UZBEKISTAN STATE WORLD LANGUAGES UNIVERSITY

Policy on Pay Scale Equity and Elimination of the Gender Pay Gap

SDG 8 Decent Work and Economic Growth | Reporting year 2025

Item	Details
Approved by	University Council of UzSWLU
Date approved	January 2025
Responsible units	Human Resources Development Department; Finance and Accounting Department
Review	Every three years, or earlier if the relevant legislation changes; next scheduled review January 2028

1. Purpose

Uzbekistan State World Languages University (UzSWLU) pays women and men equally for work of equal value. This policy sets out how pay is determined, commits the University to measuring the gender pay gap every year, and sets out the steps taken to eliminate any gap that is found.

2. Scope

The policy applies to all employees — academic, administrative, technical and service staff, full-time and part-time — and to every element of pay: base salary, hourly teaching pay, supplements and allowances, key performance indicator (KPI) bonuses and payments from the University's Special Fund.

3. Principles

- **Equal pay for work of equal value.** Women and men in the same position, with the same qualifications and workload, receive the same pay, as required by Article 21 of Law No. LRU-562 "On Guarantees of Equal Rights and Opportunities for Women and Men".
- **Objective criteria only.** Pay is determined by position, academic degree and title, workload and length of service as provided by law, and performance against published KPI criteria. Sex, race, ethnicity, nationality, language, religion, age, disability, family status or any other personal characteristic never affects pay.
- **Transparency.** Salary scales and KPI criteria are available to all employees, and each employment contract states the employee's salary, supplements and bonuses.
- **Protection of parents.** Maternity, paternity and childcare leave does not reduce an employee's pay grade or their eligibility for supplements and promotion.

4. How pay is determined

Official salaries are set according to the Unified Tariff Schedule and the salary tables approved for state higher education institutions, and may be revised only in order to increase them (Charter of UzSWLU, Article 61). Supplements and bonuses are paid from the material incentive fund and the Special Fund (Articles 61 and 64) under procedures approved by the Supervisory Board (Article 55). Every decision to award a supplement or bonus is documented with the criteria applied.

5. Measuring the gender pay gap

After the end of each financial year, the Human Resources Development Department and the Finance and Accounting Department prepare a Gender Pay Equity Report covering:

- the number of women and men, in headcount and full-time equivalents, in each staff category and position;
- average and median monthly pay of women and men in each staff category and position;
- the overall gender pay gap, calculated as (average pay of men − average pay of women) ÷ average pay of men × 100;
- the share of women and men receiving supplements and KPI bonuses, and the average amounts received.

The report is submitted to the Rector and the University Council, shared with the Trade Union Committee, and a summary is published on the University website.

6. Eliminating gaps

- Where average pay of women and men in the same position differs by 5% or more and the difference is not explained by the objective criteria in Section 3, the case is reviewed within three months and pay is corrected.
- Where an overall gap results from the different representation of women and men across positions, the University adopts measures in recruitment, promotion and mentoring to address it, and reports on their progress in the next annual report.

7. Questions and appeals

Any employee may ask the Human Resources Development Department to explain how their pay was determined. An employee who believes they are paid unequally may apply to the employer directly or through the Trade Union Committee (Internal Labor Regulations, clause 109), and may refer the matter to a labor dispute commission or the courts under Chapter 34 of the Labor Code. Retaliation against an employee who raises a pay equity concern is prohibited.

8. Related documents

- Charter of UzSWLU (Articles 55, 61 and 64)
- Internal Labor Regulations of UzSWLU
- UzSWLU Anti-Discrimination and Anti-Harassment Policy
- Law No. LRU-562 on equal rights and opportunities for women and men
- Labor Code of the Republic of Uzbekistan