

Navoi State University (NSU) Gender Equality and Access Policy

Responsible Unit: Women's Committee, Office of the Registrar, Marketing and Career Support Department

Effective Date: January 2025

Review Cycle: Annually

1. Purpose

This Policy establishes institutional principles and operational procedures to ensure gender equality in student recruitment, admission, participation, and progression at Navoi State University (NSU).

It aligns with:

Sustainable Development Goal 5 (Gender Equality),

The Law of the Republic of Uzbekistan "On Guarantees of Equal Rights and Opportunities for Women and Men" (2019), and

On improving the system of admission to higher educational institutions and placement of state orders (Decree of the President of the Republic of Uzbekistan, of 24.05.2024 r. № DP-81)

2. Policy Statement

Navoi State University is committed to:

Providing equal access to education for women and men;

Removing gender-based barriers in admission, teaching, and leadership;

Increasing the representation and participation of women in science, technology, management, and research;

Systematically monitoring and reporting women's application, acceptance, and participation rates across all academic levels.

Gender equality is a core institutional value and a condition for quality, transparency, and sustainable development.

3. Scope

This Policy applies to:

All levels of study (Bachelor's, Master's, PhD, and DSc);

All forms of education (full-time, part-time, evening, distance);

All university units involved in recruitment, admissions, and student services;

All domestic and international applicants.

4. Policy Objectives

4.1 Admissions and Access

-Ensure that all admissions processes conducted via national and institutional platforms — my.gov.uz, uzbmb.uz, magistr.edu.uz, daraja.ilmiy.uz — uphold non-discrimination and gender equality principles.

-Include at least one female member in every admissions or selection committee.

-Promote equal opportunity scholarships for women, especially in underrepresented disciplines.

-Organize outreach and preparatory programs to increase the number of female applicants in STEM and leadership-oriented fields.

4.2 Participation and Retention

-Track female enrolment, continuation, and graduation rates through the Hemis Information System.

-Identify gender-based barriers (academic, social, or economic) and implement responsive support measures.

-Provide flexible study options, parental leave considerations, and on-campus support services for women with family responsibilities.

4.3 Leadership and Development

-Strengthen women's participation in academic governance, research projects, and decision-making bodies.

-Offer leadership and professional development programs for female faculty and students.

-Ensure gender representation in strategic planning and university councils.

4.4 Monitoring and Accountability

-Collect and analyze gender-disaggregated data on applications, admissions, enrolment, and staffing annually.

-Report findings to the University Council and publish gender equality indicators in the annual Institutional Report.

-The Gender Equality Committee shall review implementation progress and propose corrective actions as necessary.

5. Implementation

The following units share responsibility for implementation:

-Gender Equality Committee – oversees compliance and annual reporting;

-Office of the Registrar – integrates gender indicators into admissions and student records;

-Marketing and Career Support Department – ensures gender balance in recruitment and outreach campaigns;

-Vice-Rector for Academic Affairs – ensures policy enforcement within faculties.

Each academic year, these units must submit a Gender Equality Progress Report summarizing measurable outcomes, including:

% of female applicants and accepted students;

% of female graduates by discipline;

% of women in academic and administrative positions.


6. Review and Evaluation

This Policy shall be reviewed every three years or as required by legislative or institutional changes.

Revisions will be approved by the Rector and communicated through official university channels.

This Policy formalizes NSU's institutional commitment to ensuring gender equality in admission, participation, and leadership, enabling systematic tracking of women's applications, acceptance, and academic progression.

Vice-rector for Academic Affairs



T. Choriyev