

# Assessment of the impact of COVID-19 on youth employment and education in Azerbaijan



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## Assessment of the impact of COVID-19 on youth employment and education in Azerbaijan

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### **Abstract**

On March 11, the World Health Organization declared the COVID-19 pandemic (from now on, pandemic). The diverse effects of the pandemic varied sharply across other age groups. The older group suffers from its epidemiological and medical impact, and the younger generation from its socio-economic consequences. This study is dedicated to assessing the pandemic's impact on the employment and education of Azerbaijani youth aged 18-29 in 2020. Therefore, the research consists of 2 sections - education and employment.

### **Abbreviations:**

UNDP - UN Development Program  
WB - World Bank  
WHO - World Health Organization  
SEA - State Employment Agency  
SSC - State Statistics Committee  
SSPF - State Social Protection Fund  
MA- Ministry of Economy  
UIF - Unemployment Insurance Fund  
MLSPP - Ministry of Labor and Social Protection of Population  
TSSA - Targeted state social assistance  
SA - Subsidy for Agriculture  
MF - Ministry of Finance  
CB - Central Bank  
NK - Cabinet of Ministers  
SIF - Entrepreneurship Development Fund  
MAS - Employment Subsystem

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## **Assessment of the impact of COVID-19 on youth employment and education in Azerbaijan**

### **Introduction**

Due to the Law on "Amendments and Additions to the Law On Youth Policy,"<sup>1</sup> those aged 14-29 are considered young in Azerbaijan. The amendment of May 5, 2007, served to bring young people's age limit in line with international standards.

According to the State Statistics Committee<sup>2</sup>, as of January 1, 2020, 2.4 million people, or 23.6 % of the country's population, are young people. 50.2% of young people live in urban areas and 49.8% in rural areas. 47.8% of young people are women. Issues related to youth policy in Azerbaijan, including their employment, education, and health, are regulated by the Law of the Republic of Azerbaijan "On Youth Policy" dated 2002, "Azerbaijan Youth State Programs"<sup>3</sup> dated 2005, 2011 and 2017, "2015-2025 Azerbaijan Youth Development Strategy"<sup>4</sup>.

The essential matter in young people's development and their independent life is their education and employment. Therefore, considering the role and importance of education and employment in youth development, both the State Programs and the Strategy set particular tasks for the relevant governmental and non-governmental bodies. Thus, the State Program "Azerbaijani youth in 2017-2021" approved by the Decree of the President of the Republic of Azerbaijan dated September 15, 2017, states that the establishment of business incubators, technoparks for youth employment and entrepreneurship development improved their financial situation and welfare and allowed for further improvement. The program's tasks include developing knowledge and skills of young people, entrepreneurship and employment opportunities, raising awareness among young people about the choice of profession and occupation, the labor market, and employment. One of the program's tasks is to support students' progressive ideas and initiatives in higher and secondary particular educational institutions.

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<sup>1</sup> Law of the Republic of Azerbaijan "On Youth Policy", Baku, April 9, 2002, # 297-IIQ, [http://www.e-qanun.az/alpidata/framework/data/1/c\\_f\\_1619.htm](http://www.e-qanun.az/alpidata/framework/data/1/c_f_1619.htm)

<sup>2</sup> Statistical Bulletin on "Azerbaijani youth", 2020., 2020, SSC, <https://www.stat.gov.az/source/demography/ay/>

<sup>3</sup> List of State Programs, Ministry of Youth and Sports of the Republic of Azerbaijan <https://www.mys.gov.az/qanunvericilik/dovlt-programlari>

<sup>4</sup> Azerbaijan Youth Development Strategy for 2015-2025, President of the Republic of Azerbaijan Order dated January 26, 2015, <https://president.az/articles/14132>

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The "Azerbaijan Youth Development Strategy for 2015-2025"<sup>5</sup> states that the state has implemented large-scale measures in the areas of youth health, education, employment, social protection, and others. Clear examples of this attention are "February 2," being declared the Youth Day of Azerbaijan, and The Youth Fund under the President of the Republic of Azerbaijan was established to support youth organizations' initiatives and public importance.

The Strategy also notes that the amount of funds allocated to youth non-governmental organizations has increased year by year, providing support for volunteerism, improving their leadership skills, and, in a sense, secured employment opportunities.

Besides, the objectives of the Strategy are to increase the level of awareness of young people about the choice of profession and occupation, labor market, and employment, to develop career counseling services through specialized experts in youth homes (centers), to take measures to increase their professionalism, provide sustainable support to increase their incomes by developing or engaging in self-employment, and expanding the educational, employment and cultural opportunities for young people living in the regions. One of the Strategy's main tasks is developing and implementing educational programs that meet international standards to adapt the knowledge and skills of young professionals to employers' requirements. As can be seen, the state program and Strategy on youth policy pays particular attention to employment and education.

This study examines the impact of the pandemic on the employment and education of Azerbaijani youth.

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<sup>5</sup> Azerbaijan Youth Development Strategy for 2015-2025, President of the Republic of Azerbaijan Order dated January 26, 2015, <https://president.az/articles/14132>

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### **Methodology**

Although the World Health Organization informed the international community about the SARS-CoV-2 virus detected in China's Wuhan province on January 12, it was first identified in Azerbaijan on February 28.

The impact of the COVID-19 pandemic on youth unemployment has assuredly been huge. Due to the lack of official data and research, empirical methods were used to prepare this research report. A survey was conducted among unemployed youth aged 18-29 and employers (regardless of age group). In the survey, the age of young people on demographic indicators was taken to select respondents.

To assess the impact of the COVID-19 pandemic on youth unemployment, a randomized survey of 283 young people aged 18-29 and employers surveyed by 50 managers and human resources specialists.

To assess the impact of the COVID-19 pandemic on young people's online education, 182 university and school students and 120 secondary and university teachers were randomly selected.

All four surveys were conducted in December 2020 and January 2021, respectively.

Also, a focus group discussion was organized with the participation of young people. During the discussion, which seven unemployed young people attended, job seekers' opinions on the recruitment process were studied.

As part of the study, a table survey was conducted. Data from the "Azerbaijan Youth" and "Labor Market" statistical journals were reviewed to assess the current situation, and relevant indicators were analyzed.

Eventually, the study examined the special policy instruments implemented by the Government of the Republic of Azerbaijan to prevent the adverse effects of the pandemic on employment. It assessed the policy of employment protection during the pandemic.

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### I. Assessment of the impact of COVID-19 on youth employment in Azerbaijan

#### 1.1. Statistical analysis of youth employment in Azerbaijan

According to the results of sample statistical survey<sup>6</sup> of the State Statistical Committee (SSC) on Labor Force (on the economic activity of the population) for 2019, as of January 1, 2020, before the pandemic, the number of economically active young people aged 15-29 was 1,370.4 thousand people, 1,250.5 thousand of those were employed population. Among the employed youth, men (672.9 thousand people) predominated over women (577.6 thousand people).

Of the 1,250.5 thousand employed young people aged 15-29, 20.6 percent had higher education, 11.0 percent - secondary specialization, 3.9 percent - vocational education, 55.6 percent - full secondary education, 8.8 percent - general secondary education, and 0.1 percent - primary education. As for youth unemployment, according to the survey on Labor Force, the number of unemployed in the country was 251.6 thousand people, of which 119.9 thousand or 47.6 percent were young people aged 15-29. Of the unemployed youth aged 15-29, 53.9 thousand were men and 66.0 thousand were women.

Unemployment among the unemployed youth aged 15-29 was highest in the 20-24 age group. Unemployment in this age group accounts for 51.2 percent of youth unemployment.

Of the 119.9 thousand unemployed young people aged 15-29, 12.3 percent had higher education, 11.1 percent - secondary specialization, 4.3 percent - vocational education, 60.5 percent - full secondary education, and 11.8 percent - general secondary education.

As of January 1, 2020, the number of unemployed registered with the employment services was 81.3 thousand people, of which 28.8 percent or 23.4 thousand were young people aged 15-29. During this period, the number of youth provided with a job was 24,033, of whom 1,358 were sent for vocational training and 8,456 were involved in public works.

As of January 1, 2020, 37.7% of the unemployed registered with the employment services were women. The average amount of unemployment insurance payments during this period was 276.4 manats.

As can be seen, about one in three unemployed people registered with the employment service was aged 15-29.

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<sup>6</sup> "Azerbaijani Youth" Statistical Yearbook, 2020, SSC, <https://www.stat.gov.az/source/demography/ay/>

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You can get acquainted with the share of young people among the economically active, employed, and unemployed population in Table 1 on the basis of the sample statistical survey of the SSC on Labor Force (on the economic activity of the population).

**Table 1. As of January 1, 2020, the number of the economically active population, including the employed and unemployed population by age groups (in thousand people)**

Age groups	Economically active population		Including			
			Employed population		Unemployed population	
	Total	Women	Total	Women	Total	Women
Total	5,190.1	2,526.0	4,938.5	2,381.7	251.6	144.3
15-19	107.4	47.6	92.6	40.5	14.8	7.1
20-24	505.5	237.1	444.1	203.8	61.4	33.3
25-29	757.5	358.9	713.8	333.3	43.7	25.6

**Source:** State Statistical Committee, "Labor Market" Statistical Yearbook - 2020

As can be seen from the table, 4.84% of the economically active population is unemployed according to the Labor Force report. As of January 1, 2020, the number of able-bodied young people aged 15-29 was 1,370.1 million. During this period, the total number of unemployed among young people of all age groups was 119.9 thousand. In this case, the unemployment rate among young people is 8.75 percent, which is 3.91 percentage points higher than the national average.

The publication of this information was suspended on April 1, after the impact of the pandemic on the economy and employment was felt, after the number of unemployed officially registered in the bodies of the State Employment Agency (SEA) was announced only in the first quarter of last year. The latest figures are presented in Table 2.

**Table 2. The unemployment rate of those officially registered in the bodies of the SEA at the end of 2019 and in the first 3 months of 2020**

2020	Number of unemployed people registered with employment services	Number of people receiving	Unemployment insurance
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	Total (in thousand people)	Women (in %)	unemployment benefits (in people)	amount (in AZN)
January 1	81.3	37.7	540	276.4
February 1	86.2	37.7	536	295.6
March 1	90.8	37.8	501	338.9
April 1	100.8	36.9	510	309.0

**Source:** SSC<sup>7</sup>

The table shows that the number of people receiving unemployment benefits is much lower than the number of officially unemployed in the first quarter of last year. Such that this ratio was 0.66 percent in January 2020, 0.62 percent in February 2020, 0.55 percent in March 2020, and 0.50 percent in April 2020.

As for the small number of unemployed insured, according to the Law on Unemployment Insurance, which came into force on January 1, 2018, insured persons whose employment contracts have been terminated as a result of the liquidation of a state body or legal entity or the reduction of the number of employees or staff and who are registered as unemployed in employment centers shall be entitled to receive unemployment insurance benefits.<sup>8</sup>

This means that not all those registered as unemployed are paid unemployment insurance. I think that this article of the law should be amended, and all the unemployed should be recognized as entitled to receive unemployment insurance premiums.

Since the first condition for the payment of one-time assistance is to register as unemployed and gain status, and since the number of applications has increased in connection with this, the relevant state bodies do not disclose not only the number of unemployed by age groups but also the statistical number of unemployed officially registered with the employment services. In this regard, the latest figure was published on April 1 last year.

<sup>7</sup> As the SSC did not disclose the number of unemployed officially registered in the bodies of the SEA after April 2020, the table was compiled based on the materials of the first quarter of last year.

<sup>8</sup> Law of the Republic of Azerbaijan on Unemployment Insurance, <http://e-qanun.gov.az/framework/36310>; Unemployment insurance payment, <http://sosial.gov.az/ishsizlikdensigortaodenishi>



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### **1.2. Review and evaluation of measures taken by the Government of Azerbaijan to protect employment from the pandemic's effects**

After the World Health Organization (WHO) declared the COVID-19 virus a global pandemic on March 11, 2020, on March 19, 2020, the President of the Republic of Azerbaijan signed an Order<sup>9</sup> on a number of measures to reduce the negative impact of the coronavirus (COVID-19) pandemic and, consequently, sharp fluctuations in world energy and stock markets on the economy of the Republic of Azerbaijan, macroeconomic stability, employment and entrepreneurship in the country.

To achieve these goals, it was decided to establish working groups led by the Ministry of Economy (MoE), the Ministry of Finance (MoF), the Ministry of Labor and Social Protection of Population (MLSP), and the Central Bank (CB) and to allocate 1.0 billion manats from the 2020 state budget to the Cabinet of Ministers (CM) to finance measures to reduce the negative impact of the COVID-19 virus on the Azerbaijani economy, macroeconomic stability, employment and entrepreneurship in the country. The order instructed the CM to coordinate the activities of the working groups and approve a unified action plan, summarizing the proposals.

On April 4, 2020, Prime Minister Ali Asadov approved<sup>10</sup> the Action Plan for the implementation of the Presidential Order. In the Action Plan, it was planned to allocate 215 million manats from the state budget (in order not to reduce jobs) to cover a certain part of the salaries of employees working in areas affected by the pandemic, covering 300,000 people, and 80 million manats (in order not to reduce jobs - as the main criteria, for taxpayers who made tax payments, compulsory state social insurance payments, and unemployment insurance payments in 2019) to provide financial support to individual (micro) entrepreneurs operating in areas affected by the pandemic, covering 300,000 people.

Furthermore, in the Action Plan, it was planned to spend 20 million manats from the state budget to provide state guarantees and subsidize interest rates on bank loans in the amount of 0.5 billion manats to be provided to business entities (including small and medium enterprises) operating in areas affected by the pandemic, an additional 50 million manats to the Entrepreneurship Development Fund (EDF), 90 million manats to increase the amount of funds allocated for soft

<sup>9</sup> <https://president.az/articles/36228>

<sup>10</sup> Order of the Prime Minister on approval of the Action Plan on implementation of Paragraph 10.2 of the Order of the President of the Republic of Azerbaijan No. 1950 dated March 19, 2020, on a number of measures to reduce the negative impact of the coronavirus (COVID-19) pandemic and, consequently, sharp fluctuations in world energy and stock markets on the economy of the Republic of Azerbaijan, macroeconomic stability, employment and entrepreneurship in the country. 04.04.2020. <https://nk.gov.az/az/document/4367/>

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mortgage loans, and 280 million manats to provide financial support to vital passenger transport. The plan provided for the allocation of 30 million manats to provide temporary employment of unemployed people for 2 months through the creation of 50,000 paid public jobs, and 70 million manats to provide a lump-sum payment in the amount of the subsistence minimum (190 manats) to those registered as unemployed in the bodies of the State Employment Agency (SEA) for 2 months.

Moreover, the plan provided for the allocation of 70 million manats from the Unemployment Insurance Fund (UIF) to expand and accelerate the implementation of the self-employment program implemented in cooperation with the UN Development Program (UNDP) and the World Bank (WB), 20 million manats to expand the coverage of unemployment insurance payments and create a proactive appointment mechanism, and 0.6 million manats to continue insurance payments and pensions during the special quarantine regime for persons who have completed unemployment insurance payments, but have not been provided with jobs, and for those who have taken a break from vocational training courses, and to improve the co-financing program of salaries.

Finally, in the Action Plan, it was planned to spend 40 million manats from the state budget to cover the tuition fees of students, who are the member of the families belonging to socially vulnerable groups, and 10 million manats to increase the limit of preferential electricity for the population in April-May by 100 kWh.

The plan provided for the use of the reserves of the State Social Protection Fund (SSPF) created in 2019 in the amount of 200 million manats in order to close the deficit and ensure the sustainability of social payments (pensions and benefits) to the population in the face of declining social insurance premiums and the allocation of 3 million manats from the fund to continue providing assistance to families (individuals) whose targeted state social assistance ended during the special quarantine regime until the end of the special quarantine regime.

It should be noted that there has been an increase in the amount of funds spent on some areas envisaged in the Action Plan of the CM and the number of people covered, the implementation period has been extended. Related information will be given in the following sections.

In general, 1 billion 409 million manats have been allocated from the state budget by the relevant orders of the President to combat the pandemic and reduce its negative impact on the economy of the country. Their distribution was as follows: 250 million manats for health, 570 million manats for socio-economic support measures, 309 million manats for social security support measures, and 280 million manats for financial support to state companies.

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The summary of the measures of the Azerbaijani government to protect employment from the effects of the pandemic shows that no separate program has been implemented to prevent a decline in youth employment during the pandemic. Just, young people have had the opportunity to benefit from the existing programs. This happened mainly in 3 directions:

- 1) Providing financial support to individual (micro) entrepreneurs operating in areas affected by the pandemic, providing one-time assistance in the amount of the subsistence minimum (190 manats) to 600,000 people registered as unemployed in the bodies of the SEA to provide financial support for social protection and social security in connection with the pandemic;
- 2) Payment of a certain part of the salaries of salaried employees working in areas affected by the pandemic;
- 3) In addition to these measures, regular social protection programs have received increasing attention during the pandemic. Such that about 7,300 families were involved in the self-employment program in 2018, and more than 10,000 families in 2019. In 2020, 12,000 families with disabilities established small farms and enterprises under this program.<sup>11</sup> In the first 11 months of 2020, i.e. during the pandemic, the number of people benefiting from the self-employment program increased by 2,000 families compared to 2019, and people with disabilities were given preference. While 40,000 families were involved in the Targeted State Social Assistance (TSSA) program in 2018 and 72,000 in 2019, their number reached 74.4 thousand families or 312,000 people in 11 months of 2020, and 197 million manats were spent in this regard.<sup>12</sup> The number of beneficiaries of this program has increased during the pandemic compared to previous years. Such that in 11 months of 2020, the number of people involved in the TSSA increased by 2.4 thousand families compared to the previous year, and by 34.4 thousand families compared to 2018. While 38,000 paid public jobs were created in the country in 2019, 90,000 people were planned to be provided with paid public jobs last year.<sup>13</sup> This means that during the pandemic, the number of people involved in paid public jobs was more than 52,000.

In the first direction, the provision of one-time assistance to persons registered as unemployed in the bodies of the SEA is distinguished by the fact that it can benefit the unemployed youth more in terms of scope and financial capacity. Such that it was planned to pay a lump-sum of 70

<sup>11</sup> This year, about 1,600 people with disabilities have been involved in the self-employment program, [http://sosial.gov.az/post\\_397109](http://sosial.gov.az/post_397109)

<sup>12</sup> In 11 months, 5 billion 264 million manats were provided for social security, which is 932 million manats more than in the same period last year, [http://sosial.gov.az/post\\_409347](http://sosial.gov.az/post_409347)

<sup>13</sup> DOST centers under the Ministry of Labor and Social Protection of Population of the Republic of Azerbaijan, <http://dost.gov.az/page/dost-job-center>

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million manats to 200,000 unemployed to pay the amount of compensation provided for in the Action Plan. According to the Action Plan, one-time assistance was to be provided to all unemployed people who did not receive benefits, and for this reason, the number of unemployed was set at 200,000. The reason for this was that as of April 1, 2020, the State Statistical Committee (SSC) indicated that the number of unemployed people registered with the employment services was 100,800.<sup>14</sup>

The SSC's inaccurate report led to erroneous calculations in the Action Plan approved by the CM. Such that the Action Plan approved by the Presidential Order provides for one-time assistance of 70 million manats for 200,000 people. However, in a short period of time, as a result of the massive increase in the number of people registered as unemployed in the bodies of the SEA, the government began to provide one-time assistance to 600,000 unemployed on the instructions of the President.<sup>15</sup>

Although this assistance actually covered 600,000 people, it did not cover all the unemployed and led to the selection among the unemployed people for the payment of one-time benefits. According to the information released by the Minister of Labor and Social Protection of Population, Sahil Babayev, more than 635,000 unemployed people who applied for this assistance were refused. Babayev explained this by the fact that those unemployed people did not belong to the low-income group.<sup>16</sup>

In fact, the Action Plan clearly provided for the payment of these funds to persons registered as unemployed in the bodies of the SEA. However, according to the rules approved by the CM on April 7, one-time assistance is not provided to unemployed people who receive the following payments from government agencies: "Members of the families receiving TSSA, labor pensioners, recipients of monthly benefits, recipients of monthly pensions, persons provided with a property under the self-employment program, recipients of unemployment insurance benefits, recipients of vocational training pensions, those who received agricultural subsidies (ACS) in 2020, those whose husband or wife was an entrepreneur (with active TIN) or who have an active employment contract notification in the Employment Contract Notification Subsystem of the

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<sup>14</sup> Macroeconomic indicators of economic and social development of the country in January-March 2020, <https://www.stat.gov.az/news/macroeconomy.php?page=7>

<sup>15</sup> List of 600 thousand people who received a lump-sum payment, <http://sosial.gov.az/FWsiyah%C4%B1s%C4%B1/Siyahi600.pdf>

<sup>16</sup> Sahil Babayev: "8% of those who receive a lump-sum payment are under 20 years old" [https://apa.az/az/sosial\\_xeberler/Sahil-Babayev-Birdflik-odm-alanlardan-8-faizi-20-yasa-qdr-olanlardir-585208](https://apa.az/az/sosial_xeberler/Sahil-Babayev-Birdflik-odm-alanlardan-8-faizi-20-yasa-qdr-olanlardir-585208)

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Centralized Electronic Information System of the MLSP, and those whose husband or wife received TSSA or ACS.”<sup>17</sup>

Thus, according to the rules approved by the CM, one-time assistance was assigned and paid to persons registered as unemployed in accordance with the Law on Employment and not belonging to the above-mentioned categories. These include:

- Persons registered as unemployed in the Employment Subsystem (ESS) as of April 1, 2020;
- Persons registered as unemployed in the ESS during the special pandemic quarantine regime.

In concluding this direction, it should be noted that according to official statistics from the beginning of last year, as the youth unemployment rate (8.75 percent) is 3.91 percentage points higher than the national unemployment rate, it can be argued that young people also predominate among those benefiting from these programs implemented during the pandemic.

In order to provide support for the second direction (payment of a certain part of salaries to salaried employees affected by the coronavirus (COVID-19) pandemic), first of all, the MoE identified the areas affected by the pandemic. The classification of economic activities of areas affected by the pandemic in connection with the program of financial support for the payment of salaries" compiled by the Ministry on the basis of special criteria includes 386 types of activities. In the classification, the code, name, and area of the type of activity were given with the help of a special table. The classification table was posted on the website of the MoE.<sup>18</sup>

According to the Minister of Economy, Mikayil Jabbarov, in order to support the salaries paid by enterprises to salaried employees, the main criterion was the average monthly salary in the country in January (712 manats): “The full salary of each employee below this amount will be paid by the state to the enterprise. The maximum limit for an employee earning higher than the average monthly salary will be taken at the level of the average monthly salary.”<sup>19</sup>

The purpose of this state support was to prevent the reduction of jobs in the areas affected by the pandemic. Within the framework of the mechanism of payment of a certain part of the salaries of salaried employees working on the basis of an employment contract, it was planned to provide financial support from the state to entrepreneurs in the amount of 215 million manats to pay a

<sup>17</sup> Decision of the Cabinet of Ministers, <https://cabmin.gov.az/az/document/4371/>

<sup>18</sup> [https://www.e-taxes.gov.az/new/downloads/Fealiyyet\\_kodlari\\_pandemiya\\_yeni.xlsx](https://www.e-taxes.gov.az/new/downloads/Fealiyyet_kodlari_pandemiya_yeni.xlsx)

<sup>19</sup> The Minister announced the criteria for determining the payment of employees and the amount. 08.04.2020. [https://apa.az/az/maliyye\\_xeberleri/Nazir-muzdlu-iscilr-odnisin-hansi-meyar-sasinda-muyyn-olunacagini-v-mblgi-aciqlayib-580566](https://apa.az/az/maliyye_xeberleri/Nazir-muzdlu-iscilr-odnisin-hansi-meyar-sasinda-muyyn-olunacagini-v-mblgi-aciqlayib-580566)

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certain part of the salaries of 300,000 salaried employees (with employment contracts) working in areas and clusters affected by the pandemic. Within the framework of this mechanism, on the basis of applications submitted by taxpayers through the electronic cabinets available in the Internet Tax Office ([www.e-taxes.gov.az](http://www.e-taxes.gov.az)), a certain part of the salaries to be paid to their employees and the corresponding social insurance fees were transferred to the bank accounts of employers.

Finally, when assessing the situation in the third direction, we must take into account that young people had the opportunity to benefit from the 90,000 paid public jobs<sup>20</sup> created last year.

Unfortunately, the beneficiaries of the programs implemented by the Azerbaijani government during the pandemic are not classified by age group. However, there is no doubt that 15-29 years old people are among the beneficiaries of these programs.

According to the State Statistical Committee, as of January 1 this year, the number of salaried employees in Azerbaijan, according to preliminary data, amounted to 1,691.8 thousand people, including 910.8 thousand people in the public sector and 781.0 thousand people in the private sector. 33.8 thousand people worked in the oil and gas sector of the economy, and 1,658.0 thousand people in the non-oil-and-gas sector.

During 2020, 20.1 thousand jobs were closed in the country. During this period, 28.1 percent of jobs fell to the private sector. 20.4% of jobs were closed due to the suspension of the activities of enterprises and organizations, and 79.6% due to redundancies in operating enterprises and organizations.

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<sup>20</sup> DOST centers under the Ministry of Labor and Social Protection of Population of the Republic of Azerbaijan, <http://dost.gov.az/page/dost-job-center>

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### 1.3. Analysis of the results of the survey on the impact of the COVID-19 pandemic on youth employment in Azerbaijan (18-29 age)

This survey was conducted among 283 young people by random sampling. 81.3% of the respondents were men, 18.7% were women, 79.3% of them were young people aged 25-30, 26.1% were young people aged 18-25. 56.2% of respondents were single, 43.8% were married, 65.7% of them lived in Baku, 19.4% in other cities, and 14.8% in districts.

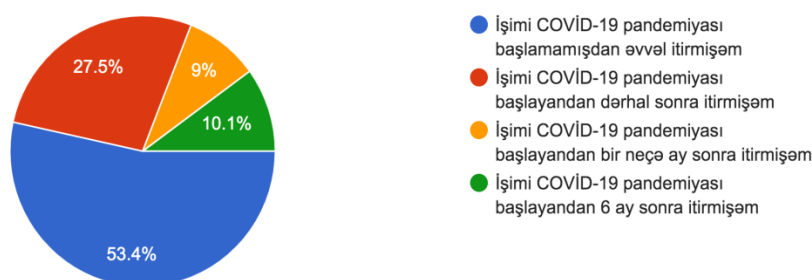
In terms of employment, 64% of respondents were unemployed, 19.4% were employed, 6% were illegally employed, the same number were employed with a service contract, and the remaining 5% were self-employed and individual entrepreneurs.

The questionnaire included 19 questions, 5 of which were used to collect information about respondents, 14 to study the impact of the pandemic on their employment and to assess the government's support and social protection programs during the pandemic.

The answers to the question **"How long have you been unemployed?"** addressed to the unemployed show that 53.4% of them lost their jobs before the pandemic, and 45.6% lost their jobs during the pandemic. 27.5% of the unemployed lost their jobs immediately after the pandemic, 10.1% lost their jobs 6 months after the pandemic, and 9% lost their jobs a few months later. As can be seen, more than half of those who lost their jobs during the pandemic were fired in the early stages of the pandemic.

6. Nə vaxtdan işsizsiniz ("xeyr, işsizəm" cavabını seçənlər üçün)?

189 responses



The answers to the question **"How long have you been unemployed?"** addressed to those who were unemployed before the pandemic show that 26.6% of them have been unemployed for 5 years or more. Although 46.6% of respondents were unemployed, they were not registered as unemployed, 32.4% said they were registered as unemployed during the pandemic, and 21% before the pandemic. Due to the legal restrictions on unemployment benefits and the difficulty of

## Assessment of the impact of COVID-19 on youth employment and education in Azerbaijan

obtaining one-time benefits, up to half of the unemployed are not interested in registering. This means that the unemployed are excluded from government support programs even in their presence.

8. İşsiz kimi qeydiyyatda nə zaman düşmüşünüz ("xeyr, işsizəm" cavabını seçənlər üçün)?

204 responses



87.4% of those registered as unemployed said that they were not offered a job in the state employment agencies, and only 8.3% said that they were offered a job but they refused because of low salaries. This shows that young people who were registered as unemployed and looking for a job have not been able to benefit from government programs in terms of employment and unemployment benefits.

9. İşsiz kimi qeydiyyat düşmüşünüzsə, sizə iş yeri təklif edilibmi?

157 responses



42.4% of respondents said that they did not apply for any support and assistance programs of the state during the pandemic. Although 37.8% of respondents applied to benefit from the program, they were rejected, and 19.8% received assistance from the state. Apparently, one in three people who applied for state assistance was able to benefit from it.



## Assessment of the impact of COVID-19 on youth employment and education in Azerbaijan

10. Pandemiya dövründə dövlətin hər hansı yardım proqramından faydalanmışınız mı?

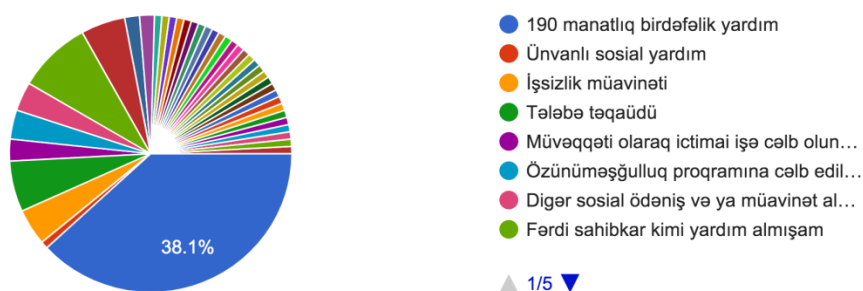
283 responses



38.1% of respondents benefiting from state support programs said that they received one-time assistance of 190 manats during the pandemic.

11. Pandemiya dövründə hansı yardım proqramından faydalanmışınız mı ("bəli, sosial yardım almışam" cavabını seçənlər üçün)?

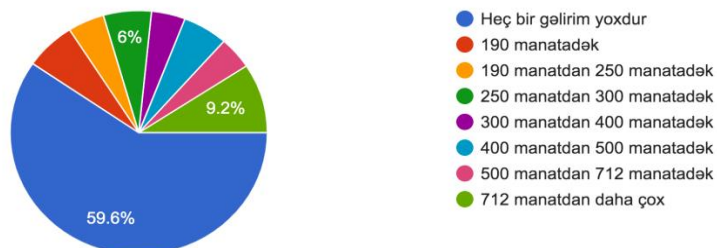
118 responses



To the question **"What is your current monthly income?"**, 59.6% of respondents answered they had no income, 6% answered they received a salary up to 190 manats, 5% - from 190 to 250 manats, and 9.2% - from 250 to 300 manats. As can be seen, about 60% of respondents have no income as unemployed, and 11% have incomes below the national minimum wage.

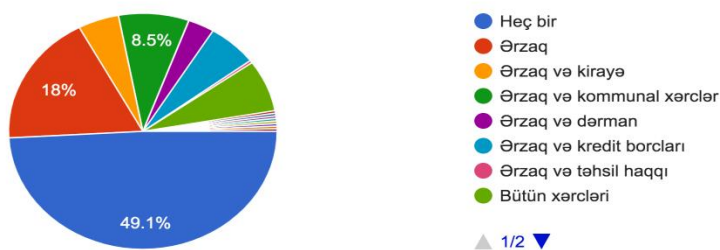
## Assessment of the impact of COVID-19 on youth employment and education in Azerbaijan

12. Hazırda aylıq gəlirləriniz nə qədərdir?  
282 responses



To the question "**What needs does your income meet?**", 49.1% of respondents answered their income did not meet any of their needs, 18% answered their income met food needs, 8.5% - food needs and utility costs.

13. Gəlirləriniz sizin hansı ehtiyaclarınızı ödəyir?  
283 responses

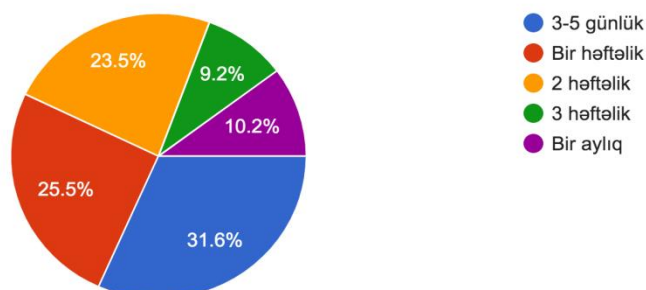


According to the response of the recipients of social assistance during the pandemic, social assistance received by 31.6% of recipients met their monthly needs for 3-5 days, by 25.5% - 1 week, by 23.5% - 2 weeks, by 9.2% - 3 weeks, by 10.2% - 1 month.

## Assessment of the impact of COVID-19 on youth employment and education in Azerbaijan

14. Pandemiya dövründə aldığınız aylıq sosial yardım sizin neçə günlük xərcini ödədi?

98 responses



To the question **"What are your plans if the pandemic continues and assistance is not paid again?"**, 59.7% of respondents answered, "I have no plan", and only 27.9% of them answered, "I will look for a job". The fact that three out of five young people have no plans for the future should make society think seriously. This can be explained not only by the uncertainty caused by the pandemic but also by the limited career opportunities of young people in the country.

15. Əgər pandemiya dövründə bir daha yardım ödənilməzsə, planınız necə olacaq?

283 responses

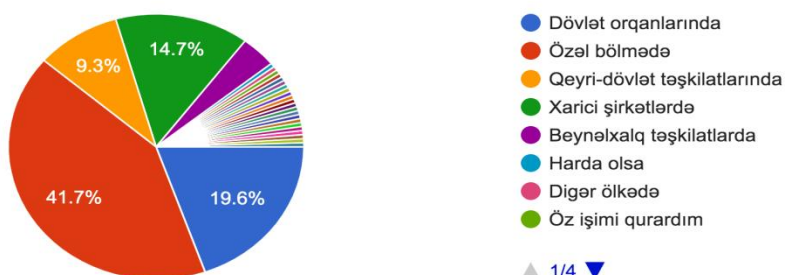


To the question **"Where will you look for a job?"** addressed to those who were relatively optimistic, 41.7% of respondents answered "in the private sector", 19.6% - "in government bodies", 14.7% - in "foreign companies", 9.3% - "in non-governmental bodies". Apparently, most of the young people prefer to work in the private sector rather than in government bodies.

## Assessment of the impact of COVID-19 on youth employment and education in Azerbaijan

16. Harda iş axtaracaqsınız?

204 responses



As for the difficulties faced by young people in hiring, 23.3% of respondents showed a lack of experience as a reason, 20.8% - low salaries, 17.3% - nepotism in hiring, and 15.2% - bribery in hiring. Apparently, young people admitted that they encountered negative situations in recruitment. At the same time, the main obstacle they stated was a lack of experience.

17. İşə qəbul zamanı ən çox rastlaşdığınız çətinlik nədir?

283 responses

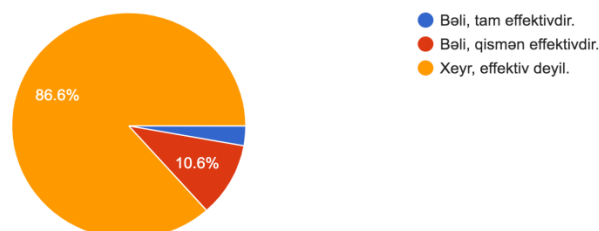


As for the state policy in the field of youth employment during the pandemic, 86.6% of respondents said it was not effective, 10.4% said it was partially effective, and only 3% said it was effective.

## Assessment of the impact of COVID-19 on youth employment and education in Azerbaijan

18. Siz, pandemiya dövründə gənclərin məşğulluğunun qorunması sahəsində dövlət siyasətini effektiv sayırsınız mı?

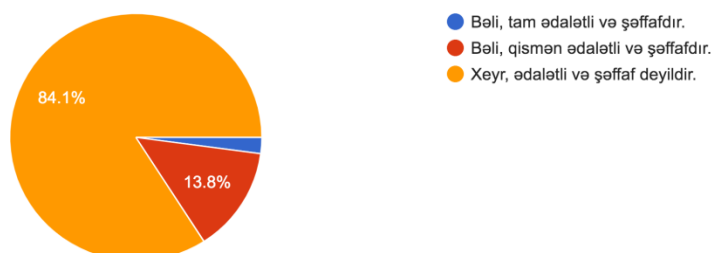
283 responses



As for the fairness and transparency of the state's social care for young people during the pandemic, 84.1% of respondents said it was neither fair nor transparent, 13.8% said it was partially fair and transparent, and 2.1% said it was both fair and transparent.

19. Siz, pandemiya dövründə dövlətin gənclərə göstərdiyi sosial qayğıını ədalətli və şəffaf sayırsınız mı?

283 responses

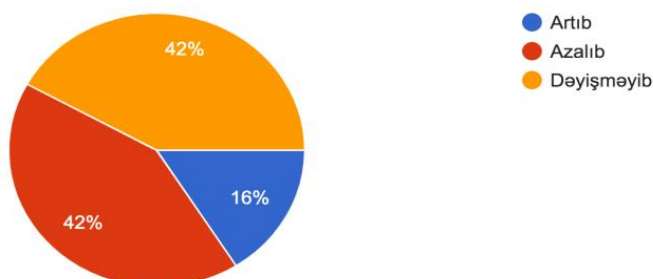


50 respondents took part in the survey among employers, of which 92% were men and 8% were women. 26% of the companies represented by the respondents operate in the service sector, 24% in the trade sector, 12% in the industry sector, and 8% in the catering sector. The remaining companies represented the agriculture, construction, transport, and hotel sectors. Their responses showed that the number of employees of 42% of respondents did not change during the pandemic, the number of employees of 42% decreased, and the number of employees of only 16% increased.

## Assessment of the impact of COVID-19 on youth employment and education in Azerbaijan

3. COVID-19 pandemiyası dövründə işçilərinizin sayı necə dəyişib?

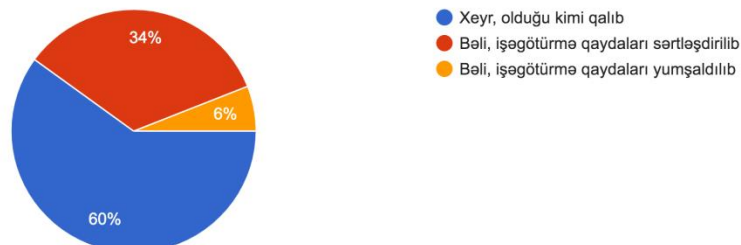
50 responses



60% of respondents said they had not made any changes to their recruitment policies during the pandemic, 34% said they had tightened recruitment rules, and 6% said they had softened recruitment rules.

4. COVID-19 pandemiyası dövründə işəgötürmə siyasətinizdə dəyişiklik olubmu?

50 responses

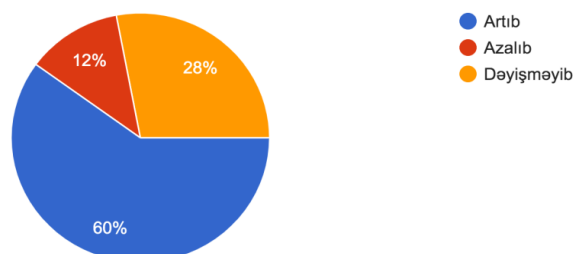


60% of respondents said that the number of job seekers increased during the pandemic, 28% said it did not change, and 12% said it decreased.

## Assessment of the impact of COVID-19 on youth employment and education in Azerbaijan

5. COVID-19 pandemiyası dövründə vakant vəzifəyə işçi axtarakən müraciət edənlərin sayında hansı dəyişikliklər baş verib?

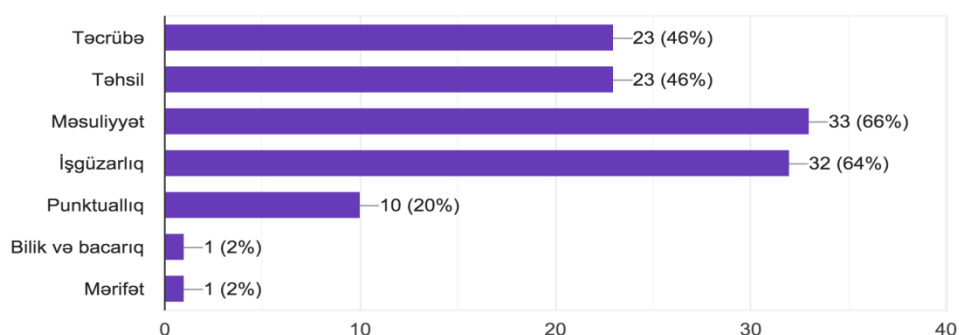
50 responses



The requirements of employers for young people for recruitment were responsibility, hard work, experience, and education.

6. Gəncləri (18-29 yaş arası) işə götürərkən onlardan başlıca olaraq nələri tələb edirsiniz? (ən çoxu 3 cavabı seçə bilərsiniz)

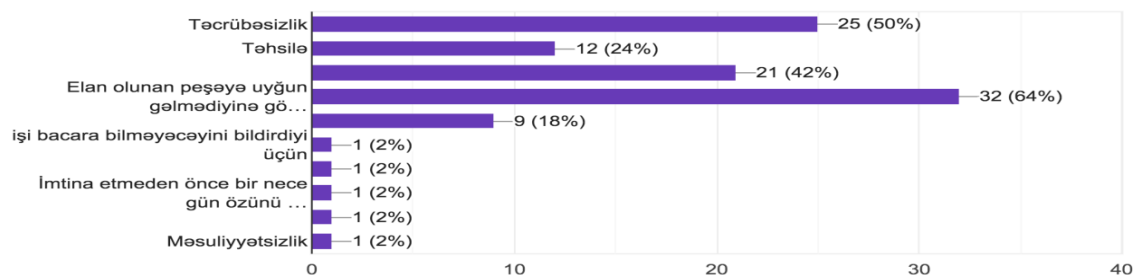
50 responses



It is clear from the answers to the question **"Why do you reject hiring young people?"** that employers claimed applicants did not fit the advertised profession, were inexperienced, unable to work, and did not have sufficient education.

## Assessment of the impact of COVID-19 on youth employment and education in Azerbaijan

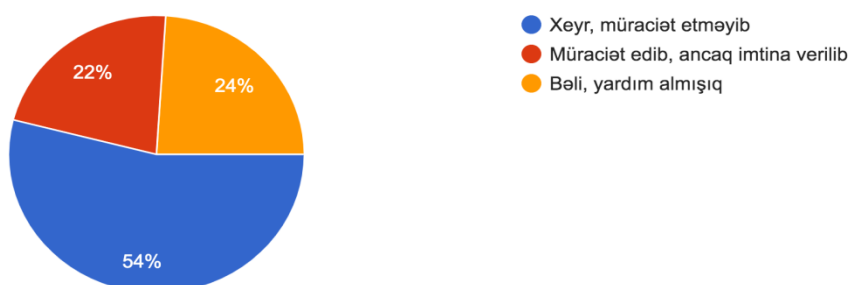
7. Gəncləri işə götürməkdən ən çox nələrə görə imtina edirsiniz? (ən çoxu 3 cavabı seçə bilərsiniz)  
50 responses



54% of respondents said that they did not apply to the state support program during the pandemic, 22% said they applied but were rejected, and 24% said they benefited.

8. Sizin şirkət COVID-19 pandemiyası dövründə dövlətin məşğulluğa yardım proqramından faydalanıbımı?

50 responses



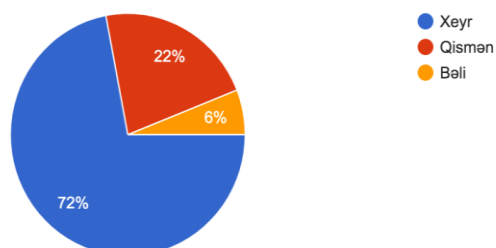
As for the adequacy of assistance, to the question "**Have you benefited from the state employment assistance program?**", 72% of respondents answered "no", 22% - "partially", and 6% - "yes".



## Assessment of the impact of COVID-19 on youth employment and education in Azerbaijan

9. COVID-19 pandemiyası dövründə dövlətdən aldığınız yardım məşğulluğun qorunması üçün yetərli sayıla bilərmə?

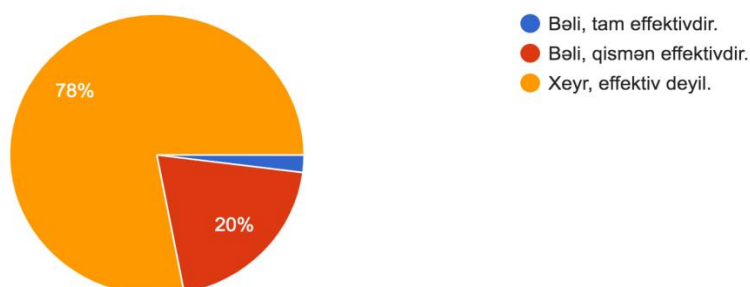
50 responses



As for the state care for youth employment, 78% of respondents considered it ineffective, 20% - partially effective, and 2% - effective.

10. Siz, pandemiya dövründə gənclərin məşğulluğa dövlət qayğısını effektiv sayırsını?

50 responses



## **Assessment of the impact of COVID-19 on youth employment and education in Azerbaijan**

### **II. Assessment of the impact of the COVID-19 pandemic on the education of youth (18-29 years old) in Azerbaijan**

*The empirical research method was used to assess online education regarding both learners (pupils and students) and educators (teachers). For this purpose, two different surveys were conducted among teachers and students (pupils) who are parties to education. Asking similar questions in the survey allowed the two parties to online education to mutually evaluate each other's performance. In addition, the surveys assessed the technical, logistical, and methodological issues that directly affect the quality of online education, and studied the views of the parties on improving the quality of online education (learning environment), and collected suggestions.*

#### **2.1. How do students evaluate online education during a pandemic?**

The purpose of the survey, which was conducted among 182 young people (pupils, students), was to study their attitudes to the organization and management of online education and to collect feedback. 49.5 percent of respondents are women and 50.5 percent are men. 77.5 percent of respondents represent the age group of 18-25, and 22.5 percent - 25-29. 84.6% of respondents are single and 15.4% are married. 62.1 percent of them live in Baku, 24.7 percent in districts, and 13.2 percent in other cities.

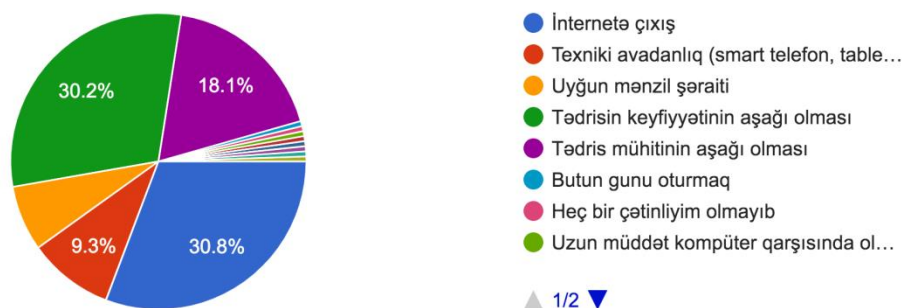
Respondents represented different educational groups. 36.3% of them study at incomplete higher education, 26.4% at full higher education, 19.8% at master's degree, 12.6% at full secondary education, 2.7% at incomplete secondary education, and 2.2% at doctor's degree. According to the answers of the respondents, 84.1% of them continue their education online and 10.4% partially online. 52.2 percent of online education are organized in Microsoft Teams, 34.1 percent in Zoom, 3.8 percent in Whatsapp, 2.2 percent in Skype, and 1.1 percent in Google Meet and on other platforms. On the school day, 44.5 percent of respondents spend 1-3 hours on online education, 35.7 percent - 3-5 hours, 10.4 percent - more than 5 hours, and 9.3 percent - up to 1 hour. The difficulties they face in online education are access to the internet (30.8 percent), low quality of education (30.2 percent), inadequate learning environment (18.1 percent), lack of technical equipment (9.3 percent), and lack of adequate housing (7.1 percent).

Only 0.5 percent of respondents said they had no problems. This situation is characterized by Figure 10.

## Assessment of the impact of COVID-19 on youth employment and education in Azerbaijan

10. Online təhsil zamanı qarşılaşdığınız əsas çətinlik hansıdır (uyğun cavablardan yalnız 1-ni seçin)?

182 responses

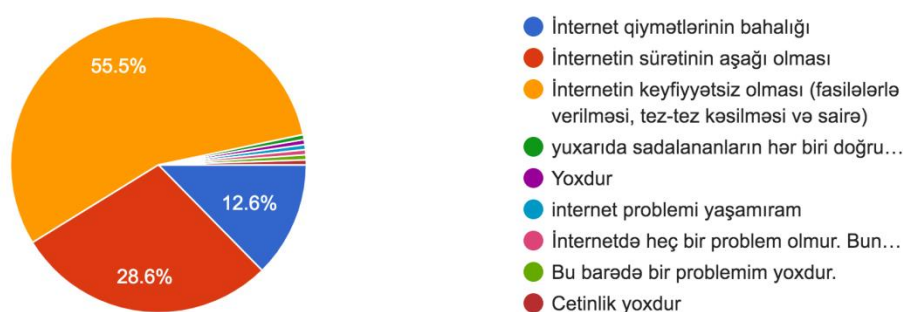


As can be seen, 40.2% of respondents see the problems in the field of online education as technical, and 48.3% as management.

55.5 percent of those who encountered difficulties when accessing the internet during the online education period showed poor internet quality as the reason, 28.6 percent - low internet speed, and 12.6 percent - high internet prices. Only 0.5 percent of respondents said they did not have a problem with the Internet.

11. Online təhsil zamanı internetdə çıxış məsələsində qarşılaşdığınız əsas çətinlik hansıdır?

182 responses

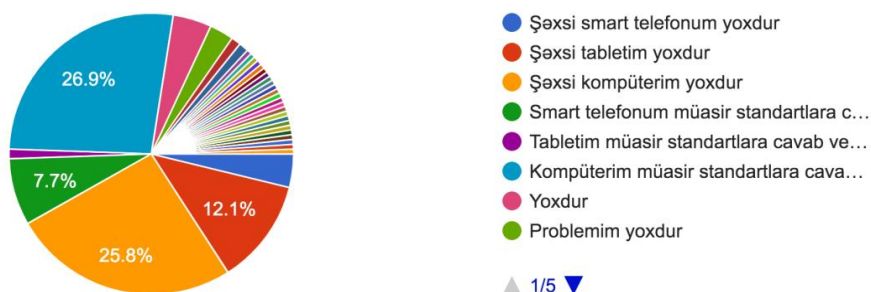


26.9% of those who had difficulties with technical equipment during the online education period said that their computers did not meet modern standards, 25.8% said they did not have personal computers, 12.1% said they did not have personal tablets, 7.7% said their smartphones did not meet modern standards, 3.8% said they did not have personal smartphones. Only 2.7 percent of respondents said they had no technical problems.

## Assessment of the impact of COVID-19 on youth employment and education in Azerbaijan

12. Online təhsil zamanı texniki avadanlıq sarıdan çətinliyiniz nədədir?

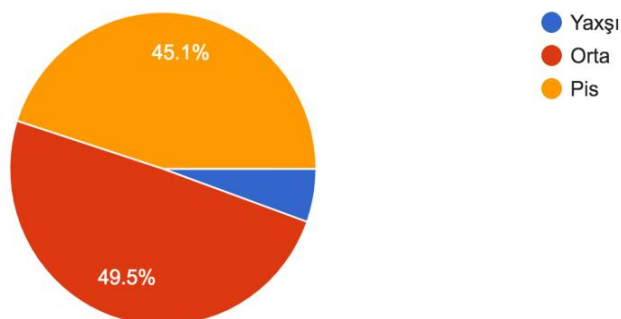
182 responses



49.5% of respondents rated the quality of online education as average, 45.1% as bad, and 5.5% as good.

13. Online təhsil zamanı tədrisin keyfiyyətini necə qiymətləndirirsiniz?

182 responses

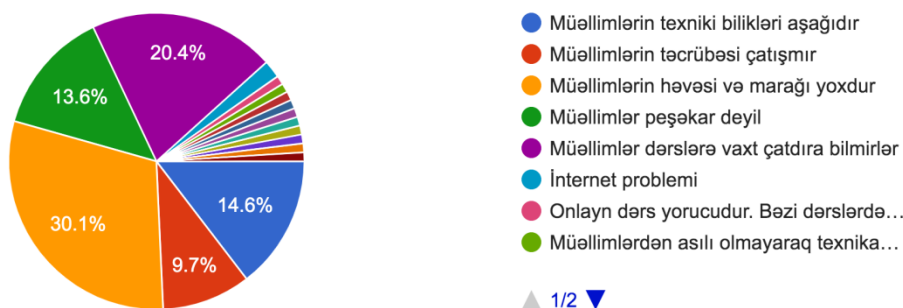


30.1% of the respondents, who said the quality of online education was low, showed the lack of teachers' enthusiasm and interest as the reason, 20.4% - teachers' inability to find time for lessons, 14.6% - teachers' low technical knowledge, 13.6% - teachers' unprofessionalism, 1.9 percent - a problem with the internet.

## Assessment of the impact of COVID-19 on youth employment and education in Azerbaijan

14. Online təhsil zamanı tədrisin keyfiyyətinin pis olmasını nə ilə izah edə bilərsiniz? (bu sualı 13-cü sualın cavabında pis variantını seçənlər cavab verməlidir)

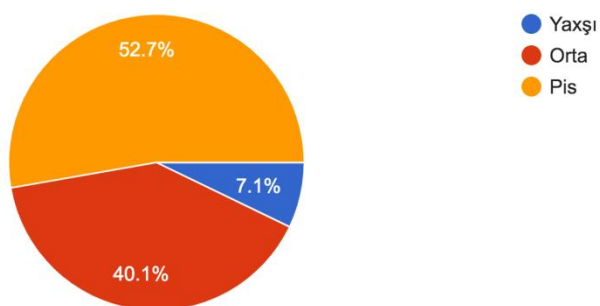
103 responses



52.7% of respondents rated the online learning environment as bad, 40.1% as average, and 7.1% as good.

15. Online təhsil zamanı tədris mühiti necə qiymətləndirirsiniz?

182 responses

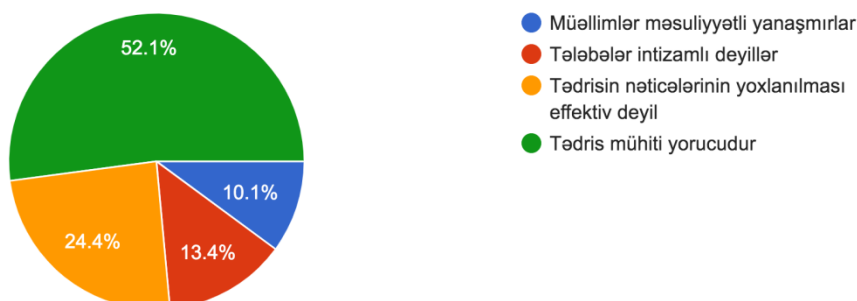


52.1% of respondents, who said that the online learning environment was bad, thought that the learning environment was tiring, 24.4% thought that the quality control of teaching was ineffective, 13.4% thought that students were undisciplined, and 10.1% thought that teachers were irresponsible.

## Assessment of the impact of COVID-19 on youth employment and education in Azerbaijan

16. Online təhsil zamanı tədris mühitinin pis olmasını nə ilə izah edə bilərsiniz? (bu sualı 15-ci sualın cavabında pis variantını seçənlər cavab verməlidir)

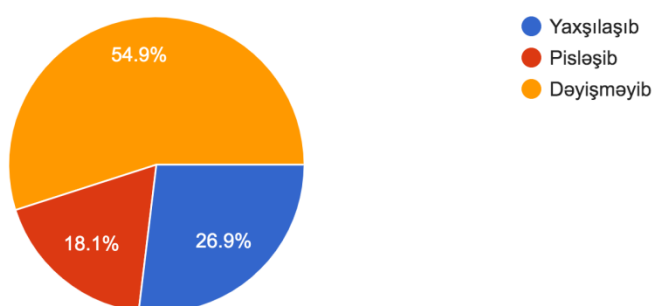
119 responses



When assessing the dynamics of online education, 54.9% of respondents claimed that the quality of education in the autumn semester did not change compared to the spring semester. 26.9% of respondents believe that the quality has improved, and 18.1% - deteriorated.

17. Əgər müqayisə etsəniz, yaz semestri ilə müəyyisədə payız semestərində online təhsilin keyfiyyəti necə olub?

182 responses

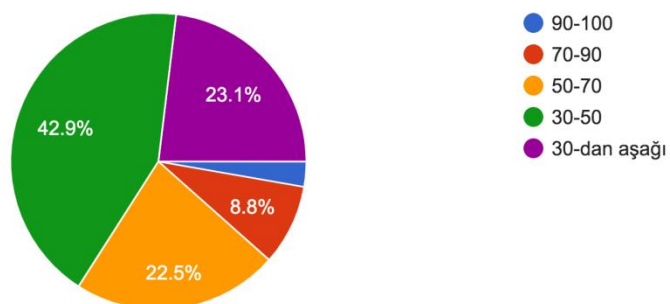


A 100-point scale was used to assess the quality of teaching. 42.9% of respondents rated online education in the range of 30-50 points, 23.1% in the range of fewer than 30 points, 22.5% in the range of 50-70 points, 8.8% in the range of 70-90 points, 2.7% in the range of 90-100. As can be seen, 66% of respondents, almost two out of three, rated the quality of education on a 100-point scale with 50 points or less.

## Assessment of the impact of COVID-19 on youth employment and education in Azerbaijan

18. 100 ballıq şkalara online təhsilin keyfiyyətini necə qiymətləndirirsiniz?

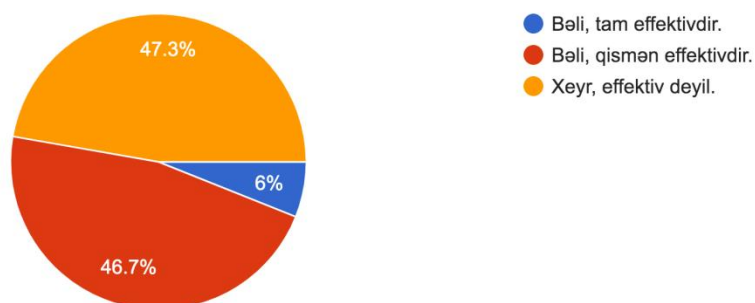
182 responses



The survey also studied respondents' attitudes towards online education policy during the pandemic. Only 6% of respondents rated it as fully effective, 47.3% rated it as effective, and 46.7% rated it as partially effective.

19. Siz pandemiya dövründə məsafədən (online) təhsil siyasətini effektiv sayırsınız mı?

182 responses

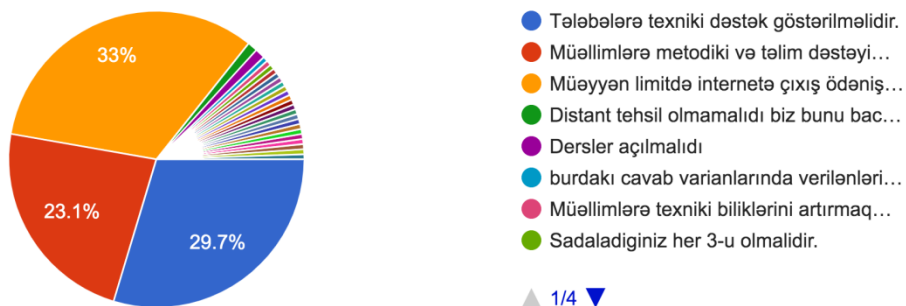


Those who claimed that online education was ineffective were asked how to increase its effectiveness. Interesting proposals were voiced by the survey participants. 33% of respondents offered free internet access within a certain limit, 29.7% offered technical support to students, and 23.1% offered methodological and technical support to teachers.

## Assessment of the impact of COVID-19 on youth employment and education in Azerbaijan

20. Sizcə, pandemiya dövründə məsafədən (online) təhsil siyasətinin effektivliyinin artırılması üçün nələr olunmalıdır?

182 responses





## **Assessment of the impact of COVID-19 on youth employment and education in Azerbaijan**

### **2.2. How do teachers evaluate online education during the pandemic?**

A survey was also conducted among 120 teachers to assess the impact of the COVID-19 pandemic on youth education in Azerbaijan. 54.2 percent of teachers surveyed are women and 45.8 percent are men. 62.5 percent of them are between 30 and 50 years old, 20.8 percent - between 20 and 30 years old, and 16.7 percent - over 50 years old. 76.7% of respondents are married and 23.3% are single. 57.5 percent of them live in Baku, 24.2 percent in districts, and 18.3 percent in other cities. 79.2% of the respondents are teachers, 10% - associate professors, 7.5% - senior teachers, and 3.3% - professors. 58.3 percent of respondents said they work in high school, 30 percent in university, 8.3 percent in college, and 3.4 percent in the academy.

According to the answers of the respondents, 76.7% of them teach a lesson in Microsoft Teams, 25% in Zoom, 9.2% in WhatsApp, and 1.7% in Google Meet. 46.7% of teachers surveyed said they work 3-5 days a week, 30.8% - more than 5 days, 27.1% - 2-3 days, and 0.8% - 1 day. 40 percent of teachers said they spend 3-5 hours a day for online teaching, 30 percent - 2-3 hours, 25.8 percent - more than 5 hours, and 4.2 percent - up to 1 hour.

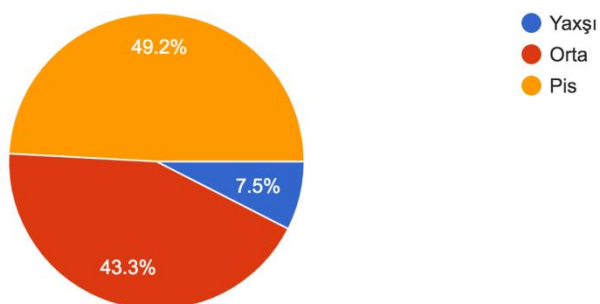
The survey showed that the biggest difficulties faced by teachers in online education are low attendance of students and pupils, access to the internet, low learning environment, lack of technical equipment, lack of appropriate working conditions. 10% of respondents said they had no problems.

Respondents listed the difficulties they encountered when accessing the internet: poor internet quality (48.3 percent), low internet speed (30 percent), high internet prices (18.3 percent). 39.2 percent of respondents said they did not have a problem regarding technical equipment during online teaching. 23.3 percent complained that their computers did not meet modern standards, 21.7 percent complained that they did not have a personal computer, and 10 percent complained that they did not have a personal tablet. As for the quality of online education, 49.2 percent of teachers rated it bad, 43.3 percent - average, and 7.5 percent - good.

## Assessment of the impact of COVID-19 on youth employment and education in Azerbaijan

13. Online təhsil zamanı tədrisin keyfiyyətini necə qiymətləndirirsiniz?

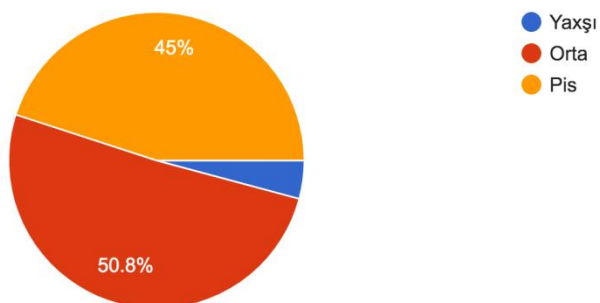
120 responses



Dissatisfied with the quality of education, 36.7 percent of respondents said students did not have enthusiasm and interest, 29.2 percent said student attendance was low, 20 percent said students spent little time for lessons, and 3.3 percent said students had poor technical knowledge. 50.8% of respondents rated the online learning environment as average, 45% as bad, and 4.2% as good.

15. Online tədris zamanı tədris mühiti necə qiymətləndirirsiniz?

120 responses

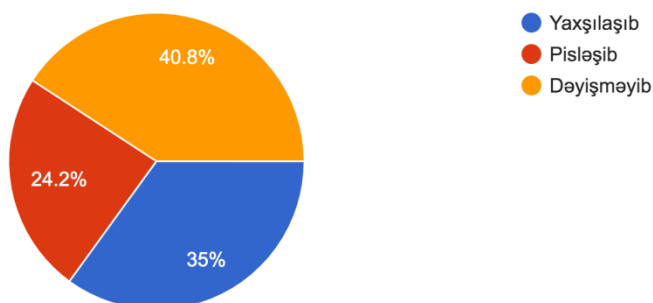


As for the dynamics, 40.8% of teachers surveyed believed that the quality of online education did not change in the autumn semester compared to the spring semester, 35% said it has improved, and 24.2% said it has deteriorated.

## Assessment of the impact of COVID-19 on youth employment and education in Azerbaijan

17. Əgər müqayisə etsəniz, yaz semestri ilə müəyisədə payız semesterində on-line təhsilin keyfiyyəti necə olub?

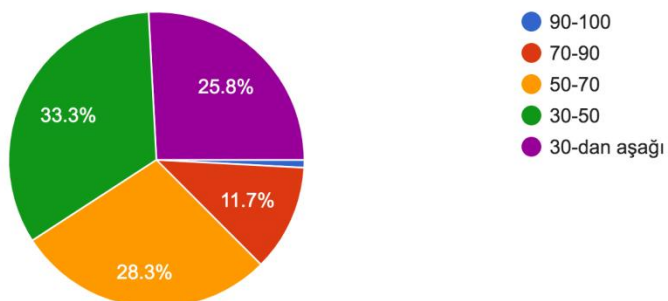
120 responses



Respondent teachers rated the quality of education on a 100-point scale as follows: 33.3 percent - 30-50 points, 28.3 percent - 50-70 points, 25.8 percent - fewer than 30, 11.7 percent - 70-90 points, 0, 8 percent - 90-100 points.

18. 100 ballıq şkalara online təhsilin keyfiyyətini necə qiymətləndirirsiniz?

120 responses

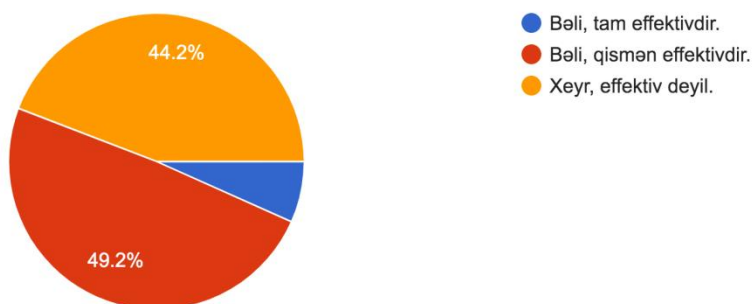


49.2% of teachers surveyed said that the state's education policy was partially effective during the pandemic, 44.2% - ineffective, and 6.7% - fully effective.

## Assessment of the impact of COVID-19 on youth employment and education in Azerbaijan

19. Siz pandemiya dövründə dövlətin təhsil siyasətini effektiv sayırsını mı?

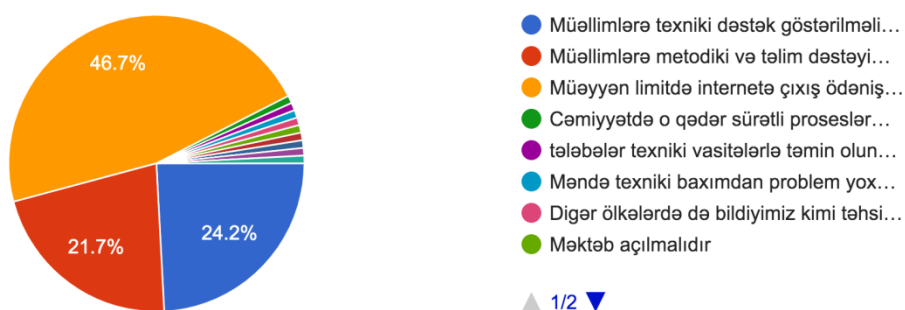
120 responses



In response to the question "How to increase the effectiveness of education policy during a pandemic?", 46.7 percent of teachers offered the provision of free internet within a certain limit, 24.2 percent offered the provision of technical assistance, and 21.7 percent offered the provision of methodological and training support.

20. Sizcə, pandemiya dövründə dövlətin təhsil siyasətinin effektivliyinin artırılması üçün nələr olunmalıdır ?

120 responses



▲ 1/2 ▼

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### III. Conclusion

#### 3.1. In the context of employment

*The processing of the survey conducted to study the level of employment and unemployment among young people and their coverage by state support programs during the pandemic allows us to draw certain conclusions. These are:*

- 1) **Unemployment among Azerbaijani youth is chronic.** Such that more than half of the unemployed young people who were participated in the survey - 53.4% - were either unemployed or lost their jobs before the pandemic. The pandemic has had a serious impact on youth unemployment too. Such that 27.5% of unemployed youth lost their jobs immediately after the pandemic, 9% lost their jobs a few months later, and 10.1% lost their jobs 6 months after the pandemic. If we take into account that the main field of activity of young people aged 18-29 is the service and catering sectors, it is clear that the decision<sup>21</sup> of the Operational Headquarters under the Cabinet of Ministers dated March 14, 2020, had a great impact on the increase in unemployment. Starting from the day following the date of signing the document, all public events in the country were postponed, as well as the working hours in restaurants and cafes were set until 21:00, the organization of festivities and meetings were prohibited.

Although it was allowed to serve customers in the open air in public catering establishments from August 18, 2020, cafes and restaurants were completely closed again from December 14, 2020, to February 1, 2021, by the decision<sup>22</sup> of the Cabinet of Ministers dated December 8, 2020, No. 488.

- 2) **The survey showed that unemployed youth are not interested in registering as unemployed in the state employment agencies.** Such that although 46.6% of respondents were unemployed they did not apply for registration. Although the remaining 53.4% were registered as unemployed, 87.4% of them were not offered a job in the state employment agencies, and 8.3% received such an offer but refused it due to low salaries. We would like to draw attention to two points here. First, the main reason why young people are not interested in registering as unemployed and obtaining status is the inadequacy of the unemployment insurance system in Azerbaijan, which does not fully protect the unemployed. According to the latest data released by the SSC, the share of those who received unemployed insurance in those with unemployed status was 0.66% in

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<sup>21</sup> On the application of a special regime by the Operational Headquarters under the Cabinet of Ministers in Azerbaijan, March 13, 2020, <https://nk.gov.az/az/article/718/>

<sup>22</sup> Decision of the Cabinet of Ministers on tightening the special quarantine regime in the Republic of Azerbaijan from December 14, 2020, <https://nk.gov.az/media/files/78933e9d16f649ed659861358360f732.pdf>

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January 2020, 0.62% in February 2020, 0.55% in March 2020, and 0.50% in April 2020. The main reason for this is that according to the Law on Unemployment Insurance, which came into force on January 1, 2018, insured persons whose employment contracts have been terminated only **as a result of the liquidation of a state body or legal entity or the reduction of the number of employees or staff** and who are registered as unemployed in employment centers shall be entitled to receive unemployment insurance benefits.<sup>23</sup> This means that the other category of unemployed cannot receive insurance premiums. Given that the majority of young people enter the labor market after completing secondary or higher education, they are not eligible for unemployment insurance, even if they are registered in the State Employment Agency (SEA) because they did not work for any company before they first started looking for a job. Therefore, unemployed young people are not interested in registering as unemployed in the SEA and gaining status. The second point we would like to draw attention to is that those registered as unemployed do not receive job offers during their job search, or there are few such offers, or the offers they receive do not meet their expectations. Such that the survey shows that 87.4% of those registered as unemployed were not offered a job in employment agencies, and only 8.3% were offered a job with low salaries. Observations show that in many cases, young people are offered temporary, usually 2-month, and sometimes 6-month public work on a paid basis and payments for such works are at the level of the minimum wage - 250 manats, and these works are not permanent. Therefore, unemployed and job-seeking young people are not able to benefit from the services of the SEA.

- 3) **The survey showed that the situation with young people, who could not get unemployment insurance, regarding benefiting from other state support programs during the pandemic was not satisfactory too.** Of the 61 respondents who received state assistance, 45 received one-time assistance of 190 manats, 10 received financial assistance as an individual entrepreneur, and 6 received compensation for wages as an employee. Among the respondents, 3 people were involved in public works and received temporary salaries, and 4 people were involved in the self-employment program. It is obvious that there is no opportunity to receive effective assistance in the field of social protection of young people belonging to the low-income group as unemployed.
- 4) **The survey showed that young people who lost their jobs during or before the pandemic or did not find a job at all have no plans to overcome the current situation.** To the question **"What are your plans if the pandemic continues and assistance is not paid again?"**, 3 out of 5 young people answered, "I have no plan". 27.9% of respondents said they would look for a job, 2.8% said they would take a loan,

<sup>23</sup> Law of the Republic of Azerbaijan on Unemployment Insurance, <http://e-qanun.gov.az/framework/36310>; Unemployment insurance payment, <http://sosial.gov.az/ishsizlikdensigortaodenishi>

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and 2.8% said they would apply for receiving assistance again. This leads to the conclusion that the state program and strategy on youth policy do not work effectively. If the Youth Homes and Youth Fund to be established had proposed development programs to determine their future plans in these documents, probably 60% of the respondents would not have been left helpless.

- 5) **The most common difficulties faced by young people in hiring in our country (lack of experience or no experience, lack of education and professional knowledge, low salary and inadequacy of the proposed job) are also common in other countries; however, it is unfortunate that there are specific problems in this area in Azerbaijan (bribery, nepotism, and regionalism in recruitment).** The answers of employers to the same question addressed to them are also noteworthy in terms of ensuring youth employment. Such that in response to the question " **What do you mainly require from young people when hiring them?**", employers noted that such qualities as responsibility, hard work, experience, education, and punctuality were very important to them.

In addition, the study on youth employment and their protection from unemployment showed that during the pandemic, the government preferred to expand the scope of traditional programs in the field of youth employment and social protection, as well as the introduction of a one-time unemployment insurance program. During the implementation of initiatives in both directions, the government faced problems in the field of accurate statistical characterization of the current situation and technical support.

The most serious problem in the field of information provision was related to employment and unemployment statistics. In addition to the inaccuracy of the database on the unemployed, the subsequent problems with the registration of the unemployed significantly reduced the effect of the one-time state assistance program in the field of unemployment insurance. The fact that the existing statistical base in this area is based only on official indicators, as well as the exaggeration of jobs created and the concealment of closed jobs, have created a problem in reconciling employment and unemployment statistics with the current reality in a pandemic. For example, while job losses were observed in both developed and developing countries during the pandemic, Azerbaijan's official statistics show that between March 2020 and December 2020, about 80,000 new jobs were created.<sup>24</sup> This information was calculated based on the number of

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<sup>24</sup> Speech by Minister of Economy, Mikayil Jabbarov, at the official presentation of the report "Foreign Business in Azerbaijan 2020" published by the German-Azerbaijani Chamber of Commerce in cooperation with KPMG Azerbaijan, [https://apa.az/az/maliyye\\_xeberleri/Nazir-Goznilmz-olsa-da-pandemiya-sraitind-martin-vvlindn-olkd-80-min-is-yeri-acilib-619758](https://apa.az/az/maliyye_xeberleri/Nazir-Goznilmz-olsa-da-pandemiya-sraitind-martin-vvlindn-olkd-80-min-is-yeri-acilib-619758)

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notices of employment contracts entered into the electronic database of the MLSPP during the period.<sup>25</sup>

In our opinion, some of the new jobs created are the result of SMS permits applied during the special quarantine regime. Such that by the decision<sup>26</sup> of the Cabinet of Ministers, many enterprises that were allowed to operate during the pandemic were engaged in creating "jobs". Many of these jobs have existed before but they were simply passive and activated by SMS permission.<sup>27</sup> Until now, illegal employees operating in the private sector without registration were forced to sign employment contracts and entered them into the electronic database of the MLSPP in order to obtain work permits due to restrictions imposed by the special quarantine regime.

At the same time, some employees without a labor contract were unable to obtain work permits under the special quarantine regime in the private sector. Therefore, they continued to work in their jobs but they officialized workplaces in areas such as taxi and courier activities, which were allowed during the pandemic as if they worked there. Finally, among the new jobs created in the last 10 months of 2020, 70,000 was created at the expense of paid public jobs from the budget. Although 38,000 public jobs were created at the beginning of the year, an additional 52,000, a total of 90,000 paid public jobs (for 2 months) were created for the unemployed during the pandemic. To date, 95% of 38,000 permanent jobs and 50% of 52,000 2-month jobs have been fully staffed.<sup>28</sup>

As part of the program to support the unemployed during the pandemic, the self-employment program was expanded to cover 12,000 families. The UNDP also joined the program. This year, 12,000 people were expected to be involved in the self-employment program. In the first 6 months of the year, 3,500 people were involved in the self-employment program. However,

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<sup>25</sup> The electronic information system established in the MLSPP by the Law on Amendments to the Labor Code of the Republic of Azerbaijan dated December 27, 2013, and the decree signed on February 3, 2014, on the application of this law keeps operative records of labor relations between employers and employees.

<sup>26</sup> List of activities that need to be continued during the special quarantine regime established in the territory of the Republic of Azerbaijan, approved by Annex No. 1 to the Decision of the Cabinet of Ministers dated December 8, 2020, No. 488, [https://apa.az/az/sosial\\_xeberler/Xususi-srtlsdirilmis-karantin-muddti-dovrund-faliyytin-icaz-veriln-sahlr-mlum-olub-618679](https://apa.az/az/sosial_xeberler/Xususi-srtlsdirilmis-karantin-muddti-dovrund-faliyytin-icaz-veriln-sahlr-mlum-olub-618679)

<sup>27</sup> How the new "jobs" were created?! - The right question for the Minister, Daily Baku newspaper, December 18, 2020, <https://gundelik-baku.com/manshet/11965-yeni-yaranmish-ish-yerleri-nevin-hesabinadir-nazre-haql-sual.html>

<sup>28</sup> Meeting of the Cabinet of Ministers on the results of socio-economic development in the first half of 2020 and the tasks ahead, <http://www.azerbaijan-news.az/view-193478/prezident-ilham-eliyevin-sedrliyi-ile-nazirler-kabinetinin-2020-ci-ilin-birinci-yarisinin-sosial-iqtisadi-inkisafinin-yekunlarina-ve-qarsida-duran-vezifelere-hesr-olunan-iclas-kecirilib>



## **Assessment of the impact of COVID-19 on youth employment and education in Azerbaijan**

during the quarantine period, it was not possible to involve citizens in the trainings, and they could not defend their business plans after the trainings.

The negative effects of the COVID-19 pandemic in Azerbaijan have mainly affected young people, the poor, especially the unemployed. An analysis of the results of a survey conducted among young people shows that social protection programs designed to neutralize these effects, especially the one-time assistance package for the unemployed, have not been effective enough. The main reasons for this are the inadequacy of allocated funds and not continuing the payment of allocated funds.

## Assessment of the impact of COVID-19 on youth employment and education in Azerbaijan

### 3.2. In the context of online education

Research on the education of young people at all levels during the pandemic has also led to interesting conclusions. It should be noted that the assessment of online education during the pandemic was carried out through surveys conducted among educators (teachers) and learners (students and pupils). Mutual assessment of the parties was achieved here, along with the specific problems that characterize students (pupils) and teachers, general problems that affect the quality of online education were identified as well.

**1) Both educators and learners faced great difficulties in online education during the pandemic, the most important of which is the quality of the Internet.** Although there are some similarities among the difficulties faced by teachers and students (pupils) in online education, there are also differences. Access to the internet is one of the two main problems of both educators and learners. This shows that there are serious problems in providing quality and fast internet in the country. Both groups of respondents listed the problems they encountered when accessing the internet: poor quality internet, low internet speed, and high internet prices. The second major problem was the poor quality of education for students (pupils), and the low attendance of students for teachers. Thus, 40.2 percent of respondents see the problems in the field of online education as technical, and 48.3 percent as management.

**2) According to the results of the survey, although half of the educators do not have technical (computers, tablets, etc.) problems, there is a serious lack of technical equipment for students.** Although 39.2 percent of teachers surveyed said they did not have a problem with technical equipment during online teaching, the problem was acute among students. Only 2.7 percent of them said they did not have a problem regarding technical equipment. In the country, the most obvious problem for learners, especially students, is the fact that the level of computer supply is sharply low.

To achieve the strategic goal No. 4.1 (Creation of infrastructure in educational institutions in accordance with the requirements of information-communication technology-based learning methodology, provision of each educational institution with the internet, provision of each student at the general secondary education level with a computer-tablet loaded with electronic textbooks)<sup>29</sup> of the Action Plan on the implementation of the State Strategy for the Development of Education in the Republic of Azerbaijan, the provision of each student with a computer-tablet loaded with electronic textbooks was to be completed at the general secondary level by 2020. Unfortunately, this did not happen.

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<sup>29</sup> Approved by the Order of the President of the Republic of Azerbaijan No. 995 dated January 19, 2015. [http://www.e-qanun.az/alpdata/framework/data/29/c\\_f\\_29145.htm](http://www.e-qanun.az/alpdata/framework/data/29/c_f_29145.htm)

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According to the SSC, in 2019, the share of households with computers in all households in the country was 65%, and the share of people using computers in the country's population was 74.1%. According to official data of the Ministry of Education, 89,481 computers were provided to educational institutions in 2005-2018.<sup>30</sup>

**3) The low quality of online education is confirmed by both learners and educators.** Surveys show that the position of students and educators coincides with the low quality of online education. However, opinions differ on the reasons. According to 98.1% of students surveyed, the reason for the low quality is teachers (teachers do not have enthusiasm and interest, cannot find time for lessons, have the low technical knowledge, are unprofessional), and 1.9% think that the problem with the internet affects the quality of education. Teachers showed low interest of students in online classes, low attendance of students, their spending little time for lessons, and their poor technical knowledge as reasons for the low quality.

66% of respondents from learners, almost two out of three, and 59.1% respondents from educators rated the quality of education as 50 points or less on a 100-point scale.

**4) No significant qualitative change was observed in the dynamics of online education.**

40.8% of educators surveyed believe that the quality of online education has not changed in the autumn semester compared to the spring semester, 35% said it has improved, and 24.2% said it has deteriorated. 54.9% of learners claimed that the quality of education in the autumn semester did not change compared to the spring semester. 26.9% of respondents believe that the quality has improved, and 18.1% - deteriorated.

**5) During the pandemic, the state's education policy was not fully effective.** Surveys also studied respondents' attitudes towards online education policy during the pandemic. Only 6% of students rated it as fully effective, 47.3% rated it as effective, and 46.7% rated it as partially effective. 49.2% of teachers surveyed said that the state education policy during the pandemic was partially effective, 44.2% - ineffective, and 6.7% - fully effective.

In order for online education to be effective, both groups of respondents offered that access to the internet is free within certain limits, and that technical, methodological, and training support is provided to students and teachers.

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<sup>30</sup> Official website of the Ministry of Education. <https://ict.edu.az/fealiyyet/1>

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in Azerbaijan**

**Appendix 1a.**

**COVID-19 pandemic in Azerbaijan (18-29 years old) on the impact on employment  
SURVEY QUESTIONNAIRE**

**1. Are you ?**

- Man
- Women

**2. How old are you?**

**Please indicate your age**

- 18 to 25
- 25 to 30

**3. Your marital status?**

- Single
- Married

**4. Where do you live?**

- In Baku
- In another city
- In the district

**5. Are you employee?**

- Yes, I am an employee
- I work with a service contract
- I joined a self-employment program
- Illegal employment
- Entrepreneur
- No, I am unemployed

**6. How long have you been unemployed (for those who choose "no, I'm unemployed")?**

- I lost my job before the COVID-19 pandemic started

## **Assessment of the impact of COVID-19 on youth employment and education in Azerbaijan**

- I lost my job immediately after the COVID-19 pandemic started
- I lost my job a few months after the COVID-19 pandemic began
- I lost my job 6 months after the outbreak of the COVID-19 pandemic

### **7. How long have you been unemployed (for those who chose the answer "before the start of the COVID-19 pandemic")?**

- I have been unemployed for more than 6 months
- I have been unemployed for 1 year
- I have been unemployed for 2 years
- I have been unemployed for 3 years
- I have been unemployed for 4 years
- I have been unemployed for 5 years and more

### **8. When did you register as unemployed?**

- After the pandemic period (after March 2020)
- Before the pandemic (before March 2020)

### **9. Did you benefit from any government assistance program during the pandemic?**

- No, I did not apply
- I applied, but was rejected
- Yes, I received help from the state.

### **10. What assistance program did you benefit from during the pandemic (for those who chose the answer “yes, I received social assistance”)?**

- One-time assistance of 190 manat
- Targeted social assistance
- Unemployment benefits
- Student scholarship
- I am temporarily involved in public work.
- I am involved in a self-employment program
- I have received another social payment or benefit
- I received help as a sole proprietor
- As an entrepreneur, I received part of the salaries of my employees as compensation

### **11. What is your current monthly income?**

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- I have no income
- Up to 190 manats
- From 190 to 250 manats
- From 250 to 300 manats
- From 300 to 400 manats
- From 400 to 500 manats
- From 500 to 712 manats
- More than 712 manats

**12. What needs does your income meet your needs?**

- Food
- Food and rent
- Food and utilities
- Food and medicine
- Food and credit debts
- food and tuition fees
- All costs

**13. How many days did the monthly social assistance you received during the pandemic cover your expenses?**

- 3-5 days
- One weekly
- 2 weeks
- 3 weeks
- One month

**14. What will be your plan if aid is not paid again during a pandemic?**

- I will look for a job
- I will ask for help again
- I will take a loan
- I have no plans

**15. Where will you look for a job?**

- In government agencies

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- In the private section
- In non-governmental organizations
- In international organizations and companies

### **16. What are the most common difficulties you face when hiring?**

- Lack or lack of experience
- Lack of education and professional knowledge
- Corruption in recruitment
- Presence of nepotism in recruitment
- Presence of regionalism in recruitment
- Low supply
- Inadequacy of the proposed work
- Other difficulties \_\_\_\_\_

### **17. Do you consider the state policy in the field of youth employment protection effective during the pandemic?**

- Yes, it is fully effective.
- Yes, it is partially effective.
- No, not effective.

### **18. Do you consider the state's social care for young people during the pandemic to be fair and transparent?**

- Yes, it is completely fair and transparent.
- Yes, it is partially fair and transparent.
- No, it is not fair and transparent.

**Appendix 1b.**

## SUMMARY

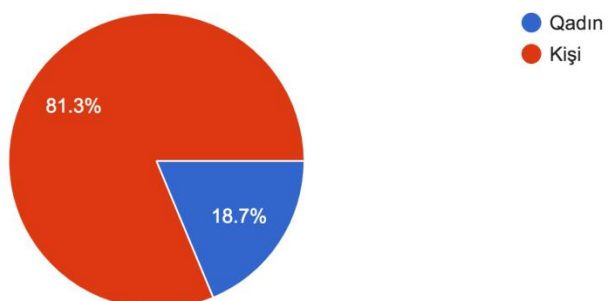
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**COVID-19 pandemic in Azerbaijan (18-29 years old) on the impact on employment**

## Assessment of the impact of COVID-19 on youth employment and education in Azerbaijan

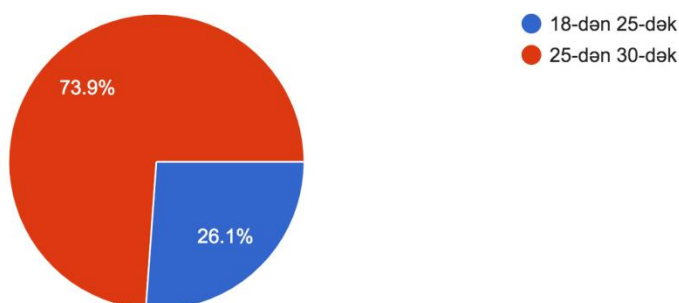
1. Cinsiniz?

283 responses



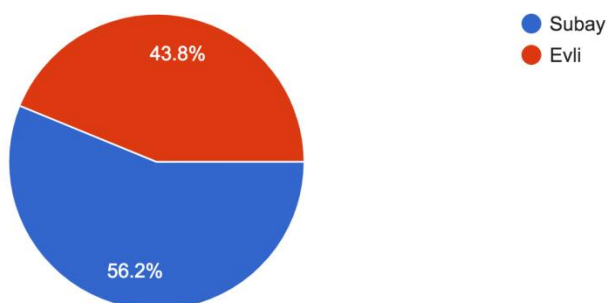
2. Neçə yaşınız var?

283 responses



3. Ailə statusunuz?

283 responses

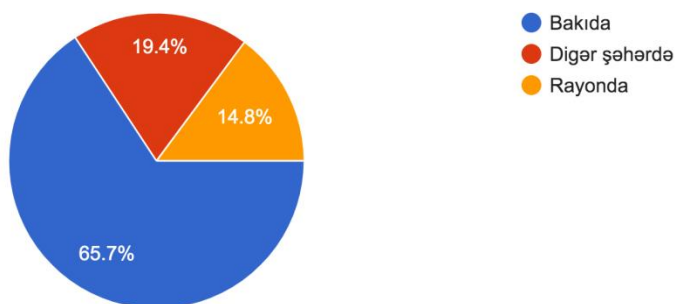




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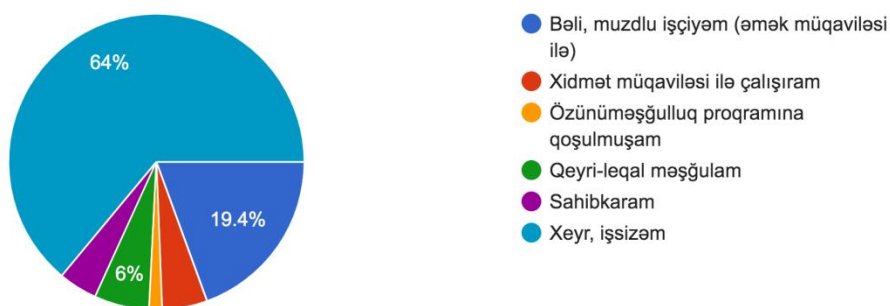
4. Siz harda yaşayırsınız?

283 responses



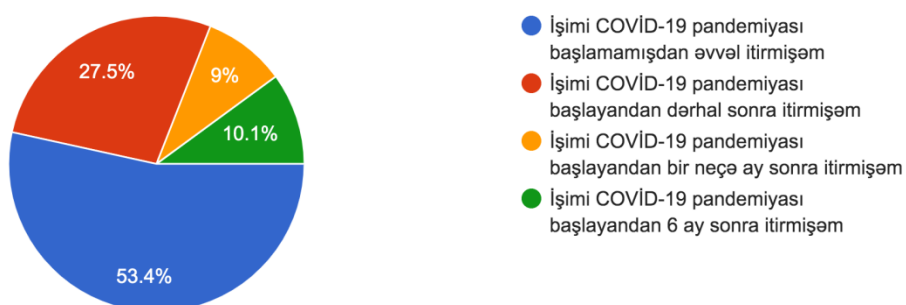
5. Məşğulsunuz?

283 responses



6. Nə vaxtdan işsizsiniz ("xeyr, işsizəm" cavabını seçənlər üçün)?

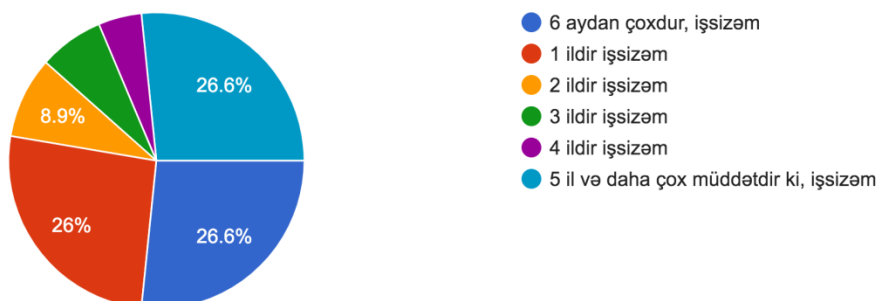
189 responses



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7. Nə qədər vaxtdır ki, işsizsiniz (“COVID-19 pandemiyası başlamamışdan əvvəl” cavabını seçənlər üçün)?

169 responses



8. İşsiz kimi qeydiyyat nə zaman düşmüşünüz (“xeyr, işsizəm” cavabını seçənlər üçün)?

204 responses



9. İşsiz kimi qeydiyyat düşmüşünüzsə, sizə iş yeri təklif edilibmi?

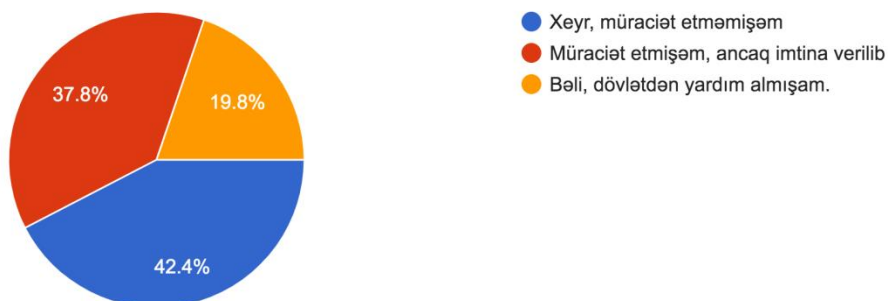
157 responses



## Assessment of the impact of COVID-19 on youth employment and education in Azerbaijan

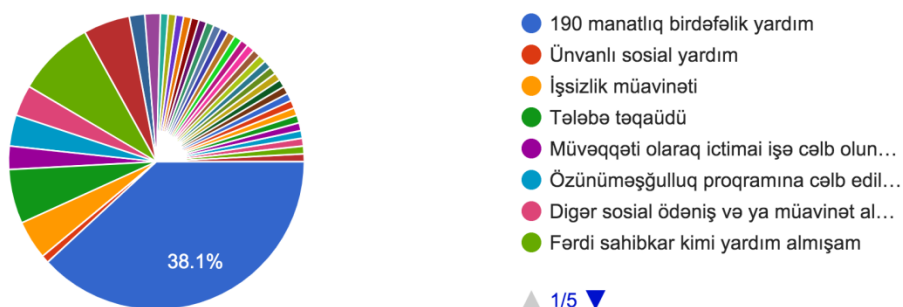
10. Pandemiya dövründə dövlətin hər hansı yardım proqramından faydalanmışınız mı?

283 responses



11. Pandemiya dövründə hansı yardım proqramından faydalanmışınız mı ("bəli, sosial yardım almışam" cavabını seçənlər üçün)?

118 responses

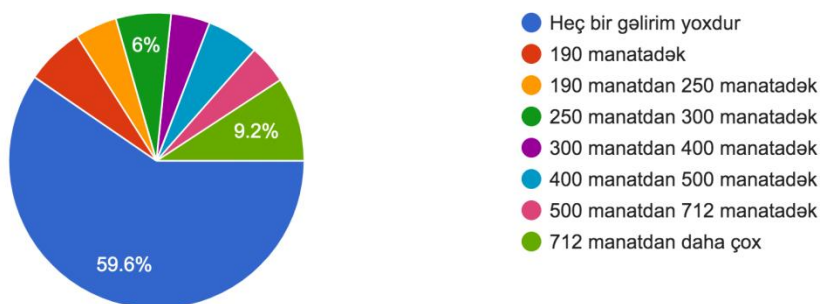


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## Assessment of the impact of COVID-19 on youth employment and education in Azerbaijan

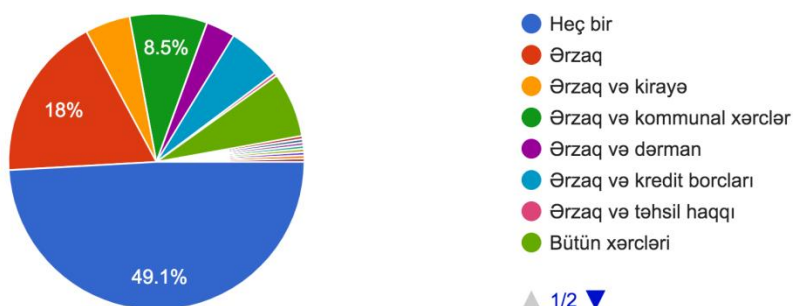
12. Hazırda aylıq gəlirləriniz nə qədərdir?

282 responses



13. Gəlirləriniz sizin hansı ehtiyaclarınızı ödəyir?

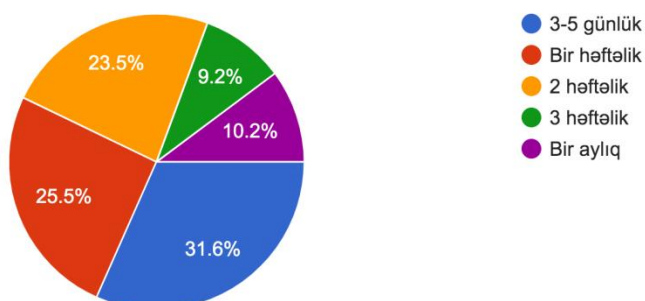
283 responses



▲ 1/2 ▼

14. Pandemiya dövründə aldığınız aylıq sosial yardım sizin neçə günlük xərcini ödədi?

98 responses



## Assessment of the impact of COVID-19 on youth employment and education in Azerbaijan

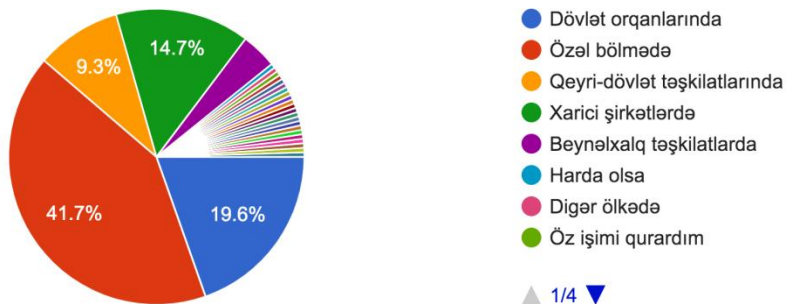
15. Əgər pandemiya dövründə bir daha yardım ödənilməzsə, planınız necə olacaq?

283 responses



16. Harda iş axtaracaqsınız?

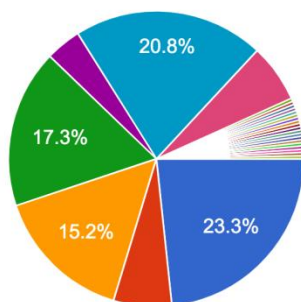
204 responses



## Assessment of the impact of COVID-19 on youth employment and education in Azerbaijan

17. İşə qəbul zamanı ən çox rastlaşdığınız çətinlik nədir?

283 responses

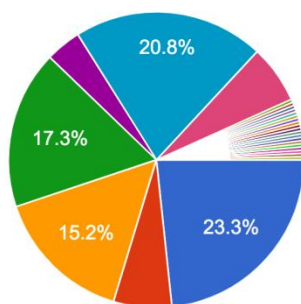


- Təcrübənin olmaması və ya az olması
- Təhsilin və peşə biliklərinin çatışmaması
- İşə qəbulda rüşvətin olması
- İşə qəbulda qohumbazlığın olması
- İşə qəbulda regionçuluğun olması
- Təklif olunan məvacibin az olması
- Təklif edilən işin uyğun olmaması
- İfade azadlığına görə, xüsusən siyasi f...

▲ 1/4 ▼

17. İşə qəbul zamanı ən çox rastlaşdığınız çətinlik nədir?

283 responses



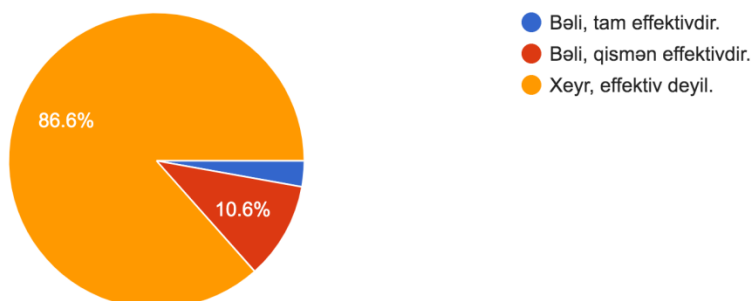
- Tikintide çalışıram. İvin azlığı. Wirketl...
- Rüşvət , qohumbazlıq, regionçuluq,m...
- Həm də əmək haqqının az olması
- müraciət edilməyib
- Heresinnnen biraz
- İşəgötürənlərin əslində necə bir işçi ist...
- Demək olarkı hamısı var
- Bu haqda hec ne deyilmiyib

▲ 2/4 ▼

## Assessment of the impact of COVID-19 on youth employment and education in Azerbaijan

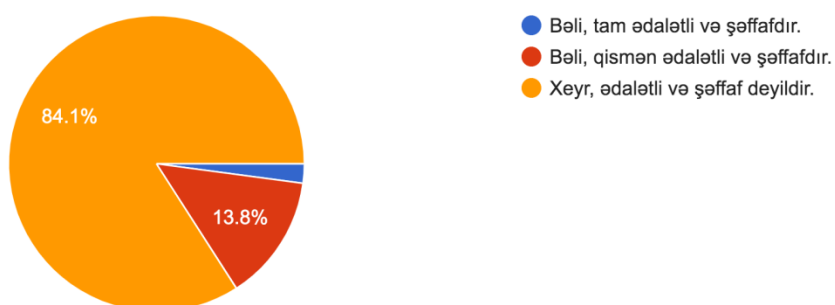
18. Siz, pandemiya dövründə gənclərin məşğulluğunun qorunması sahəsində dövlət siyasətini effektiv sayırsınız mı?

283 responses



19. Siz, pandemiya dövründə dövlətin gənclərə göstərdiyi sosial qayğıını ədalətli və şəffaf sayırsınız mı?

283 responses



**Assessment of the impact of COVID-19 on youth employment and education  
in Azerbaijan**

**Appendix 2a.**

**COVID-19 pandemic among young people in Azerbaijan (18-29 years old)  
among employers on the impact on employment**

**SURVEY QUESTIONNAIRE**

**1. Are you?**

- Man
- Women

**2. In what sector does your company operate?**

- Industry
- Agriculture
- Trade
- Service
- Public catering
- Transportation
- Tikinti
- Hotel
- Communication
- Other \_\_\_\_\_

**3. How has the number of employees changed during the COVID-19 pandemic?**

- Increased
- Decreased
- Not changed

**4. Has there been a change in your employment policy during the COVID-19 pandemic?**

- No, it remains the same
- Yes, recruitment rules have been tightened
- Yes, recruitment rules have been relaxed

**5. What changes have taken place in the number of applicants for vacancies during the COVID-19 pandemic?**

- Increased



**Assessment of the impact of COVID-19 on youth employment and education  
in Azerbaijan**

- Decreased
- Not changed

**6. What do you expect from young people (18-29 years old) when hiring them? (you can choose up to 3 answers)**

- Experience
- Education
- Responsibility
- Business acumen
- Punctuality
- Other \_\_\_\_\_

**7. Why do you refuse to hire young people the most? (you can choose up to 3 answers)**

- Inexperience
- Education
- Because it will not be sustainable in our work
- Due to incompatibility with the advertised profession
- As a student
- Other \_\_\_\_\_

**8. Did your company benefit from the state employment assistance program during the COVID-19 pandemic?**

- No, did not apply
- Applied, but was rejected
- Yes, we have received help

**9. Can the assistance you receive from the state during the COVID-19 pandemic be considered sufficient to protect employment?**

- No.
- Partly
- Yes

**10. Do you consider the state care for youth employment effective during the pandemic?**

- Yes, it is fully effective.
- Yes, it is partially effective.

**Assessment of the impact of COVID-19 on youth employment and education  
in Azerbaijan**

- No, not effective.

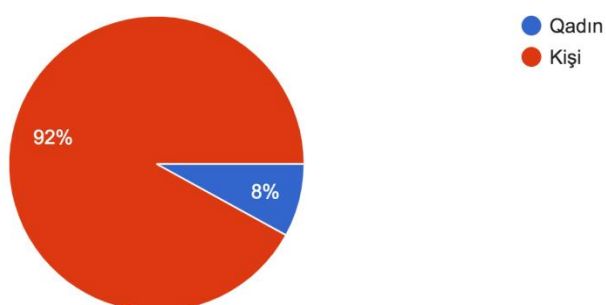
**Appendix 2b**

**SUMMARY**

**on**

**COVID-19 pandemic among young people in Azerbaijan (18-29 years old)  
among employers on the impact on employment  
answers to the questionnaire**

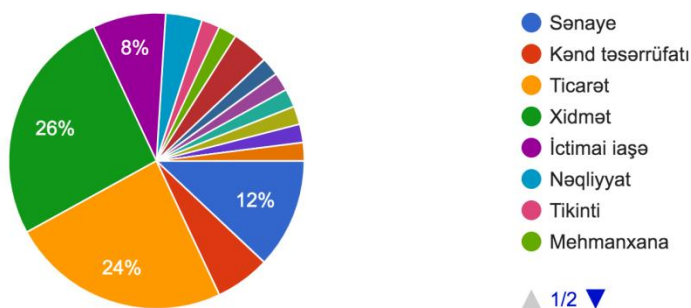
1. Cinsiniz?  
50 responses



## Assessment of the impact of COVID-19 on youth employment and education in Azerbaijan

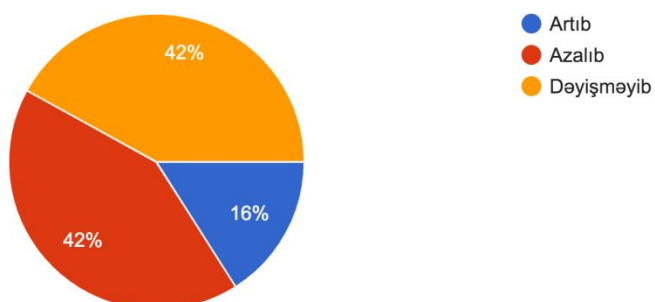
2. Sizin şirkətiniz hansı sektorda fəaliyyət göstərir?

50 responses



3. COVID-19 pandemiyası dövründə işçilərinizin sayı necə dəyişib?

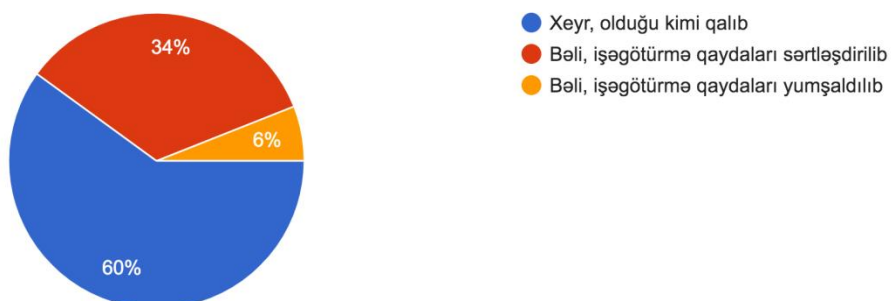
50 responses



## Assessment of the impact of COVID-19 on youth employment and education in Azerbaijan

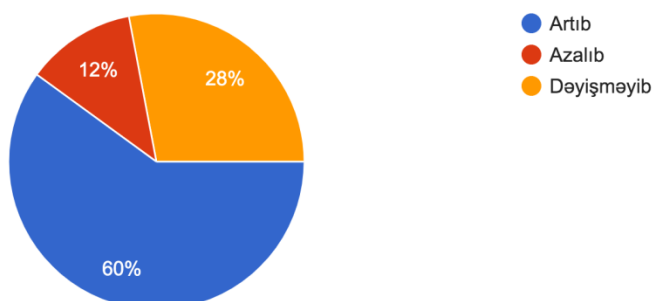
4. COVID-19 pandemiyası dövründə işəgötürmə siyasətinizdə dəyişiklik olubmu?

50 responses



5. COVID-19 pandemiyası dövründə vakant vəzifəyə işçi axtarakən müraciət edənlərin sayında hansı dəyişikliklər baş verib?

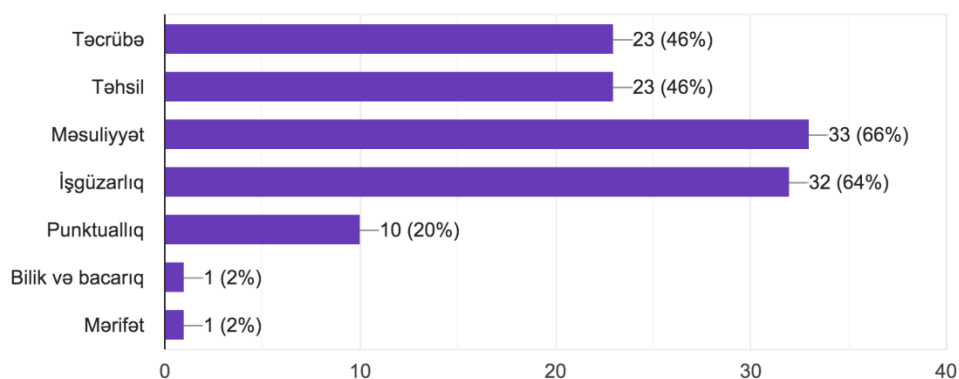
50 responses



## Assessment of the impact of COVID-19 on youth employment and education in Azerbaijan

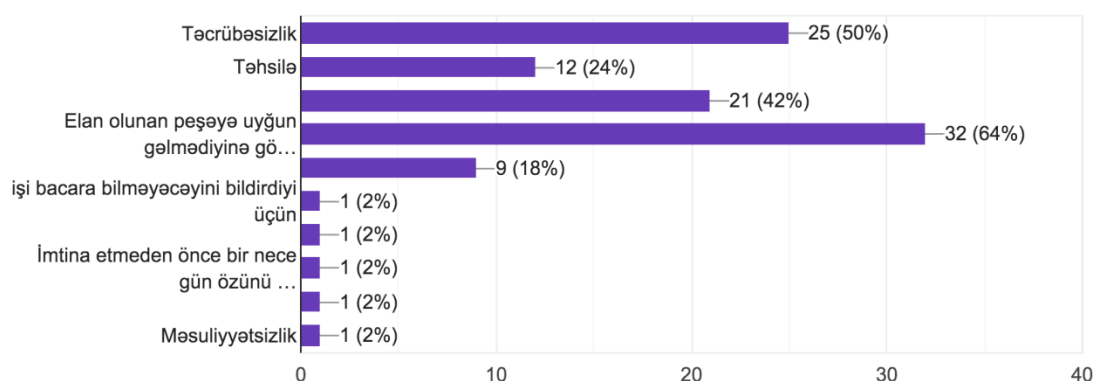
6. Gəncləri (18-29 yaş arası) işə götürərkən onlardan başlıca olaraq nələri tələb edirsiniz? (ən çoxu 3 cavabı seçə bilərsiniz)

50 responses



7. Gəncləri işə götürməkdən ən çox nələrə görə imtina edirsiniz? (ən çoxu 3 cavabı seçə bilərsiniz)

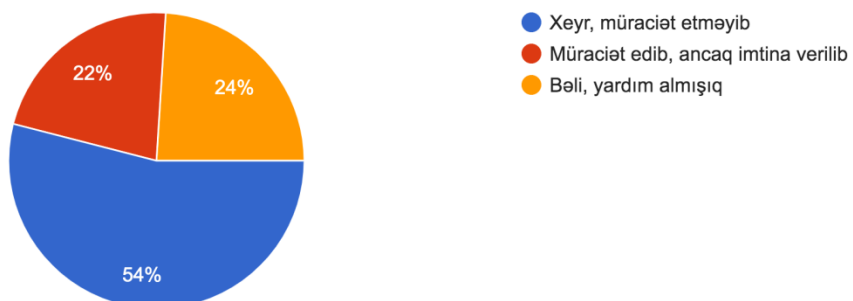
50 responses



## Assessment of the impact of COVID-19 on youth employment and education in Azerbaijan

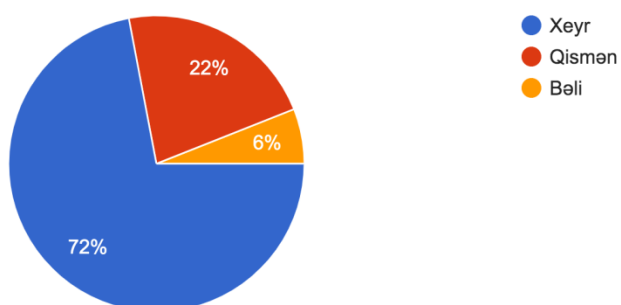
8. Sizin şirkət COVID-19 pandemiyası dövründə dövlətin məşğulluğa yardım proqramından faydalanıbmi?

50 responses



9. COVID-19 pandemiyası dövründə dövlətdən aldığınız yardım məşğulluğun qorunması üçün yetərli sayıla bilərmi?

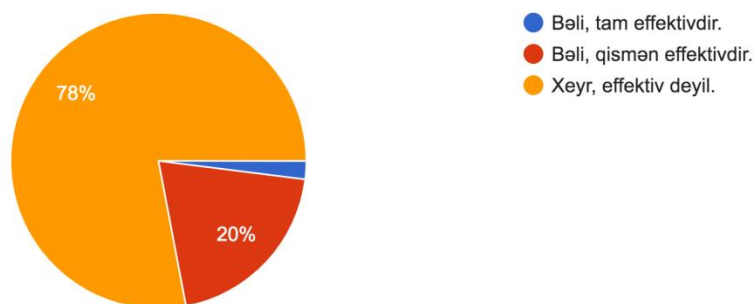
50 responses



## Assessment of the impact of COVID-19 on youth employment and education in Azerbaijan

10. Siz, pandemiya dövründə gənclərin məşğulluğa dövlət qayğısını effektiv sayırsınıdı?

50 responses



**Assessment of the impact of COVID-19 on youth employment and education  
in Azerbaijan**

**Appendix 3a.**

**COVID-19 pandemic in Azerbaijan (18-29 years old)  
on the impact on education  
QUESTIONNAIRE**

**1. Are you?**

- Man
- Women

**2. How old are you?**

Please indicate your age

- 18 to 25
- 25 to 30

**3. Your marital status?**

- Single
- Married

**4. Where do you live?**

- In Baku
- In another city
- In the district

**5. Your education?**

- Incomplete medium
- Exactly average
- Incomplete high
- High
- Doctorate
- Residency

**6. Where do you continue your education?**

- At the academy, at the institute
- At the university
- In college (technical school)



## Assessment of the impact of COVID-19 on youth employment and education in Azerbaijan

### 7. Do you continue your education online?

- Yes
- No
- Partly

### 8. On what platform do you conduct your online education?

- Zoom-in
- On WhatsApp
- In WebEx
- In BlueJeans
- \_\_\_\_\_ on another platform

### 9. On average, how much time do you spend on online education during the school day?

- Up to 1 hour
- 1-3 hours
- 3-5 hours
- More than 5 hours.

### 10. What is the main challenge you face in online learning (choose only 1 of the appropriate answers)?

- Internet access
- Technical equipment (smart phone, tablet, notebook)
- Appropriate housing conditions
- Low quality of education
- Low learning environment
- Other problems \_\_\_\_\_

### 11. What is the main difficulty you face in accessing the Internet during online education?

- High internet prices
- Low internet speed
- Poor quality of the Internet (intermittent transmission, frequent interruptions, etc.)

### 12. What is the difficulty of yellowing technical equipment during online education?

- I do not have a personal smartphone
- I do not have a personal tablet

**Assessment of the impact of COVID-19 on youth employment and education  
in Azerbaijan**

- I do not have a personal computer
- My smartphone does not meet modern standards
- My tablet does not meet modern standards
- My computer does not meet modern standards

**13. How do you assess the quality of teaching in online education?**

- Good
- Medium
- Bad

**14. How can you explain the poor quality of teaching in online education? (This question should be answered by those who choose the worst option in the answer to question 13)**

- Teachers' technical knowledge is low
- Teachers lack experience
- Teachers have no enthusiasm or interest
- Teachers are not professionals
- Teachers are unable to deliver on time

**15. How do you assess the learning environment during online education?**

- Good
- Medium
- Bad

**16. How can you explain the poor learning environment in online education? (This question should be answered by those who choose the worst option in the answer to question 15)**

- Teachers are not responsible
- Students are not disciplined
- Checking learning outcomes is not effective
- The learning environment is tiring

**17. If you compare, what was the quality of online education in the fall semester compared to the spring semester?**

- Improved
- Deteriorated
- Not changed

## Assessment of the impact of COVID-19 on youth employment and education in Azerbaijan

### 18. How do you assess the quality of online education on a 100-point scale?

- 90-100
- 70-90
- 50-70
- 30-50
- Less than 30

### 19. Do you consider the state education policy effective during the pandemic?

- Yes, it is fully effective.
- Yes, it is partially effective.
- No, not effective.

### 20. In your opinion, what should be done to increase the effectiveness of the state education policy during the pandemic?

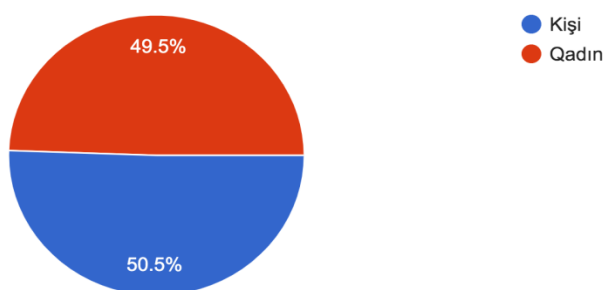
- Students should be provided with technical support.
- Teachers should have methodological and training support.
- Internet access must be free within a certain limit.

## Appendix 3b.

### SUMMARY

#### On COVID-19 pandemic in Azerbaijan (18-29 years old) answers to a survey on the impact on education

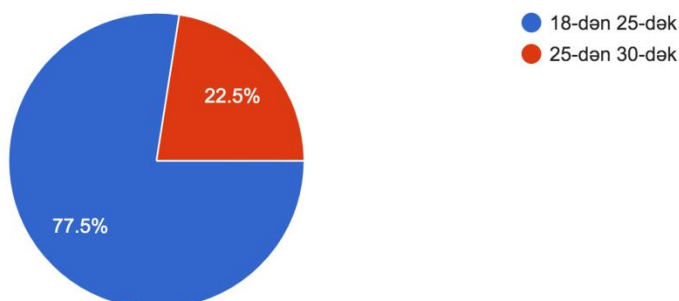
1. Cinsiniz?  
182 responses



## Assessment of the impact of COVID-19 on youth employment and education in Azerbaijan

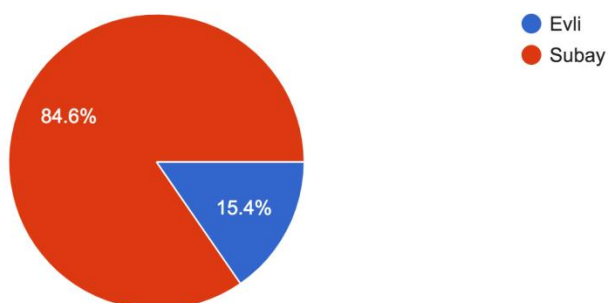
2. Neçə yaşınız var?

182 responses



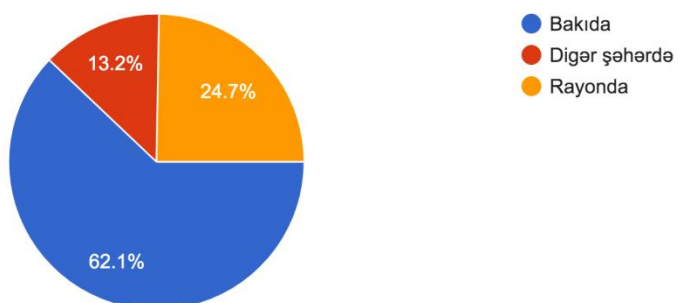
3. Ailə statusunuz?

182 responses



4. Siz harda yaşayırsınız?

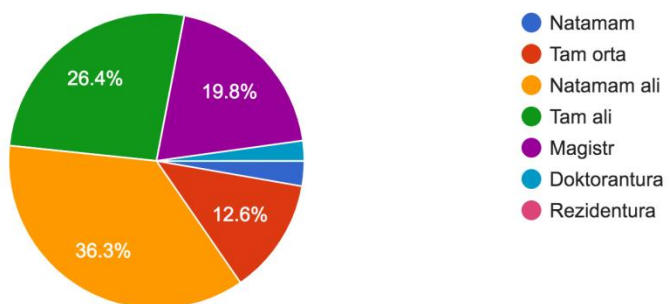
182 responses



## Assessment of the impact of COVID-19 on youth employment and education in Azerbaijan

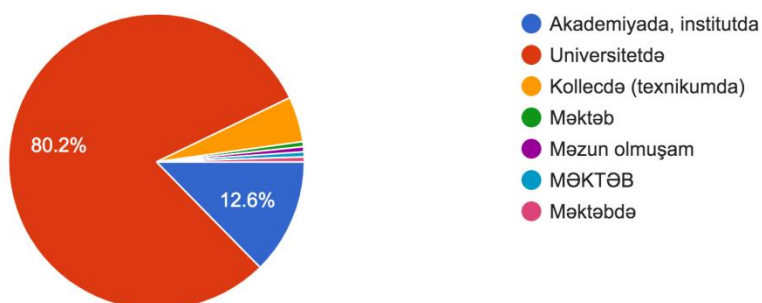
### 5. Təhsiliniz?

182 responses



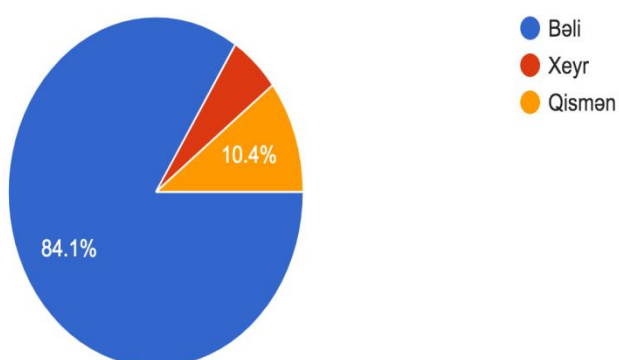
### 6. Təhsilinizi harda davam etdirirsiniz?

182 responses



### 7. Təhsilinizi online formatda davam etdirirsinizmi?

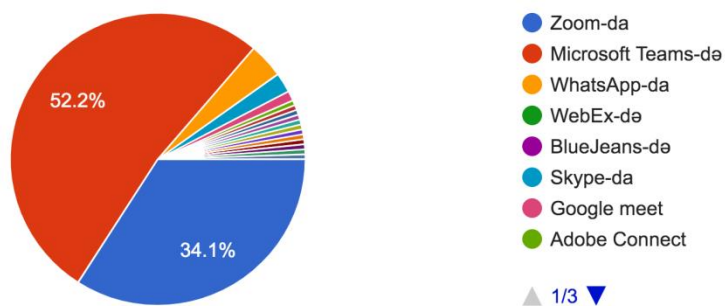
182 responses



## Assessment of the impact of COVID-19 on youth employment and education in Azerbaijan

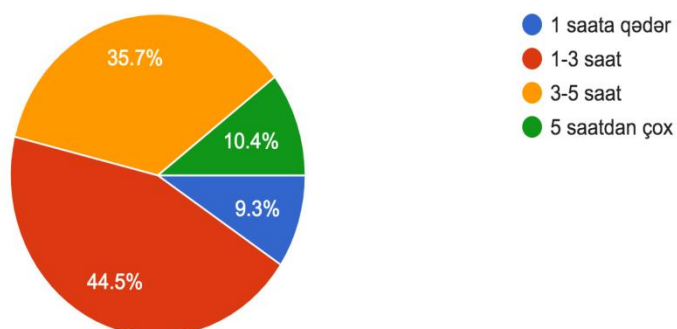
8. Online formada təhsilinizi hansı platformada aparırırsınız?

182 responses



9. Dərs günündə online təhsil üçün orta hesabla nə qədər vaxt ayırırsınız?

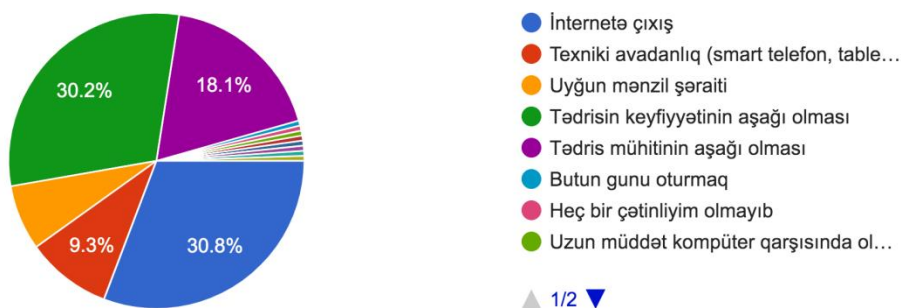
182 responses



## Assessment of the impact of COVID-19 on youth employment and education in Azerbaijan

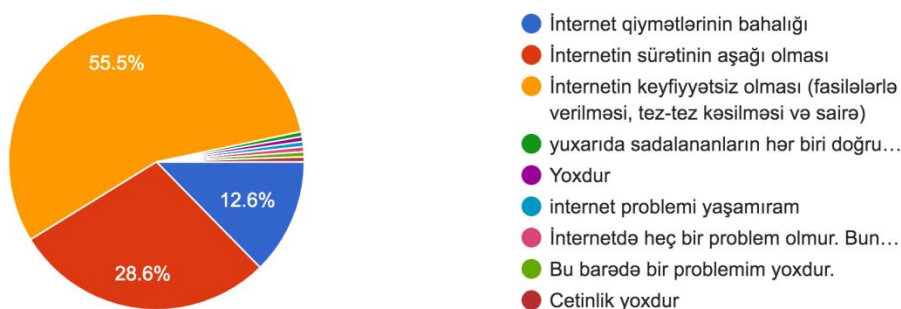
10. Online təhsil zamanı qarşılaşdığınız əsas çətinlik hansıdır (uyğun cavablardan yalnız 1-ni seçin)?

182 responses



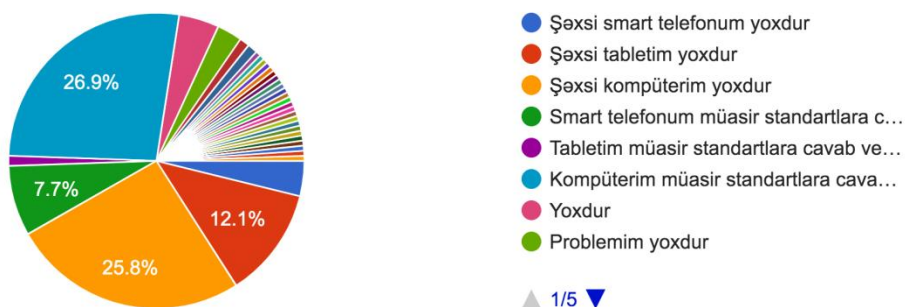
11. Online təhsil zamanı internetdə çıxış məsələsində qarşılaşdığınız əsas çətinlik hansıdır?

182 responses



12. Online təhsil zamanı texniki avadanlıq sarıdan çətinliyiniz nədədir?

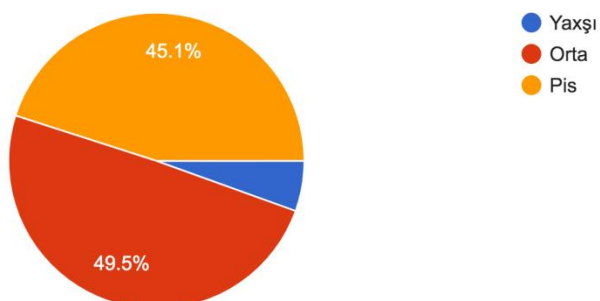
182 responses



## Assessment of the impact of COVID-19 on youth employment and education in Azerbaijan

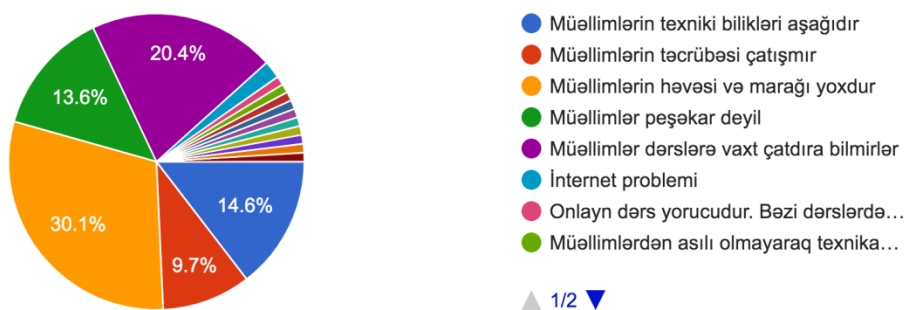
13. Online təhsil zamanı tədrisin keyfiyyətini necə qiymətləndirirsiniz?

182 responses



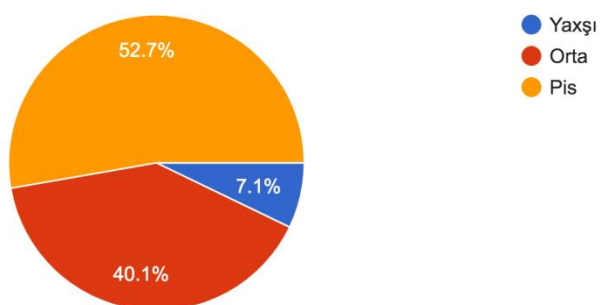
14. Online təhsil zamanı tədrisin keyfiyyətinin pis olmasını nə ilə izah edə bilərsiniz? (bu sualı 13-cü sualın cavabında pis variantını seçənlər cavab verməlidir)

103 responses



15. Online təhsil zamanı tədris mühiti necə qiymətləndirirsiniz?

182 responses

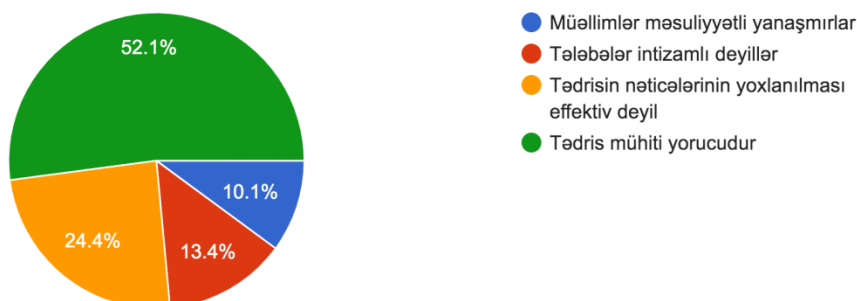




## Assessment of the impact of COVID-19 on youth employment and education in Azerbaijan

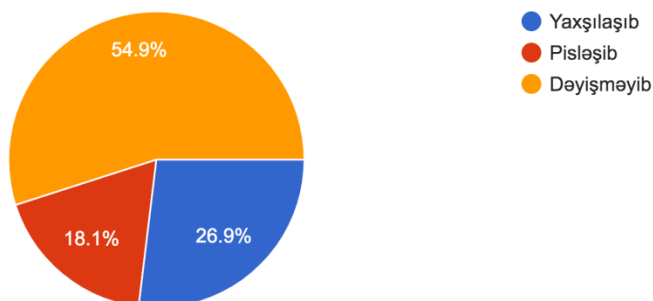
16. Online təhsil zamanı tədris mühitinin pis olmasını nə ilə izah edə bilərsiniz? (bu sualı 15-ci sualın cavabında pis variantını seçənlər cavab verməlidir)

119 responses



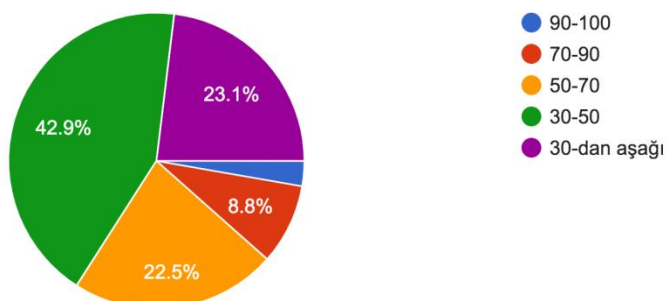
17. Əgər müqayisə etsəniz, yaz semestri ilə müəyyisədə payız semesterində online təhsilin keyfiyyəti necə olub?

182 responses



18. 100 ballıq şkalara online təhsilin keyfiyyətini necə qiymətləndirirsiniz?

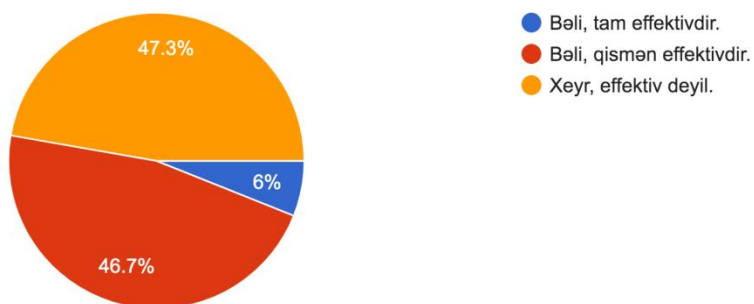
182 responses



## Assessment of the impact of COVID-19 on youth employment and education in Azerbaijan

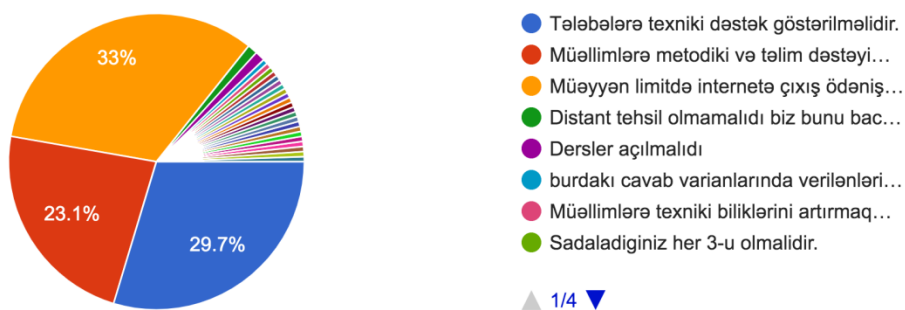
19. Siz pandemiya dövründə məsafədən (online) təhsil siyasətini effektiv sayırsınız mı?

182 responses



20. Sizcə, pandemiya dövründə məsafədən (online) təhsil siyasətinin effektivliyinin artırılması üçün nələr olunmalıdır?

182 responses



▲ 1/4 ▼

**Assessment of the impact of COVID-19 on youth employment and education  
in Azerbaijan**

**Appendix 4a**

**COVID-19 pandemic in Azerbaijan (18-29 years old)  
on the impact on education  
QUESTIONNAIRE**

**1. Are you?**

- Man
- Women

**2. How old are you?**

Please indicate your age

- 20 to 30
- 30 to 50
- More than 50

**3. Where do you live?**

- In Baku
- In another city
- In the district

**4. Your scientific position?**

- Lecturer
- Senior Lecturer
- Associate Professor
- Professor

**5. Your place of work?**

- High school
- College (technical school)
- University
- Academy

## Assessment of the impact of COVID-19 on youth employment and education in Azerbaijan

### 6. On what platform do you conduct classes online?

- Zoom-in
- On WhatsApp
- In WebEx
- In BlueJeans
- \_\_\_\_\_ on another platform

### 7. On average, how many days a week do you work for online education?

- 1 day
- 2-3 days
- 3-5 days
- **More than 5 days.**

### 8. On average, how much time do you spend on online education during the working day?

- Up to 1 hour
- 2-3 hours
- 3-5 hours
- More than 5 hours.

### 9. What is the main challenge you face in online learning (choose only 1 of the appropriate answers)?

- Internet access
- Technical equipment (smart phone, tablet, notebook)
- Appropriate working conditions
- Low attendance of students
- Low learning environment
- Other problems \_\_\_\_\_

### 10. What is the main difficulty you face in accessing the internet during online learning?

- High internet prices
- Low internet speed
- Poor quality of the Internet (intermittent transmission, frequent interruptions, etc.)

### 11. What is the difficulty of yellowing technical equipment during online training?

- I do not have a personal smartphone

## **Assessment of the impact of COVID-19 on youth employment and education in Azerbaijan**

- I do not have a personal tablet
- I do not have a personal computer
- My smartphone does not meet modern standards
- My tablet does not meet modern standards
- My computer does not meet modern standards

### **12. How do you assess the quality of teaching in online education?**

- Good
- Medium
- Bad

### **13. How can you explain the poor quality of teaching in online education? (This question should be answered by those who choose the worst option in the answer to question 13)**

- Students' technical knowledge is low
- Students (students) have no enthusiasm and interest
- Attendance of students (pupils) is low
- Students spend less time in class
- Other

### **14. How do you assess the learning environment during online learning?**

- Good
- Medium
- Bad

### **15. How can you explain the poor learning environment in online education? (This question should be answered by those who choose the worst option in the answer to question 15)**

- Students are not responsible
- Students are not disciplined
- Checking learning outcomes is not effective
- The learning environment is tiring
- Other

### **16. If you compare, what was the quality of online education in the fall semester compared to the spring semester?**

- Improved

**Assessment of the impact of COVID-19 on youth employment and education  
in Azerbaijan**

- Deteriorated
- Not changed

**17. How do you assess the quality of online education on a 100-point scale?**

- 90-100
- 70-90
- 50-70
- 30-50
- Less than 30

**18. Do you consider the state education policy effective during the pandemic?**

- Yes, it is fully effective.
- Yes, it is partially effective.
- No, not effective.

**19. In your opinion, what should be done to increase the effectiveness of the state education policy during the pandemic?**

- Teachers should be provided with technical support.
- Teachers should have methodological and training support.
- Internet access must be free within a certain limit.
- Other

**Assessment of the impact of COVID-19 on youth employment and education  
in Azerbaijan**

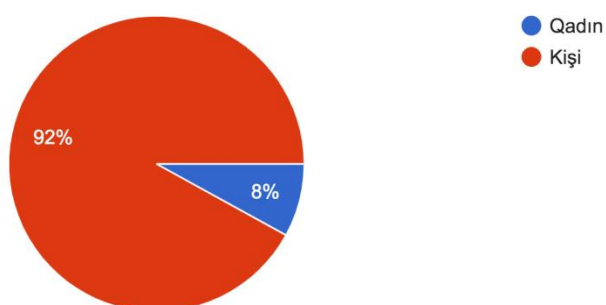
**Appendix 4b.**

**SUMMARY**

**on**

**COVID-19 pandemic in Azerbaijan (18-29 years old)  
answers to a questionnaire on the impact on education**

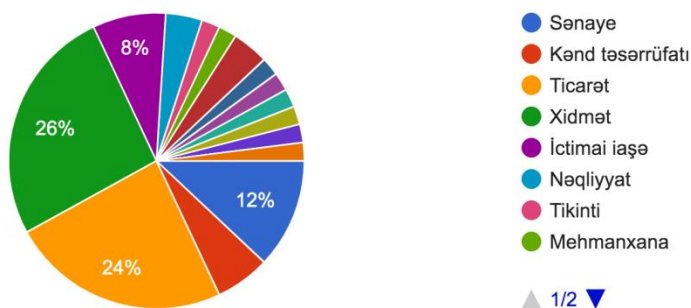
1. Cinsiniz?  
50 responses



## Assessment of the impact of COVID-19 on youth employment and education in Azerbaijan

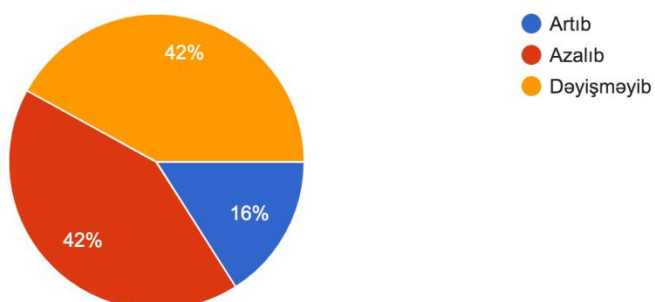
2. Sizin şirkətiniz hansı sektorda fəaliyyət göstərir?

50 responses



3. COVID-19 pandemiyası dövründə işçilərinizin sayı necə dəyişib?

50 responses

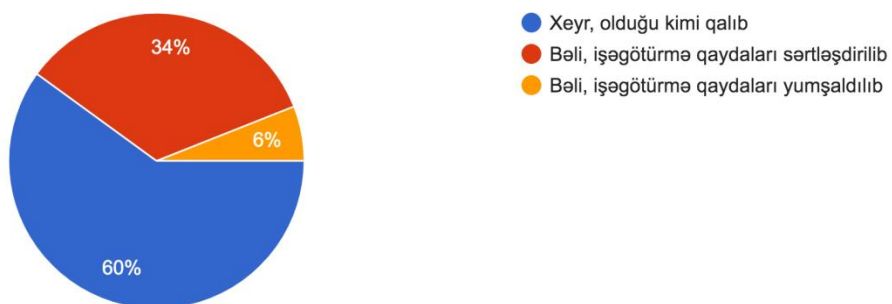




## Assessment of the impact of COVID-19 on youth employment and education in Azerbaijan

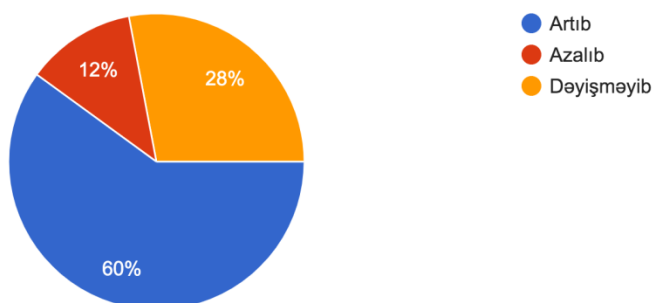
4. COVID-19 pandemiyası dövründə işəgötürmə siyasətinizdə dəyişiklik olubmu?

50 responses



5. COVID-19 pandemiyası dövründə vakant vəzifəyə işçi axtarakən müraciət edənlərin sayında hansı dəyişikliklər baş verib?

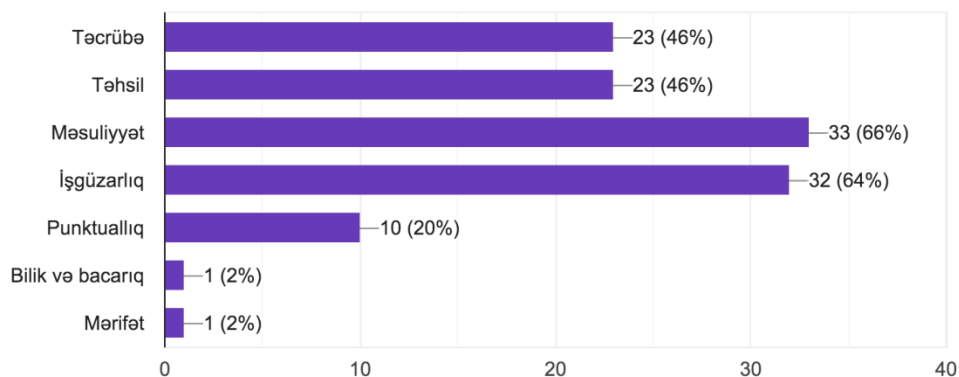
50 responses



## Assessment of the impact of COVID-19 on youth employment and education in Azerbaijan

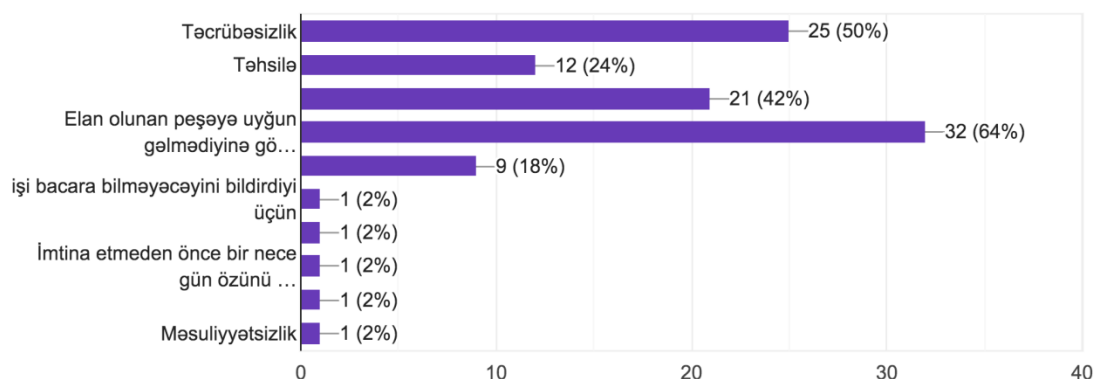
6. Gəncləri (18-29 yaş arası) işə götürərkən onlardan başlıca olaraq nələri tələb edirsiniz? (ən çoxu 3 cavabı seçə bilərsiniz)

50 responses



7. Gəncləri işə götürməkdən ən çox nələrə görə imtina edirsiniz? (ən çoxu 3 cavabı seçə bilərsiniz)

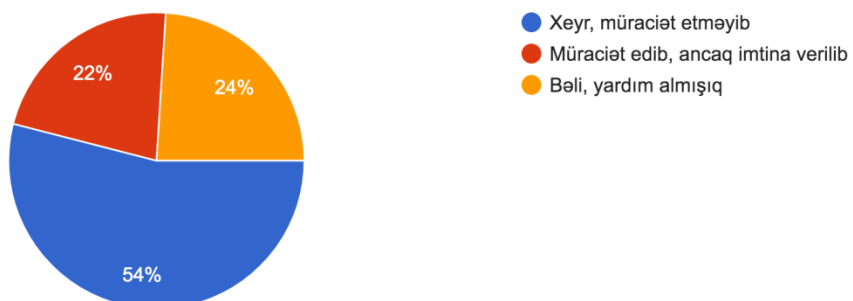
50 responses



## Assessment of the impact of COVID-19 on youth employment and education in Azerbaijan

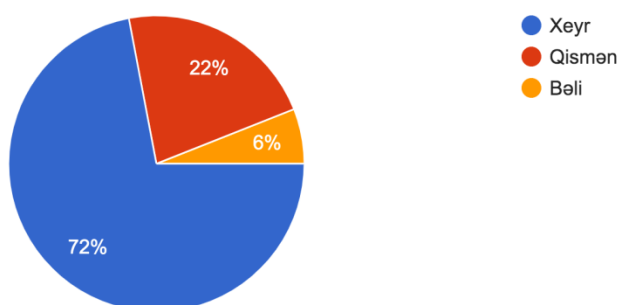
8. Sizin şirkət COVID-19 pandemiyası dövründə dövlətin məşğulluğa yardım proqramından faydalanıbımı?

50 responses



9. COVID-19 pandemiyası dövründə dövlətdən aldığınız yardım məşğulluğun qorunması üçün yetərli sayıla bilərmi?

50 responses



## Assessment of the impact of COVID-19 on youth employment and education in Azerbaijan

10. Siz, pandemiya dövründə gənclərin məşğulluğa dövlət qayğısını effektiv sayırsınıdı?

50 responses

