



Sustainable Development Goals

Individual Report on SDG 10 - REDUCED INEQUALITIES



Aktau 2023

YU actions promote to reduce inequalities

SUSTAINABLE DEVELOPMENT GOALS

INDIVIDUAL REPORT

10.2 First-generation students

Number of students - 7415

number of students starting a degree - 2520

Number of first generation students starting a degree - 895

10.3 International Students from developing countries

Total number of students of Yessenov University - 7415

Number of international students from developing countries - 184

10.4 Proportion of students with disabilities

Total number of students of Yessenov University - 7415

Number of students with disability -3

10.5 Proportion of employees with disabilities

Number of employees - 652

Number of employees with disability - 14

10.6 Measures against discrimination

10.6.1 - Does your university as a body have an admissions policy which is non-discriminatory or which details and explains the logic for any appropriate positive discrimination policies in admissions, which is publicly posted?

The rules for characterizing foreign students, social support baskets for disadvantaged students have been prepared.

By decision of the Scientific Council (20.01.2021. in protocol No. 7

10.6.2 - Does your university as a body measure/track applications & admissions of underrepresented (and potentially underrepresented) groups including ethnic

minorities, low income students, non-traditional students, women, LGBT students, disabled students, and newly settled refugee students?

THE RULES OF INTERNAL ORDER HAVE BEEN APPROVED. THIS RULE STRICTLY CONTROLS TOLERANCE IN EMPLOYEE RELATIONSHIPS.

Yessenov University has an institute of continuing education that provides training and coaching on life skills.

The main subject of activity of the Institute of Continuing Education is the organization and conduct of advanced training courses and professional retraining, retraining, as well as assessing the level of professional preparedness of specialists.

10.6.3 - Does your university as a body take planned actions to recruit students/staff/faculty from under-represented groups?

So far, such a plan has not been prepared.

10.6.4 - Does your university as a body have anti-discrimination and anti-harassment policies?

Yessenov University is committed to providing a safe and inclusive environment for all members of the university community, including students, faculty, staff, and visitors. Discrimination and harassment in any form undermine the values of our institution and have no place within our community. This policy is designed to prevent and address instances of discrimination and harassment and to foster a culture of respect, dignity, and equality.

Yessenov University prohibits discrimination and harassment on the basis of race, color, religion, sex, national origin, age, disability, gender identity or expression, sexual orientation, or any other protected status under applicable law.

This policy applies to all members of the Yessenov University community, including students, faculty, staff, contractors, and visitors.

Responsibilities:

- University Administration: The university administration is responsible for creating and maintaining a campus environment free from discrimination and harassment. This includes disseminating information about this policy, providing training, and investigating complaints.
- Students, Faculty, and Staff: All members of the university community share the responsibility to promote an inclusive and respectful environment,

report incidents of discrimination or harassment, and cooperate with investigations.

Any member of the university community who believes they have experienced discrimination or harassment should promptly report the incident to the Social support Department. Reports can be made in person, by phone, or in writing. The university will take appropriate steps to address and resolve each complaint promptly and confidentially. The university also has a complaint box for students and staff.

Upon receiving a complaint, the university will conduct a thorough and impartial investigation. The investigation will include interviews with the parties involved, as well as any witnesses, and a review of relevant documentation. The university will take prompt and effective corrective action if it determines that discrimination or harassment has occurred.

Individuals found to have engaged in discrimination or harassment are subject to disciplinary action, up to and including termination of employment or expulsion from the university, in accordance with university policies and procedures.

10.6.5 - Does your university as a body have a diversity and equality committee, office and/or officer (or the equivalent) tasked by the administration or governing body to advise on and implement policies, programmes, and trainings related to diversity, equity, inclusion and human rights on campus?

Yes. Yessenov University has a department that deals with the protection of students' rights and various training and explanations for students. This department is a social support center. In addition, this department provides support for students living in hostels.

Yessenov University is committed to providing ongoing training and education to the university community on preventing discrimination and harassment, promoting a culture of respect, and fostering diversity and inclusion.

And for employees there is a professional union for managing human resources. Prof. Union protects the rights of employees also, and approves the law on ensuring justice among employees.

Yessenov University has an institute of continuing education that provides training and coaching on life skills.

The main subject of activity of the Institute of Continuing Education is the organization and conduct of advanced training courses and professional retraining, retraining, as well as assessing the level of professional preparedness of specialists. Advanced training is provided for industry specialists with higher and secondary technical education in order to update and deepen theoretical and improve practical skills.

The teaching staff of the university is represented by qualified scientific and pedagogical personnel. In the learning process, educational programs for additional education, retraining and advanced training of specialists are used, aimed at developing professional competencies that are adequate to modern requirements.

INO offers specialized short-term advanced training courses, both at the University and on-site in the region and at enterprises. Students can undergo training according to an individual educational or scientific program.

Classes are organized in the form of interactive lectures, seminars, workshops, training, master classes, round tables and conferences, etc.

The purpose of the institute:

Improvement and development of a system of continuous education, focused on maximizing the use of the personal potential of everyone in society in obtaining their education, on-the-job training, general training in accordance with the requirements of socio-economic development, demand in the labor market and the intellectual potential of the region.

Responsibilities of the Institute:

- Determination of priority strategies for improving the qualifications of education workers based on the principles of state educational policy;
- Arming teachers with scientific, theoretical and practical knowledge;
- Development of scientific and practical methods of education, focused on results;
- Widespread introduction into the educational process of new pedagogical technologies for improving the qualifications of education workers in the region and region;
- Management and organization of experimental field and research work;

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- Dissemination of advanced pedagogical experience, methodological recommendations for teachers;
 - Release of information and methodological materials.

<https://yu.edu.kz/ru/institut-nepreryvnogo-obrazovaniya/>

10.6.6 - Does your university as a body provide mentoring/counselling/peer support programmes to support students, staff, faculty from underrepresented groups?

The university has a social fund. It is intended to provide assistance to disadvantaged students at different percentages. In addition, the trade union works. The trade union was established to protect and support the rights of workers.

In addition, the Entrepreneurship Center at Yessenov University traditionally organizes the "Jas kasipker" competition for schoolchildren and college students of the country every year, the goal is to select creative, innovative pupils and students with startup projects from all regions and provide discounts for university education. Currently, more than 60 students who won the competition continue to study at the university with 100%, 75%, 50% discounts.

10.6.7 - Does your university as a body provide accessible facilities for people with disabilities?'

In accordance with the modern approach to the development of civil society, convenient access to public facilities for the disabled is provided on the university campus. For this purpose, the project "Measures to ensure accessibility of the disabled" was developed.

Its purpose is to enable people with reduced mobility to freely enter and move around these buildings.

It includes information related to:

- movement order for the disabled;
- the ability of people with reduced mobility to use corridors, entrances, doors and passageways;
- the number of elevators in the building - 2 pieces;
- folding ramps are installed inside the building - 3 pieces;
- the area and location of safe fire protection zones;

- the number of toilet rooms for people with limited mobility - 2, provided with the necessary special equipment;

- Technical decisions have been made to ensure the unimpeded movement of people with reduced mobility within the facility, their access to all premises, as well as the possibility of safe evacuation in case of an accident, natural disaster, fire or other emergencies.



picture 1. University door for people with disabilities



picture 2. University door for people with disabilities



Picture 3. Toilet for disabled people



PICTURE 5. ELEVATOR designed for disabled people

10.6.8 - Does your university as a body provide support services for people with disabilities? (e.g. personal assistants, interpreters)

No

10.6.9 - Does your university as a body provide access schemes for people with disabilities?

A movement scheme for the disabled has been created to provide unobstructed access to any part of the building (for example, elevators, ramps, etc.). Plans of educational buildings have been prepared, as well as evacuation directions in case of emergency.

10.6.10 - Does your university as a body have reasonable accommodation policy/strategy implemented, including adequately funded mechanism for persons with disability?

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Number of students provided with social support



Picture 6. In the dormitory, explanatory work on the issue of discipline is carried out regularly.



Picture 7. a dormitory for students from low-income families