забезпечення гендерних прав та сталого розвитку належить до основних прав людини, воно має бути одним із основних стовпів державної політики та створення правової держави. Для забезпечення ґендерних прав та сталого розвитку необхідно об'єктивно оцінити поточний стан прав людини в нашій республіці, виявити наявні проблеми та провести порівняльний аналіз із міжнародним досвідом.

В Азербайджанській Республіці вживаються різні заходи для вирішення ґендерних проблем. Завдяки створенню та ефективній роботі Державного комітету з проблем сім'ї, жінок та дітей було вирішено багато гендерних питань. Правовою основою для реалізації гендерної політики відповідно до вимог сучасної доби є Конституція незалежного Азербайджану, ухвалена 12 листопада 1995 року. Зазначається, що ухвалений закон «Про гарантії ґендерної (чоловіків та жінок) рівності» має велике значення з погляду надійного захисту прав жінок у нашій республіці. Закон відбиває правовий регулюючий механізм захисту ґендерного балансу.

Суспільство з ґендерною рівністю — це суспільство, в якому жінки та чоловіки є рівноправними членами. У такому суспільстві права чоловіків та жінок захищаються на рівній основі. Сприяння гендерній рівності є постійною проблемою та важлива її постійна реалізація. У цій сфері суб'єкти громадянського суспільства також беруть активну участь у висвітленні важливих питань. Стаття 25 Конституції Азербайджану встановлює принцип рівності жінок та чоловіків та проголошує неприпустимість дискримінації. Порушення права на рівність визначається як кримінальний злочин у Кримінальному кодексі.

Інший нормативно-правовий акт, ухвалений у сфері забезпечення прав жінок в Азербайджанській Республіці, Закон Азербайджанської Республіки від 22 червня 2010 року «Про запобігання побутовому насильству» також встановив важливі положення в цьому напрямі. Так, Закон визначає та регулює заходи, що вживаються для запобігання насильству, вчиненого шляхом зловживання близькими сімейними відносинами, спільним або колишнім спільним проживанням, і негативних правових, медичних та соціальних наслідків, що викликаються ним, для надання соціального захисту та правової допомоги жертвам побутового насильства, а також для усунення обставин, що призводять до насильства.

Гендерна рівність — це створення рівних прав, обов'язків, можливостей для чоловіків і жінок, у тому числі рівного соціального стану в суспільстві. Водночас гендерна рівність має на увазі рівне представництво та участь. Під рівними можливостями розуміються умови та гарантії, необхідні для реалізації прав людини, усіх їх форм. Для досягнення цієї рівності насамперед необхідно усунути всі форми ґендерної нерівності та дискримінації. Азербайджан приєднався до міжнародних конвен-

цій у цій галузі і включив зобов'язання, що впливають з них, до своїх законодавчих актів. Той факт, що права жінок є частиною прав людини, був особливо наголошений у Пекінській конвенції з проблем жінок, що відбулася у 1995 році, і знайшов відображення у низці прийнятих згодом міжнародних документів. Не секрет, що ґендерна рівність та розширення прав та можливостей жінок є одними з вихідних та головних умов досягнення сталого розвитку в усьому світі. Включення ґендерної рівності як окрема мета в Цілі сталого розвитку показує, що в цьому напрямі у світі ще багато чого належить зробити. До обов'язків держави також входить створення рівних умов та гарантій рівних можливостей для чоловіків та жінок, що насамперед залежить від проведення ґендерного аналізу та виділення коштів відповідно до отриманих показників. Одним із головних завдань держави щодо забезпечення ґендерної рівності є недопущення домінування однієї статі у державному управлінні та прийнятті рішень. Реалізація завдань, передбачених статтями 7-16 Закону про ґендерну рівність у сфері праці, передбачає створення рівних можливостей для чоловіків і жінок у сфері праці, освіти, економічних та соціальних відносинах, а також у суспільно-політичному житті

Ключові слова: формування і принципів, збагачення нормативно-правової бази, встановлення правових норм, зобов'язання щодо їх реалізації, гарантії права і свободи людини тощо.

Problem statement. Women's rights in Azerbaijan were first legally protected on May 28, 1918, with the adoption of the Declaration of Independence of the Azerbaijan Democratic Republic. During the ADR period, women were granted the right to vote and to be elected, making Azerbaijan the first country in the East to grant women suffrage [6, p. 175].

In the modern period, gender equality in Azerbaijan is enshrined in Article 25 of the Constitution, adopted in 1995, which provides equal rights for men and women. [1] The equality of rights and freedoms between men and women, and the prohibition of discrimination based on gender, are also enshrined in the Labor Code, Family Code, Criminal Code, and other laws. In 2006, the Law on Ensuring Gender Equality was adopted. In 2010, the Milli Majlis adopted the Law of the Republic of Azerbaijan "On the Prevention of Domestic Violence." Azerbaijan has also joined the CEDAW Convention, the Beijing Declaration and Platform for Action, the Millennium Declaration, and other international documents. In 2011, the legal age of marriage for girls was raised to 18. Article 240 of the Labor Code prohibits the refusal to conclude employment contracts with pregnant women and women with children under three years old [8, p. 7]. Additionally, there are pension age privileges: women are entitled to retire three years earlier than men.

Analysis of the Source Base. The research on "The Impact of Convention Mechanisms on Gender Development" draws from a diverse range of primary and secondary sources. The primary sources include key international legal instruments such as the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), the Beijing Declaration and Platform for Action, and relevant UN General Assembly resolutions. Secondary sources encompass scholarly articles from peer-reviewed journals focusing on gender studies and international law, reports from international organizations like UN Women and the World Bank, case studies analyzing the implementation of convention mechanisms in various countries, and statistical data from global gender equality indices. This multidisciplinary source base provides a comprehensive foundation for examining how international legal frameworks influence gender development outcomes across different sociopolitical contexts.

Purpose. This research aims to critically analyze how international convention mechanisms impact gender development globally by examining the effectiveness of gender-related international legal instruments in promoting gender equality, identifying the gaps between convention provisions and their practical implementation, evaluating the role of monitoring and reporting mechanisms in enhancing gender development outcomes, comparing regional variations in the application and impact of these mechanisms, and proposing recommendations for strengthening the efficacy of convention frameworks in advancing gender equality and development.

Presentation of the main material. The independent Republic of Azerbaijan, with the aim of protecting gender equality, has adopted and joined various conventions and major international documents in this area. Equality of rights between men and women in the Republic of Azerbaijan is ensured by the country's Basic Law. Our Constitution guarantees equal rights and freedoms for men and women and comprehensively prohibits the restriction of rights and freedoms based on gender [9, p. 7].

Since the restoration of state independence, Azerbaijan has developed a system of social relations based on democratic values, leading to significant changes in the structure of society and enabling more active citizen participation in socio-political processes. At present, civil society is developing in the country. Significant achievements have been made in Azerbaijan in the areas of human rights, education, healthcare, culture, the economy, social issues, the environment, and, importantly, gender equality, with these achievements increasing daily.

All laws and normative legal acts of the Republic of Azerbaijan focus on the establishment of equal rights for women. These laws do not contain provisions that discriminate against women, and within the framework of the law, people are not restricted on the basis of gender. The Republic of Azerbaijan acceded to the UN Convention on the Political Rights of Women on August 4, 1992. The legislation protects human rights and interests regardless of gender and meets the requirements of major international humanitarian acts. Measures should be developed to amend the provisions of the legislation from a gender perspective so that gender equality is more fully established *de jure* and equal opportunities for men and women are ensured *de facto*.

Legislation on gender-based violence should be consistent with the Declaration on the Elimination of Discrimination against Women adopted by the UN General Assembly. It should also reflect the provisions of Article 1 of the Convention on the Elimination of All Forms of Discrimination against Women, as well as the general recommendations No. 12 of 1989 and No. 19 of 1992 of the United Nations Commission on the Elimination of Gender Discrimination. The development of such legislation should be carried out taking into account the explicit recognition of gender-based violence as a violation of human rights and a form of discrimination.

The fact that women's rights are part of human rights was particularly emphasized at the Beijing Conference on Women in 1995 and was reflected in a number of international frameworks adopted since then. It is no secret that gender equality and the empowerment of women are the first and foremost conditions for achieving sustainable development worldwide.

The Istanbul Convention, adopted by the Committee of Ministers of the Council of Europe in 2011, is an international document that creates a legal obligation to prevent violence against women and domestic violence stemming from gender stereotypes, as well as to protect women. The Istanbul Convention requires governments that have joined it to provide comprehensive intervention strategies to combat all forms of violence against women and domestic violence. All provisions of the Convention include necessary measures to prevent violence, provide assistance to victims and prosecute perpetrators.

Gender issues are in the second place in the system of global problems after peace and war. Gender equality is not only a fundamental human right, but also a necessary foundation for a peaceful, prosperous and sustainable world. Currently, gender equality issues are one of the most pressing problems.

Today, one of the accomplishments of the Republic of Azerbaijan is the guarantee of gender equality, and the efforts in this direction meet advanced world standards. Firstly, it should be noted that the protection and assurance of women's rights are enshrined in several international legal acts. The formation of international standards in the field of women's rights, their observance, and the creation of international mechanisms for legal control over their compliance are continually under the positive influence of international law. [2; p. 135]

Certain objective historical reasons have negatively affected the development of human rights in Azerbaijan. Since 1988, the conflict with the Republic of Armenia has continued, necessitating the relocation of about one million refugees and internally displaced persons. The breakdown of economic ties within the post-Soviet space, the general political and economic crisis, the need to establish new international partnerships, foreign state interventions, and geopolitical games over spheres of influence have imposed significant economic, social, and political pressures on young, independent Azerbaijan.

Gender equality means equal access to resources and opportunities, including economic participation and decision-making, regardless of gender or affiliation. It involves the equal valuation of diverse behaviors, desires, and needs, irrespective of gender. At the same time, it is the freedom for men and women to develop their personal abilities and make choices without restrictions. Gender equality does not imply that men and women are the same. Rather, it envisions fairness in addressing the needs of both women and men. Here, equality is understood as equivalency in terms of rights, benefits, responsibilities, and opportunities.

Gender refers to the equal guarantee of rights for men and women within society. Socio-legal equality between men and women is defined as gender equality, and genuine gender equality involves not only equality in law but also equal positions, authority, and responsibilities for both men and women in all spheres of public and political life.

Gender equality in the context of human rights means providing men and women with equal opportunities and rights to participate in all areas of society and personal life. This does not imply that genders are identical but rather that both genders have equal rights and dignity. Like all human rights, gender equality requires protection, support, and promotion.

For more than 150 years, the women's movement has focused on eradicating widespread discrimination against women and ensuring more equitable participation of men and women in society. As a result, today, the lives of men and women in Europe are significantly different from those of previous centuries.

Gender law and gender equality are modern scientific fields closely associated with international law and human rights. Human rights protection is among the most fundamental rights and an important duty of the state. Since human rights enshrined in international law are closely related to gender rights, the formation of gender law and gender equality, as well as sustainable development within the legal systems of states, should be based on international law, gender rights, and human rights.

Due to gender inequality, women and girls currently lack access to rights, opportunities, and resources available to men and boys. Therefore, policies aimed at accelerating the integration, support, and empowerment of women are an important step toward achieving gender equality. However, it should be remembered that gender equality is not only an issue that benefits women and girls but is a goal that benefits society as a whole. As indicators of economic, political, and social development confirm, gender equality is an essential internal component of stability, development, and prosperity. Human rights play a crucial role in addressing the challenges of economic, social, political, and cultural life in a globalizing world.

Since ensuring gender rights and sustainable development pertains to fundamental human rights, it should be one of the main pillars of state policy and the establishment of a legal state. To ensure gender rights and sustainable development, it is necessary to objectively assess the current state of human rights in our republic, identify existing issues, and conduct a comparative analysis with international experience.

Various measures are being taken in the Republic of Azerbaijan to address gender issues. Thanks to the creation and effective work of the State Committee on Family, Women, and Children's Issues, many gender issues have been resolved. This committee closely collaborates with local and international NGOs. The development of normative acts and administrative measures aimed at enhancing the status of women and achieving gender equality is carried out with active participation from local and international non-governmental organizations. Women's NGOs and international organizations play an undeniable role in establishing networks for the effective resolution of gender issues.

At the IV World Conference on Women in Beijing in 1995, factors that limit women's comprehensive participation in public life were noted, such as their lack of access to human rights, education and vocational training, housing opportunities, and economic independence, as well as their inability to participate in decision-making processes. It was emphasized that appropriate actions must be taken at the state level to address these issues, which lead to discrimination, economic and social injustice, and inequalities that women face daily throughout their lives.

The Republic of Azerbaijan has made changes to existing regulatory legal acts and established practices to eliminate discrimination against women since joining the United Nations Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) on June 30, 1995. Following the approval of the Optional Protocol to the Convention on the Elimination of All Forms of Discrimination Against Women by the Law of the Republic of Azerbaijan on February 16, 2001, the state began to create an environment conducive to preventing violations of women's rights and enabling women to fully exercise their rights.

The commitment to create a society and economic environment where women can play a comprehensive role, their contributions are valued, they can make lifestyle choices, and live without fear of violence has laid the groundwork for the successful implementation of policies aimed at addressing gender issues. Article 3 of the aforementioned Law explicitly prescribes the implementation of positive discriminatory measures in favor of women in certain areas. Thus, this article clarifies what is not considered discrimination: benefits, privileges, and additional guarantees established for women by the Labor Code of the Republic of Azerbaijan; conscription of men for active military (alternative) service; the establishment of legally different retirement and marriage ages for men and women; limitations on a husband's right to demand divorce under Article 15 of the Family Code of the Republic of Azerbaijan; and the creation of different conditions for men and women in correctional facilities to implement special measures for ensuring gender equality.

The legislation on gender equality in the Republic of Azerbaijan includes the following measures:

1. In June 2005, the Law of the Republic of Azerbaijan "On Combating Human Trafficking" was adopted, which became the foundation for reliable legal and organizational efforts against human trafficking.

2. Several important amendments aimed at enhancing the protection of women were made to the Criminal Code of the Republic of Azerbaijan: Article 144.1 (Human Trafficking), Article 144.2 (Forced Labor), and Article 316.1 (Dissemination of Confidential Information about Victims of Human Trafficking). These amendments to the Criminal Code are significant in recognizing human trafficking as a crime under the United Nations Convention against Transnational Organized Crime, its Additional Protocols, and other international treaties in this area. These changes include establishing proportionate penalties for the following crimes:

- Human trafficking; Illegal transfer of a person across borders for exploitation; Concealment of identity;

- Coercion to perform certain work (provide services) using threats or violence; Illegal collection or intentional dissemination of confidential information about victims of human trafficking.

3. A new Article 60.1 titled "Coercion of Employees Subjected to Sexual Harassment" was added to the Code of Administrative Offenses of the Republic of Azerbaijan. According to this article, officials who exert pressure on any employee who has filed a complaint about sexual misconduct will be subjected to severe fines.

4. For the comprehensive implementation of the Law of the Republic of Azerbaijan "On Guarantees of Gender Equality (Men and Women)," amendments were made to the Law on Education of the Republic of Azerbaijan regarding the provision of equal rights for men and women when enrolling in all educational institutions, as well as ensuring equal opportunities for students concerning scholarships, curriculum choices, and assessment of knowledge.

Section III "On the Rights and Duties of Spouses" of the Civil Code of the Republic of Azerbaijan is dedicated to the rights and duties of spouses. Paragraph 1 of Article 29 states: "In accordance with the equality of rights of women and men, enshrined in the Constitution of the Republic of Azerbaijan, husband and wife have equal personal and property rights in family relations." Matters of motherhood, fatherhood, child-rearing, and education, as well as other family issues, are resolved jointly based on the principle of equality of spouses' rights. Property acquired by the husband and wife during marriage is considered joint personal property. Divorce can be initiated by one or both spouses, and marriage can only be dissolved by a court.

On December 29, 2012, the President of the Republic of Azerbaijan, Ilham Aliyev, approved the development concept "Azerbaijan 2020: Looking into the Future." The decree states that "ensuring balanced and sustainable economic development in the country, improving the social welfare of the population, as well as creating an organic connection and interrelationship between the current, medium-term, and long-term periods of socio-economic development, and accelerating the progress of society in all directions, forming a qualitatively new model of development is central to the activities of the Azerbaijani state." [3] One of the important areas reflected in the concept "Azerbaijan 2020: Looking into the Future" is "the development of human capital and the creation of an effective social protection system." In this concept, we would like to highlight two key areas prioritized by the state: improvement of the social protection system and ensuring gender equality and family development.

The chapter of the document "Improvement of the Social Protection System" covers a number of social spheres, including pension and other social insurance issues, as well as issues of quantitative and qualitative population growth. It includes activities aimed at improving labor relations, including remuneration, addressing social protection issues at workplaces, ensuring safe and healthy working conditions, creating a national information system in the field of labor and employment, improving labor migration issues, and defining strategic goals aimed at achieving actual equality in employment, including facilitating access to the labor market for persons with disabilities and women. [3]

The principle of equal pay is also reflected in the Labor Code and other regulatory legal acts. According to Article 9.1 of the Law on Guarantees of Gender Equality, "Employees working in the same workplace, with the same qualifications, working under the same conditions, performing the same valuable work, regardless of gender, shall have equal wages, as well as bonuses and other payments provided to the employee for their encouragement" [4].

However, restrictions imposed by legislation on women prevent them from working in certain jobs and professions, which typically offer higher wages. In this regard, women traditionally work in positions with lower salaries. Paragraph 1 of Article 10 of the Law states that "in job advertisements, it is prohibited to impose different requirements on men and women, to give preference to representatives of any gender, as well as to request information about the marital status or personal life of the applicant" [4].

The Labor Code contains provisions prohibiting discrimination, including discrimination against women. According to Article 240 of the Labor Code, refusal to conclude an employment contract with a woman based on pregnancy or having a child under three years old is unacceptable. In this case, the woman has the right to demand clarification from the employer and appeal to the court.

Conclusions. Nevertheless, the aforementioned provisions are not effective and do not operate. In practice, their application has not yet found real reflection. Despite the existence of many such cases, no appeals have been made to the courts.

The Presidential Decree of the Republic of Azerbaijan dated March 6, 2000, "On the Implementation of State Policy in the Field of Women" ensures equal representation of women and men in all state structures.

In 1992, the Republic of Azerbaijan joined the UN Convention on Political Rights of Women, in 1996- the Convention on the Elimination of All Forms of Discrimination Against Women, and in 2000- its Optional Protocol.

In addition to joining various conventions, the country has also adopted numerous normative-legal acts aimed at protecting the rights and freedoms of women. The Decree of the President of the Republic of Azerbaijan dated March 6, 2000, "On the Implementation of State Policy in the Field of Women" ensures equal representation of women and men in all state structures. Furthermore, the laws of the Republic of Azerbaijan "On Guarantees of Equality of Men and Women," "On Preventing Domestic Violence," and amendments to the Family Code can be considered vivid examples of the legal reforms being implemented in our country in this area. Women's rights are enshrined in both laws and a number of codes (Family, Civil, Criminal, Code of Administrative Offenses, etc.).

Azerbaijan has joined several important international treaties for the protection of women's rights, including a number of UN conventions. Among these treaties, one can note the Convention "On Political Rights of Women" dated December 20, 1952 (ratified on August 4, 1992), the Convention "On the Minimum Age for Marriage and Registration of Marriages" dated 1962 (ratified on May 31, 1996), the Convention "On the Elimination of All Forms of Discrimination Against Women" dated December 18, 1979 (ratified on June 30, 1995), as well as the International Labour Organization (ILO) Convention No. 45 «On Women's Employment in Underground Work,» ILO Convention No. 100 «On Equal Pay for Equal Work of Men and Women,» ILO Convention No. 103 «On Maternity Protection,» ILO Convention No. 111 «On Discrimination in Employment and Occupation,» and the Convention dated January 29, 1957, «On the Nationality of Married Women,» along with Azerbaijan's accession to the UN Convention «On Political Rights of Women» on August 4, 1992.

On March 6, 2000, the President of the Republic of Azerbaijan signed a decree on the implementation of state policy regarding women, aimed at ensuring equality of rights for women and men, particularly to ensure their proper representation in the governance of the state.

On October 10, 2006, the Law of the Republic of Azerbaijan "On Guarantees of Gender Equality (between men and women)" was adopted. The purpose of the law is to eliminate all forms of discrimination based on gender and to ensure equal opportunities for men and women in the political, economic, social, cultural, and other spheres of public life.

According to the Law of the Republic of Azerbaijan dated October 17, 2014, No. 1080-IVQD «On Amendments to the Family Code of the Republic of Azerbaijan,» the requirement for mandatory medical examination for those wishing to marry came into effect on June 1, 2015.

Specifically, Azerbaijan has joined the International Covenant on Civil and Political Rights dated December 19, 1966, the International Covenant on Economic, Social and Cultural Rights dated December 19, 1966, the International Convention on the Elimination of All Forms of Racial Discrimination dated December 21, 1965, the Convention on the Elimination of All Forms of Discrimination Against Women dated December 18, 1979, the Convention Against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment dated February 4, 1985, the Convention on the Rights of the Child dated November 20, 1989, and the Convention on the Rights of Persons with Disabilities adopted by the UN General Assembly on December 13, 2006, as well as its Optional Protocol. The Optional Protocol was opened for signature by member states on March 30, 2007, and entered into force on May 3, 2008. Azerbaijan has also signed additional protocols to the International Covenant on Civil and Political Rights, the Convention on the Elimination of All Forms of Discrimination Against Women, and the Convention Against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment.

The Convention on the Elimination of All Forms of Discrimination Against Women, adopted on December 8, 1979, calls on states to eliminate all forms of discrimination against women and obliges them to ensure legal and real equality between men and women.

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