

Appendix 3 to the Order _____ of Tashkent State
University of Railway Transport dated
2024_____

Annual Work Plan of the University's "Advisory Council on Gender Equality and Opportunities for Women and Men"

	Measures	Implementation Period	Responsible Individuals
1.	Taking measures to expand the university's participation in the development of programs, national action plans, and strategies in the field of ensuring equal rights and opportunities for women and men.	January-February 2024	Members of the advisory council
2.	Receiving, regularly collecting, and analyzing statistical data and information on situations that may lead to direct and indirect discrimination within the University.	throughout the year	Members of the advisory council
3.	Reviewing complaints from individuals and legal entities regarding violations of equal rights and opportunities for women and men at the university and coordinating the measures taken.	throughout the year	Members of the advisory council
4.	Improving the system of professional training of personnel in relation to issues of gender equality in the university.	May 2024	Members of the advisory council
5.	Establishing specific measures to enhance the level of awareness and knowledge of public servants on issues of equal rights and opportunities for women and men at the university.	May 2024	Members of the advisory council
6.	Creating conditions at the university for joint fulfillment of professional and family responsibilities by women and men, including the use of parental leave by both mothers and fathers.	throughout the year	Members of the advisory council
7.	Conducting systematic work to define the objectives and results of special events aimed at implementing gender policies in the university.	throughout the year	Members of the advisory council
8.	Promoting gender equality in the labor market at the university.	throughout the year	Members of the advisory council
9.	Creating equal opportunities for women and men in recruitment, career advancement, and appointment to leadership positions.	throughout the year	Members of the advisory council

10	Creating safe working conditions that ensure the health of women and men.	throughout the year	Members of the advisory council
11	Updating the gender equality page on the university's official website with relevant materials.	throughout the year	Members of the advisory council
12	Participating in conferences on gender equality issues at the university.	August-October 2024	Members of the advisory council
13	Identifying appropriate measures to support university women and men in need of social protection and living in difficult housing conditions.	throughout the year	Members of the advisory council
14	Identifying appropriate measures for social support and providing material assistance to women in the university.	throughout the year	Members of the advisory council
15	Ensuring equal rights for women and men in the implementation of social protection measures with employees in collective agreements and agreements, as well as prohibiting harassment and discrimination in the workplace and in daily life.	March 2024	Members of the advisory council