



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

Governance and Digitalization (GD)

[7.15–7.17] GD.9 Ratio of Female Leaders to Total Institutional Leaders

Uzbekistan State World Languages University (UzSWLU) promotes gender-balanced participation in institutional governance and leadership. Leadership positions are distributed across university management, academic units, administrative departments, research and support structures, ensuring the participation of both women and men in institutional decision-making.

For the 2026 reporting period, the University reviewed its consolidated institutional leadership list covering senior university management, heads and responsible representatives of academic and administrative units, and other institutional leadership positions included in the University's governance structure.

Based on the consolidated leadership record, UzSWLU has **107 institutional leaders**, of whom **52 are women** and **55 are men**.

Confirmed Institutional Leadership Data

Indicator	Number
Total institutional leaders	107
Female institutional leaders	52
Male institutional leaders	55
Female leadership ratio	48.6%
Male leadership ratio	51.4%

Calculation

GD.9 Female Leadership Ratio (%) = (Number of Female Leaders ÷ Total Number of Institutional Leaders) × 100

$$\text{GD.9} = (52 \div 107) \times 100 = 48.6\%$$

Therefore, women account for **48.6% of the institutional leadership positions included in the University's consolidated leadership record for the reporting period**.



Leadership Representation

The University's leadership structure demonstrates a near-balanced distribution between female and male leaders. Female leaders account for almost half of the institutional leadership positions reviewed, with women represented in academic management, administrative leadership, information and resource management, faculty and departmental coordination, student and staff support, research-related structures, and other institutional units.

The gender distribution of institutional leadership is as follows:

- **Female leaders: 52 persons (48.6%)**
- **Male leaders: 55 persons (51.4%)**

The difference between female and male representation is **3 persons**, or **2.8 percentage points**, indicating a relatively balanced institutional leadership structure.

Institutional Approach to Gender-Inclusive Leadership

UzSWLU applies equal-opportunity principles in institutional management and personnel development. Leadership appointments are linked to professional competence, academic and administrative experience, institutional responsibilities, and applicable national and university procedures.

Gender-disaggregated leadership data are reviewed as part of institutional personnel and governance monitoring. The University uses leadership records to assess representation within its management structure and to support evidence-based human-resource and institutional development planning.

Women hold leadership responsibilities across a range of University functions, including academic administration, educational quality, information-resource management, faculty and departmental activities, research and academic coordination, student support, and institutional services. This broad participation demonstrates that female leadership at UzSWLU is integrated into the University's overall governance structure rather than concentrated in a single institutional area.

Data Monitoring and Verification

Leadership information is maintained through the University's institutional and human-resource records. For the reporting period, the calculation is based on the consolidated list of **107 institutional leaders** used for University governance and management reporting.

The female leadership ratio is calculated directly from the number of women included in the institutional leadership record and the total number of leaders included in the same reporting scope. This ensures consistency between the numerator and denominator used for the GD.9 indicator.



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