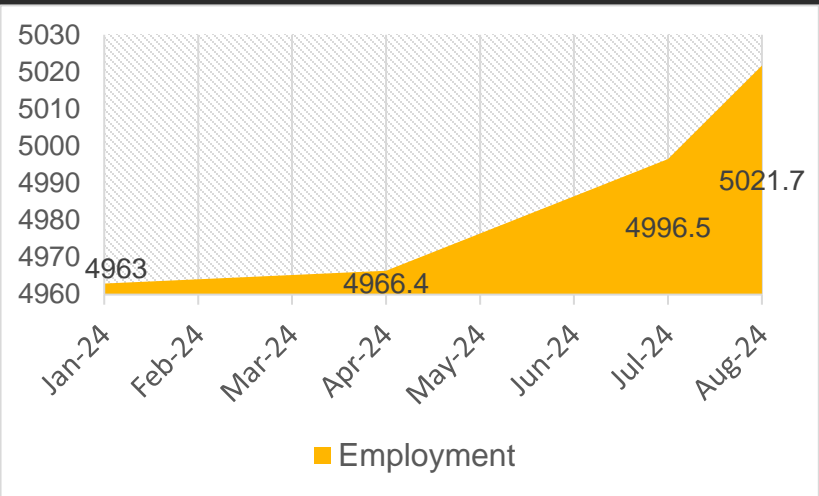

Azerbaijan Labour Market

A Statistical
Overview by
PwC Azerbaijan

May 2025

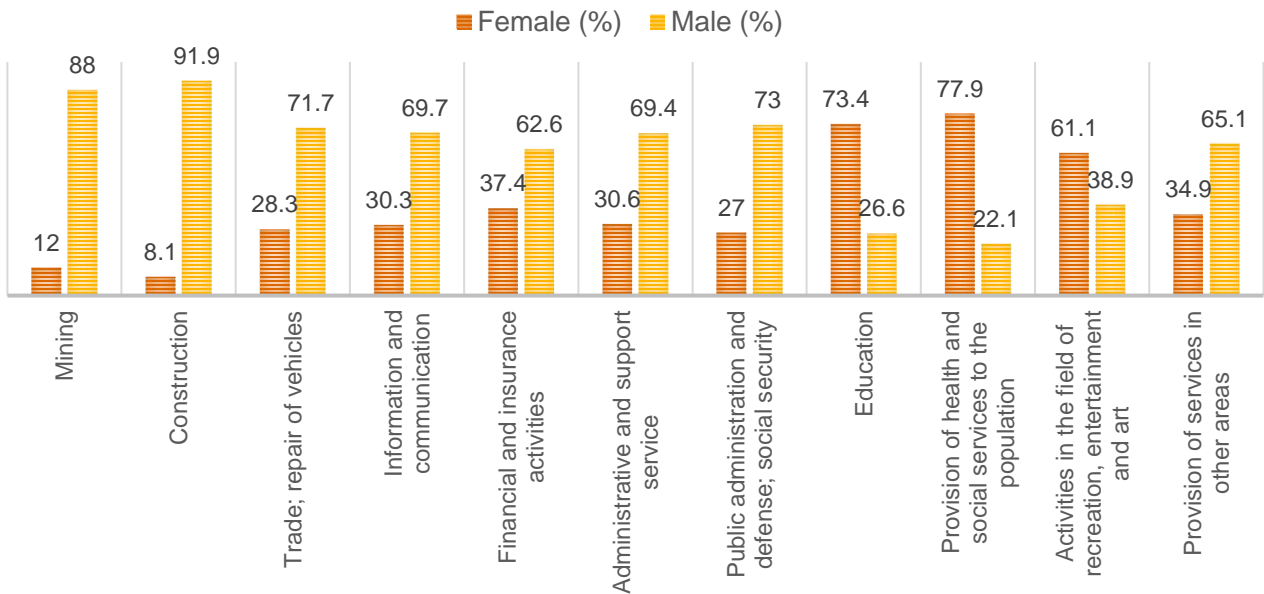
Employment in 2024

As of August 2024, Azerbaijan's employment reached 5,021.7 million people, up from 4,996.5 million in July 2024. The highest employment level was in August 2024.



Source: The State Statistical Committee of The Republic of Azerbaijan

Distribution Of Employees By Economic Activity As Of January 1, 2024(Percentage By Gender)



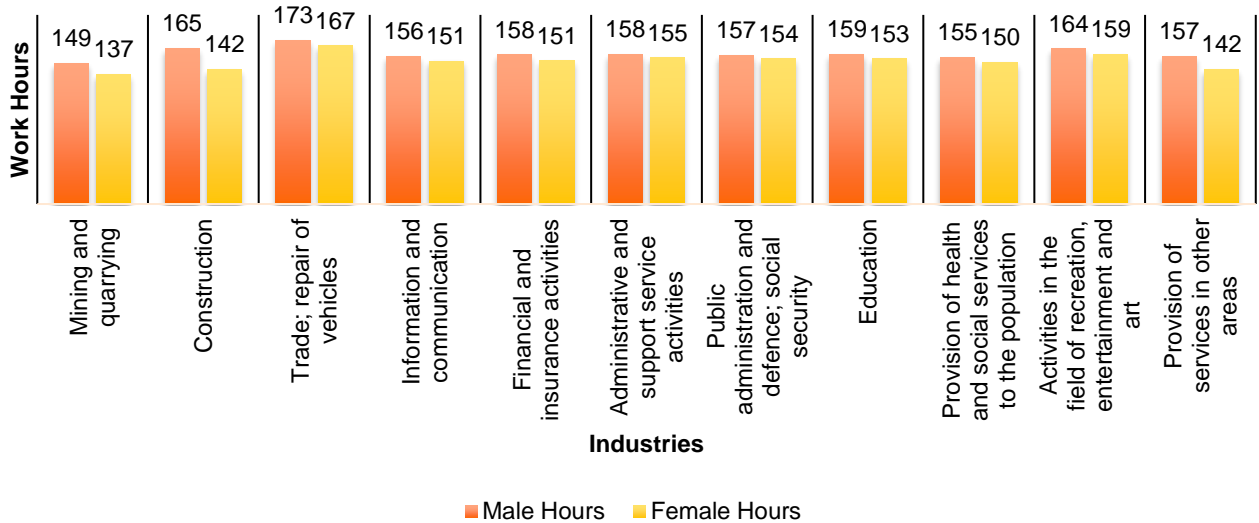
Source: The State Statistical Committee of The Republic of Azerbaijan

The chart highlights gender distribution across various industries. Sectors such as mining, construction, with male staff making up over 70% of the workforce. In contrast, industries like education and health, social services are predominantly female, where women represent more than 70% of employees.

Some fields, such as financial services, administrative support, and information and communication, show a more balanced distribution between genders, however still prevailing the percentage of male staff.

Employment in 2024

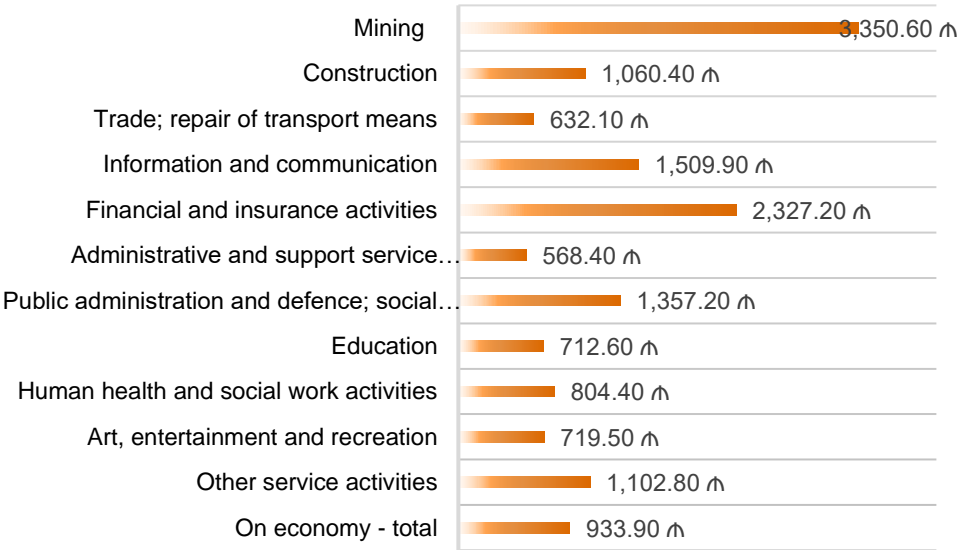
Average Monthly Work Hours by Industry As Of January 1, 2024



Source: The State Statistical Committee of The Republic of Azerbaijan

This chart presents the average monthly working hours across various industries, segmented by gender. It provides insights into how average working hours differ between males and females in various economic sectors.

Average Monthly Nominal Wages And Salaries By Economic Activities For 2023



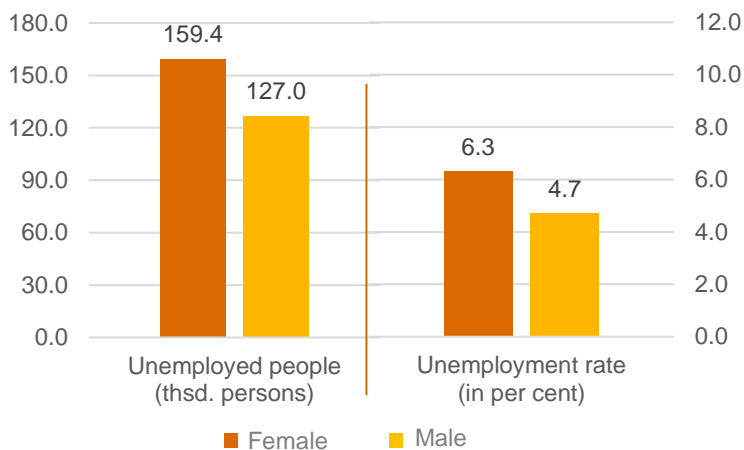
Source: The State Statistical Committee of The Republic of Azerbaijan

This chart illustrates the average monthly nominal wages across various economic sectors in 2023. It highlights wage disparities among industries, with the highest in the mining sector. The data provides insights into salary trends, emphasizing higher wages in capital-intensive sectors like finance, IT, and public administration, compared to lower wages in trade, education, and social services.

Employment in 2024

The chart compares unemployment figures between women and men, showing both the number of unemployed individuals and the unemployment rate at the end of 2023. It shows that more women (159.4 thousand) are unemployed than men (127 thousand). Additionally, unemployment rate chart specifies that a higher portion of women in the workforce are unemployed compared to men.

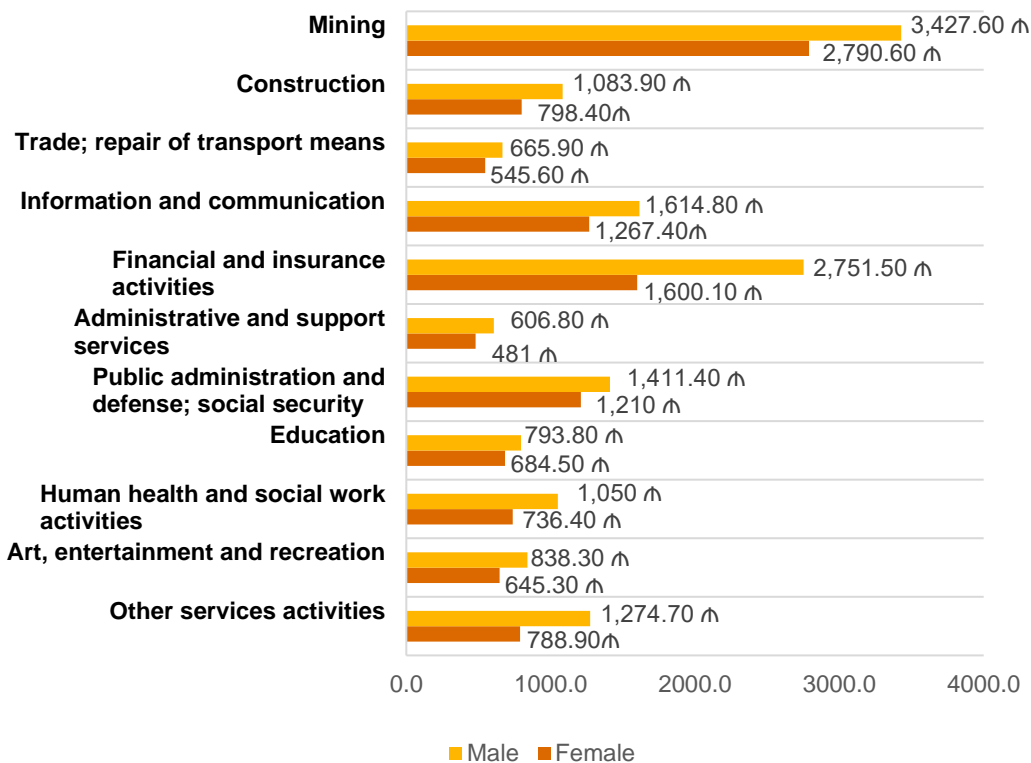
Distribution of employed and unemployed population by gender in 2023



Source: The State Statistical Committee of The Republic of Azerbaijan

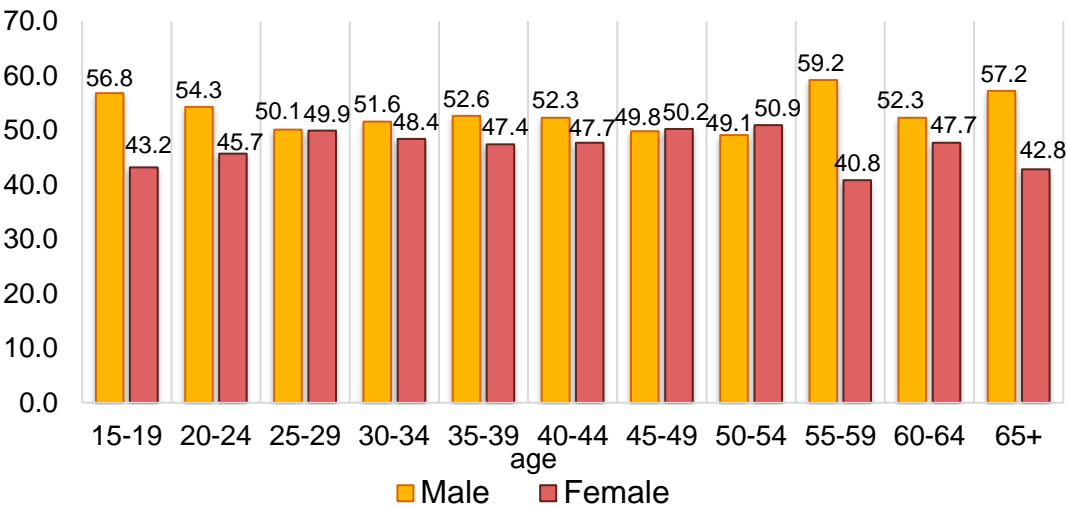
:Source The State Statistical Committee of The Republic of Azerbaijan

Average Monthly Nominal Salaries by Economic Activity and Gender in 2023 (in AZN)



The chart presents a comparative analysis of average salaries for male and female across various economic sectors. It highlights wage disparities by gender in industries such as mining, construction, finance, education, and healthcare. The data indicates that male generally earn higher salaries than female across all sectors, with the most significant gaps observed in mining and financial services

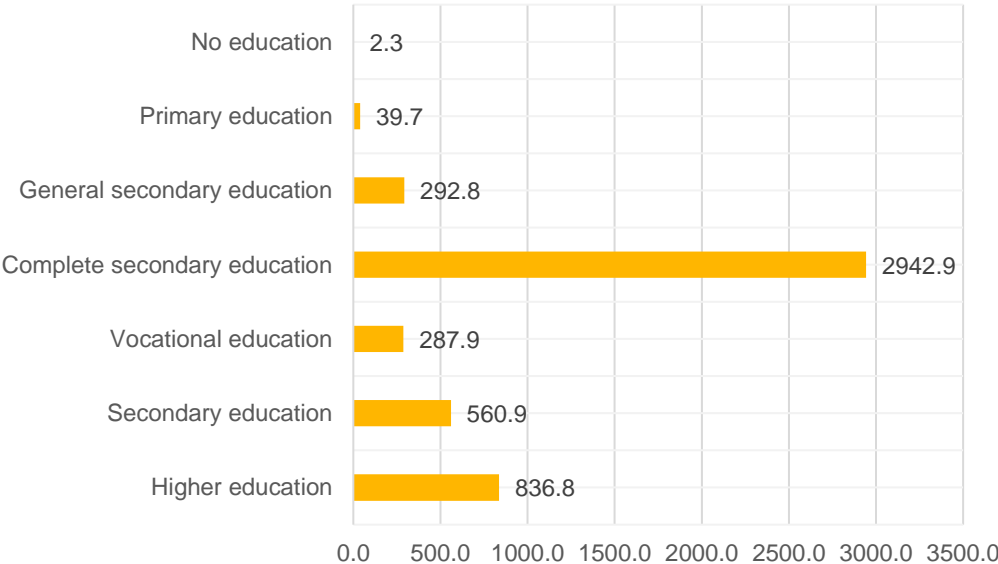
**Distribution of the Employed Population
by Gender & Age in 2023**



Source: The State Statistical Committee of The Republic of Azerbaijan

The chart presents a comparison of male and female employment rates across different age groups in 2023, ranging from 15-19 years old to 65+ years old. The data indicates that men had consistently higher employment rates than women across all age groups. The gap is more pronounced in certain age categories, particularly in the older and prime working-age groups.

**The distribution by education level of the employed
population in 2023**



Source: The State Statistical Committee of The Republic of Azerbaijan

Most of the employed population had finished secondary education, with higher education being the next most common.

A smaller segment had vocational or general secondary education.

From data to decision making

Understanding salary trends is key to staying competitive, attracting top talent, and making informed workforce decisions. But raw data alone isn't enough—you need the right insights to turn numbers into action.

Comprehensive workforce analysis to validate efficiency story and identify areas of opportunity

Deep-dive function baselining, benchmarking and business case development to support transformation programme

Well-structured compensation drives motivation, enhances productivity, and reduces turnover

Establishing an evidence base on the extent to which people strategy and values were reflected in staff behaviors



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