POPULATION AGEING AND DIGITAL TRANSFORMATION

The Case of Azerbaijan

Naila Verdiyeva

Ministry of Labour and Social Protection of Population of the Republic of Azerbaijan

Employment Policy and Demographic Development Department

27–30 October 2026
Hangzhou, China

CONTENTS

1 Demographic profile of Azerbaijan

2 Policy approach to population ageing

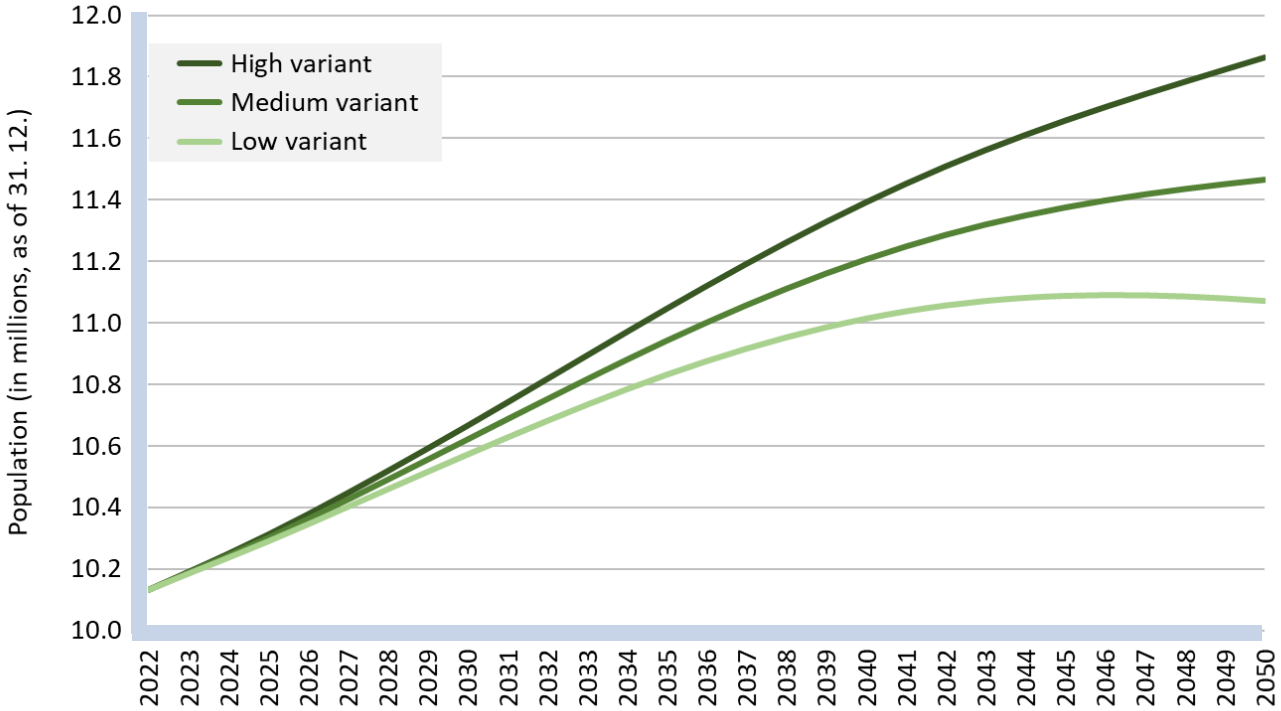
3 Labour market and technologies

4 Looking ahead

1

DEMOGRAPHIC PROFILE

Population size

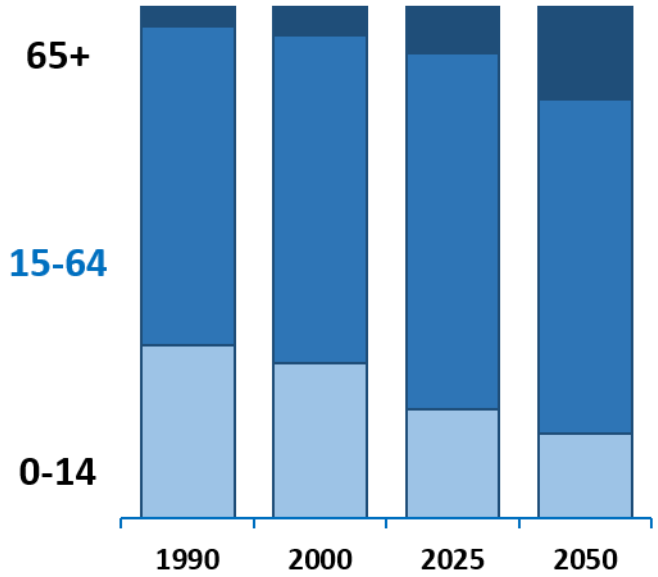


Source: MLSPP-CU-UNFPA

The country's population stood at 10.3 million at the beginning of 2026 and is projected to increase approximately by 13%, reaching 11.5 million by 2050.

POPULATION BY AGE GROUPS

per cent



The share of **children** in the total population is expected to decline to 17.0%.

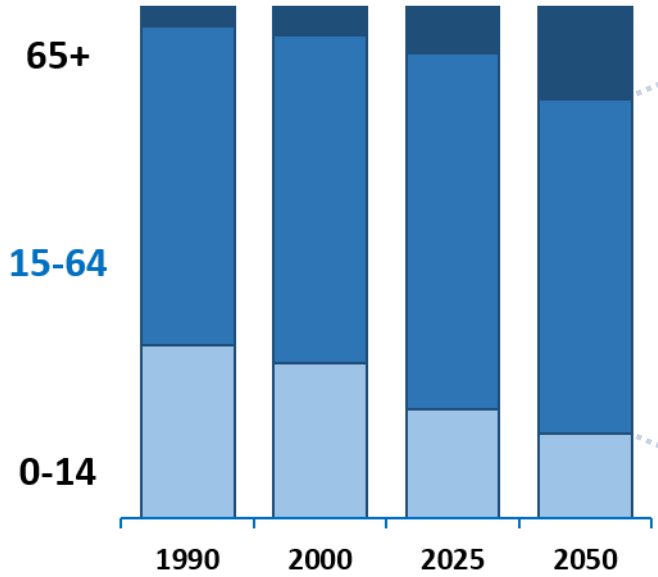
The share of the **population aged 15–64** is projected to decrease to 66%.

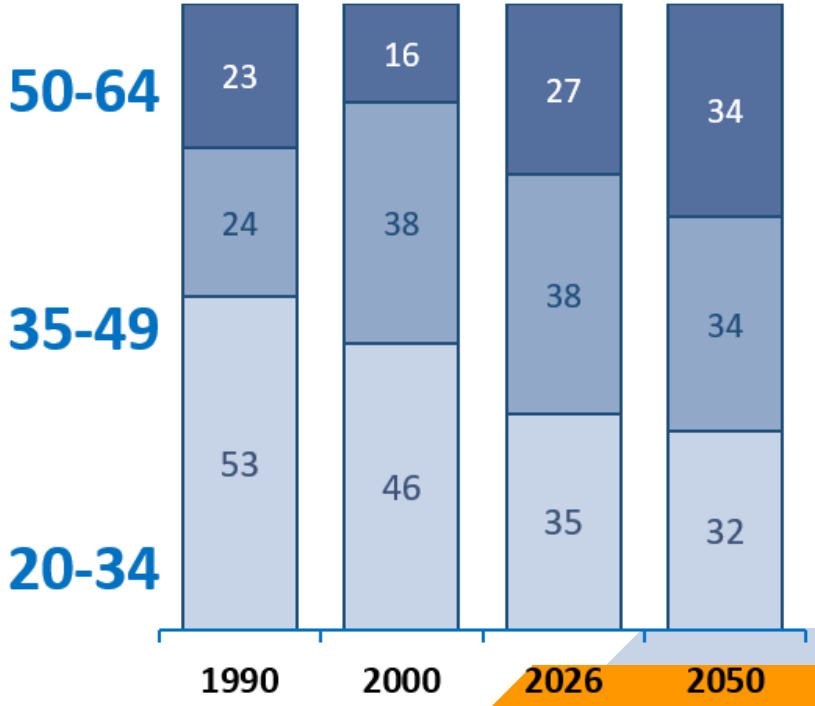
The share of the **older population aged 65+** is expected to increase up to 18%.

Source: UN Population Prospects (Rev.2024)

POPULATION BY AGE GROUPS

per cent





Source: UN Population Prospects (Rev.2024)

Forthcoming changes…

- Population ageing
- Ageing of the workforce
- Changing skills, working patterns and labour-market needs

2

POLICY APPROACH TO POPULATION AGEING

THE MAIN GOAL

Build long-term efficient policies for sustainable development of the state

NATIONAL POLICY APPROACH

Digital transformation

Human capital



Inclusive society

Labour market

A SYSTEMS APPROACH

AZERBAIJAN 2030:
National Priorities on Socio-Economic Development

“A POWERFUL STATE WITH EXEMPLARY SOCIAL WELFARE”

1. a steadily growing, competitive economy
2. **a dynamic, inclusive society based on social justice**
3. **areas of modern innovations and competitive human capital**
4. the great return to the territories liberated from occupation
5. a clean environment and country of “green growth”

DIGITAL TRANSFORMATION

- Digital Development Concept
- AI Strategy 2025–2028
- Action Plan for Accelerating Digital Development 2026–2028

DIGITAL DEVELOPMENT COUNCIL

chaired by First Vice-President

National coordination of digital transformation

3

LABOUR MARKET AND TECHNOLOGIES:

EMPLOYMENT POLICY

EMPLOYMENT STRATEGY (2019-2030)

Action Plans on implementation: 2020-2025 and 2026-2030

Key measures under the 2026-2030 Action Plan:

- development of flexible working-time models;
- expansion of digital employment services and AI-based services;
- expansion of vocational training and work-based learning (online and hybrid);
- updating occupational and qualification standards;
- improved labour-market monitoring and forecasting.

DIGITAL SOLUTIONS IN PRACTICE

ƏMAS

Digital labour relations and employment services

myGov

Integrated mobile access to social services

DOST

One-stop services with in-person assistance

More than 90% of MLSPP services are digital

4

LOOKING AHEAD

TECHNOLOGY AND OLDER WORKERS

SERVICES
Are they accessible and easy to use?

SKILLS
Can people learn and adapt?

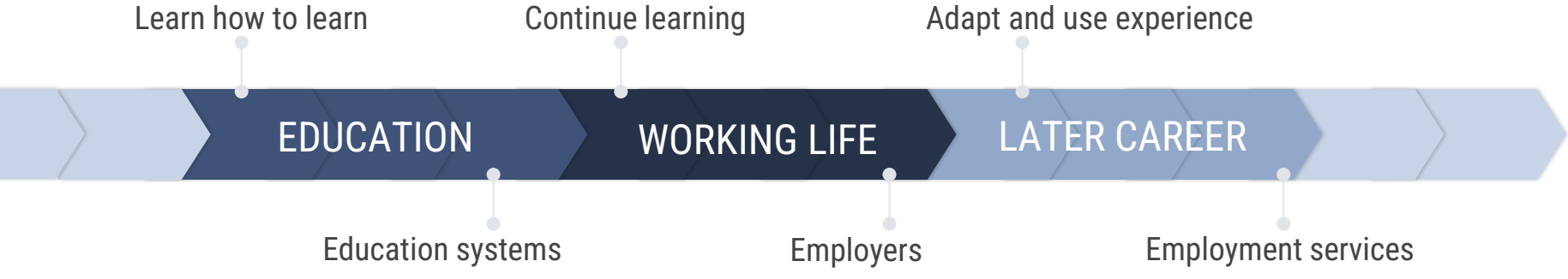
EMPLOYERS
Are there real opportunities at work?

DIGITAL INFRASTRUCTURE

SKILLS DEVELOPMENT

WORKPLACE PRACTICES

LOOKING AHEAD



Thank you for your attention!

感谢聆听！

Diqqətinizə görə təşəkkür edirik!