

CONCEPT FOR ENSURING GENDER BALANCE AND EQUALITY AT TASHKENT STATE UNIVERSITY OF ORIENTAL STUDIES

I. GENERAL PROVISIONS

The policy for ensuring gender balance and equality at Tashkent State University of Oriental Studies is implemented on the basis of the following legal and regulatory instruments: Article 58 of the Constitution of the Republic of Uzbekistan, as revised, which establishes the equal rights of women and men and ensures their equal participation in the management of public and state affairs and in other spheres; Law of the Republic of Uzbekistan No. ZRU-562 dated 2 September 2019, “On Guarantees of Equal Rights and Opportunities for Women and Men,” which prohibits sex-based discrimination in public administration, employment, education and other spheres and provides for gender audits and gender-related legal review; and Resolution of the Senate of the Oliy Majlis No. SQ-297-IV dated 28 May 2021 approving the “Strategy for Achieving Gender Equality in the Republic of Uzbekistan by 2030,” which seeks to substantially increase women’s participation in economic, political and social life, including by increasing the proportion of women in leadership positions and applying a gender-responsive approach to budget planning.

The University provides women and men with equal opportunities to pursue education, engage in employment and research, develop professionally and personally, and serve in leadership positions. At the same time, TSUOS’s equality, diversity and inclusion policy is intended to foster an environment based on respect, fairness and equal opportunity for all students and staff. This policy aims to prevent all forms of discrimination on the grounds of gender, age, ethnicity, social status or any other characteristic.

II. PURPOSE AND OBJECTIVES OF THE CONCEPT

TSUOS carries out its activities aimed at ensuring gender equality in alignment with the United Nations Sustainable Development Goals. Particular attention is given to implementing the targets established under:

- Goal 4 — Quality Education;
- Goal 5 — Gender Equality;
- Goal 8 — Decent Work and Economic Growth.

The gender balance policy of Tashkent State University of Oriental Studies is aimed at ensuring equal opportunities in education, research, employment relations, leadership, social protection and personal development.

The University's principal objective is to create a modern academic environment founded on mutual respect, fairness and equality, in which women and men are able to realise their full potential. The policy for ensuring gender balance is of major importance to the institutional development of TSUOS, the enhancement of its international standing, the achievement of the Sustainable Development Goals, and the advancement of equality and social justice in society.

The following priority objectives have been established to ensure gender balance at Tashkent State University of Oriental Studies:

- to ensure equal rights and opportunities for women and men;
- to prevent all forms of gender discrimination in education and employment;
- to support women's participation in education, research and innovation;
- to develop women's leadership potential and broaden their participation in decision-making processes;
- to prevent gender-based harassment and violence;
- to foster a culture of gender equality among students and staff;
- to enhance women's social, economic and legal engagement.

Equal Opportunities in Education and Employment

Creating equal opportunities for women and men in education and employment is one of the University's key responsibilities. Discrimination on the grounds of gender is prohibited in recruitment, appointment, career advancement, professional development and staff recognition or incentives.

Remuneration is determined on the basis of objective criteria, including the employee's position, qualifications, workload, performance and contribution to the University's development.

System for Supporting Women

TSUOS implements systematic measures to provide comprehensive support for women and to enable them to realise their talents and potential. These measures include:

- supporting talented female students;
- facilitating their participation in research activities;

- encouraging young female scholars and researchers;
- developing women's leadership skills;
- enhancing their entrepreneurial and professional skills;
- providing practical assistance to students in need of social support;
- organising psychological and legal counselling services.

Dedicated units and civil society bodies operate within the University to work with women, protect their rights and legitimate interests, and identify and address their concerns.

Fostering a Culture of Gender Equality

At TSUOS, gender equality is promoted not only as a legal matter, but also as a universal human value and an integral part of institutional culture. To this end, seminars and training sessions, round-table discussions, research and practice-oriented conferences, awareness-raising and outreach activities, open dialogues with students, and competitions and projects devoted to gender issues are organised on a regular basis.

Development of Gender Studies

A Gender Studies Research Centre has been established at Tashkent State University of Oriental Studies. Its principal responsibilities are to conduct evidence-based research on gender equality and issues affecting women, analyse international experience, and prepare research projects, dissertations, monographs and scholarly articles. The Centre conducts interdisciplinary research on gender issues and works to translate research findings into social and public policy practice.

STRATEGY FOR ENSURING GENDER EQUALITY AND BALANCE AT TASHKENT STATE UNIVERSITY OF ORIENTAL STUDIES FOR 2026-2030

1. GENERAL PROVISIONS

This Strategy is aimed at upholding the principles of gender equality, equal opportunity, non-discrimination, social justice and inclusion at Tashkent State University of Oriental Studies. Its principal purpose is to create equal rights and opportunities for women and men in the University's education, research, governance and social life, ensure gender balance, and foster a culture of gender equality.

2. PURPOSE OF THE STRATEGY

To create at TSUOS a modern, safe, fair and inclusive learning and working environment founded on the principles of gender equality.

3. KEY OBJECTIVES

The following objectives are established under the Strategy:

- to ensure equal opportunities for women and men;
- to monitor gender balance on a regular basis;
- to broaden women's participation in leadership and decision-making processes;
- to increase women's engagement in education and research;
- to prevent gender-based discrimination and harassment;
- to create a safe and gender-responsive environment;
- to advance research on gender issues;
- to enhance gender awareness and culture among students and staff;
- to introduce international experience and best practices.

4. STRATEGIC PRIORITY AREAS

I. Gender Equality and Institutional Governance

The principal purpose of this priority area is to integrate gender equality principles into the University's governance system. Key objectives include:

- improving internal regulations relating to gender policy;
- mainstreaming a gender-responsive approach across all structural units;

- ensuring gender balance in decision-making processes;
- increasing women's representation in leadership positions;
- introducing a monitoring system based on gender indicators.

II. Gender Equality in Education

Providing all students with equal access to high-quality education is a key priority of the University.

The principal measures include:

- preventing gender stereotyping in the educational process;
- incorporating topics related to gender issues into curricula;
- expanding the participation of female students in research and innovation projects;
- supporting talented female students;
- organising leadership and professional development programmes for students.

III. Supporting Women's Participation in Research and Innovation

Priority objectives include:

- supporting young female scholars and researchers;
- facilitating women's participation in research grants and projects;
- supporting women undertaking PhD and DSc research;
- organising forums and conferences on "Women and Science";
- establishing a mentoring system involving experienced female scholars.

IV. Prevention of Gender-Based Violence and Harassment

The University implements a zero-tolerance policy towards all forms of harassment, violence, discrimination and persecution on its premises.

For this purpose, the University shall:

- introduce mechanisms for submitting anonymous reports;
- provide psychological and legal counselling services;
- establish a confidential reporting box, helpline or electronic reporting system;
- conduct preventive training for staff and students;
- establish a rapid-response mechanism for cases of harassment and violence.

V. Gender Balance in Leadership and Decision-Making

Particular attention is given to developing women's leadership potential at the University.

Key objectives include:

- creating a talent pool of prospective female leaders;
- ensuring equal opportunities for candidates for leadership positions;
- involving women in management decision-making processes;
- conducting statistical analysis of gender balance.