



SAMARKAND STATE UNIVERSITY

Equality, Diversity, and Inclusion Policy





Samarkand State University analyzed, prepared, and implemented equality, diversity, and inclusion policy. This policy was prepared by the research center.

Charter of equality, diversity, and inclusion policy

1. General Rules:

The Gender Equality Research Center of Samarkand State University (hereinafter referred to as the Center) defines the work plan.

The address of the center is Samarkand State University, Samarkand city, University avenue 15.

The center conducts its work plan based on the normative documents developed by the Republican Commission on Gender Equality and the annual work plan based on this Regulation.

The Center is an advisory council that provides social and political support to women, protects their rights and legal interests, and helps to implement the social and political guarantees reflected in the Constitution and Laws of the Republic of Uzbekistan.

The composition of the research center on issues of gender equality is the rector of Samarkand State University, the head of the center, the deputy head, activists of the center, non-governmental and non-profit organizations and partner higher education institutions of the Samarkand region. Changes to it are approved by the center council and the scientific council of Samarkand State University.

Decisions of the center have a recommendatory character.

In its activities, the center follows the Constitution and laws of the Republic of Uzbekistan, the decisions of the Oliy Majlis and the Senate, decrees, decisions and orders of the President of the Republic of Uzbekistan, decisions and orders of the Cabinet of Ministers, normative

documents of the Ministry of Higher and Secondary Special Education, this Regulation and other legal documents.

The Center for Gender Equality Studies operates on the principles of legitimacy, collegiality, transparency, mutual cooperation and respect, equality, tolerance, sincerity, voluntariness and consideration of public opinion.

2. Main Duties and Functions of Research Center:

To explain and promote the content of the decision of the Republic of Uzbekistan dated September 2, 2019 No. 562 "On guarantees of rights and opportunities for women, girls and men" among the university team and residents of the region, and to ensure the implementation of the tasks arising from it;

To ensure the effective implementation of the policy of the state of Uzbekistan on the support of women, to protect their rights and legitimate interests, and to organize the work of increasing their role and activity in the social and political life of the country in cooperation with state and non-state organizations;

Discrimination of women's rights and active participation in the implementation of state policies aimed at ensuring gender equality and improving the social living conditions of women in the country;

Creating a culture of equal rights and opportunities for women and men;

To develop effective cooperation at the national, regional and international levels in order to achieve equal rights and opportunities for women and men;

To further increase the social activity of women in the university, to involve them widely in scientific research, to achieve efficiency and thereby to increase the share of women in the scientific potential of the university;

To further improve the conditions and attention for the scientific activity and education of women and girls at the university, to strengthen social protection in cooperation with the trade union committee and the youth union;

Establishing scientific research activities in the field of gender equality, women's employment, social protection, achieving efficiency;

Conducting and analyzing a survey among female professors and students of the university to identify current problems in social spheres;

In order to analyze the questionnaires and to work on the identified problems based on their results, to attract experts, to conduct activities in the cross-section of industries, to establish monitoring and to recommend the results to be published in scientific journals at the University;

To carry out promotion and propaganda work in order to create a culture of tolerance to ensure gender equality;

Working in cooperation with the Republican Commission on Gender Equality to turn the center into a base institution for higher education institutions of Samarkand;

The Gender Equality Commission cooperates with the mahallas, young talented students, masters, doctoral students, independent researchers and independent researchers to create grants, participate in competitions, and create textbooks and training manuals.;

Study of foreign experience on issues of gender equality;

Organization of various training, seminar-training, master classes on issues of gender equality;

Organization of informational and educational events aimed at improving the legal culture of the population on the issues of organizing the implementation of gender policy;

To carry out scientific researches on issues of gender equality in the university, to attract interested young teachers and masters who are capable of scientific work to this process, to provide them with practical assistance, to direct female professors and teachers to scientific and research work, to carry out purposeful and systematic work in this regard, to appoint potential and experienced ones from among those with academic degrees and titles to leadership positions, to create a bank of reserve personnel;

Establishment of practical cooperation with international grants, partner organizations on projects, non-governmental non-profit organizations, effective activities on issues of gender equality;

The university covers the fight against all forms of discrimination against women, their rights, clarification and propaganda, providing quality psychological services to those facing problems, organizing practical assistance in solving problems, and a number of other issues.

3. Obligations of Research Center on Equality, Diversity, and Inclusion:

The center fulfills the following obligations in accordance with the tasks assigned to it:

- To further increase the social activity of women in the university, to involve them widely in scientific research, to achieve efficiency and thereby to increase the share of female scientists in the scientific potential of the university;
- Establishing scientific research activities in the field of gender equality, women's employment, social protection, achieving efficiency;
- To carry out promotion and propaganda work in order to form a culture of ensuring gender equality in the university;
- To establish cooperation with higher education institutions of Central Asian countries;

- Grants, participation in contests, creation of textbooks and training manuals in cooperation with the Republican Gender Equality Commission, mahallas and Family Scientific Research Institute and non-governmental non-profit organizations;
- Conducting international and republican scientific conferences and publishing an electronic scientific collection;
- Improvement of cooperation between the University and National Cultural Centers of Samarkand region;

The Center for Research on Gender Equality Issues may also have other targeted obligations stipulated by the Law.

4. Rights of the Center:

The activities of the Center for Research on Gender Equality Issues will be launched at the university, a separate plan will be developed, and a bank of young talented students, masters, doctoral students, independent researchers and independent researchers engaged in scientific research will be formed, their activities will be separately monitored, work on orientation to scientific activity will be systematically implemented;

The members of the Center for Research on Gender Equality in the University and the Women's Advisory Council examine the conditions created for women, including female students, in the university, and make reasonable suggestions to the management for further improvement and strengthening of social protection;

In agreement with the Republican Commission on Gender Equality, activities will be launched in this direction, a bank of researchers will be created, and the necessary conditions will be created for them;

Based on the goals and tasks of the center, sociologists, social work and medical workers, psychologists and pedagogues will conduct a survey among students studying at the university, women teachers, on the identification of current problems in the social spheres among the students' residences (cities and districts), as well as among students with families and children; In order to study, analyze and make recommendations on identified problems, the necessary specialists: lawyers, psychologists, entrepreneurs, and medical personnel are involved and provided assistance. Psychodiagnostics and psychocorrection are carried out by specialists of the psychological center;

Recommends conducting socio-psychological seminars and trainings among students and women, publishing articles by experts in mass media;

The university ensures the participation of female professors, young researchers and masters in grants and competitions announced by the Republican Gender Commission.

Develops proposals for creating textbooks and training manuals in cooperation with the Republican Gender Commission and presents them to the management;

Makes proposals to the Ministry of Higher and Secondary Special Education on issues within the competence of the Center;

Cooperates with mass media on regular coverage of the issues discussed in the Central Council;

Has the right to organize seminars, roundtable discussions and other events for the fulfillment of assigned tasks, and invite officials of state bodies and public organizations and neighborhood activists to them if necessary.

The Center may have other rights under the law.

5. Organizational Structure:

- The center is managed by the head of the center according to the established procedure.
- The center may include the university's adviser on women's issues and other experienced and competent members.
- The Central Council will be formed with not less than 27 members.
- Head of the center:
 - general management of the center's activities;
 - calls the meetings of the center and sets the agenda, presides over the meeting;
 - approves the center's work plans, meeting reports and other documents, supervises the implementation of the decisions of the meeting.
- The center cooperates with non-governmental non-commercial centers and other state bodies and public organizations.
- In the absence of the head of the center, his powers and duties are assigned to the deputy head.
- The meeting of the center is convened at least once a month based on the work plan at the initiative of the head of the center or on the basis of a written request from a third of the members of the research center, it is envisaged to convene it's another meeting.
- Representatives of other state bodies, non-governmental non-profit organizations and institutions of civil society, Mahalla activists can be invited to the meetings of the center.
- The decision adopted at the meeting of the center is formalized with a protocol.

- On the 25th of every month, the head of the center submits a written report to the rector of the university, the work done is analyzed, and the next tasks are determined.

6. Status of Head of the Center:

For the head of the center, financial incentives are taken by allocating a separate room, providing a computer, telephone, internet and other equipment, as well as setting an additional salary increase based on the established procedure.

7. Final Rules:

Material and technical provision of the center's activities is carried out at the expense of sources not prohibited by law.

The operation of the center in accordance with its charter and the laws of the Republic of Uzbekistan is supervised by the Rector of the University and the Republican Commission on Gender Equality Issues.