University: Navoi State University of Mining and Technologies
Country: Navoi, Uzbekistan
Web Address: https://www.nsumt.uz/

[7] Governance and Digitalization (GD)
[7.17] Ratio of Female Leaders to Total Institutional Leaders

Leadership Level	**Total Leaders & Deputies**	**Female Leaders & Deputies**
University Level	8	2
Faculty Level	13	4
Educational Departments Level	20	2
University-Level Units	36	20
Total	**77**	**28**

$$Ratio\ of\ Female\ Leaders = \frac{28}{77} x100 = 36\%$$

Total number of institutional leaders and deputy leaders at university, faculty, university-level units and the number of heads of educational departments is 77.

Total number of female leaders in leadership positions at university, faculty, university-level units and the number of female heads of educational departments is 28.

GENDER EQUALITY

Equal rights and freedoms of men and women are guaranteed by the Constitution of the Republic of Uzbekistan. In 2019, the labor force participation rate of women was 55.4 percent *(men - 70.6 percent)*, the employment rate was 52.9 percent *(men - 67.3 percent)* and the unemployment rate was 4.4 percent *(men - 4.8 percent)*. To ensure equality between men and women, Uzbekistan is implementing the National Strategy of Action for Women for 2019-2026, aimed at reducing the gender pay gap *(in 2019, the ratio of women's wages to men's wages was 72.1 percent)*, reducing the number of cases of violence against women, and increasing the number of women in leadership positions in small and medium-sized enterprises.

NSUMT has an Advisory Council on Women's Affairs based on Resolution of the

President of the Republic of Uzbekistan No. 5938 dated 18 February 2020 “On measures to improve the social and spiritual environment in society, further support the institution of neighborhood, bringing the system of work with families and women to a new level” and Resolution of the President of the Republic of Uzbekistan No. 4602 dated 18 February 2020 “On the organization of the Ministry of Neighborhood and Family Support of the Republic of Uzbekistan”, Resolution of the President of the Republic of Uzbekistan No. 5020 dated 5 March 2021 “On measures to further improve the social and spiritual environment in society”. There are Order No. 326 of the Ministry of Higher and Secondary Specialized Education on the establishment of councils of Women, as well as the Order No. 1/281 of Rector of the University issued on 25 June 2020 with the same regard.

An exhibition seminar on “Role of Uzbek women in science and education” was held on 26 February 2021 to develop the talent of our female students, attract them to the University’s activities, and prepare them for family life. The seminar is being held annually. Furthermore, exhibition events on the activities of the Young Artist Dance Club, the “Qizlarjon” Club, the “Zulfiyaxonim” Club *(great Uzbek poet)*, and the newly established “Sharq Gavhari” Club are regularly organized at the university. Women professors and teachers of the University give lectures to our students on “The role of Uzbek women in science and education”. These professors are a source of pride and example for young girls.

Charitable work is carried out at the university, for instance, five female students in need of social protection were given 200,000 UZS of assistance *(about 20 USD)*. A student of the university Umrzakova Zarina, a disabled person of the 2nd group, was paid 411,000 UZS *(about 40 USD)* for a new sewing machine, 1 million UZS *(about 100 USD)* from the «Solidarity» Fund and 200,000 UZS in January again. The same amounts of charity payment were provided to all girls in need at the university. In collaboration with Navoi Regional and City departments of the neighborhood and family support activities, promotional works are organized. For instance, five of our employees at the university who applied for subsidized housing and loans were offered 16% of loans and subsidized housing by the city department of social assistance.

As a result of the opportunities being created for women at the university, a number of our female professors have been achieving remarkable success. For instance, in connection with the International Day of Women and Girls in Science, observed on February 11, the Uzbekistan Women Scientists Forum was held in Tashkent on February 10, 2025. As part of the forum, a formal award ceremony was held to honor the winners of the “Women Scientists – 2024” competition.

Two researchers from Navoi State University of Mining and Technologies were

among the awardees: Associate Professor Muborak Normatova from the Department of Mining received a grant of 700 million UZS *(about 55300 USD)* for her applied project titled “Ensuring Environmental Safety in Conducting Mining Operations in the Kyzyl-Kum Region”. Additionally, Associate Professor Maftuna Akhtamova from the Department of Chemical Technology was awarded a grant of 640 million UZS *(about 50600 USD)* for her applied project on “Developing a Technology for Producing Thermophosphates from Low-Grade Phosphorites”.

Additional evidence link (i.e., for videos, more images, or other files that are not included in this file):