

Does your university as a body have a policy on pay scale equity including a commitment to measurement and elimination of gender pay gaps?

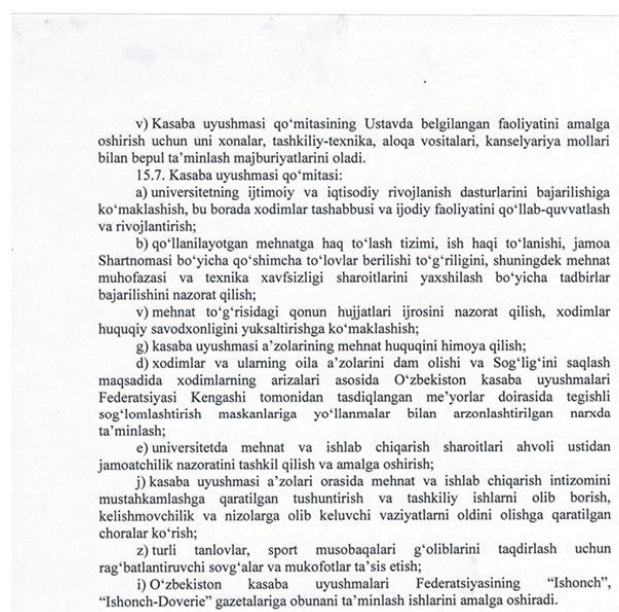
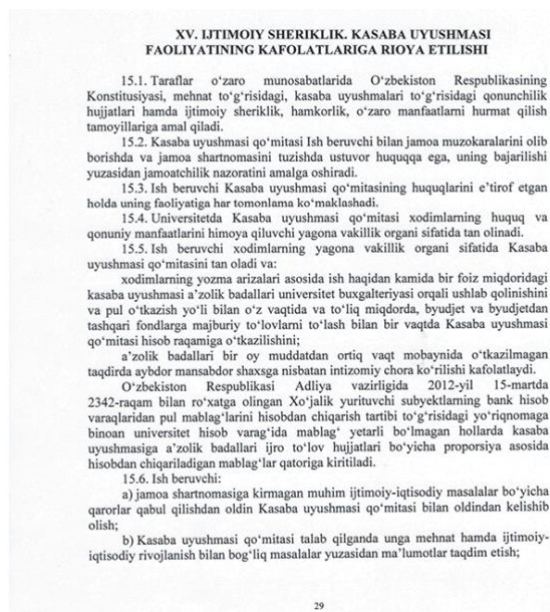
TSUL's Policy on Pay Scale Equity and Gender Pay Gap Elimination

Tashkent State University of Law (TSUL) is firmly committed to ensuring fair and equitable pay for all employees, fully aligning its institutional framework with national labour legislation and international standards, including **ILO Convention No. 100 on Equal Remuneration**.

Pay equity is formally guaranteed under the **Collective Agreement (2023–2026)** concluded between the University Administration and the **Trade Union Committee**, which explicitly provides that “*gender equality in pay is ensured in accordance with ILO Convention No. 100, promoting equal remuneration for work of equal value.*” This provision is supported by transparent wage review mechanisms, periodic monitoring, and public oversight to ensure accountability and compliance.

TSUL's [Equality, Diversity and Inclusion Policy](#), [Policy on Guaranteeing Equal Rights of Workers](#), and [Gender Equality and Female Empowerment Policy](#) further reinforce this commitment by prohibiting all forms of wage discrimination based on gender, age, marital status, or other personal attributes. These policies mandate fair recruitment, transparent promotion procedures, and equal access to professional development opportunities.

The University also collaborates closely with the *Trade Union (Kasaba Uyushmasi)* to protect labour rights, enhance working conditions, and provide students and staff with consultation, mentoring, and internship opportunities that prepare them for employment. This cooperation extends to fostering decent work practices and supporting TSUL graduates in entering the legal profession.



The **University Trade Union** regularly reviews salary structures and conducts joint monitoring with the University Administration and the Honorary Council to detect and eliminate any potential gender pay disparities. In addition, the **Women's Council** provides

ongoing support and confidential reporting channels for employees who experience inequality or unfair treatment.

Through its **Supplier Code of Conduct**, TSUL additionally encourages ethical employment standards across all institutional and partner activities, ensuring that fair labour practices and human rights principles are upheld within its network.

It includes guidelines related to:

- ✓ Compliance with labour laws
- ✓ Environmental responsibility
- ✓ Prohibition of child labour
- ✓ Prevention of forced labour
- ✓ Anti-human trafficking measures

Through these integrated mechanisms, TSUL not only safeguards pay scale equity and transparency but also actively works toward the **measurement and elimination of gender pay gaps**, upholding the principles of **decent work, fairness, and inclusivity** outlined in **UN SDG 8**.



7. Does your university as a body measure/track pay scale gender equity?

Ethical Labour, Equal Pay, and Human Rights at TSUL

Tashkent State University of Law (TSUL) is strongly committed to promoting ethical labour standards, decent work, and fair employment conditions across all areas of its activity and supply chain. The University's framework of policies ensures protection from exploitation, the promotion of equality, and compliance with international labour principles.

Policy on Pay Scale Equity

Tashkent State University of Law (TSUL) is deeply committed to ensuring gender pay equity and continuously monitoring salary structures to eliminate wage disparities between men and women. In alignment with **ILO Convention No. 100** and the [Law of the Republic of Uzbekistan “On Guarantees of Equal Rights and Opportunities for Women and Men” \(2019\)](#), TSUL has implemented a robust framework for tracking and promoting fair remuneration across all employment levels.

Under the **Policy on Pay Scale Equity**, the **Gender Equality and Female Empowerment Policy**, and the [Policy on Guaranteeing Equal Rights of Workers](#), TSUL regularly reviews gender indicators in monthly salaries and employment data. These analyses are documented through an **annual report on gender pay indicators**, which serves as a key instrument for evaluating progress and accountability.

The University's **Human Resources Department**, in coordination with the **Trade Union Committee** and **Women's Council**, conducts routine assessments to ensure that salaries reflect qualifications, responsibilities, and performance rather than gender or personal characteristics.

Further, TSUL's **Collective Agreement (2023–2026)** institutionalizes equal pay for equal work, mandating transparent pay reviews and public oversight. Fixed-term positions and female representation in academic ranks are closely monitored, with measures introduced to increase the proportion of women in leadership and teaching roles.

Through these systematic monitoring practices, data-driven evaluations, and transparent wage adjustment mechanisms, TSUL ensures measurable progress toward closing gender pay gaps and achieving equitable employment outcomes in full alignment with **UN SDG 8: Decent Work and Economic Growth**.

Pay Scale Equity and Gender Equality Policy

V. Working Process

TSUL strives to ensure **equal pay and equal employment conditions** for all staff. The University continuously analyses salary structures to identify and address any pay

disparities through proactive and targeted measures. Efforts to achieve equal employment terms for underrepresented genders remain an ongoing priority.

5.1. Salaries and Terms of Employment

- Salaries are determined in accordance with the University's pay policy.
- The number of women employed as professors continues to increase.
- Fixed-term positions, particularly those held by members of underrepresented genders, are closely monitored.
- Career planning and development opportunities are emphasized during staff appraisals.
- The University supports the balance between parenthood and employment by offering flexible arrangements and considerate policies.

VII. Improving Access to Resources and Services

Equal access to financial and productive resources is essential for women's empowerment and for achieving sustainable and inclusive growth. TSUL is committed to ensuring that all its programmes promote **fair access to financial, technical, and educational resources** for every woman, regardless of age, disability, ethnicity, socio-economic background, or place of residence.

The [Policy on Guaranteeing Equal Rights of Workers](#) and the [Non-Discrimination Policy](#) safeguard the rights of all employees, ensuring a safe, inclusive, and fair working environment free from discrimination, harassment, or coercion. These policies apply to all staff, students, contractors, and external partners engaged with TSUL.

In addition, TSUL's **Supplier Code of Conduct** outlines strict ethical and social responsibility requirements for all suppliers and partners. It explicitly prohibits forced labour, modern slavery, and child labour while ensuring compliance with labour laws and international human rights standards. The code also promotes fair business practices, transparency, and sustainable procurement.

The University also upholds a dedicated **Policy on Pay Scale Equity**, which includes the [Gender Equality and Female Empowerment Policy](#) and [Implementation of Gender Policy](#). These measures aim to eliminate wage disparities, improve access to employment for women, and promote equal opportunities in career progression and decision-making. TSUL regularly monitors gender indicators in monthly salaries and employment data to maintain transparency and ensure continuous improvement.

Implementation of Gender Policy

Pursuant to the Law of the Republic of Uzbekistan "On Guarantees of Equal Rights and Opportunities for Women and Men", adopted on September 2, 2019, the University has introduced measures to ensure the effective implementation of gender equality principles.

Key Achievements:

- Additional 4% of places allocated for women within state grant admissions (Cabinet of Ministers Decision No. 402, June 23, 2020)
- 20 women admitted on additional state grants (University Rector Order No. 02-134, October 2, 2020)

By integrating ethical employment standards, pay equity, and anti-exploitation measures, TSUL demonstrates its strong commitment to **SDG 8 “Decent Work and Economic Growth”**, particularly full and productive employment and equal pay and eradication of forced and child labour.

An annual [report on gender indicators in monthly salaries at TSUL](#) serves as an important tool for assessing the effectiveness of the University’s gender equality policies.

 Gender Annual Report Concept							
by years	2022		2023		2024		overall
by gender	female	male	female	male	female	male	amount/number
Number of allocated state	228,25	421,75	270	450	381	381	762
Number of owned state	227,25	354,75	270,75	381,75	266	398,00	664
Salary ratio	1 053 214 160	2 406 211 010	1 518 479 295	2 956 171 732	1 690 811 445	3 934 662 448	5 625 473 893
Number of owned states	227,25	354,75	270,75	381,75	266	398,00	664
Average salary ratio	4 634 606	6 782 836	5 608 418	7 743 737	6 356 434	9 886 087	5 625 473 893
Allowance commission	4 089 883	5 501 436	5 673 466	7 941 950	6 879 117	9 546 838	8 474 951
Salary due to KPI	194 783	292 097	1 895 381	2 340 911	2 637 683	3 339 222	3 100 292
Degree of Ministry of Justice	1 357 700	1 595 214	2 657 643	2 773 860	3 052 279	3 613 757	3 400 220
Overall	10 276 971	14 176 777	15 834 908	20 800 458	16 061 060	23 114 734	20 281 379

TDYU da oylik maoshlarda gender ko'rsatkichlari bo'yicha hisobot														
	Ajra-tilgan shtat soni	Egalla-gan shtat soni	Lavorim okladi	Lavorim okladi (o'rtacha)	Nadbavka komissiya		1030 bo'yicha har oylik		Chin		Jami hisoblangan		Qo'lga	
					Summa	Summa (o'rtacha)	Summa	Summa (o'rtacha)	Summa	Summa (o'rtacha)	Summa	Summa (o'rtacha)	Summa	Summa (o'rtacha)
AYOLLAR	228,25	227,25	1 053 214 160	4 634 606	929 425 814	4 089 883	44 264 328	194 783	308 537 419	1 357 700	2 335 441 722	10 276 971	2 031 834 298	8 940 965
ERKAKLAR	421,75	354,75	2 406 211 010	6 782 836	1 951 634 293	5 501 436	103 621 302	292 097	565 902 230	1 595 214	5 032 758 977	14 186 777	4 378 500 310	12 342 496
JAMI	650	582	3 459 425 170	11 417 442	2 881 060 107	9 591 318	147 885 630	486 879	874 439 649	2 952 915	7 368 200 699	24 463 748	6 410 334 608	21 283 461

APPROVED BY



A. Tashkulov
Rector of Tashkent State
University of Law

POLICY ON GUARANTEEING EQUAL RIGHTS OF WORKERS AT TASHKENT STATE UNIVERSITY OF LAW

1. Purpose

1.1. This policy has been developed for implementation at Tashkent State University of Law (hereinafter referred to as TSUL).

1.2. TSUL makes a commitment to regulate guaranteeing equal rights of employees.
1.3. TSUL has developed a set of measures aimed at systematizing and structuring the rights of workers.

2. Rationale

TSUL protects the rights of all its workers.

3. Scope

This policy applies to all employees at TSUL.

4. Policy

Employees will ensure that arrangements do not diminish TSUL's ability to meet the contractual and compliance obligations. Employees will not engage in outsourcing activities that have a high likelihood of damaging university's image and reputation.

5. Entry into force

This policy is distributed to all employees.

Any Employees found to be in breach of this policy may be subject to the disciplinary actions by TSUL.



Sardor Mamanazarov
Head of Human Resources

NON-DISCRIMINATION POLICY

Tashkent State University of Law for employees is committed to provide an environment that is free from discrimination and harassment regarding race, color, religion, national origin, gender, ethnicity, pregnancy, disability, age, sexual orientation, gender identity, genetic information, veteran status or any other status protected by the Constitution of the Republic of Uzbekistan. The University will not tolerate discrimination or harassment in any of its programs or activities and is committed to prevent and stop discrimination or harassment whenever it may occur at the University or in its programs.

A determination as to whether discrimination or harassment has occurred will be based upon the context in which the alleged conduct occurs.

This policy applies to all employees, students, visitors, volunteers, applicants and program participants. Any person who has experienced or observed any discrimination and/or harassment must report it as soon as possible. No student or employee should assume that an official of the University knows about a particular situation unless it has been reported. To make a report, contact Administration staff (+998-71-233-66-36 (1008)) or hr@tsul.uz. Reporters may remain anonymous if desired.

It is a violation of this policy for a supervisor or administrator to disregard or delay reporting an allegation of discrimination or harassment. In addition, retaliation against a person who has made a report or filed a complaint, is a witness to, or has participated in the investigation of a complaint of discrimination or harassment is prohibited.

Sardor Mamanazarov
Head of Human Resources



APPROVED BY



June 7, 2022
A. Tashkulov
Rector of Tashkent State
University of Law