



THE GLOBAL GOALS



UZBEKISTAN STATE UNIVERSITY
OF WORLD LANGUAGES

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ЎЗБЕКISTON DAVLAT JAHON
TILLARI UNIVERSITETI
UZBEKISTAN STATE WORLD
LANGUAGES UNIVERSITY



8 DECENT WORK AND ECONOMIC GROWTH



**UZBEKISTAN STATE
WORLD LANGUAGES
UNIVERSITY**



THE GLOBAL GOALS



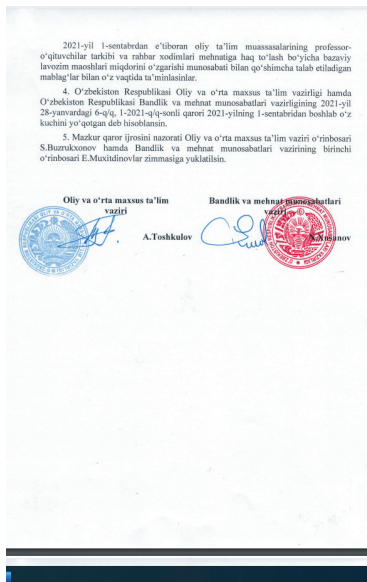
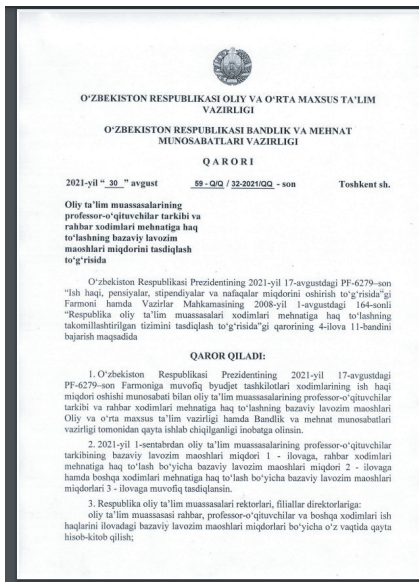
**UZBEKISTAN STATE UNIVERSITY
OF WORLD LANGUAGES**



Empowering Futures, Fostering Growth

Uzbekistan State World Languages University (UZSWLU) is committed to providing all staff and faculty with a wage that meets the local living standards. The university's salary policy adheres to Uzbekistan's labor laws, which consider either the government-defined living wage or the poverty level for a family of four as a benchmark.

UZSWLU ensures compliance with national wage standards to support a decent standard of living for its employees by providing a stable and sufficient income. The university also emphasizes equal opportunities and conducive working conditions for all employees.



O'liy va o'rta maxsus ta'lim vazirligi va Bandlik va mehnat muhassabatlari vazirligining 2021-yil "30" avgustdagi 59-QQ / 32-2021-QO - son qaroriga ilovasi

O'liy ta'lim muassasalarining professor-o'qituvchilar tarkibi mehnatiga haq to'lash bo'yicha bazaviy lavozim maoshlari MIQDORI (so'm)

Lavozimlar nomi	Bazaviy lavozim maoshlari miqdori
1. Kafedra mudiri:	
fan doktori yoki fan doktori (Doctor of Science) ilimiy darajasiga yoki xorijiy davlatlarning unga tenglashtirilgan boshqa ilimiy darajasiga yoki professor ilimiy unvoniga ega bo'lgan	9 117 536
fan nomozdagi yoki falsafa doktori (Ph.D) ilimiy darajasiga yoki dotsent ilimiy unvoniga ega bo'lgan	8 553 565
ilimiy darajaga yoki ilimiy unvoniga ega bo'lmagan	7 543 117
2. Professor:	
fan doktori yoki fan doktori (Doctor of Science) ilimiy darajasiga yoki xorijiy davlatlarning unga tenglashtirilgan boshqa ilimiy darajasiga va professor ilimiy unvoniga ega bo'lgan	8 694 558
fan nomozdagi yoki falsafa doktori (Ph.D) ilimiy darajasiga yoki xorijiy davlatlarning unga tenglashtirilgan boshqa ilimiy darajasiga va dotsent ilimiy unvoniga ega bo'lgan	8 177 584
fan doktori yoki fan doktori (Doctor of Science) ilimiy darajasiga yoki xorijiy davlatlarning unga tenglashtirilgan boshqa ilimiy darajasiga yoki professor ilimiy unvoniga ega bo'lgan	7 801 604
3. Ibtisotchi:	
fan doktori yoki fan doktori (Doctor of Science) ilimiy darajasiga yoki xorijiy davlatlarning unga tenglashtirilgan boshqa ilimiy darajasiga yoki professor ilimiy unvoniga ega bo'lgan	7 355 127
fan nomozdagi yoki falsafa doktori (Ph.D) ilimiy darajasiga yoki xorijiy davlatlarning unga tenglashtirilgan boshqa ilimiy darajasiga yoki dotsent ilimiy unvoniga ega bo'lgan	6 885 155
ilimiy darajaga yoki ilimiy unvoniga ega bo'lmagan	6 156 687
4. Katta o'qituvchi:	
ilimiy darajaga va ilimiy unvoniga ega bo'lgan	6 415 175
ilimiy darajaga yoki ilimiy unvoniga ega bo'lgan	6 070 190
ilimiy unvoniga yoki ilimiy darajaga ega bo'lmagan	5 522 220
5. Assistent, o'qituvchi:	
ilimiy darajaga va ilimiy unvoniga ega bo'lgan	5 663 213
ilimiy darajaga yoki ilimiy unvoniga ega bo'lgan	5 287 231
ilimiy unvoniga yoki ilimiy darajaga ega bo'lmagan	4 911 251
6. O'qituvchi-stajyor:	
ilimiy darajaga va ilimiy unvoniga ega bo'lgan	4 347 279
Ishchi:	
1. Ushbu ilovada nazarda tutilgan bazaviy lavozim maoshlari kadrlar makolikasi asosida va ularni qayta tayyorlash va ta'lim muassasalarida (maktab, institut, kasb-hunar maktabi) tegishli kasblarini o'rganish uchun qo'llaniladigan boshqa bazaviy lavozim maoshlari bo'yicha hisoblanadi.	
2. Professor darajasiga ega bo'lgan, fan nomozdagi falsafa doktori (Ph.D) ilimiy darajasiga yoki xorijiy davlatlarning unga tenglashtirilgan boshqa ilimiy darajasiga yoki dotsent ilimiy unvoniga ega bo'lgan, professor lavozimiga bo'lgan bazaviy lavozim maoshlari miqdorlari 2021-yil 1-sentabrdan boshlab 7 355 127 so'm miqdorida belgilanadi.	

Uzbekistan State World Languages University (UZSWLU) recognizes the right of all staff, including women and international employees, to join unions and professional associations. The university supports an inclusive environment where all employees have the freedom to participate in union activities in compliance with national labor laws and regulations.

UZSWLU is committed to fostering a fair and supportive workplace, ensuring that all employees have equal opportunities for representation and collective bargaining. This approach aligns with the university's dedication to promoting a diverse and respectful working environment for its entire community.

On October 1st, in celebration of "Teacher and Mentor Day," the Uzbekistan State World Languages University's Trade Union Committee organized a grand event for professors and educators.

The event began with an opening speech by the university's rector, Ulugbek Azizov, who expressed his heartfelt congratulations to all. Following the opening, the program featured artistic performances, with renowned artists honoring teachers and mentors through songs, dances, and poetry dedicated to their invaluable contributions. In addition, the Trade Union Committee presented commemorative gifts to the faculty members, recognizing and celebrating their dedication and hard work, making the day even more memorable for everyone involved.



- a policy commitment against forced labour, modern slavery, human trafficking, and child labour



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Empowering Futures, Fostering Growth

Uzbekistan State World Languages University (UzSWLU) upholds a profound commitment to protecting human rights and maintaining an ethical, respectful workplace free from forced labor, modern slavery, human trafficking, and child labor. The university strictly adheres to the Constitution of Uzbekistan and national labor laws, which unequivocally prohibit any form of forced labor except in limited circumstances prescribed by law, such as military or alternative service, emergency situations, or court-ordered obligations.

As an institution dedicated to fostering a safe and fair environment, UzSWLU ensures that no employee is coerced into work through threats of dismissal, salary reduction, demotion, or any other form of pressure. The university's commitment extends to actively supporting the rights of all individuals to report any instances of forced labor, with full freedom to contact Uzbekistan's Ministry of Employment and Labor Relations or law enforcement agencies if necessary.

UzSWLU stands firmly against any form of exploitation and prioritizes the dignity and well-being of its entire community. This commitment reflects the university's broader mission of inclusivity, respect, and social responsibility, ensuring that all members of the UzSWLU family work in a supportive and rights-protected environment.

<https://lex.uz/docs/1584627>

<https://lex.uz/docs/4953314>

Article 44 of the Constitution of Uzbekistan also prohibits forced labor. This provision reinforces the protection of citizen rights and freedoms, ensuring that no one is subjected to forced labor. It establishes guarantees for individuals to work freely and in safe, comfortable conditions. This norm is included to protect citizens' rights to decent work and to uphold their dignity in the labor market.

The Republic of Uzbekistan has established a comprehensive policy regarding the outsourcing of labor for various work within its territory. The government has enacted **multiple legislations** and **regulations** to govern labor laws for international workers in accordance with International Labor Law standards.

Rights of Immigrant Workers:

- Introduction of a standardized employment contract that is mandatory for completing employment procedures for workers.
- Conducting awareness campaigns to educate workers about their rights.
- Prohibition of the confiscation of workers' passports.
- Ratification of the nine conventions of the International Labor Organization pertaining to workers' rights.
- Enforcement of a wage protection system.
- Implementation of a new insurance system to safeguard the benefits and rights of private sector employees.
- Adoption of regular and transparent recruitment practices that align with international standards.

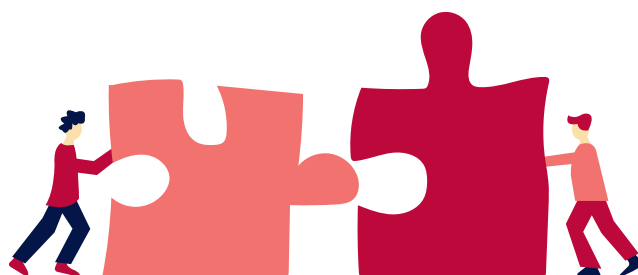
Uzbekistan State World Languages University (UzSWLU) adheres strictly to national regulations and guidelines to prevent trafficking and ensure fair treatment of all workers. The university employs a diverse range of academic staff, including professors, associate professors, and assistant professors, all of whom work under proper contracts and meet the necessary legal requirements. This commitment underscores UzSWLU's dedication to upholding labor rights and creating a safe and equitable environment for both local and international employees.

Uzbekistan State World Languages University (UzSWLU) is committed **to ensuring pay scale equity and actively works towards measuring and eliminating gender pay gaps.** The amount of wages is determined through mutual agreement between the employer and the employee, ensuring transparency and fairness in compensation.

The university implements various systems and forms of salaries, bonuses, additional payments, and incentives, which are agreed upon collectively with trade unions or representatives of employees. These agreements aim to foster an equitable remuneration structure across all levels of faculty and staff.

UzSWLU regularly reviews its pay structures and practices to align with national labor laws and international standards. The university conducts periodic assessments of salary data to identify any discrepancies related to gender and takes proactive measures to address and rectify any gaps that may exist.

In accordance with these principles, remuneration is paid in monetary form, emphasizing the university's dedication to creating an inclusive work environment that values diversity and equality. UzSWLU ensures that all employees receive equitable pay for their contributions, fostering a culture of respect and fairness where every staff member's work is recognized and rewarded appropriately.



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Uzbekistan State World Languages University (**UzSWLU**) has established a clear and transparent process for employees to appeal regarding their rights and/or pay. The university is committed to fostering an environment where staff members feel empowered to voice their concerns and seek redress.

The appeal process is designed to be accessible and straightforward, ensuring that all employees can easily understand and navigate it. Employees who wish to file an appeal regarding their rights or remuneration can do so by following these steps:

1. Initial Discussion: Employees are encouraged to first discuss their concerns with their immediate supervisor or department head. This initial step aims to resolve the issue informally and efficiently.
2. Formal Appeal Submission: If the matter is not resolved satisfactorily, employees can submit a formal written appeal to the Human Resources Department. This submission should include all relevant details, including the nature of the complaint, any supporting documentation, and the desired outcome.
3. Review Process: The Human Resources Department will review the appeal, ensuring that it is addressed fairly and in a timely manner. Employees will be notified of the outcome of the review and any actions taken.
4. Further Steps: If the employee is not satisfied with the outcome, they may have the option to escalate the appeal to higher university authorities or relevant labor organizations.

UzSWLU believes in upholding the rights of its employees and ensures that all appeals are handled with confidentiality and respect. This process reinforces the university's commitment to fairness and transparency in employee relations.

Advancement and protection of workers' rights is a national priority in Uzbekistan. The Republic is committed to providing a free, open, and tolerant environment for workers, which attracts many individuals seeking better opportunities and careers. The country's policies support the dignity of labor and the rights of all workers.

<https://lex.uz/mact/-18156>

Uzbekistan State World Languages University (UzSWLU) strictly adheres to the laws and regulations of the Republic of Uzbekistan regarding the rights of employees. To effectively recognize and uphold labor rights within the university, the institution has established a Public Management and Control Board with specific objectives. The main goals of this board include fostering a healthy spiritual and educational environment, ensuring executive discipline, and promoting public management that reflects the opinions and needs of the university community.

Moreover, the UzSWLU has a dedicated Trade Union Committee that operates in alignment with the national laws governing trade unions, including the Constitution of the Republic of Uzbekistan and relevant legislation regarding public associations and non-governmental organizations. This committee is instrumental in safeguarding labor rights at the university, ensuring that all staff members, including women and international employees, have access to their rights to associate and engage in collective bargaining.



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