Approved by:

Yagub Eyyubov, the Chair of Business Environment and International Ratings Commission, the First Deputy Prime Minister of the Azerbaijan Republic

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18.03. 2019

Business Environment and International Ratings Commission Human Capital Working Group Activity plan for 2019

N	Indicators	Current situation (for 2018)	Methodologies	Measures to be taken	Execution period	Executive bodies	Responsible persons
		Global	**Competitiveness**	**Report**			
1	6.01 Mean years of schooling	50th place, 69.8 points	Average number of completed years of education of a country's population aged 25 years and older. This indicator is measured based on the totality of completion of education levels by people aged 25 and older. Total number of years of schooling (primary through tertiary) that a	The realization of relevant works by the proper bodies in the below-mentioned areas and the necessary support of Working Group to these bodies: 1. Expanding the coverage of preschool education in general secondary education institutions; 2.Preparation of proposals on the organization of vocational training and the establishment of vocational oriented courses; 3. Increasing the number of state-funded students, expanding the	1st half of 2019	Ministry of Education, Ministry of Finance, Ministry of Justice	Aydin Ahmedov Emin Amrullayev Yagub Piriyev Anar Jafarov

	6.07 School life expectancy	88th place, 70,6 points	child of school entrance age can expect to receive.	scope of scholarship programs, and implementation of student credit systems and dual education programs in higher education institutions; 4. Outlining of the normative legal basis of Vocational Education for Adults (determined by the Decision of Cabinet of Ministers No 163 dated 06.09.2010).	2nd half of 2019		
2	6.02 Extent of staff training	56th place, 52.5 points	This means the money spent by employers on development of employee (staff) skills. This indicator is calculated based on the expenditures directed by institutions and enterprises to the preparation of cadres and the development of employee skills as the percentage of the decreased incomes equals to such expenditures. Response to the survey question "In your country, to what extent do companies invest in training and employee development?" [1 = not at all; 7 = to a great extent] |	The realization of relevant works by the proper bodies in the below-mentioned areas and the necessary support of Working Group to these bodies: 1. Determination of requirements and motivational activities by legislation to involve employees of large enterprises to in-service trainings in a periodic manner; 2. Amending the legislation to include the participation of staff in capacity building training under attestation (certification) rules to assessment indicators.	2nd half of 2019	Ministry of Education, Ministry of Labor and Social Protection of People, Ministry of Justice	Anar Jafarov Eshgi Baghirov

3.	6.03 The quality of vocational training	49th place, 56.6 points	This indicator is determined based on the criteria such as the compliance of the vocational education system with labor markets, the existence of educational programs for professions, and the professionalism of lecturers-pedagogical staffs. Response to the survey question "In your country, how do you assess the quality of vocational training?" [1 = extremely poor among the worst in the world; 7 = excellent among the best in the world]	The realization of relevant works by the proper bodies in the below-mentioned areas and the necessary support of Working Group to these bodies: 1. The formation of the normative-legal base on the Vocational Education; 2. The continuation of the renewal of infrastructure and optimization of educational institutions; 3. The preparation of competency-based curriculums and modules; 4. Establishing proper partnership relations with employers; 5. Organizing diagnostic assessment on Vocational Education Institutions;	1st half of 2019	Ministry of Education, Ministry of Labor and Social Protection of People, Ministry of Justice	Amil Alili Anar Jafarov Anar Akhundov Eshgi Baghirov
				6. Reclassification of professions in conformity with the requirements of labor markets.	2nd half of 2019		
4	6.04 Skillset of graduates	32nd place, 61,6 points	This is calculated based on the indicators on the employment of graduates and their involvement period in labor markets. Average score of the	The realization of relevant works by the proper bodies in the below-mentioned areas and the necessary support of Working Group to these bodies: 1. Organization of	2nd half of 2019	Ministry of Education, Ministry of Labor and Social Protection of People,	Farzali Gadirov Amil Alili Yagub

			following two Executive Opinion Survey questions: "In your country, to what extent do graduating students from secondary education possess the skills needed by businesses?" and "In your country, to what extent do graduating students from university possess the skills needed by businesses?" In each case, the answer ranges from 1 (not at all) to 7 (to a great extent).	vocational oriented services in general secondary education institutions in line with the legislation; 2. Establishment of Career Centers in Vocational, Secondary, and Higher Education Institutions.		Ministry of Justice	Piriyev
5	6.05 Digital skills among population	15th place, 70,7 points	This indicator determines the accessibility of information resources via digital equipment, computers, technology communication means, and system networks and the management of information. This is calculated based on a wide spectrum.	The realization of relevant works by the proper bodies in the below-mentioned areas and the necessary support of Working Group to these bodies: 1. Preparation of the draft State Program on the development of ICT infrastructure of educational institutions; 2. Expansion of application of digital education technologies; 3. Preparation of digital educational resources (audio and video); 4. Developing ICT skills of staffs in institutions and	1st half of 2019	State Agency for Public Service and Social Innovations under the President of the Republic of Azerbaijan, Ministry of Transport, Communications and High Technologies, Central Bank, Ministry of Labor and Social Protection of	Vusal Khanlarov Elvin Rustamov Esgi Baghirov

				establishments;		People, Ministry of Justice	
				5. Provision of the accessibility of the unique educational network and internet for educational institutions; 6. Provision of educational institutions with notebooks, projectors, electronic boards, and other ICT equipment; 7. Development of the "Electronic School" system.	2nd half of 2019		
6	6.06 Ease of finding skilled employees	31st place, 62.0 points	This is an indicator that determines the ease of finding skilled employees by employers.	The realization of relevant works by the proper bodies in the below-mentioned areas and the necessary support of Working Group to these bodies: 1. Integration of the Vacancy Bank into the Education Information System; 2. Integration of employers into the Vocational	2nd half of 2019	Ministry of Education, Ministry of Labor and Social Protection of People, National Confederation of Entrepreneurs of the Azerbaijan	Amil Alili Vusal Khanlarov

				Education and Training System and the provision of their involvement in the training process of high qualified cadres.		Republic	
7	6.08 Critical thinking in teaching	27th place, 54,2 points	This indicator shows the formation of learners' critical skills (analyzing, comparing on the basis of different standards, differentiating situations and conditions, identifying information resources, thinking critically, predicting, thinking in a new way, making changes, etc.). Response to the survey question "In your country, how do you assess the style of teaching?" [1 = frontal, teacher based, and focused on memorizing; 7 = encourages creative and critical individual thinking]	The realization of relevant works by the proper bodies in the below-mentioned areas and the necessary support of Working Group to these bodies: 1. Implementation of the mechanisms for the continuing evaluation of teachers' activities; 2. Execution of projects that motivate collaboration among teachers and creativity among students;	1st half of 2019	Ministry of Education, Ministry of Finance, Ministry of Justice	Emin Amrullayev Eshgi Baghirov Rauf Orujov Yagub Piriyev
				3. Provision of the participation of Azerbaijan in TALIS research carried out by the Organization for Economic Co-operation and Development; 4. Improving the quality of teacher education and capacity building and increasing the amount of money allocated for this area.	2nd half of 2019		
			Average number of pupils	The realization of relevant works by the proper bodies in the below-mentioned areas and the	2nd half of	Ministry of Education, Ministry of	Anar Akhundov

8	6.09 Pupil-to-teacher ratio in primary education R	48th place, 86,3 points	per teacher, based on headcounts of both pupils and teachers.	necessary support of Working Group to these bodies: 1. Building of modular schools; 2. Optimization of the number of teachers and their workloads.	2019	Finance, Ministry of Justice	Eshgi Baghirov
9	12.05 Scientific publications	108th place, 65.0 points	One of the main science-metric indicators used in Web of Science™ is h-index. Since 2005, this science-metric has been used to measure the productivity of different researchers. The h-index is defined as the maximum value of *h* such that the given author/journal has	The realization of relevant works by the proper bodies in the below-mentioned areas and the necessary support of Working Group to these bodies: 1. Determination of requirements for the preparation and publication of scientific articles by young scholars working in higher education institutions.	1st half of 2019	Ministry of Education, Azerbaijan National Academy of Sciences	Yagub Piriyev

			published *h* papers that have each been cited at least *h* times.	2. Preparation of proposals, as well as motivating mechanisms, on increasing the competitive funding for scientific researches in the state budget. 3. Preparation of adequate mechanisms for increasing block grants for scientific researches and the provision of the reporting; 4. Establishment and supporting of resource centers (NCO) in higher education institutions in order to promote the participation in international grants (H2020, Erasmus+, etc.)	2nd half of 2019		
10	12.07 Research and Development Expenditures	90th place, 7.4 points	Companies' expenditures on the research and development for the purpose of creating new products, jobs and services and the improvement of existing ones throughout the year.	The realization of relevant works by the proper bodies in the below-mentioned areas and the necessary support of Working Group to these bodies: Motivation of students for news technologies and innovation based courses by the state and increasing the number of state-funded students studying in these courses;	1stHalf of 2019	Ministry of Education, Azerbaijan National Academy of Sciences, National Confederation of Entrepreneurs of	Yagub Piriyev Rauf Orujov

				1. Increasing the amount of money allocated from the state budget for scientific researches (competitive funding and block grants); 2. Establishing close relations between higher education institutions and business companies.	2nd half of 2019	the Azerbaijan Republic	
			Global	Innovation Index			
11	2.1.1 Expenditure on education 2.1.2 Government funding/pupil	102nd place, 3.0 points n/a	Government operating expenditures in education as a percentage of Gross Domestic Product (GDP). This indicator determines the government funding per secondary pupils during a year.	The realization of relevant works by the proper bodies in the below-mentioned areas and the necessary support of Working Group to these bodies: 1. Achieving phased increase in government operating expenditures on education; 2. Diversification of expenditures on education and provision the participation of employers in this field.	1st half of 2019 2nd half of 2019	Ministry of Education, Ministry of Finance, National Confederation of Entrepreneurs of the Azerbaijan Republic	Rauf Orujov

12	2.1.3 School life expectancy	n/a	Total number of years of schooling (primary through tertiary) that a child of school entrance age can expect to receive.	The realization of relevant works by the proper bodies in the below-mentioned areas and the necessary support of Working Group to these bodies: 1. Expanding the scope of preschool education in general secondary education institutions; 2. Preparation of proposals on the organization of vocational courses and the establishment of vocational oriented courses and classes;	1st half of 2019	Ministry of Education, Ministry of Finance, Ministry of Justice	Aydin Ahmedov Emin Amrullayev Yagub Piriyev Anar Jafarov
				3. Increasing the number of state-funded students, expanding the scope of scholarship programs, and implementation of student credit systems and dual education programs in higher education institutions;	2nd half of 2019		
13	2.1.4 PISA scales in reading, math,and science	n/a	The essence of PISA scale is to determine the place of Azerbaijan among the participating countries and to make a relevant comparison between the current results and previous results.	The realization of relevant works by the proper bodies in the below-mentioned areas and the necessary support of Working Group to these bodies: Adaptation of assessment and content standards of the country to PISA assessment framework;	1st half of 2019	Ministry of Education, Ministry of Finance,	Emin Amrullayev Eshgi

				1. Organization of capacity building trainings for teachers; 2. Preparation of Activity plans based on PISA research results.	2nd half of 2019	Ministry of Justice	Baghirov
14	2.1.5 Pupil-teacher ratio in secondary education	n/a	Average number of pupils per teacher, based on headcounts of both pupils and teachers in primary education.	The realization of relevant works by the proper bodies in the below-mentioned areas and the necessary support of Working Group to these bodies: 1. Building of modular schools; 2. Optimization of the number of teachers and their workloads.	2nd half of 2019	Ministry of Education, Ministry of Finance, Ministry of Justice	Anar Akhundov Eshgi Baghirov
15	2.2.1 Tertiary enrolment	83rd place, 27,2 points	The ratio of total tertiary enrolment to the population of the age group that officially corresponds to the tertiary level of education.	The realization of relevant works by the proper bodies in the below-mentioned areas and the necessary support of Working Group to these bodies: 1. Preparation of motivation mechanisms for vocational education;	1st half of 2019	Ministry of Education, Ministry of Finance, National Confederation of Entrepreneurs of the Azerbaijan Republic	Yagub Piriyev Amil Alili
				2. Establishment of Student Credit System; 3. Increasing the number of state-funded students in higher education; 4. Formation of dual vocational education	2nd half of 2019		

				system (internship based) with employers.			
16	2.2.2 Graduates in science and engineering	33rd place, 24,2 points	The share of all tertiary graduates in manufacturing, engineering, and construction over all tertiary graduates of the same year.	The realization of relevant works by the proper bodies in the below-mentioned areas and the necessary support of Working Group to these bodies: 1. Increasing the number of state-funded students for technical-technological profession group; 2. Prioritizing technical courses in the application of dual diploma programs in higher education institutions.	2nd half of 2019	Ministry of Education, Ministry of Finance, Ministry of Justice	Yagub Piriyev
17	2.2.3 Tertiary inbound mobility	70th place, 2.0 points	The number of students from abroad studying in a given country as a percentage of the total tertiary-level enrolment in that country. It determines the convenience of the current legislation on education of students from abroad, regulation of arrivals and departures, visa,	The realization of relevant works by the proper bodies in the below-mentioned areas and the necessary support of Working Group to these bodies: 1. Determining the number of students from abroad as an important criterion in the quality standards; 2. Coordination of getting student visas and migration processes;	1st half of 2019	Ministry of Education, Ministry of Finance, Ministry of Foreign Affairs, Ministry of Justice	Nijat Mammadli, Yagub Piriyev, Anar Akhundov

			migration processes, as well as the workability and international competitiveness of internationalization strategies of higher education institutions in the Azerbaijan Republic.	3. Establishment of the centralized Resource and Information Center (the sample of Study in Azerbaijan project); 4. Expanding the network of student hostels.	2nd half of 2019		
18	2.3.1 Researchers, FTE 2.3.2 Gross expenditure on research and development	n/a 90th place, 0.2 points	The number of all researchers as a percentage of the all population in the country. Total domestic expenditure on R&D during a given period as a percentage of GDP	The realization of relevant works by the proper bodies in the below-mentioned areas and the necessary support of Working Group to these bodies: 1. Motivation of students for news technologies and innovation based courses by the state and increasing the number of state-funded students studying in these courses;	1st half of 2019	Ministry of Education, Ministry of Finance, Ministry of Justice	Yagub Piriyev, Rauf Orujov
				2. Increasing the amount of money allocated from the state budget for scientific researches (competitive funding and block grants); 3. Motivating people for doctoral education in higher education institutions and support of state in this field.	2nd half of 2019		
			This indicator determines the ratings of universities.	Renewal of training programs of administrative and scientific-			

19	2.3.4 QS university ranking	64th place, 10.4 points		pedagogical (professors, lecturers, academic workers) staff with the selection of popular partner universities in other countries and involvement of foreign experts, proper measures taken by relevant bodies in the field of financing international dual diploma programs, and the necessary support of Working Group to them in these issues.	2nd half of 2019	Ministry of Education, Ministry of Finance, Ministry of Justice	Yagub Piriyev
20	3.1.1 ICT access	63rd place, 66,2 points	The ICT access index is a composite index that weights five ICT indicators (20% each): (1) Fixed telephone subscriptions per 100 inhabitants; (2) Mobile cellular telephone subscriptions per 100 inhabitants; (3) International Internet bandwidth (bit/s) per Internet user; (4) Percentage of households	The realization of relevant works by the proper bodies in the below-mentioned areas and the necessary support of Working Group to these bodies: 1. Preparation of the draft State Program on the development of an ICT infrastructure in educational institutions; 2. Improvement of ICT literacy of teaching staff in institutions and establishments	1sthalf of 2019	Ministry of Education, Ministry of Finance, State Agency for Public Service and Social Innovations under the President of the Republic of Azerbaijan,	Vusal Khanlarov

			with a computer; and (5) Percentage of households with Internet access	3. Ensure accessibility to unique education network and provision of educational institutions with internet for educational institutions; 4. Provision of educational institutions with notebooks, projectors, electronic boards, and other ICT facilities;	2nd half of 2019	Ministry of Transport, Communications and High Technologies, Ministry of Justice	
21	3.1.2 ICT use	56th place, 55.5 place	The ICT use index is a composite index that weights three ICT indicators (33% each): (1) Percentage of individuals using the Internet; (2) Fixed (wired)-broadband Internet subscriptions per 100 inhabitants; (3) Active mobile broadband subscriptions per 100 inhabitants.	The realization of relevant works by the proper bodies in the below-mentioned areas and the necessary support of Working Group to these bodies: 1. Expanding the usage of electronic educational resources of educational institutions; 2. Preparation of educational resources (audio and video);	1stHalf of 2019	Ministry of Education, Ministry of Finance, State Agency for Public Service and Social Innovations under the President of the Republic of Azerbaijan,	Vusal Khanlarov Elvin Rustamov Amil Alili

				3. Development of the "Electronic School" system. 4. Digitization of admission to vocational education institutions and establishment of information system for these institutions.	2nd half of 2019	Ministry of Transport, Communications and High Technologies, Ministry of Justice	
22	3.1.3 Government's online service	47th place, 68.1 points	This indicator shows the extend of electronic services.	Proper works done by the relevant bodies to increase the number of electronic services related to education and the support of Working Group in this area.	2nd half of 2019	Ministry of Education, State Agency for Public Service and Social Innovations under the President of the Republic of Azerbaijan, Ministry of Transport, Communications and High Technologies,	Vusal Khanlarov
		Enhancing	cooperation with	local and international agencies			
23	All relevant indicators	-	-	Provision of constant cooperation with all agencies (resident and non-resident) participating in international ratings.	March-April, 2019	All relevant bodies	All members of the Working Group

24	All relevant indicators	-	-	Building cooperation with the expert and assessment group that prepare the report and delivering exact information to them on the current indicator or legislation requirements in the country with the approval of Business Environment and International Ratings Commission	March-April, 2019	All relevant bodies	All members of the Working Group