

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
Tuition contract funds	3,019,641,804.00

Source of Funds	Amount (UZS)
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
5	TSUL Academic Lyceum in Namangan Region	1,414,691.30

№	Name of Institution	Allocated Amount (thousand UZS)
	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

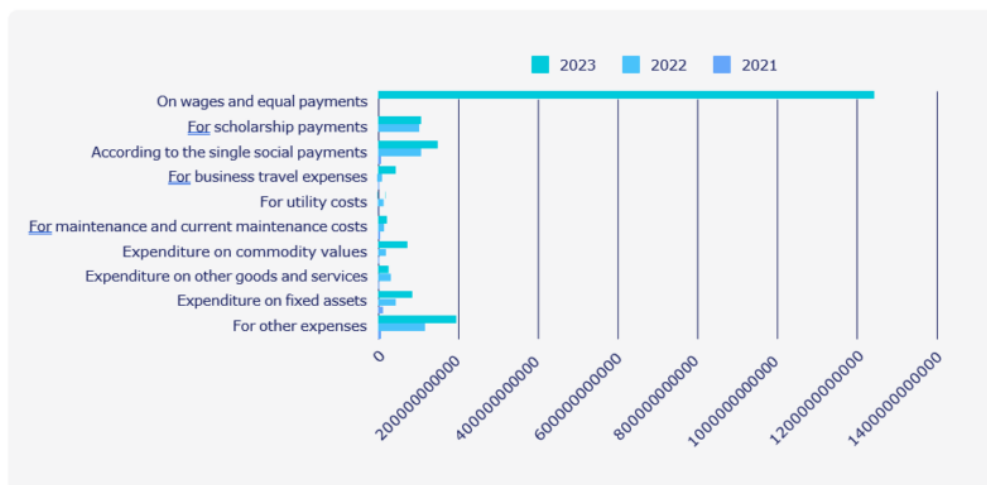


Tashkent State University of Law Annual Report Concept on Expenses

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
Expenditure on other goods and services			



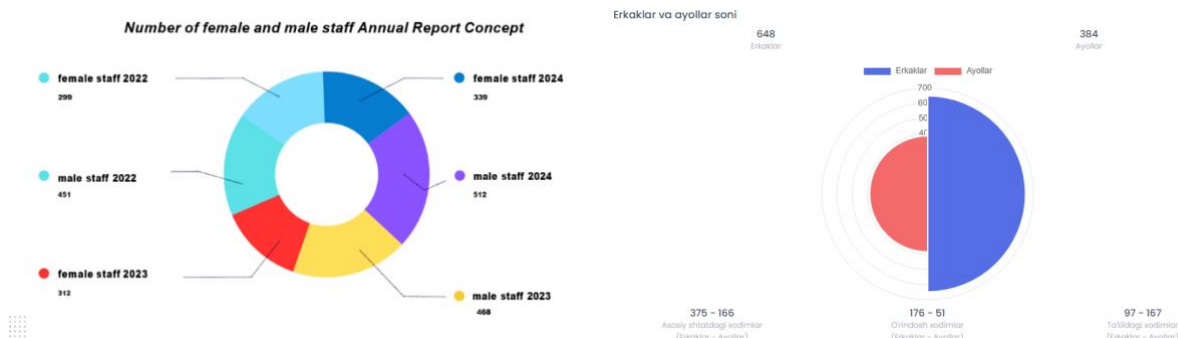
Tashkent State University of Law Annual Report Concept on Expenses



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
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

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.