

5 GENDER
EQUALITY



**Equal minds.
Equal voices.
Equal tomorrow.**





TSUULL'S COMMITMENT TO ADVANCING WOMEN IN UNDER-REPRESENTED FIELDS (STEMM): Institutional Narrative for SDG 5

University positions gender equality as a core institutional value, demonstrated through a comprehensive suite of initiatives dedicated to empowering women in fields where they have historically been under-represented. The university's "***Women in Under-represented Fields / STEMM***" platform publicly documents its commitment to opening pathways for women in science, technology, engineering, mathematics, media, and other emerging disciplines. As a dedicated part of the SDG5 web portal, the page provides clear evidence of TSUULL's structured approach to advancing women's participation, visibility, and leadership across both academic and professional domains.

Between 2021 and 2025, participation of women in TSUULL's STEMM-related programmes (computational linguistics, digital humanities, media technologies, academic research methods, and IT literacy modules) increased by **42%**, with more than **850 female students** taking part in short courses, mentorship programmes, awareness workshops, and scholarships.

The platform highlights the persistent gender gap in STEMM fields, reflecting national statistics showing women constitute only **28–30%** of the STEM workforce in Uzbekistan. Responding to this, TSUULL has introduced structured capacity-building programmes that specifically target women. Over the last academic year, the university delivered over **60 STEMM-related training sessions**, reaching approximately **400 female students**, including young women from rural areas who face multiple layers of disadvantage. The university's scholarship campaigns further amplify access: in 2023 and 2024, a combined **140 competitive scholarships** were allocated to women entering specialised fields such as computational linguistics, digital technology, and media literacy—representing a **65% increase** compared to 2021.

TSUULL's mentoring ecosystem provides additional quantitative evidence of impact. The Women's Leadership Circles and STEMM Mentorship Network collectively engaged **over 120 women mentors and mentees** during 2024–2025, facilitating structured career guidance, academic supervision, and professional shadowing. Internal tracking shows that **78%** of female participants in these programmes reported improved academic performance, stronger confidence in research, and increased readiness to pursue postgraduate studies in linguistics, digital humanities, or educational technology. The support networks also contributed to reducing the dropout risk among first-year women entering STEMM-adjacent programmes: attrition among female students in these tracks fell from **14% in 2021 to 8% in 2024**.

Cultural transformation remains a key dimension of TSUULL's strategy. The SDG 5 platform showcases more than **35 awareness campaigns, seminars, and public dialogues** conducted annually to dismantle stereotypes about women in technology and research. These campaigns are typically attended by 250–300 participants each, demonstrating strong community engagement. The visibility of women's achievements—through published interviews, video stories, and spotlight features—has significantly increased female representation in public academic discourse. Since 2022, TSUULL has highlighted **over 50 outstanding women** in research, teaching, publishing and digital innovation, amplifying positive role models for the next generation.

Institutional policy and governance indicators further strengthen the credibility of TSUULL's SDG 5 agenda. The university's Gender Equality Report (linked from the SDG 5 site) documents measurable progress, including an increase in the proportion of women in academic leadership **from 32% in 2021 to 45% in 2024, alongside a 30% rise** in the number of women leading research clusters, digital-humanities labs, and corpus-studies groups. Likewise, women currently constitute **nearly 60%** of all students enrolled in digital humanities, educational technology, and linguistics-and-AI programmes—demonstrating the university's success in broadening participation across high-demand knowledge sectors.



TSUULL CHILDCARE CENTER: Strengthening Family-Friendly, Inclusive, and Gender-Responsive Education

We actively support students, academic staff, and employees who balance university responsibilities with family life. In alignment with Uzbekistan's legislation on education and labor rights and international frameworks such as the UN Convention on the Rights of the Child, the university operates an on-campus **Childcare Center** designed to ensure that parents can continue their studies and professional duties without compromising childcare.

The Childcare Center consists of two fully equipped rooms—one for students and one for staff—plus a shared relaxation area. Each room is staffed by a nurse, a psychologist, and a childcare assistant, ensuring comprehensive physical, emotional, and developmental support for children. The center serves 20–30 children daily, with around 30% accompanied by caregivers and the remaining children supervised directly by childcare staff. Daily health checks are performed by the nurse; 95% of children are cleared to join group play, while about 5% may be briefly monitored in a separate room if signs of illness are detected. This system significantly improves hygiene, safety, and child well-being.

The Student Childcare Room provides a safe space for young mothers and fathers continuing their studies. It includes a controlled play area, educational toys, nap beds, a breastfeeding corner, and a changing station. This service directly supports academic continuity for student parents—particularly women—helping reduce absenteeism and improving academic performance among young mothers who often face higher dropout risks. The Staff Childcare Room, furnished with the support of the Korean organization KIDC, serves children aged 0–5. It features ergonomic furniture, eco-friendly materials, natural lighting, climate-controlled comfort, five infant loungers, a feeding corner, and individual storage areas. By enabling staff—especially women—to remain engaged in teaching, research, and leadership positions, the facility contributes to professional retention and gender equality. Currently, women constitute nearly 60% of TSUULL's academic workforce, and access to childcare plays an important role in supporting their continued participation.

The Childcare Center is complemented by social and financial support mechanisms. Student parents receive a one-time allowance equal to 70.3% of the minimum wage, and expectant and new mothers receive full stipends during maternity leave, plus two weeks of additional paid leave. These benefits strengthen TSUULL's commitment to equitable access to education and the protection of student rights. Additionally, the university celebrates International Children's Day (1 June) each year with events attended by over 150 children of staff, reinforcing the institution's family-friendly values. Leadership and personnel also contribute directly to childcare quality. Nurse Fotima Davronova, psychologist Nozima Tukhtaeva, and childcare assistant Sarvinoz Rakhmatova ensure that children's health, emotional development, and daily activities meet high standards. According to the Childcare Center's Chief, Umida Mamurhudjaeva, the center's mission is to create a safe and nurturing space where children can thrive while enabling students and staff to pursue academic and professional excellence.



TSUULL CHILDCARE CENTER

A campus that supports parents with
safe and caring spaces

COMFORTABLE ENVIRONMENT
ASSISTANT AND NURSE
PSYCHOLOGIST
SAFE ZONE

Contact Us

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WOMEN'S MENTORING & ACCESS SCHEMES AT TSUULL



A University Built on Mentorship, Equity, and Excellence

At Alisher Navo'i Tashkent State University of Uzbek Language and Literature, mentorship is not an addition to academic life — it is one of its foundations. TSUULL has created a comprehensive, university-wide mentoring and access ecosystem to ensure that every student, especially women entering emerging and high-demand fields, receives the support, confidence, and opportunities they need to succeed.

In the **2024/2025 academic year**, women formed a strong majority across all mentoring and wellbeing programmes at TSUULL:

- **82%** of participants in the **Peer Academic Support Programme (PASP)** were women.
- **75%** of students using the **Student Success & Wellbeing Mentorship Network (SSWMN)** were women.
- About **80%** of attendees in wellbeing, resilience, and personal development workshops were women.
- Over **18% of all TSUULL female students**** participated in at least one formal mentoring initiative — with even higher engagement when including leadership, scholarship-preparation, and career-readiness schemes.

TSUULL Mentoring Ecosystem 2025

A Comprehensive Framework for Equity, Leadership, and Academic Success

TSUULL's mentoring and access schemes exceed international benchmarks, with more than 40% of all female students benefiting directly from structured guidance, leadership development, and targeted access programmes. These initiatives are embedded into governance, academic support, career development, and wellbeing systems, forming one of TSUULL's most impactful contributions to SDG 5: Gender Equality.

1. Academic Support Through Peer Empowerment

Helping students master challenging subjects through community-based learning.

The Peer Academic Support Programme (PASP) brings students together through structured peer tutoring, subject-based mentoring circles, and collaborative study pathways. These schemes strengthen academic performance, build confidence, and ensure smoother transitions for first-year students and those entering demanding linguistic, digital, or research-focused programmes.



2. Women's Leadership and Access to Global Opportunities

Building pathways for women to enter leadership roles and competitive international programmes.

TSUULL offers a strong portfolio of leadership and access schemes, including:

- Women's Leadership & Empowerment Academy (WLEA)
- Women Translators Network
- Fly High Women's Club (with Qizlar Akademiyasi and Qizlar Ovozi)
- "Let the Women Speak" Podcast Mentoring Lab

Female students also receive personalised preparation for high-level scholarships and mobility opportunities: Zulfiya State Prize, Presidential Scholarship, Navo'i Scholarship, Erasmus+, Fulbright, Chevening, Orhun Exchange, and more. Targeted initiatives such as STEM Camps for Girls, computational linguistics workshops, and digital-skills masterclasses expand access to high-demand fields.

3. Holistic Wellbeing & Lifelong Success

Ensuring students remain confident, resilient, and connected throughout their educational journey.

The Student Success & Wellbeing Mentorship Network (SSWMN) integrates psychological support, confidence-building seminars, resilience coaching, and community belonging activities. Women constitute the majority of participants, demonstrating the programme's relevance in supporting academic continuity and fostering emotional and social wellbeing.



Core Policies Supporting Gender Equity and Workplace Inclusion

TSUULL is committed to advancing gender equality across all academic, professional, and social spheres, fully aligning with SDG 5. The University has established *institutional frameworks and policies* to eliminate *discrimination, harassment, and gender-based barriers, ensuring equal access, participation, and leadership opportunities for women*, men, and transgender individuals. Gender sensitivity is integrated into governance, curriculum design, research planning, and campus culture, promoting respect, dignity, and inclusion for all community members.

To empower women and vulnerable groups, TSUULL provides targeted programs such as mentorship, leadership development, capacity-building workshops, scholarships, and financial or housing support. Transgender students and staff are recognized and protected, with counseling, awareness programs, and administrative accommodations. *Family-friendly policies, including maternity, paternity, and adoption leave, flexible study or work arrangements, and reintegration support*, ensure that caregiving responsibilities do not hinder academic or professional growth.

Implementation and monitoring are coordinated by the *University administration, deans, Human Resources, and the Gender Equality Committee*, ensuring compliance with national legislation and institutional regulations. Through these measures, TSUULL actively promotes SDG 5 by increasing women's participation in leadership, protecting against discrimination, and fostering an inclusive, equitable environment where all genders can thrive academically and professionally.

