



# Sustainable Development Goals (SDGs) of Samarkand State Institute of Foreign Languages (SamSIFL)



**SDG 5: GENDER  
EQUALITY**

**5 GENDER  
EQUALITY**



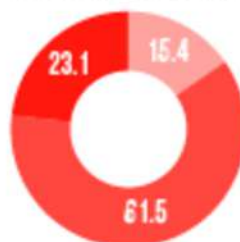




## ACHIEVE GENDER EQUALITY AND EMPOWER ALL WOMEN AND GIRLS

THE WORLD IS  
**NOT ON TRACK** TO ACHIEVE  
GENDER EQUALITY BY 2030

OUT OF GOAL 5 INDICATORS:



- ON TRACK
- AT A MODERATE DISTANCE
- FAR OR VERY FAR OFF TRACK

AT THE CURRENT RATE, IT WILL TAKE



**300 YEARS**  
TO END CHILD  
MARRIAGE



**286 YEARS** TO CLOSE GAPS  
IN LEGAL PROTECTION AND  
REMOVE DISCRIMINATORY LAWS



**140 YEARS** TO ACHIEVE  
EQUAL REPRESENTATION IN  
LEADERSHIP IN THE WORKPLACE

LEGISLATED GENDER QUOTAS  
ARE **EFFECTIVE** TO ACHIEVE  
EQUALITY IN POLITICS

WOMEN'S REPRESENTATION IN PARLIAMENT  
(2022)



**30.9%**  
COUNTRIES  
APPLYING QUOTAS



**21.2%**  
COUNTRIES  
WITHOUT QUOTAS



NEARLY HALF OF MARRIED WOMEN  
LACK DECISION-MAKING POWER  
OVER THEIR SEXUAL AND  
REPRODUCTIVE HEALTH AND RIGHTS

**1 IN 5 YOUNG WOMEN**

ARE MARRIED  
BEFORE THEIR 18TH BIRTHDAY





# SDG 5 GENDER EQUALITY

## Gender Equality and Female Empowerment Policy at Samarkand State Institute of Foreign Languages

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. At SamSIFL, Rector's Advisor on Women's Issues and Inspector for Women's Affairs of Institute are organized in order to solve problems of girls and women among students and staffs.

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 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.







# Achieve gender equality and empower all women and girls

## Gender Equality and Female Empowerment Policy



**Khalikova Laylo Fakhriddinovna**  
**Rector's Advisor on Women's Issues**



**Mohigul Khudoyberdieva,**  
**Inspector for Women's Affairs of the**  
**Institute, Captain.**



### 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.







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### 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.





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## Gender Equality and Female Empowerment Policy



### 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.



### 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.



### 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. At the institute, the full (100%) tuition fees are covered for female students who are listed in the "Women's Register", "Iron Register", as well as for those who are persons with disabilities, from low-income families, orphans or semi-orphans, and female students admitted to master's degree programs.

### 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.





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## Gender Equality and Female Empowerment Policy



### 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.

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.

### SamSIFL Admission Advantages

It is noteworthy that the Samarkand State Institute of Foreign Languages, in alignment with other higher educational institutions in the Republic of Uzbekistan, extends distinct advantages to specific segments of its prospective students. Female graduate students embarking on master's programs are granted full exemption from tuition fees throughout the duration of their studies. Additionally, individuals confronting varying challenges, such as those with disabilities or economic constraints, find their tuition expenses covered by the institute. This inclusive educational policy underscores the institute's unwavering commitment to fostering accessibility, equity, and diversity within the realm of higher education.





