

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).