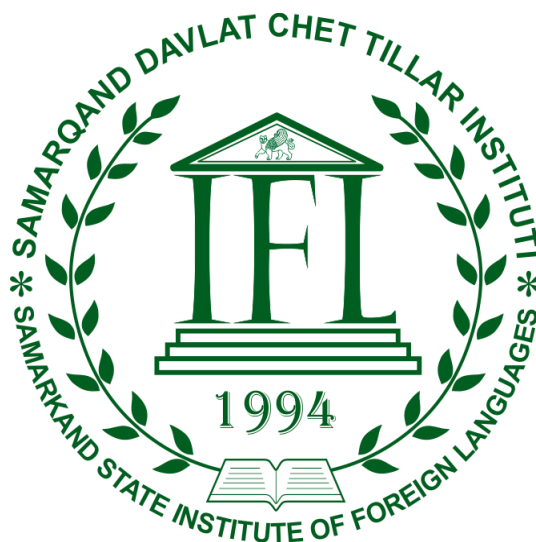


GENDER EQUALITY AND FEMALE EMPOWERMENT POLICY 2023



**SAMARKAND STATE
INSTITUTE OF FOREIGN
LANGUAGES**





SAMARKAND STATE INSTITUTE OF FOREIGN LANGUAGES

GENDER EQUALITY AND FEMALE EMPOWERMENT POLICY

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| Functional Category | It outlines measures and strategies to promote gender equality, eliminate discrimination, and empower women within the context of an educational institution, the Samarkand State Institute of Foreign Languages (SamSIFL) in this case. This functional category focuses on creating an inclusive and equitable environment for students and staff, addressing gender disparities, and ensuring that all individuals have equal opportunities and are treated with respect and consideration regardless of their gender. |
| Approval Date | 2023 |
| Effective Date | 2023 |
| Policy owner | Rector |
| Policy Administrator | Consultant to the Institute's rector for Matters Relating to Women |
| Last revision date | 2023 |
| Next revision date | 2024 |

GENDER EQUALITY AND FEMALE EMPOWERMENT POLICY

1. The Overall Objective of SamSIFL

Samarkand State Institute of Foreign Languages (SamSIFL), is committed to establishing a unified value system that promotes gender equality and women's empowerment across the Institute's core functions, encompassing teaching, research, innovation, knowledge dissemination, and networking. SamSIFL's goal is to outline strategic measures for institutional and organizational transformation in this regard. The Institute carries out targeted and systematic efforts to promote gender equality, equal opportunities, and diversity. The responsibility for these initiatives is distributed according to the Institute's decentralized decision-making and accountability structure. In addition to the specific divisions of responsibility, all SamSIFL employees and students share a responsibility to realize the policy's objectives and uphold the principles of respect, tolerance, and consideration.

1. Focus Areas

To realize the objectives related to gender equality, equal opportunities, and diversity, SamSIFL prioritizes the following areas:

- 1. Elimination of Discrimination**
- 2. Promotion of Equal Opportunities**
 - 2.1 Welfare*
 - 2.2 Feedback from Female Members*
- 3. Gender Analysis**
- 4. Leadership**
- 5. Work Environment**
 - 5.1 Compensation and Employment Terms*
- 6. Gender and Intersectional Perspectives**
- 7. Enhancing Access to Resources and Services**
- 8. Eradicating Discrimination**
- 9. Elimination of Discrimination**

Elimination of Discrimination

Discrimination occurs when individuals or groups are treated unfairly or differentially compared to others in similar situations. Gender-based discrimination involves biased treatment based on an individual's sex. SamSIFL is dedicated to ensuring that all students and employees are well-versed in their faculty's/Institute's action plan for combating discrimination, including victimization and sexual harassment. SamSIFL will employ established training methods to educate employees and students on gender equality, equal opportunities, and diversity, with the Institute's core values permeating all its activities. Information units within departments, faculties, and the central administration will offer support and resources for these efforts.

Promotion of Equal Opportunities

Fostering equal opportunities creates a shared understanding of equal treatment, while a focus on diversity promotes awareness of differences. Acting with consideration for equal opportunities and diversity requires sensitivity and reflection. Equal opportunities mean treating everyone with respect, consideration, and providing them with the opportunity to develop from their unique starting points. SamSIFL's work to promote equal opportunities prioritizes:

- Enhancing awareness of equal opportunities among students and employees through information.
- Systematic efforts to enhance gender equality and diversity in student recruitment.
- Improving accessibility and accommodations to ensure equal opportunities for all at SamSIFL.
- Systematic work to prevent and combat harassment.
- Integrating diversity perspectives into education.

Welfare

SamSIFL plans to ensure the welfare of all its staff and students to optimize productivity. Strategic actions include:

- Developing human resource policies that consider gender sensitivity.
- Formulating and implementing policies for inclusivity and accessibility in Institute infrastructure.
- Establishing facilities like Staff Club and Student Union Building with full accessibility.
- Implementing policies to support pregnant and parenting students.

- Investing in childcare facilities on campus.
- Enhancing gender-responsive health services.
- Establishing a gender-sensitive medical insurance scheme for staff.
- Ensuring timely payments of terminal and contractual benefits for staff members.

Feedback from Female Members

SamSIFL actively manages feedback from female staff and students. The Women's Council of the Samarkand State Institute of Foreign Languages includes a Women's Committee at each faculty, coordinated by the Institute's Women's Council Chair. Each faculty hosts a "Girls' Leadership" club with students who organize surveys and quizzes to address issues facing their peers. The Council reviews aspects related to student accommodation, welfare, psychological concerns, educational processes, adaptation, and other relevant topics.

Gender Analysis

Gender analysis explores disparities in the roles, power dynamics, needs, constraints, and opportunities for women and men. SamSIFL will perform gender analyses across all Institute functions, encompassing teaching, research, governance, knowledge transfer partnerships, student and staff welfare, public spaces, and organizational culture.

Leadership

Efforts to achieve gender equality and diversity in leadership roles will continue, particularly for under-represented genders. SamSIFL aims to promote gender balance in decision-making bodies and leadership positions. Gender equality and diversity considerations will be taken into account in faculty management appointments.

Work Environment

SamSIFL strives for equal salaries and employment terms. Analyzing pay discrepancies and implementing proactive measures to create equal employment terms, particularly for under-represented genders, remains a priority.

Compensation and Employment Terms

This entails:

- Setting salaries in line with the Institute's pay policy.
- Increasing the representation of women in professorial roles.
- Monitoring fixed-term positions for under-represented genders.
- Highlighting career planning in staff appraisals.
- Considering the ability to balance parenthood and employment when structuring work.

Gender and Intersectional Perspectives

Gender-aware teaching and gender perspectives will be emphasized in higher education training programs. SamSIFL will intensify its efforts to integrate gender and intersectional perspectives into teaching and education.

Enhancing Access to Resources and Services

SamSIFL is committed to ensuring equitable access to financial and technical resources and services for all women, regardless of age, disability, ethnicity, socio-economic status, or geographical location.

Eradicating Discrimination

Discrimination is not always obvious and may require flexible analysis, considering all relevant factors in a situation. SamSIFL recognizes the importance of gender identity and expression and will work to ensure that individuals are treated according to their self-identified gender. Discrimination is not limited to intentional actions, and the Institute seeks to create an inclusive environment for all.

Outcomes:

SamSIFL strives to achieve three primary goals for females:

1. Reducing gender disparities in access to resources, wealth, opportunities, and services across economic, social, political, and cultural domains.
2. Combating gender-based violence and minimizing its impact on individuals and communities, promoting healthy and productive lives for all.
3. Empowering women and girls to exercise their rights, shape their life outcomes, and participate in decision-making within households, communities, and societies.

Conclusion:

Gender equality and female empowerment are fundamental for achieving development goals. SamSIFL recognizes that both women and men must have the opportunity to pursue their social, economic, and political aspirations, as well as contribute to shaping the future. The Institute aims to be a catalyst for global gender equality and women's empowerment, supporting better lives for individuals, families, and communities worldwide.