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5 GENDER EQUALITY

SDG 5 GENDER EQUALITY

UZBEKISTAN STATE WORLD LANGUAGES UNIVERSITY

SDG 5: GENDER EQUALITY — UZSWLU PROGRESS SUMMARY

Access & admission | Non-discrimination | Maternity, paternity & childcare | Mentoring & graduation tracking | 2025

Uzbekistan State World Languages University (UzSWLU) pursues gender equality across the full student and staff lifecycle — from monitoring who applies and enrolls, through a framework of policies protecting women's and transgender people's participation, to maternity, paternity and childcare support, mentoring, and tracking of women's graduation outcomes. The examples below summarize verified activity and policy documented by the University during 2025.



ACCESS, ADMISSION AND PARTICIPATION

UzSWLU systematically tracks women's application, acceptance and entry rates as part of its annual admissions monitoring, and maintains a policy addressing women's applications, entry and participation at the University. Of the 5,834 first-year students admitted for the 2024–2025 academic year, 5,115 (87.7%) were women. The University also provides women's access schemes — including mentoring, scholarships and social or material support — and actively encourages applications by women to faculties and subjects where they are traditionally underrepresented, such as the International Journalism Faculty.



NON-DISCRIMINATION AND PROTECTION FROM RETALIATION

UzSWLU's Anti-Discrimination and Anti-Harassment Policy (approved September 2024, revised 2025) sets out the University's policy of non-discrimination against women and, in its definitions of discrimination and harassment, explicitly names gender identity, gender expression and transgender status, extending the same protection to transgender staff and students. The policy's reporting and investigation procedure includes a dedicated section protecting anyone who reports a concern in good faith — including witnesses and participants — from retaliation, whatever the outcome of the case.









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MATERNITY, PATERNITY AND CHILDCARE

The University's Maternity Policy (approved January 2025) sets out paid maternity leave and job retention in line with the Labor Code of the Republic of Uzbekistan, workplace protection during pregnancy, flexible study options for students, and dedicated childcare and health support for mothers. A children's room within the Main Building's Mother and Child Room, staffed by a supervisor and an educator, provides free childcare for children up to six years of age of University staff and students, supervised from 08:00 to 18:00 and coordinated with the University psychologist and medical point; a 2023 memorandum with the “Nihol” private kindergarten near the main campus extends this support on a fully free-of-charge basis. UzSWLU's Paternity Policy (approved January 2025) extends equivalent leave, flexible-arrangement and childcare support to non-gestational parents, so that fathers and partners can share childcare responsibilities and support women's continued academic and professional participation.





MENTORING AND GRADUATION OUTCOMES

Women make up approximately 85.3% of UzSWLU's 22,208 enrolled students, or around 18,950 women. The University's women's mentoring scheme, run by three University psychologists together with Women's Advisory Council representatives in every faculty, reaches at least 2,900 students through one documented psychologist's caseload alone — 15.3% of all female students, above the 10% participation threshold — in addition to an annual adaptation program covering all 5,115 first-year women. UzSWLU also tracks women's graduation outcomes against men's: women's share of graduates rose from 80.36% (4,021 of 5,004 graduates) in 2024 to 88.22% (5,447 of 6,174 graduates) in 2025, an increase of about 7.9 percentage points.





KEY FIGURE

Women accounted for 88.22% of UzSWLU's 6,174 graduates in 2025 (5,447 women), up from 80.36% in 2024 — a rise of about 7.9 percentage points tracked under the University's women's graduation monitoring.

UNDERLYING EVIDENCE

This summary is drawn from UzSWLU's indicator-level evidence for SDG 5: systematic monitoring of women's applications and entry; the policy addressing women's applications, entry and participation; women's access schemes; encouraging women in underrepresented subjects; the policy of non-discrimination against women and against transgender people; the Maternity and Paternity Policies; childcare facilities for students and for staff; women's mentoring schemes; tracking of women's graduation outcomes; and the policy protecting those who report discrimination from retaliation. Each of these areas is documented separately with dated activity records and official sources.



