UZBEKISTAN STATE WORLD LANGUAGES UNIVERSITY

Monitoring Gender Equality in Pay

SDG 8 Gender pay equality | Reporting year 2025

Uzbekistan State World Languages University (UzSWLU) systematically tracks pay across its workforce to ensure equal pay for work of equal value for women and men. The University's approach is aligned with ILO Convention No. 100 on Equal Remuneration (1951) and with the Law of the Republic of Uzbekistan "On Guarantees of Equal Rights and Opportunities for Women and Men" (No. ZRU-562, 2 September 2019), and supports UN Sustainable Development Goals 5 and 8.

How pay equality is monitored

UzSWLU operates an internal system for measuring and tracking pay equality every year across all staff categories — academic, administrative and technical staff. The process is led by the Human Resources Department in cooperation with the Finance Department, the Ethics and Equal Opportunities Commission and the Women's Council. Each monitoring cycle includes:

- collecting pay data by gender, position and faculty;
- comparing average monthly pay for men and women in equivalent positions;
- flagging any difference of more than ±3% between men and women at the same grade for review;
- preparing an annual Gender Pay Equality Report for the Rector's Office and the Ministry of Higher Education, Science and Innovation;
- publishing aggregated results in the University's Annual Socio-Economic Transparency Bulletin.

Monitoring covers all forms of pay, including research performance bonuses, payments for teaching hours above the standard workload, and administrative allowances. The annual findings are reviewed and approved by the University Social Partnership Council, which brings together the administration, trade union representatives and gender specialists.

Results of the 2025 gender pay audit

In 2025, UzSWLU completed its gender pay audit for the third consecutive year. The overall gender pay gap fell from 3.9% in 2024 to 2.6% in 2025. The remaining gap reflects the distribution of women and men across academic ranks rather than unequal pay for equivalent positions.

Area	Result	Coverage	Responsible units
Annual gender pay audit	Completed for the 3rd consecutive year	All staff categories	Human Resources; Finance
Overall gender pay gap	2.6% in 2025 (3.9% in 2024)	All staff categories	Human Resources
"Equal Growth – Equal Pay" mentoring program	35 participants; 11 promoted or moved to a higher pay grade	Women academic staff	Women's Council; Human Resources
Gender Equality Monitoring Dashboard	In full operation	All faculties	IT Department; Human Resources
Training on gender-responsive budgeting	More than 120 participants	HR specialists, accountants, unit heads	Management; Human Resources

Acting on the findings

- **"Equal Growth – Equal Pay" mentoring program.** Launched in 2025 by the Human Resources Department and the Women's Council to support the promotion of women academics to senior positions and so narrow the structural pay gap. Of the 35 participants, 11 had advanced in position or pay grade by December 2025.
- **Gender Equality Monitoring Dashboard.** Developed by the University's IT Department, the dashboard visualizes pay distribution by gender and age, allowing heads of department and HR staff to identify gaps early and take corrective action.
- **Capacity building.** A seminar on "Gender-Responsive Budgeting and Pay Equality in Higher Education," organized with UN Women in Uzbekistan and the Ministry of Employment and Poverty Reduction, trained more than 120 HR

specialists, accountants and unit heads to recognize unconscious bias in pay decisions and to apply gender-responsive budget planning.

Through annual audits, published results and corrective measures, UzSWLU ensures that pay equality is not only a legal obligation but an established institutional practice.