

SDG 8



Institutional Position and Mechanisms

In alignment with **Sustainable Development Goal 8 “Decent Work and Economic Growth”**, the Tashkent State University of Law (TSUL) actively promotes inclusive and sustainable economic growth, productive employment, and decent work for all. TSUL has formal mechanisms to ensure fair remuneration and decent work conditions for all staff (academic and non-academic).

Collective Agreement (2023-2026)

On February 28, 2024, TSUL concluded a **17-chapter Collective Agreement** for 2023-2026, designed to safeguard the socio-economic rights and interests of all staff members. This agreement was signed between the **University Administration** and the **Trade Union Committee**, ensuring fair labour practices, the protection of employee welfare, and compliance with national labour standards.

The implementation of the Collective Agreement is conducted under continuous oversight by a joint commission, which includes equal representatives from both the Trade Union Committee and the Employer, alongside the Chairman of the Honorary Council of TSUL. This mechanism guarantees that staff salaries, benefits, and working conditions remain compliant with **Uzbekistan’s Labour Code** and exceed the national minimum wage, which serves as a proxy indicator of the local living wage in the absence of an officially defined rate. TSUL ensures that all university employees receive remuneration above the national poverty threshold and the minimum wage level established by the government, thereby fulfilling the intent of SDG 8.

Based on the Collective Agreement and joint oversight, TSUL ensures that all staff and faculty are paid at least the equivalent of a living wage, meaning salaries are never below the national minimum or the local poverty level for a family of four. Pay levels are regularly reviewed to maintain compliance.

https://youtu.be/0taKu_tFhN8

TSUL Remuneration and Benefits Policy

Uzbekistan National Minimum Wage for 2025

7,222 UZS per hour

1,271,000 UZS monthly

288,864 UZS weekly

57,773 UZS daily

[Read More](#)

Tashkent State University of Law (TSUL) ensures that all staff and faculty receive salaries aligned with national living wage standards as established by the government. The university follows the National Single Pay Spine system, which guarantees fair, consistent, and equitable pay based on skills, experience, and contribution.

In addition to the base salary, TSUL implements financial incentive schemes approved by the Rector's Order No. 08-108 (June 16, 2020), allowing fixed monthly allowances of up to **200% of the salary for professors and teachers** and up to **300% for management, scientific, educational, technical, and service staff**.

Furthermore, in accordance with Presidential Decree No. PF-6260 (July 13, 2021), graduates from top 300 international universities and holders of advanced academic degrees receive additional monthly allowances equivalent to **20–75 times the base calculation amount**, depending on the ranking of the institution and the qualification obtained.

These measures collectively ensure that all employees are compensated above the national minimum and living wage levels, promoting fair and decent working conditions.

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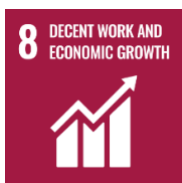
Decree of the President of the Republic of Uzbekistan
dated July 13, 2021 No. PF-6260

APPENDIX No. 1

The amount of additional allowances paid to the official salary of young specialists employed in state bodies, organizations, and institutions who have completed their studies (bachelor's or master's degrees) or obtained a scientific degree (PhD or an equivalent scientific degree) from foreign higher education institutions included in the top 300 list of reputable international ranking organizations

Place in the international ranking	The amount of allowances (equal to the base calculation amount)		
	Undergraduate	Postgraduate	Academic degree (PhD and equivalent other degree)
1 — 100	30	40	75
101 — 300	20	30	60

For reference, the base calculation amount as of 2025 is set at 412,000 UZS, in accordance with the [Decree of the President of the Republic of Uzbekistan No. DP-91 dated June 2, 2025](#).



TSUL Gender Equality and Staff Welfare Policy

TSUL fosters an inclusive institutional culture that embraces diversity and actively supports underrepresented groups. The university ensures that recruitment, promotion, and employment decisions are made solely on the basis of individual merit, without discrimination on grounds such as gender, age, ethnicity, race, religion, marital status, social background, or beliefs.

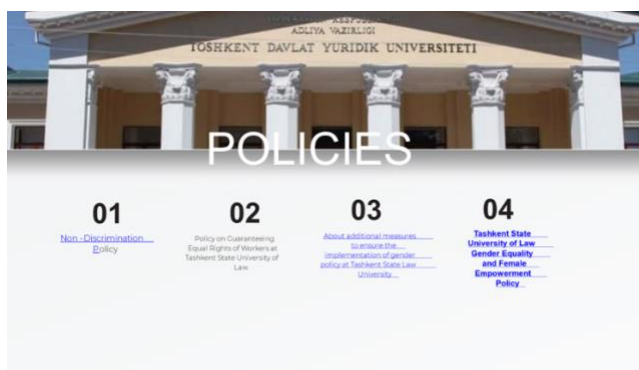
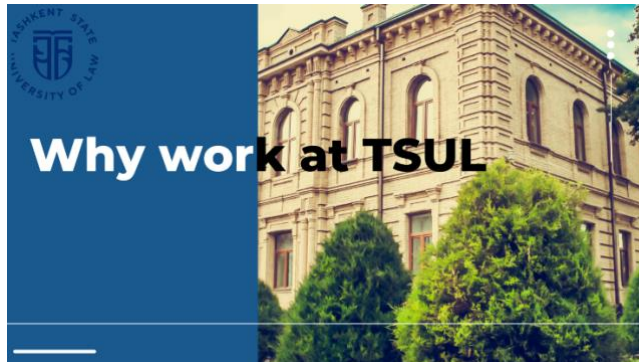
Specifically, in alignment with the [Constitution of the Republic of Uzbekistan](#), the [Labour Code of the Republic of Uzbekistan](#) and [Law of the Republic of Uzbekistan No. LRU-562 “On guarantees with respect to equal rights and opportunities for women and men” dated September 2, 2019](#), TSUL upholds gender equality across all aspects of employment, including remuneration, bonuses, social protection, and working conditions.

The Tashkent State University of Law is firmly committed to maintaining a workplace free from discrimination and sexual harassment. A comprehensive set of internal regulations, including the [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 this commitment and further promotes equal pay, decent work, and professional growth opportunities for all employees.

The university also adheres to the principles of **ILO Convention No. 100**, ensuring equal remuneration for work of equal value, while its [Code of Conduct](#) underscores zero tolerance toward discrimination or harassment in any form.

TSUL also supports career development and employability through its Career Education Program, which assists both current students and alumni in designing meaningful professional paths. The program connects students with employers, facilitates internships and professional placements, and helps them explore future opportunities in an evolving global job market.

[Learn more](#)



Head of Trade Union
Urazaliev Murod Korayevich

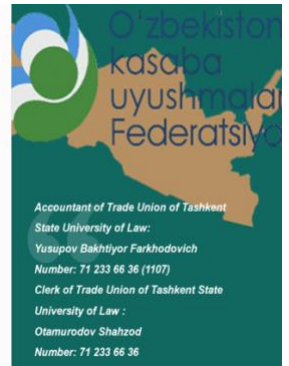
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TRADE UNION

The Trade Union of Tashkent State University of Law is registered by the Constitution of the Republic of Uzbekistan, the Labor Code, the Laws "On Employment", "On Labor Protection", "On Trade Unions", "On Social Partnership", "On Education", as well as industry agreements drawn up for 2021-2023 between the Ministry of Justice of the Republic of Uzbekistan and the Republican Council of Trade Unions of State Institutions and Public Services of Uzbekistan, the Republican Council of the Ministry of Higher and Secondary Special Education, The Charter of the Trade Union of education and science workers of Uzbekistan and other legal documents. To date, the trade union committee has 643 members.
https://www.tsul.uz/en/general_page/top_menu-profsoyuz



More than 96 million sums of financial aid were allocated to TDYU students

Financial support was allocated to 55 students at the expense of extra-budgetary funds of the Tashkent State Law University.

The economic and social situation of students and the level of need for social protection were taken into account when allocating financial aid.

On this basis, according to the established criteria, from 1 million sums to 3.5 million sums

a total of 96 million 63 thousand 200 sums were paid.

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The republican stage of the contest "Best Teacher of the Year" was held among teachers of law colleges of the Ministry of Justice of the Republic of Uzbekistan and the academic forum named after M. Yusupov under Tashkent State University of Law, as well as the contest "Most Talented Student" among students of law colleges.

At the republican stage of the contest "Most Talented Student", participants demonstrated their knowledge and skills in implementation and/or using analysis of presented documents, and proficiency in foreign languages. The "Best Teacher of the Year" contest also saw lively debates. Legal knowledge, pedagogical potential, and oratorical skills of teachers were tested within its framework. Participants also expressed their proposals on various legal issues. The work done by the teachers was also evaluated during this process.

The jury of the contests consisted of representatives of the Ministry of Justice, Tashkent State University of Law, Ministry of Higher Education, Science and Innovation, Uzbekistan State Institute of Arts and Culture, Republican Center for Spirituality and Enlightenment, World Union of Uzbekians, and the Central Council of the Youth Union of Uzbekistan.



Rewards and Incentives

The winners and prize-winners of the contests "Most Talented Student" and "Best Teacher of the Year" have been determined.

<https://teletype.in/@tsulofficially> -15JPCwoE@gGJV

8 DECENT WORK AND ECONOMIC GROWTH



2. Does your university as a body recognise unions for all, including women & international staff?

Tashkent State University of Law (TSUL) formally recognises and actively supports trade union representation for all categories of employees, including women and international staff. The **TSUL Trade Union Committee** operates as an independent body advocating for the socio-economic rights and welfare of the university's workforce. Its activities are fully aligned with Uzbekistan's national labour legislation and international labour standards, including those promoted under [SDG 8](#) **"Decent Work and Economic Growth"**.



The Trade Union Committee represents academic, administrative, and technical staff, ensuring equality and inclusivity across gender, age, and nationality. Its membership includes over **845 employees**, among them women leaders and representatives from various departments and the affiliated academic lyceum. The committee's structure and authority are established in accordance with **Directive AP-01/83 dated 1 May 2023**, which extends trade union protections to all public-sector employees and institutions in Uzbekistan.

The Committee consists of **11 elected members**, including professors, department heads, and senior staff, and functions under a **17-chapter Collective Agreement (2023–2026)** jointly signed by the university administration and the Trade Union Committee on 28 February 2024. This agreement guarantees fair labour conditions, professional development opportunities, gender equality, and access to continuous learning for all employees.

TSUL’s trade union ensures that all staff, regardless of gender or citizenship status, have the right to join, participate in, and be represented by the union. It also promotes safe and inclusive workplaces by facilitating access to welfare benefits, financial assistance, medical care, professional development programs, and cultural and recreational activities. In 2024 alone, the committee disbursed **2.469 billion UZS** in employee support, including funding for sanatorium visits, family assistance, health care, and educational programs.

Through its recognised trade union and collective bargaining framework, TSUL demonstrates a clear institutional commitment to **decent work, social protection, and inclusive labour rights**. The university’s approach ensures that women, men, and international staff alike are equally represented, empowered, and supported in contributing to the institution’s academic and professional mission.

Why Work at TSUL?
Opportunities
Competitive Salary
Performance Rewards and Incentives
Excellence in Research
Professional Development Programs

The Tashkent State University of Law (TSUL) actively promotes entrepreneurship, professional growth, and decent work through a wide range of institutional mechanisms, training programs, and employee development initiatives.

The TSUL Trade Union Committee actively advocates for the socio-economic rights of university employees, fostering their professional growth and providing comprehensive social support. The committee ensures safe and comfortable working conditions, promotes domestic tourism, and organizes recreational programs and sanatorium visits aimed at enhancing employee wellbeing. In addition, it facilitates cultural, entertainment, and sports activities designed to strengthen the sense of community and teamwork within TSUL.

In accordance with **Directive AP-01/83**, dated May 1, 2023, the committee’s services were extended to public institutions and state employees, thereby ensuring broader protection of labour rights and welfare benefits.

The Trade Union Committee Council consists of **11 members**, including:

M.K. Urazaliyev (Chairman), **G.A. Nasirkhodzhaeva** (Head of General Education Sciences and Culture), **I.Kh. Bozorov** (Head of Maintenance), **N.J. Niyazova** (Professor of Uzbek Language and Literature), and **Sh.Sh. Polatov** (Director of the Centre for Spirituality and Enlightenment).

TSUL ensures fair labour conditions, professional development, and a culture of innovation by implementing a 17-chapter Collective Agreement (2023–2026) between the University Administration and the Trade Union Committee, signed on February 28, 2024. The agreement

safeguards socio-economic rights, equal pay, and access to continuous learning opportunities for both academic and administrative staff.

TSUL Trade Union Report 2024-2025

The 17-chapter Collective Agreement for the period 2023-2026, designed to safeguard the socio-economic rights and interests of team members, was finalized between the university administration and the Trade Union Committee on February 28, 2024.

The commission responsible for monitoring adherence comprises equal representatives from the Trade Union Committee, the Employer, and the Chairman of the Honorary Council of TSUL.

Membership and Appeals

Currently, the TSUL United Trade Union Committee comprises 845 members, including 85 from the M.S. Vosikova Academic Lyceum under TSUL and 760 members of TSUL staff.

In 2024, the Trade Union Committee received 368 appeals from employees, consisting of 190 requests for financial assistance and 178 requests for referrals to sanatoriums, preventive treatment centres, or children's daycare facilities. Of the 368 appeals, 342 (92.9%) were resolved favorably, while 26 appeals (7.1%) experienced delays, with employees receiving explanations.

Financial Support Provided

Since early 2024, the Trade Union Committee has disbursed **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.

Professional and Entrepreneurial Development

- TSUL provides career education programs to help students design meaningful career paths, develop employability skills, and engage with employers and alumni networks.
- The Trade Union Committee promotes professional training and capacity building, encouraging innovation, leadership, and entrepreneurship among staff and students.

- The university fosters a performance-based culture, offering competitive salaries, performance rewards, and incentive systems that encourage excellence and innovation across departments.

Recreational and Cultural Activities

The TSUL trade union coordinated cultural activities, such as visits to:

- Theaters: A. Navoi Opera and Ballet, State Satire Theater, and more
- Concerts: Attendance by 432 employees in Q1, 562 in Q2, and 270 in Q3

Medical Services and Sports

An agreement with “Clinic Pro” provides employees with access to medical consultations, diagnostic imaging, and general health examinations. To date, 70 employees have benefited from these medical services. In collaboration with the Department of Physical Education, a series of sports events, including darts, badminton, table tennis, and other activities, were organized, attracting over 250 participants.

The TSUL Trade Union Committee actively promotes the physical and mental well-being of university employees through various health and recreation initiatives. Among these efforts, it periodically organises the [“TSUL Trade Union Cup”](#), a football tournament held under the motto *“120 Years of Trade Unions – With the People”* in 2025. The event fosters teamwork, camaraderie, and a healthy lifestyle among staff members, with teams representing different faculties and departments competing in friendly matches that strengthen community spirit within the university.



Domestic Tourism

For “domestic tourism”, **60 employees** visited “Olmos” and “Livingstone” recreation centres, while **20 employees** enjoyed the “Supa Plateau” centre. These initiatives enabled over **100 employees** to participate in family vacations.

Rights of Workers and Pay Scale Equity

Tashkent State University of Law (TSUL) is committed to upholding fair labour practices and human rights across all institutional and partnership activities through its **Supplier Code of Conduct**. This framework ensures ethical employment standards by requiring all suppliers to:

- ✓ Comply with national labour laws and international standards
- ✓ Demonstrate environmental and social responsibility
- ✓ Prohibit child and forced labour
- ✓ Prevent human trafficking

The Code also promotes transparency, sustainability, and fair business practices within procurement and partnership processes. Through these measures, TSUL reinforces its commitment to ethical governance, decent work, and the protection of human rights across its operational network.

In addition, TSUL guarantees fairness and equality in remuneration for all employees. Established institutional policies ensure **equal pay for equal work**, regardless of gender, background, or position, reflecting the university's dedication to social justice and inclusivity.



All provisions of the university's collective and labour agreements, including trade union participation and employment rights, are applied equally to all TSUL staff members, without distinction based on age, gender, race, marital or parental status, ethnicity, religion, refugee or asylum status, or involvement in trade union activities. For a full list of protected attributes, please

refer to the University's comprehensive set of internal regulations, including the [Equality, Diversity, and Inclusion Policy](#), [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](#).

Tashkent State University of Law: A collective agreement was reached between the Tashkent State Law University and the Trade Union Committee for the years 2023-2026

V. MEHNATGA HAQ TO'LASH. KAFOLATLI TO'LOVLAR VA KOMPENSATSIYA TO'LOVLARI

5.1. Xodimga haq to'lash mazkur shartnomada belgilangan muddatlarga nisbatan xizmat ko'rsatuvchi bankning aybi bilan kechiktirilganda - Ish beruvchi bank rahbariyatiga jarima undirish to'g'risida talabnoma kiritishni va undirilgan jarimani mehnatga haq to'lashni tartibga solishga yo'naltirishni o'z zimmasiga oladi.

5.2. O'zbekiston Respublikasi Prezidentining 2020-yil 31-dekabr PQ-4939-sonli Qaroriga binoan Kasaba uyushmasi qo'mitasi xodimlarning mehnat huquqlarini himoya qilishni ta'minlab, ularning malaka darajasini hisobga olgan holda ish haqi to'lanishi ustidan jamoatchilik nazoratini o'rnatadi.

5.3. Universitetda ish haqining o'z vaqtida va to'liq berilishi ta'minlanadi. Qarzdorlik mavjud bo'lgan hollarda Ish beruvchi mutasaddi idoralarga yozma murojaatlar bilan chiqadi.

5.4. Xodim universitet bo'yicha lavozim maoshlari miqdori oshirilsa, u holda xodimga mehnat haqi qayta hisoblab chiqilib to'lanadi.

5.5. Xalqaro mehnat tashkilotining "Teng ahamiyatli mehnat uchun erkak va ayol mehnatkashlarga teng haq to'lash to'g'risida"gi 100-sonli Konvensiyasiga binoan erkaklar va ayollar tomonidan turli sharoitlarda, turli ko'nikma va malaka bilan, turli ko'rinishdagi, javobgarligi bir-biriga bog'liq bo'lmagan, lekin bir xil qiymatga ega bo'lgan ishlar teng miqdorda rag'batlantiriladi.

5.6. Universitetda mehnatga haq to'lashning vaqtbay shakllari (tabel asosida) qo'llaniladi.

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5.7. Mehnat haqi qonunchilik hujjatlari hamda mehnat haqidagi boshqa huquqiy hujjatlar asosida to'lanadi.

5.8. Ish haqini to'lash muddatlari:

o'ying birinchi yarmi uchun – joriy o'ying 16-sanasiigacha;

o'ying ikkinchi yarmi uchun – keyingi o'ying 1-sanasiigacha.

Haq to'lanadigan kun dam olish kuni yoki bayram kuniga to'g'ri kelib qolsa, mehnat haqi shu kun arafasida to'lanadi.

5.9. Mehnatga haq to'lash va mehnat normalarini joriy etish, almashtirish va qayta ko'rib chiqish Ish beruvchi tomonidan Kasaba uyushmasi qo'mitasi bilan kelishilgan holda amalga oshiriladi.

5.10. Ish beruvchi tomonidan xodimlarni moddiy rag'batlantirish hamda moddiy yordam berish qonunchilik hamda mehnat haqidagi boshqa huquqiy hujjatlarga muvofiq amalga oshiriladi.

5.11. Ish beruvchi tomonidan xodimlarga belgilangan tartibda tasdiqlangan smetalarga muvofiq O'zbekiston Respublikasi Mehnat kodeksining 208-moddasida nazarda tutilgan bayramlar munosabati bilan mukofotlash qo'llaniladi.

Ish beruvchi har yili kuz mavsumida universitetning xodimlariga qishloq xo'jaligi mahsulotlarini xarid qilish uchun O'zbekiston Respublikasida o'rnatilgan bazaviy hisoblash miqdorining 10 (o'n) barobari miqdorida moddiy yordam to'lanishini ta'minlaydi.

5.12. Xodimlarning ijtimoiy himoyasini kuchaytirish maqsadida, Kasaba uyushmasi qo'mitasi hisob raqamidagi mavjud mablag'lar hisobidan xodim arizasiga (yoki xodim ishlayotgan tarkibiy tuzilma boshlig'i murojaatiga) asosan quyidagi holatlarda va miqdorlarda xodimga moddiy yordam ko'rsatishi mumkin:

xodim farzandli bo'lganda - bazaviy hisoblash miqdorining 3 (uch) barobari miqdorida;

xodim oila qurganda (birinchi nikoh uchun) - bazaviy hisoblash miqdorining 3 (uch) barobari miqdorida;

xodimning farzandi oila qurganda - bazaviy hisoblash miqdorining 3 (uch) barobari miqdorida;

xodimning (ishlab chiqarish bilan bog'liq bo'lmagan holda) yoki uning oila a'zolari (turmush o'rtog'i, farzandlari, ota-onasi)dan biri vafot etganda - bazaviy hisoblash miqdorining 3 (uch) barobari miqdorida;

xodim kasal bo'lganida yoki xodimning oila a'zolari(turmush o'rtog'i, farzandi va ota-onasi)dan birining sog'lig'iga baxtsiz hodisa tufayli shikast yetgan taqdirda, shuningdek xodimning ijtimoiy himoyaga ehtiyoji bo'lganda - bazaviy hisoblash miqdorining 2 (ikki) barobaridan 5 (besh) barobarigacha miqdorida;

xodimning yubiley sanasiga (50, 55, 60, 65, 70 yosh va shu kabi) - bazaviy hisoblash miqdorining 3 (uch) barobari miqdorida (yoki teng miqdorda sovg'a).

Er-xotin yoki yaqin qarindoshlar bo'lgan xodimlarning bitta sababga ko'ra moddiy yordam olish huquqi mavjud bo'lganda moddiy yordam ularning biriga beriladi.

- 5.13. Quyidagi hollarda qonunchilik hujjatlariga muvofiq xodimlarning mehnat haqiga ustamalar, qo'shimcha to'lovlar va kompensatsiya to'lovlari beriladi:
 bir necha kasb (lavozim)da ishlaganlik, o'rindoshlik asosida ishlaganlik uchun, xizmat ko'rsatish doirasi kengayganligi, bajariladigan ishlar hajmi ortganligi uchun;
 O'zbekiston Respublikasi hududidagi xizmat safarlari uchun;
 O'zbekiston Respublikasidan tashqaridagi xizmat safarlari uchun.
- 5.14. Xodim Ish beruvchi tizimida bir lavozimdan boshqa lavozimga o'tganda ustama haqi qayta ko'rib chiqilishi mumkin. Topshirilgan vazifalar o'z vaqtida bajarilmasa, ish sifati yomonlashsa, mehnat intizomiga rioya qilinmasa, lavozim maoshlariga beriladigan ustama haq Ish beruvchi rahbariyati buyrug'i bilan bekor qilinishi yoki ularning miqdori kamaytirilishi mumkin.
- 5.15. Xodimlarga martaba darajalari hamda uzoq muddatli xizmatlari uchun ustamalar va haq to'lash qonunchilik va idoraviy hujjatlarga muvofiq amalga oshiriladi.
- 5.16. Ish beruvchining ko'rsatmasiga binoan, universitet va mehnat jamoasi manfaatlariga doir vazifalarni bajarish (malaka oshirish, xizmat safarida bo'lish, navbatchilik, universitetdan tashqarida darslar o'tkazish va boshqa turli tadbirlarda qatnashish) maqsadida xodim o'z asosiy ishidan ozod etiladi.
- Agarda yuqorida ko'rsatilgan tadbirlar ish vaqtida o'tkazilsa, bu holda xodimning o'rtacha ish haqi saqlanib qolinadi. Mazkur tadbirlar ishdan tashqari vaqtda o'tkazilsa, xodimning xohishiga ko'ra ish vaqtidan tashqari ish uchun oshirilgan haq to'lash o'rniga ish vaqtidan tashqari ishlab berilgan vaqtning davomiyligiga muvofiq keladigan qo'shimcha dam olish vaqtini berish bilan kompensatsiya qilinishi mumkin. Bunday holda ish vaqtidan tashqari ish uchun bir hissa miqdorida haq to'lanadi, dam olish vaqti uchun esa haq to'lanmaydi.
- 5.17. Xodimlarga alohida hollarda (favqulodda vaziyatlarda, epidemiya yoki karantin holatlarida) ish haqi saqlanmagan holda ta'tillar berilganda, ushbu ta'tillar vaqti yillik asosiy ta'tilni olish huquqini beradigan mehnat stajiga qo'shiladi.
- 5.18. Ish beruvchi ishlayotgan ayollarga homiladorlik va tug'ish nafaqalari bo'yicha to'lovlarni to'lashni kafolatlaydi.
- 5.19. Dam olish va bayram kunlarida bajarilgan ishlar uchun ikki hissa miqdorida haq to'lanadi. Bayram yoki dam olish kunidagi ish xodimning xohishiga qarab boshqa dam olish kuni berish bilan qoplanishi mumkin. Bayram yoki dam olish kunidagi ish uchun boshqa dam olish kuni berilgan taqdirda, bunday ishlar uchun kamida bir hissa miqdorda mehnat haqi to'lanadi.
- 5.20. Ish beruvchi xodimlarni mehnat sohasida davlat va jamiyat oldidagi alohida xizmatlari uchun davlat mukofotlariga taqdim etish mumkin.

Compensation and Labour Terms

V. Compensating for Labour

This section outlines policies for guaranteed remuneration, compensation disbursements, and employee support according to legal frameworks and internal regulations.

- 5.1.** If wage disbursements are delayed due to bank fault, the Employer will request a penalty from the bank to offset wage settlements.
- 5.2.** According to Resolution PQ-4939, the Trade Union Committee ensures employee wage rights are upheld, reflecting workforce qualifications.
- 5.3.** The University guarantees full and timely wage payments. In case of arrears, the Employer must contact relevant authorities.
- 5.4.** Employee wages will be recalibrated in alignment with any salary increase in university positions.
- 5.5.** Gender equality in pay is mandated as per ILO Convention No. 100, promoting equal pay for equal-value work.
- 5.6.** Time-based wage structures are maintained according to university standards.

- 5.7. Wage disbursements adhere to labour-related legislation and institutional policies.
- 5.8. Wage disbursement schedule: by the 16th for the first half and by the 1st of the following month for the second half. Payments falling on weekends or holidays will be made the preceding day.
- 5.9. Wage adjustments and standards are reviewed with the Trade Union Committee's input.
- 5.10. Financial assistance follows legislative guidelines.
- 5.11. Employees receive holiday benefits per Article 208 of the Labour Code, including seasonal financial assistance for agricultural purchases.
- 5.12. Financial aid is provided under specific circumstances, such as childbirth or illness, ranging from 2-5 times the base calculation.
- 5.13. Salary adjustments are applied for multi-professional tasks, workload increase, and business travel.
- 5.14. Bonuses may be modified if the employee transitions roles within the organization, contingent on task performance and labour discipline.
- 5.15. Promotions are conducted based on legislative guidelines and departmental protocols.
- 5.16. Employees engaged in university-sanctioned tasks will receive average salary compensation during work hours, with options for additional rest time in non-working hours.
- 5.17. Exceptional unpaid leaves for emergencies will count toward service length for annual vacation eligibility.
- 5.18. Maternity benefits are provided for employed women.
- 5.19. Weekend or holiday work offers compensatory time or partial remuneration.
- 5.20. Employees are eligible for state awards for significant labour contributions.

Entrepreneurship and Innovation Ecosystem

- TSUL supports entrepreneurial activity through university-industry partnerships, research-based projects, and student competitions aimed at fostering creative and entrepreneurial thinking.
- The [“Most Talented Student”](#) and [“Best Teacher of the Year”](#) contests reward innovation, excellence, and leadership, with substantial financial prizes and public recognition (up to 10 million UZS for first place winners).
- Students and faculty are encouraged to apply their legal and business knowledge in research-based start-up initiatives and policy-oriented projects addressing economic and social challenges.



Report on Gender Indicators in Monthly Salaries at TSUL

TDYU da oylik maoshlarda gender ko'rsatkichlari bo'yicha hisobot														
	Aja-tilgan shlat soni	Egalla-gan shlat 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	585 902 230	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

3. 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

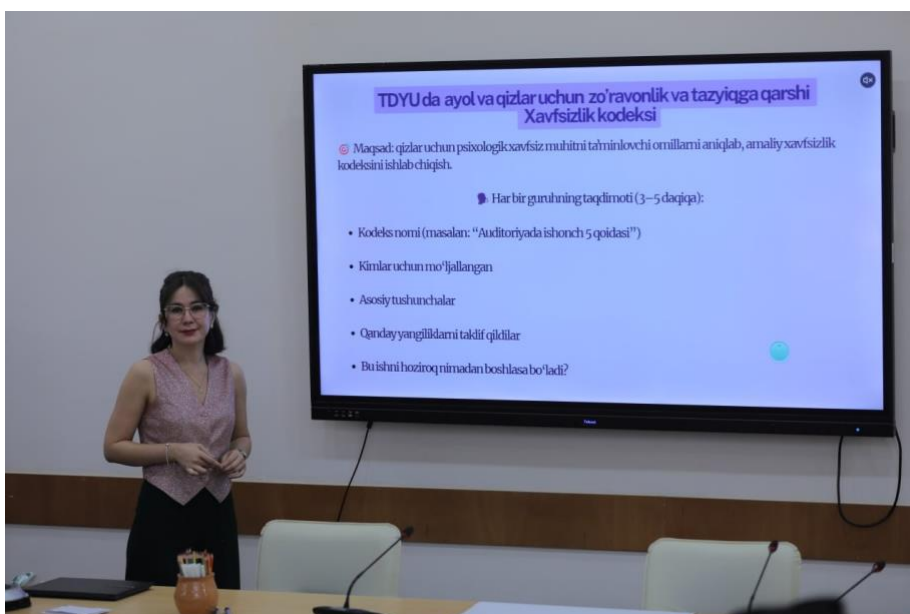
impact of climate change on human rights, gender identity and inclusion, and the protection of children's rights. These initiatives aim to foster a deeper understanding of equality, diversity, and social justice within the university community.

[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](#)

Follow Us

Stay connected and follow the latest updates from TSUL Youth Union:

[Telegram](#) | [Instagram](#) | [Facebook](#) | [Post 1](#) | [Post 2](#) | [Video 1](#) | [Video 2](#) | [Video 3](#)

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](#)

4. Does your university as a body have a policy commitment against forced labour, modern slavery, human trafficking, and child labour?

TSUL's Policy Commitment against Forced Labour, Modern Slavery, Human Trafficking, and Child Labour

Tashkent State University of Law (TSUL) demonstrates a strong institutional commitment to eradicating all forms of forced labour, modern slavery, human trafficking, and child labour within its operations and partnerships.

The Tashkent State University of Law (TSUL) has established a comprehensive institutional framework to ensure equal pay for equal work, fully aligned with [ILO Convention No. 100 on Equal Remuneration](#) and the principles of the [UN Sustainable Development Goals](#).

This principle is formally embedded in TSUL's Collective Agreement for 2023-2026, which was concluded between the University Administration and the Trade Union Committee on February 28, 2024. The agreement explicitly guarantees that men and women receive equal pay for work of equal value, regardless of position or job category. This provision aligns TSUL's employment practices with the national labour legislation of the Republic of Uzbekistan and international labour standards.

Clause 5.5 of the Collective Agreement states, *"gender equality in pay is ensured in accordance with ILO Convention No. 100, promoting equal remuneration for work of equal value."*

Transparent wage review mechanisms, regular audits, and joint monitoring support this clause conducted by the Trade Union Committee, University Administration, and the Honorary Council of TSUL. The implementation of these measures is subject to continuous public oversight to ensure full compliance and accountability.

Additionally, TSUL's institutional policies reinforce this commitment:

- The [Policy on Guaranteeing Equal Rights of Workers](#) protects employees against any form of wage discrimination based on gender, marital status, or other personal attributes.
- The [Gender Equality and Female Empowerment Policy](#) ensures equitable access to professional development, leadership roles, and fair remuneration.
- The [Equality, Diversity, and Inclusion Policy](#) prohibits discrimination in recruitment, promotion, and pay across all categories of staff and academic positions.

Policy for Ending Discrimination

Equality, Diversity and Inclusion Policy

1. Introduction

1.1. Tashkent State University of Law (hereinafter referred to as University) is committed to creating a positive culture, based on tolerance and inclusion, for all its staff, volunteers, students, and visitors and promoting the principles of equality, diversity, and inclusion across all of its places of work and study.

1.2. The policy aims to ensure that individuals in the university community can reach their full potential through the freedom to be themselves, be authentic, and not seek to conceal elements of their identity to avoid unfair treatment. The University also will aim to promote equality, foster good relations between individuals, and take a proactive approach to celebrate the diversity of its community. These aims will be achieved by maintaining a policy that promotes equality, diversity, and inclusion in the selection, training, review, and promotion of staff and in the selection, education, and assessment of students.

1.3. The University is committed to providing a learning, working and social environment which is free from discrimination, prejudice, intimidation, stigmatization, and all forms of harassment and bullying.

1.4. No student, volunteer, staff member, or visitor will be discriminated against based on an unfair distinction including:

- Age
- Disability
- Marriage
- Pregnancy or maternity
- Race (includes: race, colour, nationality (including citizenship), ethnic or national origins)
- Religion or belief
- Sex

These frameworks are complemented by the active work of the **Women's Committee** and the **University Trade Union**, which monitor compliance with gender equality standards and provide support mechanisms for staff. The committees also facilitate confidential reporting channels for any cases of unfair treatment, supported by TSUL's **Non-Discrimination Policy**.

Regular salary adjustments, performance-based incentives, and promotion procedures are reviewed to maintain fairness, transparency, and consistency with these equality commitments. All decisions regarding remuneration are made based on **qualifications, responsibilities, and work performance**, not gender or personal characteristics.

Through this integrated approach, TSUL demonstrates its strong institutional commitment to achieving **decent work and economic growth** and **gender equality**, ensuring that all employees are treated with dignity, respect, and fairness in both opportunity and compensation.

Promotion of Decent Work and Elimination of Forced Labour (SDG 8)

Tashkent State University of Law (TSUL) is committed to advancing the goals of **SDG 8 “Decent Work and Economic Growth”**, with a special focus on eradicating forced labour, modern slavery, human trafficking, and child labour.

Policy Commitment

In June 2022, TSUL approved the [Policy against Modern Slavery, Forced Labour, Human Trafficking, and Child Labour](#). This policy aims to prevent all forms of exploitation and ensure

fair and safe working conditions for everyone. It also promotes awareness, education, and reporting mechanisms to protect vulnerable groups and uphold human rights.

Education and Awareness

The Department of Labor Law develops educational materials and video lessons such as [“Introduction to Labour Rights”](#), [“Understanding Modern Slavery”](#), and [“Preventing Human Trafficking”](#). These are published online to increase public awareness of fair labour practices and legal protections.

Labour Law Department Activities

M. Karimjonov, Senior Lecturer in the Department of Labour Law, actively contributes to raising awareness of key labour law issues. He regularly publishes articles and posts on topics such as forced labour, modern slavery, human trafficking, and child labour on his professional Telegram channel.

[Main Channel](#) [Article 1](#) [Article 2](#)

M. Karimjonov also participated as an expert on labor law during a roundtable discussion featured on the *kun.uz* website on September 19, 2024.

[Watch Discussion](#)

In addition, he is producing short educational videos on labour legislation for the Telegram channel of the State Service Development Agency, aimed at enhancing public understanding of employment rights and legal protections.

[Agency Channel](#) [Video 1](#) [Video 2](#) [Video 3](#)

Furthermore, M. Karimjonov is developing a series of expert materials on labour legislation for the national information-analytical portal, contributing to policy dialogue and legal literacy in the field of labour law.

[Visit Portal](#)

International Law Department Activities

D. Abdullayeva, Associate Professor in the Department of International Law and Human Rights, conducted a promotional event on the topic *“International Standards for Eradicating Forced Labour and Child Labour.”* The event highlighted global legal frameworks and best practices aimed at eliminating exploitative labour and protecting human rights.

[View Event Coverage](#)

Research and Expert Work

TSUL experts regularly publish articles, produce video materials, and participate in national discussions on topics such as forced labour, modern slavery, and child labour. These activities help strengthen the understanding and enforcement of labour rights in Uzbekistan.

Professors of TSUL took part in seminar training on “Guarantees of employees’ labour rights”. A seminar training was held at Fergana Regional Department of Justice as part of the legal campaign

“Guarantees of Employees’ Labour Rights”. The event aimed to work closely with employees, identify and address their issues, analyze and resolve problems, and further enhance their legal awareness and culture. [Read More](#)



This policy forms part of TSUL’s broader ethical governance framework, supported by the **Supplier Code of Conduct**, the **Equality, Diversity and Inclusion Policy**, the **Policy on Guaranteeing Equal Rights of Workers**, and the **Gender Equality and Female Empowerment Policy**. Together, these documents ensure that TSUL maintains high ethical, legal, and social responsibility standards in every aspect of its institutional activity.

The **Supplier Code of Conduct** explicitly prohibits the use of forced or child labour and requires all suppliers to comply with national and international labour laws, uphold human rights, and prevent any form of trafficking or exploitation. It also promotes transparency, environmental accountability, and fair business practices across TSUL’s procurement network.

University Responsibilities and Policies

Policies

- [Non-Discrimination Policy](#)
- [Policy on Guaranteeing Equal Rights of Workers](#)
- [About additional measures to ensure the implementation of gender policy at Tashkent State Law University](#)
- [Gender Equality and Female Empowerment Policy](#)

Responsibilities

University

- The University has overall responsibility for the implementation of this policy.
- The Rector, Deputy Rectors, Head of Human Resources, Deans of Faculties, and Heads of Departments have specific responsibilities to comply with legislation and promote equality, inclusion, and diversity.

- Complaints of discrimination, bullying, harassment, or unfair treatment are treated timely and sensitively with appropriate confidential monitoring undertaken.
- Staff, students, and volunteers are made aware of the policy through a range of communication methods.
- Staff, students, volunteers, and visitors are treated with respect and dignity at all times.
- A Diversity and Inclusion Strategy is developed and implemented.
- This policy is monitored and reviewed regularly.

Staff and Volunteers

- All staff and volunteers have a responsibility to comply with this policy and cooperate with their Heads of Departments in doing so.
- Treat colleagues, students, volunteers, and visitors to the University with respect at all times.
- Participate in appropriate training and wider learning opportunities to assist the University in meeting its legal and strategic commitments in relation to Diversity and Inclusion.
- Challenge and/or report behavior that is discriminatory.
- Heads of Departments ensure the policy is communicated to their team and promote equality, diversity, and inclusion.

Students

- Treat other students, staff, volunteers, and visitors to the University with respect at all times.
- Challenge and/or report behavior that is discriminatory.
- Engage in development/training opportunities where applicable.

Visitors and Partners

- All visitors, contractors, subcontractors, service providers, and any other persons associated with the functions of the University have a responsibility to treat staff, volunteers, students, and others with respect at all times.
- Report and/or challenge behavior that is discriminatory.

Application

Employment Areas

- Recruitment and selection of staff
- Promotion opportunities
- Evaluation of jobs and grading
- Training and development opportunities
- Discipline procedures

- Redundancy procedures
- Dismissals

Relationship with Students

- Access and admission to courses
- Delivery of Student Services
- The content of the curriculum and teaching styles
- Assessment
- Accommodation

The principles of non-discrimination and equality of opportunity also apply to the way in which staff, volunteers, and students should treat each other, visitors, contractors, service providers, suppliers, and any other persons associated with the functions of the University.

Support

Support for staff, volunteers, and students in relation to diversity and inclusion will be provided through:

- Rector
- Deputy Rectors
- Human Resources
- Deans of Faculties
- Heads of Departments
- University Trade Union
- Women's Committee
- Faculty Tutors

Requirements

Where staff, volunteers, or students have requirements or requests related to diversity and inclusion (e.g., reasonable adjustments in relation to disability), these will be dealt with objectively and supported where reasonable and practicable, taking all factors into account.

Complaints

Serious Cases

Any cases of discrimination, harassment, bullying, or victimization will be taken very seriously by the University. Any member of staff or student found guilty of unlawful discrimination or harassment will be subject to disciplinary action. Appropriate actions will be taken where possible against any member of the public, volunteer, visitor, or service provider involved in discrimination or harassment.

Rights of Complainants

Staff, students, or other parties who make a complaint of discrimination have the right to do so without fear of victimization, and the University will make every effort to ensure that any complaints are dealt with promptly and fairly.

Support Services

Confidential support and information services are available from the Trade Union, Women's Committee, and Students' Association.

Making a Complaint

Staff, volunteers, or students who wish to make a complaint of discrimination, bullying, harassment, or victimization should initially address the matter informally to the relevant Head of Department or Deputy Rector. If the matter cannot be resolved informally, the complainant should submit a formal complaint.

Monitoring and Review

The effectiveness of this policy will be monitored on a regular basis and reviewed every three years or sooner if required. The outcomes of monitoring will be used to inform improvements in practice.

Contacts

For any questions or concerns related to this 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](#)

Policies

- [Equality, Diversity and Inclusion Policy](#)
- [Gender Equality Policy](#)
- [Policy on Guaranteeing Equal Rights of Workers](#)
- [TSUL Admissions & Access Policy](#)
- [Policy against Modern Slavery, Forced Labour, Human Trafficking, and Child Labour](#)
- [Non-Discrimination Policy](#)
- [Gender Equality and Female Empowerment Policy](#)
- [Regulation on Quality Assurance](#)
- [Internal Regulations](#)

- [About Additional Measures to Ensure the Implementation of Gender Policy at Tashkent State Law University](#)
- [Stakeholder Engagement Policy](#)
- [Code of Ethics](#)

The Tashkent State University of Law (TSUL) is committed to fostering an inclusive, respectful, and equitable environment for all employees and students. TSUL actively enforces policies aimed at eliminating discrimination, harassment and forced and illegal labour at all levels of the institution.

Through these coordinated measures, TSUL upholds the principles of decent work, human dignity, and social justice, reinforcing Uzbekistan's national labour standards and contributing to the achievement of UN SDG 8 (Decent Work and Economic Growth).

5. Does your university as a body have a policy on guaranteeing equivalent rights of workers when outsourcing activities to third parties?

8 DECENT WORK AND ECONOMIC GROWTH



Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all

Tashkent State University of Law (TSUL) ensures that the protection of workers' rights extends beyond its direct employees to all individuals engaged through third party or outsourced service providers. This commitment is embedded in the **Supplier Code of Conduct** and the **Policy against Modern Slavery, Forced Labour, Human Trafficking, and Child Labour**, approved in **June 2022**. TSUL is committed to advancing the goals of **SDG 8 “Decent Work and Economic Growth”**, with a special focus on eradicating forced labour, modern slavery, human trafficking, and child labour.

Policy Commitment

In June 2022, TSUL approved the [Policy against Modern Slavery, Forced Labour, Human Trafficking, and Child Labour](#). This policy aims to prevent all forms of exploitation and ensure fair and safe working conditions for everyone. It also promotes awareness, education, and reporting mechanisms to protect vulnerable groups and uphold human rights.

These policies require all contractors, suppliers, and partners to uphold ethical employment standards equivalent to those enjoyed by TSUL's own workforce. The Supplier Code of Conduct promotes:

- ✓ Full compliance with Uzbekistan's national labour legislation and international conventions;
- ✓ Equal pay for equal work and fair working hours;
- ✓ Safe, non-discriminatory, and inclusive working conditions;
- ✓ Strict prohibition of forced labour, modern slavery, human trafficking, and child labour.

Education and Awareness

The Department of Labor Law develops educational materials and video lessons such as [“Introduction to Labour Rights”](#), [“Understanding Modern Slavery”](#), and [“Preventing Human Trafficking”](#). These are published online to increase public awareness of fair labour practices and legal protections.

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[View Event Coverage](#)

Research and Expert Work

TSUL experts regularly publish articles, produce video materials, and participate in national discussions on topics such as forced labour, modern slavery, and child labour. These activities help strengthen the understanding and enforcement of labour rights in Uzbekistan.

Ombudsman Collaboration

Since 2021, TSUL has collaborated with the [Oliy Majlis Human Rights Representative \(Ombudsman\)](#) to train qualified legal professionals. Under this cooperation, the “*Ombudsman Club*” was established in 2023, offering students opportunities to study and work at the Ombudsman Institute and take part in training sessions on human rights and decent work.

- ❖ A roundtable discussion titled “[The Role of the Ombudsman Institution in Ensuring Human Rights: Experience of Uzbekistan and Finland](#)” was held at TSUL on 4 March 2025, bringing together experts and officials from Uzbekistan and Finland to share experiences, discuss challenges, and promote international cooperation in human rights protection.



- ❖ Student volunteers of the TSUL Legal Clinic familiarized with the activities of the Ombudsman. During the visit, students became acquainted with the main areas of the Ombudsman's activities, the process of reviewing citizens' appeals, as well as the procedure for conducting monitoring visits to closed institutions where persons with restricted freedom of movement are held. [Read More](#)



Contribution to SDG 8

Through these measures, TSUL guarantees that outsourced workers enjoy equivalent rights, protections, and working standards, reinforcing its alignment with **UN SDG 8: Decent Work and Economic Growth**.



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

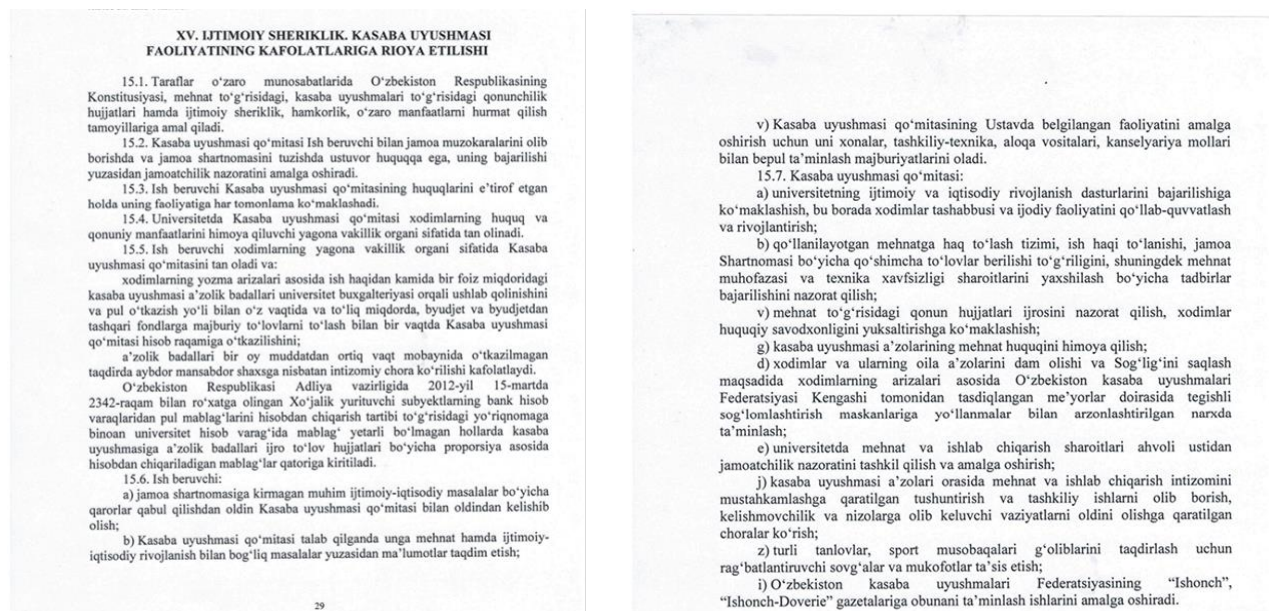
TSUL's Policy on Pay Scale Equity and Gender Pay Gap Elimination

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	Lavozim okladi	Lavozim 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 1, 2022

A. Tashkulov
Rector of Tashkent State
University of Law

8. Does your university as a body have a process for employees to appeal on employee rights and/or pay?

Employee Rights and Appeals Process at TSUL

Tashkent State University of Law (TSUL) maintains a clear and transparent process that allows all employees to appeal decisions related to their rights, pay, and employment conditions. The university's appeal and grievance mechanisms are grounded in the principles of fairness, accountability, and respect, ensuring that all cases are handled promptly, confidentially, and without prejudice.

The procedures are outlined in TSUL's **Collective Agreement (2023–2026)**, the [Policy on Guaranteeing Equal Rights of Workers](#), and the [Non-Discrimination Policy](#), which collectively ensure the protection of employee rights and equitable pay practices. Employees have the right to raise concerns or appeal against decisions regarding remuneration, classification, promotion, or workplace treatment.

All appeals are reviewed through a structured process managed jointly by the **University Administration**, the **Trade Union Committee**, and, when relevant, the **Honorary Council**. This ensures that each grievance is assessed objectively and that employees are granted the opportunity to present evidence, request reconsideration, and seek resolution.

In cases involving discrimination, harassment, or rights violations, complaints can be submitted through confidential channels to the **Human Resources Department** and **Women's Council**. These bodies are mandated to investigate complaints, mediate disputes, and recommend corrective measures.

TSUL's approach reflects its broader commitment to providing a **safe, fair, and supportive work environment**, where all staff members are empowered to assert their rights without fear of retaliation. Annual reports on salary equity, gender balance, and workplace inclusion further support transparency and institutional accountability.

Through these mechanisms, TSUL ensures that every employee has access to an impartial, effective process for appealing employment-related decisions, reinforcing the university's alignment with **UN SDG 8 (Decent Work and Economic Growth)**.

Complaints

Serious Cases

Any cases of discrimination, harassment, bullying, or victimization will be taken very seriously by the University. Any member of staff or student found guilty of unlawful discrimination or harassment will be subject to disciplinary action. Appropriate actions will be taken where possible against any member of the public, volunteer, visitor, or service provider involved in discrimination or harassment.

Rights of Complainants

Staff, students, or other parties who make a complaint of discrimination have the right to do so without fear of victimization, and the University will make every effort to ensure that any complaints are dealt with promptly and fairly.

Support Services

Confidential support and information services are available from the Trade Union, Women's Committee, and Students' Association.

Making a Complaint

Staff, volunteers, or students who wish to make a complaint of discrimination, bullying, harassment, or victimization should initially address the matter informally to the relevant Head of Department or Deputy Rector. If the matter cannot be resolved informally, the complainant should submit a formal complaint.

Contacts

For any questions or concerns related to this 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](#)

For more information on complaints about employee rights and/or wages, [read more](#).

Ensuring a Safe and Supportive Working Environment at TSUL

Tashkent State University of Law (TSUL) is committed to fostering a safe, inclusive, and supportive working environment for all employees. The University's policies and reporting practices reflect its dedication to fair employment, pay equity, and overall staff wellbeing.

TSUL conducts **annual corporate and gender-based financial reports** that transparently present data on staff salaries, gender balance, and employment indicators. This process helps monitor progress toward equal opportunities and fair remuneration, ensuring that working conditions remain just and inclusive for all employees.

The following tables present the financial allocations and expenditures from budgetary and extrabudgetary sources that demonstrate institutional accountability and a structured approach to employee and student-related payments.

TSUL's Stipend Expenses for 2024

Source of Funds	Amount (UZS)
Budget funds	9,705,555,648.00

Source of Funds	Amount (UZS)
Tuition contract funds	3,019,641,804.00
Total:	12,725,197,452.00

TSUL's Expenses for 2025

№	Description	Amount (thousand UZS)
1	For wages and equivalent payments	163,284,967.20
2	For stipend payments	13,538,071.60
3	For single social payment	19,497,476.10
4	For business trip expenses	5,042,467.30
5	Within the Republic	775,435.00
6	Abroad	4,267,032.30
7	For utility payments	2,870,921.70
8	For acquisition of fixed assets	10,415,982.00
9	For other expenses	58,919,969.50
	Total expenses	273,569,855.40

Expenses for scientific works (under grant projects): 1,705,442.90 thousand UZS

Funds Allocated to State Institutions from TSUL's Extrabudgetary Resources

№	Name of Institution	Allocated Amount (thousand UZS)
1	Ministry of Justice	20,584,100.00
2	Tashkent Mediation Centre	5,000,000.00
3	TSUL Academic Lyceum named after M.S. Vosikov	5,598,531.30
4	TSUL Academic Lyceum in Samarkand Region	1,292,478.30

№	Name of Institution	Allocated Amount (thousand UZS)
5	TSUL Academic Lyceum in Namangan Region	1,414,691.30
	Total amount	33,889,800.90



Corporate Annual Report Concept

Corporate financial reporting encompasses financial statements, reports and information returns prepared for various end users and governing bodies.

An additional information is available using the links listed below:

Pricing Concept of TSUL

Income information of TSUL	2021	2022	2023
depositing idle funds	12 282,1 billion soums	14 255,3 billion soums	25 008,7 billion soums
according to off-budget innovation funds	143,5 billion soums	200,5 billion soums	387,8 billion soums
from the budget funds	6 454,7 billion soums	10 640,8 billion soums	17 871,1 billion soums
from the extra budgetary funds	3 567,2 billion soums	8 920,5 billion soums	12 715,2 billion soums
from educational payment-contract funds	132 704,7 billion soums	145 694,7 billion soums	196 609,1 billion soums
Total revenues	155 152,2 billion soums	179 711,9 billion soums	252 591,9 billion soums

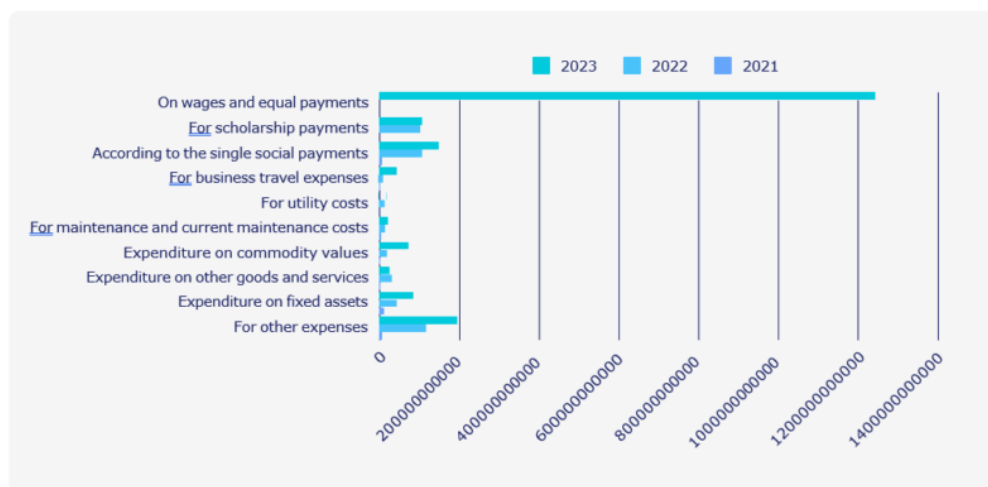


Tashkent State University of Law Annual Report Concept on Expenses

Expenses	2021	2022	2023
On wages and equal payments	69 109,6 billion soums	91 192,0 billion soums	124 389,7 91 192,0 billion soums
For scholarship payments	9 387,8 billion soums	10 248,2 91 192,0 billion soums	10 876,8 91 192,0 billion soums
According to the single social payments	8 228,9 9 387,8 billion soums	10 889,0 91 192,0 billion soums	14 854,7 91 192,0 billion soums
For business travel expenses	446,3 9 387,8 billion soums	1 096,5 91 192,0 billion soums	4 322,6 91 192,0 billion soums
For utility costs	999,9 9 387,8 billion soums	1 443,6 91 192,0 billion soums	1 991,9 91 192,0 billion soums
For maintenance and current maintenance costs	5 191,4 9 387,8 billion soums	1549,0 91 192,0 billion soums	2 340,1 91 192,0 billion soums
Expenditure on commodity values	1 302,3 9 387,8 billion soums	2079,0 91 192,0 billion soums	737,8,1 91 192,0 billion soums



Tashkent State University of Law Annual Report Concept on Expenses



These financial records illustrate TSUL's established and transparent **processes for employee and student payments**, consistent with the principles of SDG 8. They support fair remuneration, accountability in financial governance, and the responsible use of both budgetary and extrabudgetary funds.

Furthermore, TSUL maintains **institutional procedures for employees to appeal on matters of pay and rights**, ensuring that staff concerns are addressed through formal channels and in accordance with internal university policies and national labour regulations.

Through its **Pay Scale Equity Policy** and **Gender Equality Framework**, TSUL continues to eliminate wage disparities, improve gender representation, and support staff career development. The University also recognizes the importance of work-life balance and wellbeing, implementing measures that consider parenthood and flexible employment conditions in staff evaluations.





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
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Overall	10 276 971	14 176 777	15 834 908	20 800 458	16 061 060	23 114 734	20 281 379

Gender Representation at TSUL

TSUL also promotes openness regarding its **workforce composition**. According to the most recent institutional data (2025):

- **648 men** and **384 women** are employed across the university.
- Among them:
 - **375 men** and **166 women** are full-time staff.
 - **176 men** and **51 women** are part-time employees.
 - **97 men** and **167 women** are on temporary or leave status.

This data demonstrates TSUL's commitment to gender balance, equality, and transparency in employment practices. The university continues to implement policies that promote inclusiveness, merit-based recruitment, and equal opportunities for professional advancement.

In addition, TSUL maintains a strong commitment to transparency and accountability through **corporate financial reporting**, which details revenues, expenditures, and staffing structures for each year. These reports reinforce responsible governance, efficient resource allocation, and sustainable institutional growth, all of which contribute to a stable and healthy work environment.

By integrating equality, wellbeing, and accountability into its operations, TSUL demonstrates its alignment with **SDG 8 “Decent Work and Economic Growth”**, particularly in promoting safe, fair, and inclusive working conditions for every member of the university community.

9. Does your university as a body recognise labour rights (freedom of association & collective bargaining) for all, including women & international staff?

Promoting Decent Work and Sustainable Institutional Development at TSUL

Tashkent State University of Law (TSUL) is committed to fostering a sustainable and inclusive working environment by ensuring employee protection, occupational safety, and transparent labour practices.

Through the *Resolution on Labour Disputes*, TSUL guarantees that all employees have the right to appeal regarding their employment rights or pay. Disputes are addressed in accordance with national labour legislation, ensuring fairness and equality through collaboration between the Employer, the Trade Union Committee, and the Labour Disputes Commission.

The process for employees to appeal on employee rights and/or pay

XIV. Resolution of Labour Disputes

The parties, acknowledging the principles of social partnership, commit to implementing measures to avert labour disputes. Such disputes are resolved through mutual trust and respect, in accordance with labour legislation.

14.2. An employee who believes that their rights have been infringed has the right to submit an application to the Employer, either independently or with the assistance of the Trade Union Committee. The employee's application must be properly recorded in the registry office. A written response to the appeal will be provided to the employee.

14.3. Individual labour disputes may be addressed by the Labour Disputes Commission, established on the principle of equality between the Employer and the Trade Union Committee.

14.4. The Labour Disputes Commission operates in accordance with the legal documents of the Federation of Trade Unions of Uzbekistan.

14.5. Labour disputes concerning collectives are resolved in accordance with the procedures established by legislative and other legal documents of the labour council.

To implement these principles effectively, TSUL operates several key departments, including the [Human Resources Department](#), the [Department of Occupational Safety and Health](#), the [Accounting Department](#), and the [Office of Organizational Control and Strategic Planning](#). Together, they oversee recruitment, workplace safety, labour relations, and internal accountability.

TSUL Departments Information

The Human Resources Department

Mission

The HR department is a structural subdivision of Tashkent State University of Law that works to provide the university with highly qualified personnel capable of performing the tasks and

functions assigned to them, placement of employees, and formation of personnel reserve, and work with them.

About the Department

The Human Resources Department of Tashkent State University of Law was established based on the Presidential Decree of 28 April 2017 PP-2932 “On measures to improve the system and increase the efficiency of training at Tashkent State University of Law”, Decree of 29 April 2020 UP-5987 “On additional measures to improve legal education and science in the Republic of Uzbekistan”, decision #4 of the University Council of 21 May 2020.

Main Tasks

- ❖ Search, attraction and selection of qualified specialists
- ❖ Organization of recruitment activities based on interview or recruitment
- ❖ Drawing up documents on labor relations with employees
- ❖ Formation of a necessary database of university employees
- ❖ Control of observance of requirements of the Labour Code

Accounting Department

One of the young and enterprising departments of Tashkent State Law University

Our Staff

Parpiyev Muslimbek Maksudalievich Chief accountant	Nazarova Nasibakhon Numanjanovna Deputy chief accountant	Axmuratov Axror Khudayarovich Deputy chief accountant	Seyidova Gulnaxal Kadirovna Accountant
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Department of Occupational Safety and Health

The activity of the department is aimed at early prevention of dangers, emergencies, providing timely and comprehensive assistance to the population in case of danger to life and health.

Key Activity Areas

- ❖ Labor Protection and Safety
- ❖ Civil Protection in Emergency Situations
- ❖ Fire and Technical Safety

Office of Organizational Control and Strategic Planning

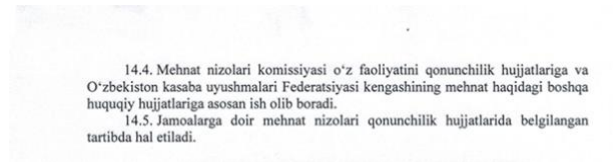
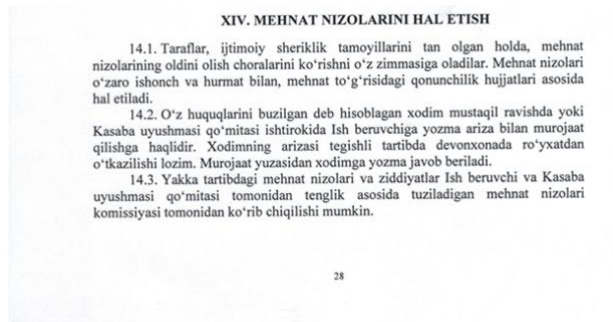
Our Staff

Maxkamov Durbek Nematovich - Head of Department

Nurullaev Shoxrux Shuxratullaevich - Monitoring Specialist

The Office consists of:

- Department of Monitoring and Internal Control
- The Office
- The Archives



By promoting a culture of safety, social partnership, and institutional responsibility, TSUL upholds the values of **SDG 8**, ensuring decent working conditions and sustainable institutional development for all employees.

Supporting Employability and Labour Rights Awareness at TSUL

Tashkent State University of Law (TSUL) is strongly committed to enhancing employability and promoting labour rights awareness for its students, alumni, and staff through continuous learning, professional engagement, and institutional initiatives.

Department of Labour Law

“Educate high-qualified specialist is our main responsibility”

Our goals

- Study international labour standards
- Develop ideas and provide suggestions of enhancement local labour law
- Teach the students based on researches and international experience
- Comparative analyze of international experience to local labour law
- Share the knowledge on labor law trends with local academics

Our tasks

- To get ready undergraduate and graduate students with theoretical and practical knowledge on labor law to enter labor market
- To enhance the education process by boosting department potential
- To implement international education methods into the teaching process such as involvement of social partners in education
- To cooperate with social partners as governmental and NGOs

The [Department of Labour Law](#) plays a central role in this process by integrating international labour standards into teaching and research, developing innovative approaches to local labour law, and sharing expertise with academic and professional communities. Students are prepared for the labour market through both theoretical and practical training, cooperation with government bodies, and engagement with social partners and NGOs.

Additionally, the **Trade Union of TSUL** actively represents and protects employees' socio-economic rights and interests. It operates on the **Electronic Trade Union Platform**, ensuring transparency in all documentation and financial processes.

TSUL also regularly hosts **Career Day**, a large-scale job fair that connects over **20 organizations** with more than **2,000 students**. This event provides direct access to information on paid positions, available vacancies, working conditions, and employee benefits, significantly improving students' career readiness and employability.

Career Day at TSUL

20+	2,000+	845
Organizations	Students	Trade Union Members

A job fair titled “Career Day” was organized at Tashkent State University of Law to enhance student engagement and facilitate meaningful leisure activities. Students received direct information about:

- Paid positions
- Available vacancies
- Working conditions
- Benefits

[Watch a video](#)

Trade Union Leadership

Head of Trade Union

Urazaliev Murod Koraevich

Email:

u.murodbek_78@mail.ru

Tel.: 71 233 66 36

Trade Union Accountant

Yusupov Bakhtiyor

Farkhodovich

Tel.: 71 233 66 36 (1107)

Trade Union Clerk

Otamurodov Shahzod

Tel.: 71 233 66 36

View Trade Union Regulations

“The New Labour Code - the basis of the balance of interests of employees, employers and the state”

The Trade Union of Tashkent State University of Law is regulated by the Constitution of the Republic of Uzbekistan, the Labour Code, and various laws including “On Employment”, “On Labour Protection”, “On Trade Unions”, “On Social Partnership”, and “On Education”.

Together, these initiatives demonstrate TSUL’s ongoing commitment to advancing **decent work, professional development, and sustainable economic resilience**, in full alignment with the goals of **SDG 8 “Decent Work and Economic Growth”**.



TOSHKENT DAVLAT YURIDIK UNIVERSITETI

www.tsul.uz

T oshkent davlat yuridik universitetida “Karyera kuni” o‘tkazildi

Mehnat yarmarkasida 20 dan ortiq davlat va nodavlat tashkilotlar, banklar, yuridik firmalar va boshqa muassasalar vakillari hamda universitetning 2000 nafarga yaqin talabalari ishtirok etdi.

@tsulofficial



TOSHKENT DAVLAT YURIDIK UNIVERSITETI

www.tsul.uz

Muhammadamin Karimjonov

10 YANVAR

“Yangi Mehnat kodeksi — xodimlar, ish beruvchilar va davlat manfaatlarining muvozanatini ta’minlash asosi”

10-yanvar 15:00 da Muhammadamin Karimjonov va “Mehnat huquqi” kafedrasini jamoasi tomonidan shu mavzuda onlayn muloqot tashkil etiladi.

@tsulofficial