

**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**

|                                                                        |                                                                                           |                                                                           |                                                            |
|------------------------------------------------------------------------|-------------------------------------------------------------------------------------------|---------------------------------------------------------------------------|------------------------------------------------------------|
| <b>Parpiyev Muslimbek</b><br><b>Maksudalievich</b><br>Chief accountant | <b>Nazarova</b><br><b>Nasibakhon</b><br><b>Numanjanovna</b><br>Deputy chief<br>accountant | <b>Axmuratov Axror</b><br><b>Khudayarovich</b><br>Deputy chief accountant | <b>Seyidova Gulnaxal</b><br><b>Kadirovna</b><br>Accountant |
|------------------------------------------------------------------------|-------------------------------------------------------------------------------------------|---------------------------------------------------------------------------|------------------------------------------------------------|

### **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**

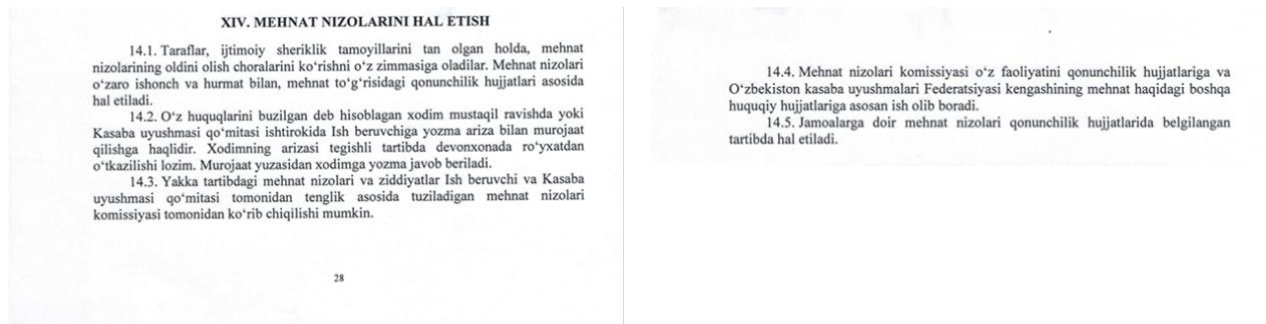
#### **Our Staff**

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

|               |               |                     |
|---------------|---------------|---------------------|
| <b>20+</b>    | <b>2,000+</b> | <b>845</b>          |
| 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](mailto: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.

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**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.

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