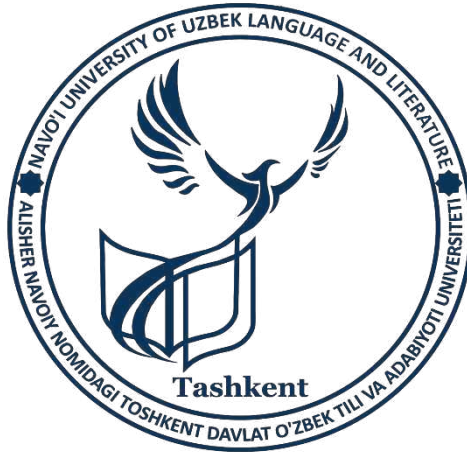




# POLICY ON GENDER EQUALITY AND FEMALE EMPOWERMENT

(2022 - 2023)





## **TSUULL Policy on Gender Equality and Female Empowerment**

<b>Functional Category</b>	
<b>Approval Date</b>	2016
<b>Effective Date</b>	2017
<b>Policy owner</b>	Rector
<b>Policy Administrator</b>	Vice-Rector for Youth Affairs and Spiritual Enlightenment
<b>Last revision date</b>	2023
<b>Next revision date</b>	2025

## **1. Introduction**

The TSUULL Gender Equality and Female Empowerment Policy is designed to establish a unified value system centered around gender equality, equity, and the empowerment of women within the core functions of the Alisher Navo'i Tashkent State University of Uzbek Language and Literature (TSUULL). This policy outlines strategic interventions for driving institutional and organizational transformation. TSUULL is committed to fostering an environment that promotes gender equality and upholds the principles of respect, tolerance, and consideration for all individuals, encompassing students, employees, and stakeholders.

## **2. Focus Areas**

TSUULL's commitment to gender equality and empowerment is structured through the following key areas:

### *2.1 Discrimination*

Discrimination arises when individuals or groups are treated unfairly in comparison to others. Gender-based discrimination specifically targets individuals based on their sex. TSUULL is dedicated to fostering awareness and understanding of this issue among both students and employees. Training initiatives will be implemented throughout the organization to promote gender equality, equal opportunities, and diversity. TSUULL's core values will be integrated into all activities, with information units in various departments providing support and resources.

### *2.2 Equal Opportunities*

Equal opportunities are based on principles of respect, consideration, and unbiased treatment. TSUULL prioritizes:

Enhancing knowledge of equal opportunities for students and employees.

Promoting gender equality and diversity in student recruitment.

Ensuring accessibility and inclusivity for all at TSUULL.

Preventing and addressing harassment.

Integrating diversity perspectives into education.

### *2.3 Welfare*

TSUULL is dedicated to the well-being of both its staff and students. Actions include:

Developing gender-sensitive human resource policies.

Implementing a disability-friendly policy, including accessible facilities.

Establishing inclusive spaces like a Staff Club and a Student Union Building.

Addressing the needs of pregnant and parenting students.

Investing in on-campus childcare facilities.

Enhancing gender-responsive health services and insurance options.

#### *2.4 Reports from Women*

The Women's Council at TSUULL actively engages with female staff and students to address various issues, including accommodation, welfare, psychological well-being, educational concerns, adaptation, and social interactions. Faculties' Girls' Leadership clubs provide platforms for students to voice concerns and organize surveys.

### **3. Gender Analysis**

Gender analysis examines gender-related disparities, power imbalances, needs, opportunities, and impacts on individuals' lives. TSUULL aims to incorporate gender analysis into all its operations, including teaching, research, administration, and culture.

### **4. Leadership**

TSUULL is committed to achieving gender equality in leadership roles. Initiatives will focus on ensuring an equitable representation of genders in decision-making bodies and management positions. Training for leaders will encompass anti-discrimination measures and gender equality principles.

### **5. Working Process**

TSUULL is dedicated to ensuring equal salaries and terms of employment. This includes ongoing analysis of pay differences, targeted efforts to increase female professorship, monitoring of underrepresented genders in fixed-term positions, emphasizing career planning in staff evaluations, and facilitating work-life balance.

### **6. Gender and Intersectional Perspectives**

TSUULL emphasizes integrating gender and intersectional perspectives in higher education teaching. Efforts will be intensified to incorporate these perspectives into education and curricula.

### **7. Improving Access to Resources and Services**

TSUULL aims to ensure equitable access to resources and services for all women, regardless of background or conditions, promoting their empowerment and inclusive growth.

### **8. Addressing Discrimination**

TSUULL acknowledges that discrimination can be subtle and doesn't necessarily require intent. A person's self-identified gender identity is crucial for their dignity and self-determination.

### **Outcomes**

TSUULL aims to:

Reduce gender disparities in access to resources, opportunities, and services.

Mitigate gender-based violence and its impacts.

Empower women and girls to realize their rights and influence decisions.

### **Conclusion**

Gender equality and female empowerment are integral to development. TSUULL's commitment to these principles aims to create a world where all individuals, regardless of gender, are equally empowered to shape their lives and contribute to a prosperous society.