

APPROVED
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Policy on gender equality

1. This Policy on ensuring gender equality (hereinafter referred to as the Policy) defines the key principles and requirements aimed at ensuring gender equality in the Federal State-funded Educational Institution of Higher Education “Irkutsk State University” (hereinafter referred to as the University, ISU).

2. The University considers achieving the UN Sustainable Development Goal “gender equality” to be one of the key priorities in the organization’s activities.

3. Local regulations of the University provide for the following tasks in the field of securing gender equality:

- universal elimination of all forms of discrimination against women;
- elimination of all forms of violence against women in the public and private spheres, including human trafficking, sexual and other forms of exploitation;
- elimination of all harmful practices, such as child, early and forced marriage and mutilating surgeries;
- recognition and evaluation of unpaid care and household work, with the provision of infrastructure, social protection system and promotion of shared responsibility in household and family management, taking into account national circumstances;
- ensuring the comprehensive and effective participation of women and equal opportunities for leadership at all decision-making levels in political, economic and public life;
- active use of the high performance technologies, in particular information and communication technologies, to promote women’s empowerment;
- adoption and improvement of the rational policies and obligatory Regulations to promote gender equality and empower women at all levels.

4. The University systematically monitors the rate of women applying for admission and their enrollment rate.

5. The University regulates equal access for women and men to apply for admission, to be enrolled and to study at the University.

6. When applying for employment, the University follows the principle of gender equality.

7. The University trains secondary professional and higher education specialists, implements project, cultural, international events and initiatives, following the policy of non-discriminatory approach to women and the current legislation of the Russian Federation, the Charter and other local regulations.