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Women's Leadership in Science in Uzbekistan

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Women's Leadership in Science in Uzbekistan

- ▶ Since gaining independence in 1991, **gender equality** has been a cornerstone of Uzbekistan's democratic principles, as outlined in its Constitution.
- ▶ The country has joined over **60 international human rights agreements**, including the **Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW)**, ratified in 1995.
- ▶ Regular **CEDAW National Action Plans** are implemented to promote gender equality and protect women's rights.

Strategic Frameworks

▶ **Strategy on Achieving Gender Equality - 2030:**

- ▶ Adopted in 2021 by the Senate.
- ▶ Emphasizes **lifelong learning opportunities** for women.
- ▶ Supports **women's participation in scientific innovation** and research activities.

▶ **Concept for Higher Education Development (2019-2030):**

- ▶ Aims to accelerate intellectual development.
- ▶ Ensures equal opportunities for women in science and competitive scholarship training.
- ▶ Promotes the integration of **science, education, and production.**

Institutional Support

- ▶ **Pre-2020:** The **Women's Committee of Uzbekistan** under the Cabinet of Ministers addressed women's issues comprehensively.
- ▶ **Since 2020:**
 - ▶ Institutional restructuring led to focused roles for advancing gender equality.
 - ▶ **Senate's Committee on Women and Gender Equality** now oversees legal frameworks for gender issues.
 - ▶ Regional and local governments coordinate the **Gender Equality Strategy** with dedicated women's campaigners ensuring local representation.
- ▶ **Ministerial Action:** Each Ministry, including Higher Education, Science, and Innovation, now has a **Consultative Council for Gender Equality** to integrate gender considerations into programs and outcomes.

Advancing Women's Voices

- ▶ The Women's Committee introduced **online platforms** to receive and address women's concerns, fostering inclusivity and transparency.
- ▶ At local governance levels, positions for **women's campaigners** have been created to ensure women's voices influence policy implementation.
- ▶ **Progress in Science and Innovation**
- ▶ These reforms have led to improved participation of women in **scientific research and innovation sectors**.
- ▶ Key focus areas:
 - ▶ Supporting **women's innovative ideas** and research.
 - ▶ Expanding education and career opportunities for women in science.

Table 1: Women's Engagement in Science and Research (2016-2022)

Year	Women in Scientific and Technical Work (%)
2016	33.5
2022	39.1

Women's Participation in Scientific and Technical Work (2016-2022)

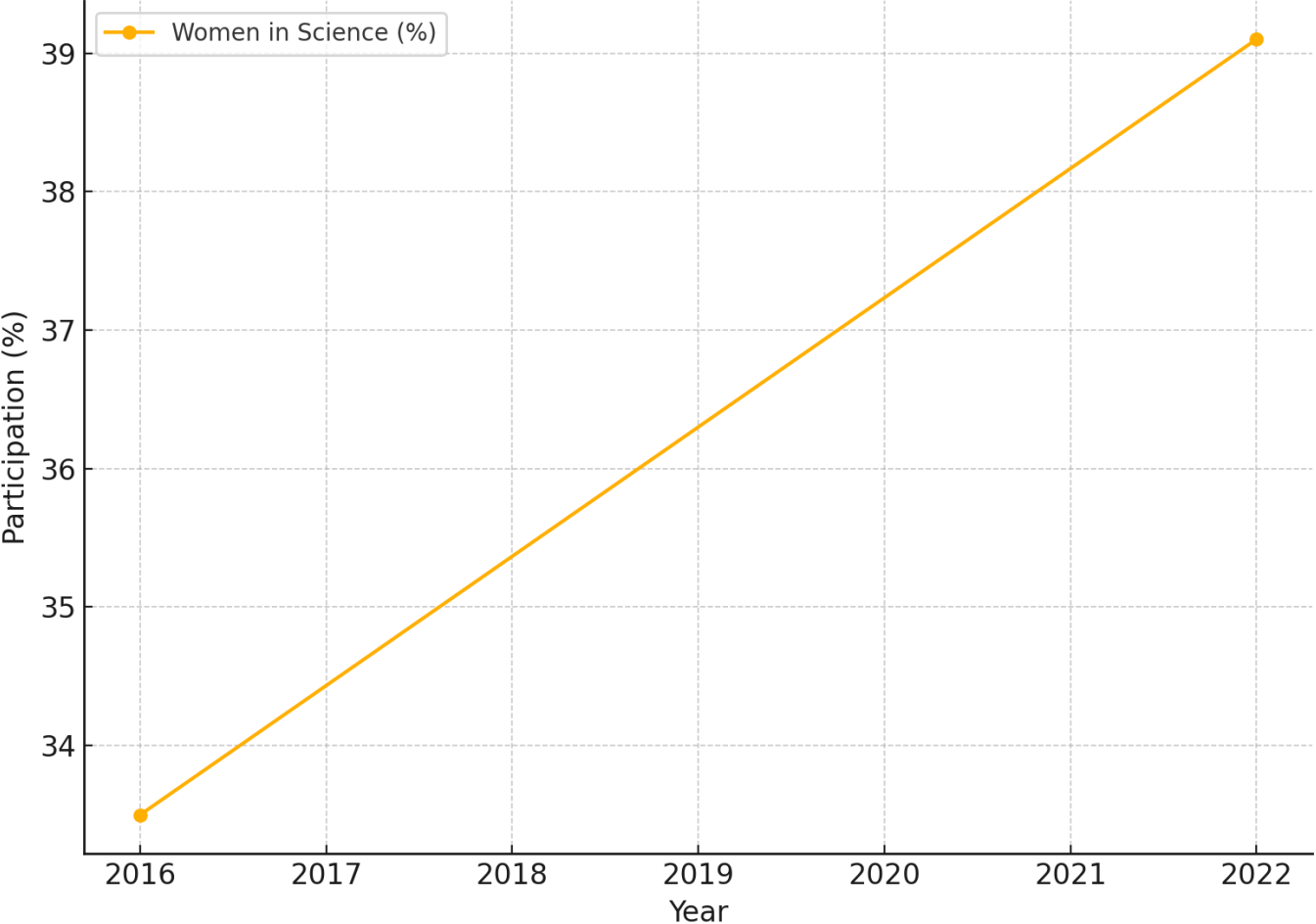
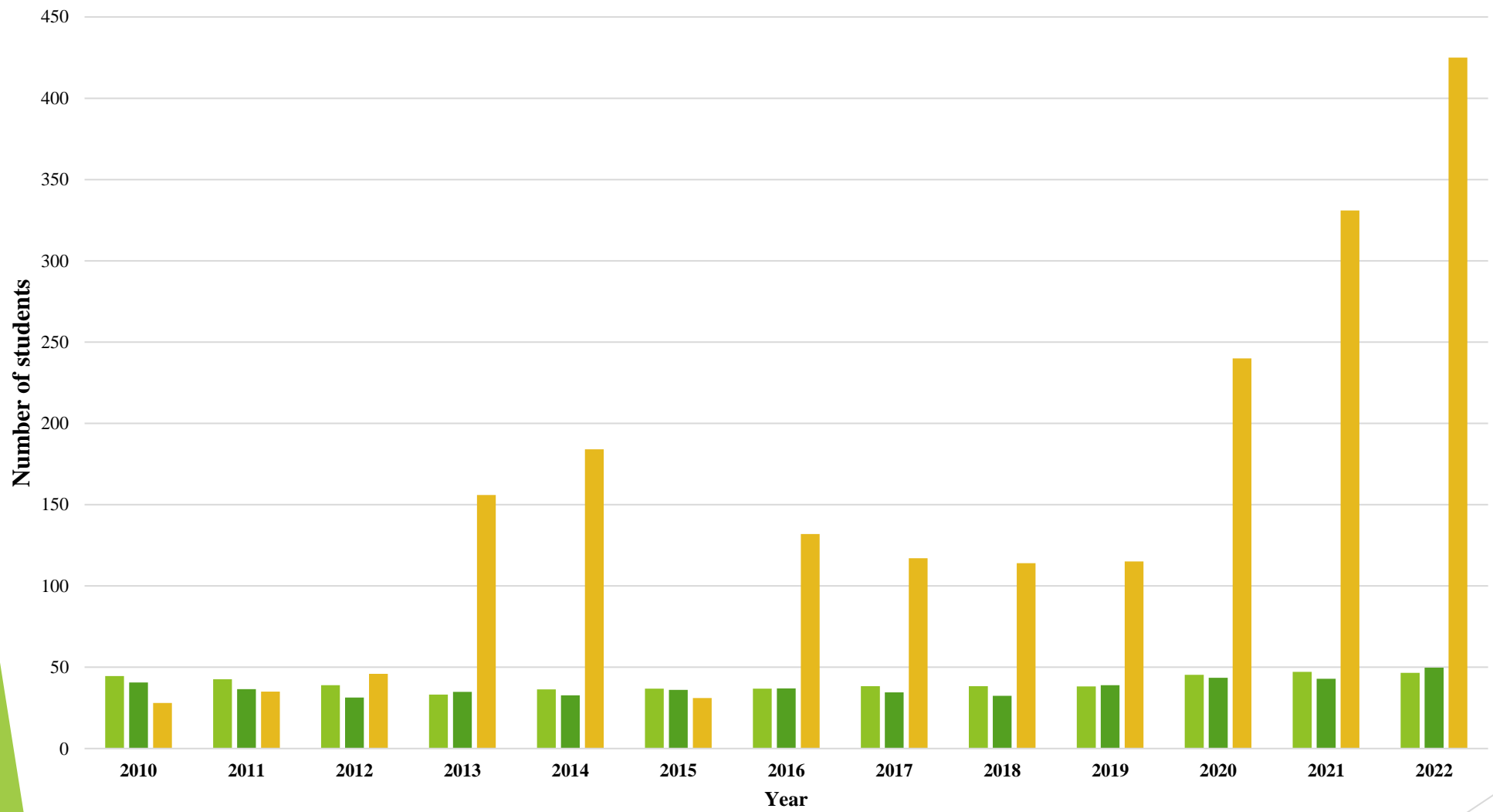


Table 2: Women's Participation in Various Sectors (2023)

Sector	Women's Participation (%)
Entrepreneurship	37
Policy/Politics	46
Higher Education	48
Parliament	33

Table 3: Gender Disparity in Doctoral Degrees (2023)

Degree Type	Men	Women
PhD	5783	2546
Doctor of Science	1309	424



■ bachelors ■ masters ■ Doctoral (N, women)

Zulfiya State Award

- ▶ **Established:** In 1999 for young women (14-30 years old).
- ▶ **Reconceptualized in 2024:**
 - ▶ Broadened eligibility to include achievements in education, science, IT, literature, culture, sports, and social activities.
 - ▶ Reflects growing societal expectations for women in diverse fields.
- ▶ **Achievements in Science:**
 - ▶ By 2023, 24 out of 240 awardees were recognized for contributions to science.

Women in Technological and Innovative Fields

▶ Tumaris.Tech:

- ▶ Launched in 2020, expanded to Central Asia in 2022.
- ▶ Combines incubation, acceleration, and start-up competition for women in tech.
- ▶ Recognized as the best international capacity-building project by ITU (2022).

▶ Technovation Girls Uzbekistan:

- ▶ Engages girls (8-18 years old) in critical thinking, problem-solving, and software development.
- ▶ Projects expanded from 22 in 2017 to 78 in 2023, addressing AI innovation, gender parity, ecology, and health

Enhancing Social Security for Women Scientists

- ▶ **Childcare Support:** Both men and women can take paid and unpaid childcare leave with job security.
- ▶ **State Funding for Higher Education:**
 - ▶ Since 2020, 300 annual quotas for women in doctoral studies at state scientific organizations.
 - ▶ Tuition support for girls from underprivileged families, single mothers, and orphans.
- ▶ **Social Housing Support:** Initiated under the **National Program for Women's Activity (2022-2026)** to assist women in need with housing.

Thank you so much

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