

APPROVED BY



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POLICY AGAINST MODERN SLAVERY, FORCED LABOR, HUMAN TRAFFICKING, AND CHILD LABOR

1. Introduction

The Tashkent State University of Law is a higher educational and scientific-methodical institution for basic training and retraining of specialists in the field of "jurisprudence" (TSUL). We have a responsibility both as academia and as individuals to tackle any form of modern slavery, forced labor, human trafficking, and child labor (Modern Slavery). We will not tolerate, facilitate or condone any form of Modern Slavery in education or throughout our services.

2. Purpose and Scope

The purpose of this policy is to communicate and establish controls to ensure compliance with all Modern Slavery regulations as well as ensure alignment with the organization's ethical standards and Code of Conduct. The policy covers all TSUL employees, students, volunteers, and third-party individuals and is intended to ensure all are aware of the responsibilities they hold. The TSUL also has several policies and statements relevant to Modern Slavery which should be read in conjunction with and supplement this policy. These include The TSUL Statute, its Code of Ethical Conduct, Gender Equality Policy, and Recommendations of the Commission of Ethical Conduct, in addition, to section 3 Legislative framework of this Policy.

3. Legislative framework

Modern Slavery is a crime and a violation of fundamental human rights. It is a term used to encompass slavery, servitude, forced compulsory labor, bonded and child labor, and human trafficking, all of which include the deprivation of a person's liberty by another to exploit them for personal or commercial gain.

Currently, Uzbekistan has ratified 17 ILO Conventions and one protocol, in particular the two fundamental ILO Conventions No.29 “On Forced or Compulsory Labor” of 1930 and No.105 “On the Abolition of Forced Labor” of 1957 as well as the Protocol 2014 to Convention No.29. Additional to the international norms International Covenant on Civil and Political Rights (1966), article 8 of which is devoted to the prohibition of forced labor (Uzbekistan is a member from 1995). In the national legislative Constitution, article 37, Employment Act, Labor Code article 7, Code of administrative liability article 51, Code of criminal liability article 148.

The university ensures unconditional obedience of the above legal documents in the university community and reflects them in the internal legal documents.

4. Our Policy

The TSUL policy does not allow for any form of slavery or human trafficking and the university will take proactive steps to ensure that Modern Slavery is not taking place in any part of our educational system. The TSUL will not engage with organizations that facilitate any form of slavery including the use of child labor or forced labor, or which do not recognize freedom of association or collective bargaining. We require that the partners and third parties we work with should hold their partners and third parties to the same standards. We seek to continually improve awareness of the practices necessary to combat slavery and human trafficking and assess the risk profile of our business in these areas. Our zero-tolerance approach to Modern Slavery includes our commitment that:

- the university will not allow any form of slavery or human trafficking to take place in any part of our educational system;
- the university will not use child labor, nor will we use forced labor;
- university recognize freedom of association by permitting our employees to establish and join organizations of their choosing without our permission;
- the university will recognize collective bargaining where required by laws;
- the university will comply with all relevant laws, statutes, and regulations relating to modern slavery;
- the university will publish Modern Slavery Statements following the relevant legislation;
- university require its partners and third-party partners to comply with the above;
- the university will seek to educate and raise awareness across its educational system in the identification and reporting of Modern Slavery.

5. Legal liability

Any employee who breaches this policy may face disciplinary action according to the law, which could result in dismissal for misconduct or gross misconduct.

Since April 23, 2020, under article 51 of the Code of Administrative Responsibility of the Republic of Uzbekistan, the amount of liability for forced labor may entail a fine of 50 to 100 times the amount of the basic calculation. If it is committed against an under-age that a fine of from 70 to 100 times the size of the basic calculation. And criminal liability is also established if forced labor is committed after the application of administrative penalties under article 148² of the Criminal Code.

6. Third party liability

If University finds that other individuals or partners working on our behalf have breached this Policy, we will ensure that we take appropriate action according to the Code of Ethical Conduct. The university requires its partners and third-party partners to comply with the above.

7. Precautionary measures, Compliance, and Monitoring

Employees, students, volunteers, partners, and third-party partners must not engage in, facilitate or fail to report any activity that might lead to, or suggest, a breach of this policy.

If you are a University employee, student or volunteer, you must report any incidence or suspicion of Modern Slavery and/or human trafficking in any part of University work or cooperation to your Head of Dept/Faculty, or Head of Human Resources, to the trade union chairman, or the Head of TSUL Compliance and Ethics. The University encourages openness and will support anyone who raises genuine concerns with this Policy, even if they turn out to be mistaken.

If your labor rights are violated or you have information about the permissiveness of forced labor, you can contact the Ministry of Employment and Labor Relations of the Republic of Uzbekistan via a short digital hotline “1176”, on the social network “dmi.mehnat.uz”, or University Administration staff (+998-71-233-66-36 (1008)), and email hr@tsul.uz or you can directly contact the Rector of the University via telegram <https://t.me/rektorga>. Reporters may remain anonymous if desired.



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