

Does your university as a body have a policy on ending discrimination in the workplace (including discrimination based on religion, sexuality, gender, age)?



TSUL's Commitment to Ending Discrimination

Tashkent State University of Law (TSUL) maintains a strong institutional commitment to eliminating all forms of discrimination in the workplace and ensuring equality of opportunity for every employee. The university's approach is grounded in national legislation, including the [Constitution of the Republic of Uzbekistan](#), [Labour Code of the Republic of Uzbekistan](#) and [Law of the Republic of Uzbekistan No. LRU-562 "On guarantees with respect to equal rights and opportunities for women and men" dated September 2, 2019](#), which collectively guarantee equal treatment in employment, remuneration, and social protection.

TSUL's internal framework further reinforces these legal principles through a comprehensive set of policies:

- [Equality, Diversity, and Inclusion Policy](#)
- [Policy on Guaranteeing Equal Rights of Workers](#)
- [Gender Equality Policy](#)
- [Policy Against Modern Slavery, Forced Labour, Human Trafficking, and Child Labour, Gender Equality and Female Empowerment Policy](#)
- [Code of Conduct](#)

These policies explicitly prohibit discrimination based on religion, gender, ethnicity, age, marital status, disability, sexuality or social background. They ensure fair recruitment, promotion, and remuneration processes while fostering a safe and respectful working environment for all.

The Tashkent State University of Law (TSUL) plays a key national role in advancing sustainable economic growth, decent employment, and social welfare through active collaboration with government bodies, local enterprises, and public institutions. TSUL also guarantees equal pay for equal work in full compliance with **ILO Convention No. 100**. Its **Code of Conduct** reinforces zero tolerance toward harassment or discriminatory behaviour, making respect and inclusivity mandatory across all levels of the institution.

Additionally, the **TSUL Trade Union Committee** safeguards socio-economic and labour rights through collective agreements that apply equally to all staff, regardless of gender, age, nationality, or religion. Employee well-being is further supported through welfare initiatives, healthcare access, professional development programmes, and inclusive sports and cultural activities.

Events on Human Rights and Gender Equality

In addition, TSUL actively promotes awareness and engagement among its staff and students on issues of human rights and gender equality. The university regularly organises various events covering a wide range of themes, including the rights of refugees, persons with

disabilities, and the impact of climate change on human rights, gender identity and inclusion, and the protection of children's rights. These initiatives aim to foster a deeper understanding of equality, diversity, and social justice within the university community.

[Practical seminar-training on “Gender equality: international standards and national values, traditions, and stereotypes” was held at TSUL](#)



[A psychological seminar-training on the topic “Prevention of pressure and violence in educational institutions” was held at TSUL](#)





TSUL's initiatives contribute directly to [Uzbekistan's National Development Strategy](#) and the UN Sustainable Development Goals, particularly SDG 8, by fostering inclusive growth, protecting labour rights, and enhancing employability.

The Trade Union of Tashkent State University of Law is a public organization established based on the Charter to represent and protect the labour and other socio-economic rights and interests of employees related to the general professional interests of employees in their activities. Today, the University's Trade Union has been integrated into the Electronic Trade Union Platform, where all documents, applications, and financial statements are now processed digitally.

Partnership with Government and Public Institutions

TSUL collaborates closely with the Ministry of Justice, state agencies, and regional administrations to strengthen labour relations, enhance business transparency, and promote legal literacy across society.

Under Directive AP-01/83, dated May 1, 2023, the TSUL United Trade Union Committee expanded its services to include public institutions and state employees, ensuring comprehensive protection of socio-economic and labour rights.

In February 2024, TSUL signed a 17-chapter Collective Agreement (2023–2026) between the University Administration and the Trade Union Committee. This agreement institutionalizes fair labour practices, professional development opportunities, and transparent compensation mechanisms, demonstrating TSUL's leadership in responsible employment and governance.

The implementation of the provisions of this collective agreement is subject to continuous public oversight. The commission responsible for monitoring compliance with its terms and obligations includes equal representatives from the Trade Union Committee and the Employer, as well as the Chairman of the Honorary Council of TSUL.

Collaboration with Local Businesses and Employers

TSUL maintains active partnerships with law firms, business associations, and private companies to bridge academia and the job market. Through its Career Education Program, the university connects students with employers and mentors, enabling them to gain entrepreneurship, leadership, and employability skills. The university also hosts legal innovation workshops, corporate governance seminars, and joint research projects that support sustainable business practices and entrepreneurial development within the local economy.

Employee Welfare and Economic Empowerment

The TSUL United Trade Union Committee, representing 845 members, ensures socio-economic protection and professional growth. In 2024, TSUL allocated **2,469.1 million soums**. This support included:

- **208.8 million soums** for financial assistance;
- **11.2 million soums** for banking expenses;
- **861.6 million soums** for holidays and public events;
- **97.7 million soums** for children's health camps;
- **149.3 million soums** for sanatoriums and rest homes;
- **8.6 million soums** for household and operational expenses;
- **300 million soums** for medical treatment expenses;
- **56.1 million soums** for physical education and sport events;
- **775.9 million soums** for the 50% membership fee contribution.

The trade union organized various social events and granted preferential access to resorts. In 2024, the trade union recognized 123 employees and their parents, granting them access to the resorts of Chortoq, Ugam, and Livingstone. Additionally, 31 children of employees received preferential tickets to the “Westcamp” and “Aqtash” children's camps. Employees currently access medical services through the “Clinic Pro” medical centre, which includes comprehensive medical examinations and treatments. The trade union coordinates sports events to promote a healthy lifestyle. In collaboration with the Spirituality and Enlightenment Centre, nine competitions were conducted in various sports, with participation exceeding 500 employees.

Such investments not only enhance staff wellbeing but also stimulate local economic activity through partnerships with sanatoriums, tourism centers, and service providers.

Equality, Inclusion, and Fair Governance

TSUL's [Equality, Diversity, and Inclusion Policy](#), alongside the [Policy on Guaranteeing Equal Rights of Workers](#), [Gender Equality Policy](#), [Policy Against Modern Slavery, Forced Labor, Human Trafficking, and Child Labor](#), [Gender Equality and Female Empowerment Policy](#), reinforces the university's commitment to decent work for all, ensuring equal pay, non-discrimination, and opportunities for professional advancement. The university

guarantees compliance with **ILO Convention No. 100**, promoting equal remuneration for work of equal value.

Impact and Community Contribution

TSUL's partnerships and initiatives directly support economic inclusion, entrepreneurship, and social innovation. By combining academic excellence, public service, and ethical governance, TSUL strengthens the legal foundations of sustainable economic growth in Uzbekistan.

The university's model of collaboration, with both governmental institutions and local enterprises, positions TSUL as a regional leader in promoting decent work, professional development, and community welfare.

Through structured collaboration with government bodies, local enterprises, and civil society, TSUL actively promotes sustainable economic growth, professional development, and inclusive employment, fully embodying the principles of **SDG 8**. Its governance model, employee welfare programs, and entrepreneurial partnerships demonstrate measurable impact and international best practices in sustainable university management.

Women's Committee

The [**Women's Council of Tashkent State University of Law \(TSUL\)**](#) plays a vital role in promoting gender equality and supporting the welfare of female students and staff. Operating in line with the **university's internal gender equality policies** and the **national strategy of Uzbekistan on ensuring equal rights and opportunities for women and men**, the Council provides continuous assistance, mentorship, and advocacy for women within the university community.

The Council organises consultations, awareness sessions, and support programmes addressing both academic and personal issues faced by female students. It prevents gender-based discrimination and ensures equal participation of women in academic, administrative, and social life.

Through these initiatives, TSUL reaffirms its institutional commitment to **ending discrimination, empowering women, and creating an inclusive and equitable educational environment** for all.

Youth Union Overview

The Youth Union of Uzbekistan at Tashkent State University of Law (TSUL) held a reporting and election meeting attended by Shukrullokhon Anvarov, Chairman of the Tashkent City Council of the Youth Union of Uzbekistan, Akhror Khoshimkhonov, First Vice-Rector of TSUL, and university students.

During the meeting, a report from the university's primary Youth Union organization was presented, and credentials were awarded to the newly elected coordinators of the organization.

[Read Full Report](#)

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Sports Clubs

TSUL hosts around **10 active sports clubs**, offering students and young people opportunities to develop physically, engage in team sports, and promote a healthy lifestyle.

Students interested in joining can obtain detailed information about training schedules, venues, and membership from the Sports Department.

[Join a Sports Club](#)

Medical Center of TSUL

The Medical Center of Tashkent State University of Law (TSUL) is located in Building No. 3 and provides first aid and primary medical assistance to students, faculty, and staff in case of health emergencies. The center consists of two dedicated rooms: a first aid room and a waiting area. If medical assistance is required, patients are promptly transferred to the equipped first aid room, which contains all necessary medical instruments, equipment, and essential medicines to ensure immediate care.

Mother and Baby Room

The Mother and Baby Room, located in Room No. 209 of Building No. 1, is designed to support the children of university staff, teachers, and students. This facility provides a comfortable and safe environment for parents with young children, ensuring convenience and inclusivity within the university campus.

Contacts

For any questions or concerns related to this non-discrimination policy, or to report incidents of discrimination or harassment, please reach out to the appropriate office listed below:

- [Rector](#)
- [Human Resources](#)
- [University Trade Union](#)

[Women's Committee](#)