



Policy on Gender Equality in Applications on Academic Admissions of TSUL

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I. Policy Statement

Tashkent State University of Law (TSUL) is committed to promoting gender equality and ensuring that women are provided with equal opportunities in all aspects of university life. This policy aims to address gender disparities in applications, admissions, and academic participation by fostering an inclusive environment that supports the educational and professional development of women. The University carries out focused and systematic work on gender equality, equal opportunities and diversity. Responsibility for this work is divided in accordance with the University's decentralized decision-making and accountability model. In addition, to the applicable divisions of responsibility, all the University's employees and students have a responsibility to help ensure that the intentions of the policy are realized and that the principles of respect, tolerance and consideration have real meaning of the policy.

II. Focus Areas

1. To systematically track and analyze data related to women's application, acceptance, and entry rates.

2. To promote gender balance across all academic programs and ensure equitable participation in university activities.
3. To implement targeted initiatives to increase female representation and success within the university.

III. What the policy applies to

This policy applies to all academic programs, departments, and administrative processes at TSUL. It covers women's participation in:

1. Applications and admissions to undergraduate, graduate, and postgraduate programs.
2. Academic involvement, including research, extracurricular activities, and leadership positions.

(The President of the Republic of Uzbekistan on Measures to further accelerate work on systematic support for families and women. Clause B of the decree, <https://lex.uz/ru/docs/-5899498>)

IV. Policy Components

1. Tracking and Data Analysis of Applicants.

The university will systematically collect and analyze data on the number of female applicants, admission rates, and enrollment figures.

Annual reports will be generated to assess progress in achieving gender balance and address any disparities in admission and participation rates.

2. Targeted Initiatives for Women.

a) Women's Scholarships and Financial Aid:

TSUL will offer targeted scholarships and financial aid opportunities to women to encourage their application and enrollment in legal education.

b) Women's Mentorship Programs:

The university will establish mentorship programs that connect female students with successful alumni and professionals in the legal field.

c) Specialized Outreach Programs for Women:

TSUL will engage in outreach activities, including partnerships with schools and community organizations, to encourage young women to pursue legal studies.

3. Addressing Admission Process.

The admissions process will be reviewed regularly to ensure that it remains equitable and inclusive, with specific measures to address any biases that may impact women's applications and acceptance rates.

4. Academic Support for Women.

a) Student Development Programs:

Women will have access to academic and career development programs, including leadership workshops and networking events.

b) Support Services:

TSUL will provide academic advising, counseling, and support services aimed at promoting the well-being and academic success of female students.

c) Equal opportunities:

The perspective of equal opportunities creates shared principles for equal opportunities, while the perspective of diversity creates an awareness and understanding of difference.

Acting in consideration of equal opportunities and diversity requires sensitivity and reflection.

Equal opportunities mean that everyone is treated with respect and consideration and has the opportunity to develop from the starting point of his or her personal circumstances.

In its work on equal opportunities, TSUL prioritises the following: • Increased knowledge and understanding of equal opportunities for students and employees through information. • Systematic and focused work to increase gender equality and diversity in the recruitment and reception of students. • Increased accessibility and adaptation so that everyone has the same opportunities to study and work at TSUL • Systematic and focused work to prevent and combat harassment. • Integration of diversity perspectives in education.

d) Welfare:

The University shall plan and provide for the welfare of all its staff and students in order to achieve optimal productivity.

Strategic actions: · Engender human resource policies · Formulate and implement a gender-sensitive policy on disability including accessibility to the University buildings and facilities. · Construct both a functioning Staff Club and a Student Union Building with adequate facilities and catering for all. · Invest in childcare facilities on University campuses for the benefit of parenting staff and students. · improve and strengthen the delivery of gender-responsive health services. · Establish a gender-sensitive medical insurance scheme for staff members. · Enforce timely payments of terminal and contractual benefits for staff members.

e) *Reports from women:*

TSUL university thoroughly works on controlling the reports from female staff and students and The Women's Council of the Tashkent State University of Law has a community-based chair of the Women's Committee at each faculty, and their activities are coordinated by the Chair of the Women's Council of the University. Each faculty has a "Girls' Leadership" club based on the principle of "self-government". The club is composed of students from each course, who organize various surveys and quizzes on the problems of their peers.

The Council mainly classifies and reviews following aspects:

- the issue of accommodation of students · welfare · psychological issues
- issues related to the educational process · adaptation · the issue of inability to go out with roommates

5.Accountability.

The university will hold all departments accountable for the implementation of this policy. Failure to comply will result in a review by the university's administration to ensure corrective action is taken.

6.Review and Revision.

This policy will be reviewed every one to three years, or as needed, to ensure its effectiveness in promoting gender equality and addressing new challenges.

V. Gender and intersectional perspectives

Gender perspectives and gender-aware teaching shall have a prominent place in the qualifying training in higher education teaching and learning.

The development work to implement an integrated gender and intersectional perspective in teaching and education will be intensified.

VI. Improving access to resources and services:

Women's equal access to productive and financial resources is critical for their empowerment and sustainable and inclusive growth and development. TSUL will ensure that its programmes facilitate equitable access to financial and technical resources and services for all women, regardless of age, disability status, ethnicity, socio-economic status, geographical area or any other condition.

VII. Outcomes:

TSUL is intended to achieve three main goals among females: 1. Reduce gender disparities in access to, control over and benefit from resources, wealth, opportunities, and services – economic, social, political, and cultural. 2. Reduce gender -based violence and mitigate its harmful effects on individuals and communities, so that all people can live healthy and productive lives. 3. Increase capability of women and girls to realize their rights, determine their life outcomes, and influence decision- making in households, communities, and societies.

VIII. Conclusion:

Gender equality and female empowerment are essential for achieving our development goals. Unless both women and men are able to attain their social, economic and political aspirations, and contribute to and shape decisions about the future, the global community will not successfully promote peace and prosperity. Realizing this policy in all of the countries in which we work to be a catalytic force for gender equality and women's empowerment worldwide and bring to fruition the vision of a world in which all people are equally empowered to secure better lives for themselves, their families, and their communities.