UZBEKISTAN STATE WORLD LANGUAGES UNIVERSITY

Planned Recruitment of Under-represented Groups

SDG 10 Reduced Inequalities | Reporting year 2025

Overview

Uzbekistan State World Languages University (UzSWLU) takes planned, practical actions to recruit students, staff and faculty from groups that are under-represented in higher education. These actions are set out in the UzSWLU Admissions and Access Policy and the university's employment policies, and their results are monitored each year through admission and personnel records.

Recruiting students

Each admission campaign combines national additional quotas, adapted admission procedures and outreach run by the university.





Open Day for prospective students and school graduates, May 2025

Under-represented group	Planned action	Evidence
Applicants with disabilities	Additional state grant places (2% of admission) for Group I–II disability; adapted entrance examinations and published examination programs for blind applicants	Cabinet Resolution No. 417; Admission 2026/2027 page
Women from families in need	Additional state grant places for holders of a recommendation letter; mentoring, scholarships and social support for women students	National additional quota; UzSWLU women's access schemes
Low-income applicants	Admission targets for students from the bottom financial quintile; financial aid on the basis of need	1,187 low-income students admitted in 2024–2025
Orphans	Additional state grant places and additional monthly stipends for orphaned students	National additional quota; Rector's orders on SDG 1 page
Students from rural regions and other schools	Monthly Open Door Days for school, college and technical school graduates and their families; school-based language centers and English Club sessions	Open Door Days page
Women in fields where they are fewer	Targeted encouragement of women in subjects such as international journalism	UzSWLU women in under-represented subjects
International students from developing countries	Places supported by state grants, international quotas or dormitory benefits	81 students from low and lower-middle income countries

Recruiting staff and faculty

- **Non-discriminatory hiring.** Recruitment is governed by the UzSWLU Anti-Discrimination and Anti-Harassment Policy, which prohibits discrimination in employment on the basis of sex, disability, nationality, religion and other characteristics.
- **Equal pay by position.** Pay is set by position under the Unified Tariff Schedule, not by gender or any other personal characteristic, so that candidates from every group are offered the same terms.
- **Employees with disabilities.** UzSWLU employs 21 staff members with disabilities and provides the accessible facilities and support services needed for them to work on equal terms.
- **Support that helps women join and stay.** Maternity and paternity policies, childcare provision and a Women's Advisory Council make academic careers accessible to women and parents.
- **Outsourced workers.** The policy on equal rights for outsourced workers (approved January 2025) extends the same standards to contractors working on campus.

Monitoring

The Admissions Committee reviews the number of applicants and entrants from each group after every campaign, and the Human Resources Department reviews the composition of staff each year. The results are used to adjust outreach and recruitment for the following year.

Related links

Admission 2026/2027 — uzswlu.uz/en/admission-20262027
Entrance examination programs for blind applicants
Open Door Days — uzswlu.uz/en/open-door-days
SDG 1: No Poverty — support for low-income and orphaned students
SDG 5: Gender Equality