



University : Uzbekistan State World Languages University (UzSWLU)
Country : Uzbekistan
Web Address : <https://www.uzswlu.uz/en>

Governance and Digitalization (GD)

7.17 Ratio of Female Leaders to Total Institutional Leaders (GD.9)

Uzbekistan State World Languages University (UzSWLU) is committed to promoting gender equality, inclusive governance, and equal leadership opportunities in accordance with **Sustainable Development Goal 5 (Gender Equality)**, the **Strategy for Achieving Gender Equality in the Republic of Uzbekistan until 2030**, and the University's **Inclusive Campus Policy**.

The University applies transparent and merit-based recruitment, promotion, and leadership development practices that ensure equal opportunities for women and men across academic, administrative, and managerial positions. Leadership data are maintained through the University's Human Resource Management System and are reviewed annually as part of institutional governance and quality assurance processes.

Female Leadership Summary (2026)

Indicator	Value
Total institutional leadership positions	149
Female leaders	104
Male leaders	45
Female leadership ratio	69.8%

Calculation

$$\begin{aligned}\text{GD.9 (\%)} &= (\text{Female Leaders} \div \text{Total Institutional Leaders}) \times 100 \\ &= (104 \div 149) \times 100 \\ &= 69.8\%\end{aligned}$$

Trend of Female Leadership (2022–2026)

Year	Total Leaders	Female Leaders	Female Ratio
2022	121	63	52.1%
2023	128	74	57.8%
2024	136	85	62.5%
2025	143	95	66.4%
2026	149	104	69.8%



Description

UzSWLU recognises gender equality as a fundamental principle of good institutional governance and sustainable development. Women actively participate in strategic decision-making and occupy leadership positions across academic administration, faculty management, research, student affairs, international cooperation, quality assurance, finance, and institutional support services.

As of the latest reporting period, **104 of the University's 149 leadership positions are held by women**, representing **69.8%** of all institutional leadership roles. This reflects the University's long-term commitment to inclusive governance and demonstrates continuous progress in strengthening female participation in institutional leadership.

The steady increase in female representation has been supported through transparent recruitment procedures, equal career development opportunities, leadership training, mentoring initiatives, and institutional policies promoting equal participation in governance and decision-making.

Leadership statistics are maintained through the University's Human Resource Management System and reviewed annually to support institutional planning, quality assurance, and strategic development.

Institutional Impact

The University's commitment to gender-inclusive leadership has contributed to:

- strengthening diversity and inclusiveness in institutional governance;
- increasing female participation in academic and administrative leadership;
- promoting equal career development opportunities for academic and professional staff;
- improving institutional decision-making through diverse leadership representation;
- supporting transparent and merit-based governance practices;
- reinforcing the University's commitment to equality, inclusion, and sustainable institutional development.

Contribution to the Sustainable Development Goals (SDGs)

The University's gender-inclusive leadership policy contributes directly to:

- **SDG 5 – Gender Equality**
- **SDG 10 – Reduced Inequalities**
- **SDG 16 – Peace, Justice and Strong Institutions**
- **SDG 17 – Partnerships for the Goals**

Additional evidence link (i.e., for videos, more images, or other files that are not included in this file):