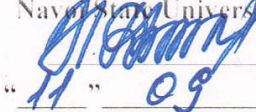


**APPROVED BY**  
Vice-Rector for International Cooperation

Navoi State University

  
D. Narzikulova

“ 11 ” 09 2025

## NAVOI STATE UNIVERSITY

### ANNUAL MANDATORY TRAINING PLAN ON SOCIAL ASPECTS OF SUSTAINABILITY

#### 1. General Information

- **Training Name:** Social Aspects of Sustainable Development
- **Total Duration:** 20 hours (Mandatory once a year)
- **Participants:** Faculty (professors/teachers) and Professional Staff
- **Format:** Lectures, Seminars, Practical Workshops
- **Responsible Speaker:** M.Kholiqov
- **Period:** Annually (Scheduled between from September 2025 to October 2026)

#### 2. Training Objectives

To develop participants' understanding of social sustainability, equality, inclusivity, ethical norms, and effective collaboration within society.

#### 3. Expected Outcomes

By the end of the training, participants will be able to:

- Understand the concepts of social sustainability;
- Apply skills for effective teamwork;
- Promote inclusive environments;
- Implement social responsibility in their professional activities.

#### 4. Training Modules (20 Hours)

No.	Module Title	Hours	Description	Format
1	Foundations of Social Sustainability	2	Exploring the social pillar of sustainable development: concepts of equity, justice, and human rights. Introduction to the UN Sustainable Development Goals (SDGs).	seminar
2	Diversity and Inclusion in HEIs	2	Diversity in higher education: Strategies for creating an inclusive environment for staff and students of various backgrounds, perspectives, and abilities.	seminar
3	Gender Equality & Women's Leadership	2	Ensuring gender equality at the university. Mechanisms for enhancing the scientific and leadership potential of female faculty and staff.	seminar
4	Inclusive Education Practices	2	Psychological and pedagogical aspects of working with students with disabilities. Creating a barrier-free environment within the university infrastructure.	seminar
5	Workplace Wellbeing & Mental Health	2	Employee mental health: Stress management in the workplace, prevention of "emotional burnout," and fostering a healthy team atmosphere.	seminar
6	Professional Ethics & Integrity	2	Academic honesty and anti-corruption measures. Professional responsibility and the code of conduct for university employees.	seminar
7	Labor Rights & Social Protection	2	Employee rights based on the new Labor Code of Uzbekistan. Social protection policies and benefits provided by the university.	seminar
8	Effective Communication & Conflict	2	Constructive resolution of workplace conflicts. Techniques for effective communication between management, staff, faculty, and students.	seminar
9	University & Community Engagement	2	The social responsibility of the university: Projects for collaboration with the local Navoi community and supporting volunteer movements.	seminar
10	Social Charter & Final Assessment	2	Group work on developing the University's "Social Charter" and final assessment of knowledge through testing.	seminar

## **5. Teaching Methods**

- Interactive lectures
- Group discussions
- Practical exercises
- Case studies

## **6. Assessment System**

- **Attendance:** 20%
- **Practical Assignments:** 30%
- **Final Test:** 50%

## **7. Certification**

Employees who successfully complete the training will be awarded a **Certificate of Completion**.

## **8. Organizational Matters**

- The training is conducted annually based on an approved schedule.
- Participation is mandatory for all staff members.
- Supervision is carried out by the **Vice-Rector for International Cooperation**