



TSUULL GENDER EQUALITY AND FEMALE EMPOWERMENT POLICY

Functional Category	
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1. The overall objective of TSUULL

Alisher Navo'i Tashkent State University of Uzbek language and literature (TSUULL) aims to define a common value system of gender equality and equity as well as women's empowerment within the core functions of the University, namely, teaching and learning, research and innovation, knowledge transfer and networking, while specifying strategic interventions for institutional and organisational change.

The University carries out focused and systematic work on gender equality, equal opportunities and diversity. Responsibility for this work is divided in accordance with the University's decentralised decision-making and accountability model. In addition to the applicable divisions of responsibility, all the University's employees and students have a responsibility to help ensure that the intentions of the policy are realised and that the principles of respect, tolerance and consideration have real meaning

2. Focus areas

In order to achieve the goals concerning gender equality, equal opportunities and diversity, TSUULL considers the following areas in particular:

1. Discrimination

2. Equal opportunities

2.1 Welfare

2.2 Reports from women

3. Gender Analysis

4. Leadership

5. Working process

5.1. Salaries and terms of employment

6. Gender and intersectional perspectives

7. Improving access to resources and services

8. Establishing Discrimination

Outcomes

Conclusion

1. Discrimination

Discrimination occurs when a person or group of people are treated less favourably than another person or groups of people in comparable circumstances. Gender-based discrimination entails unfair and differential treatment meted out to persons based on their sex. Our university strives to ensure that all students and employees are familiar with the contents of their faculty's/the University's action plan to tackle discrimination, including victimisation and sexual harassment.

To support this work, established training methods shall be applied and disseminated on different levels within the organisation. In order to educate employees and students about gender equality, equal opportunities and diversity, TSUULL's core values shall permeate all its activities. Information units in departments, faculties and the central administration shall provide support and resources for this work.

2. Equal opportunities

The perspective of equal opportunities creates shared principles for equal opportunities, while the perspective of diversity creates an awareness and understanding of difference.

Acting in consideration of equal opportunities and diversity requires sensitivity and reflection. Equal opportunities mean that everyone is treated with respect and consideration and has the opportunity to develop from the starting point of his or her personal circumstances.

In its work on equal opportunities, TSUULL prioritises the following:

- Increased knowledge and understanding of equal opportunities for students and employees through information.
- Systematic and focused work to increase gender equality and diversity in the recruitment and reception of students.
- Increased accessibility and adaptation so that everyone has the same opportunities to study and work at TSUULL
- Systematic and focused work to prevent and combat harassment.
- Integration of diversity perspectives in education.

2.1 Welfare

The University shall plan and provide for the welfare of all its staff and students in order to achieve optimal productivity.

Strategic actions:

- Engender human resource policies
- Formulate and implement a gender-sensitive policy on disability including accessibility to the University buildings and facilities.
- Construct both a functioning Staff Club and a Student Union Building with adequate facilities and catering for all.
- Formulate and implement a policy on pregnant and parenting students and sensitise all relevant University Makerere staff on sexual and reproductive rights of students.
- Invest in childcare facilities on University campuses for the benefit of parenting staff and students.
- improve and strengthen the delivery of gender-responsive health services.
- Establish a gender-sensitive medical insurance scheme for staff members.
- Enforce timely payments of terminal and contractual benefits for staff

members.

2.2 Reports from women

TSUULL university thoroughly works on controlling the reports from female staff and students and The Women's Council of the Alisher Navo'i Tashkent State University of Uzbek Language and Literature has a community-based chair of the Women's Committee at each faculty, and their activities are coordinated by the Chair of the Women's Council of the University. Each faculty has a "Girls' Leadership" club based on the principle of "self-government". The club is composed of students from each course, who organize various surveys and quizzes on the problems of their peers.

The Council mainly classifies and reviews following aspects:

- the issue of accommodation of students

- welfare
- psychological issues
- issues related to the educational process
- adaptation
- the issue of inability to go out with roommates

3. Gender Analysis

Gender analysis is the process which examines the differences and disparities in the roles that women and men play, the power imbalances in their relations, their needs, constraints and opportunities and the impact of these differences in their lives. A gender analysis in TSUULL would examine how the differences between women and men determine differential access to benefits, opportunities and responsibilities in all University functions. For gender mainstreaming to be effectively implemented, gender analysis must be done in all the university operations, including: teaching and learning, research, governance and administration, knowledge transfer partnerships, student and staff welfare, public space, and organizational culture.

4. Leadership

In order to achieve gender equality and diversity in leadership, initiatives will continue to be undertaken, in particular for the under-represented gender.

The aim of the policy is that active work will be carried out on all levels to achieve an even gender balance in all decision-making bodies and in leadership roles. In the appointment of faculty management, including executive committees etc., consideration shall be given to gender equality and diversity.

Those who hold leadership roles are trained in the Discrimination Act and its application, and have the opportunity to develop their skills in the work on gender equality, diversity and equal opportunities at TSUULL.

5. Working process

TSUULL's aim is that equal salaries and equal terms of employment shall apply. In the systematic work for equal salaries, analysis of pay differences shall continue to be prioritised, subject to proactive measures and lead to action. The work to create equal terms of employment for the under-represented gender continues.

5.1. Salaries and terms of employment

This means that:

- salaries are set in accordance with the University's pay policy
- more women are employed as professors
- fixed-term positions among the under-represented gender in particular are monitored
- career planning is highlighted in staff appraisals
- the opportunities to combine parenthood and employment at TSUULL are taken into consideration when work is planned and structured

6. Gender and intersectional perspectives

Gender perspectives and gender-aware teaching shall have a prominent place in the qualifying training in higher education teaching and learning.

The development work to implement an integrated gender and intersectional perspective in teaching and education will be intensified.

7.Improving access to resources and services:

Women's equal access to productive and financial resources is critical for their empowerment and sustainable and inclusive growth and development. TSUULL will ensure that its programmes facilitate equitable access to financial and technical resources and services for all women, regardless of age, disability status, ethnicity, socio-economic status, geographical area or any other condition.

8.Establishing Discrimination:

Discrimination is not always direct and is often hard to detect. The claimant must show on a "balance of probabilities" (more likely than not) that adverse or negative treatment happened. The analysis should be flexible and look at all relevant factors in the situation including circumstantial evidence as well as the full impact on the affected person or group. While there may be evidence of "intent," this is not needed to prove discrimination. Gender identity, gender expression or other protected characteristics need only be one of the factors in the negative treatment for discrimination to exist. A person's self-defined gender identity is one of the most basic aspects of self-determination, dignity and freedom. For legal and social purposes, a person

whose gender identity is different from their birth-assigned sex should be treated according to their lived gender identity

Outcomes:

TSUULL is intended to achieve three main goals among females:

1. Reduce gender disparities in access to, control over and benefit from resources, wealth, opportunities, and services – economic, social, political, and cultural.
2. Reduce gender -based violence and mitigate its harmful effects on individuals and communities, so that all people can live healthy and productive lives.
3. Increase capability of women and girls to realize their rights, determine their life outcomes, and influence decision- making in households, communities, and societies.

Conclusion:

Gender equality and female empowerment are essential for achieving our development goals. Unless both women and men are able to attain their social, economic and political aspirations, and contribute to and shape decisions about the future, the global community will not successfully promote peace and prosperity. Realizing this policy in all of the countries in which we work to be a catalytic force for gender equality and women's empowerment worldwide and bring to fruition the vision of a world in which all people are equally empowered to secure better lives for themselves, their families, and their communities.

