

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. Qarzдорlik 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'yning birinchi yarmi uchun – joriy o'yning 16-sanasi gacha;

o'yning ikkinchi yarmi uchun – keyingi o'yning 1-sanasi gacha.

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'lganda 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. Quydagi 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														
	Ajra-tilgan shtat soni	Egalla-gan shtat soni	Lavorim oklati	Lavorim oklati (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