UZBEKISTAN STATE WORLD LANGUAGES UNIVERSITY

Payment of at Least the Living Wage to All Staff and Faculty

SDG 8 Decent Work and Economic Growth | Reporting year 2025

Uzbekistan State World Languages University (UzSWLU) pays all of its staff and faculty — academic, administrative, technical and service employees alike — well above the living wage. In 2025 the lowest monthly salary paid to a full-time UzSWLU employee was **UZS 5,750,000**, which is more than twice the national poverty indicator for a family of four and more than four times the statutory minimum wage.

National benchmarks

In Uzbekistan the national wage floor is the statutory minimum wage, which under Article 42 of the Constitution must be set with a decent standard of living in mind. The official poverty indicator is the minimum consumer expenditure per person, calculated by the National Statistics Committee. For 2025 it was UZS 669,000 per person per month, or UZS 2,676,000 for a family of four.

To express these values as hourly wages, monthly amounts are divided by 173.3 hours, the average number of working hours in a month under the 40-hour normal working week set by the Labor Code (Article 183): 40 hours × 52 weeks ÷ 12 months.

Benchmark	Monthly (UZS)	Hourly (UZS)	Source
Statutory minimum wage (from 1 August 2025)	1,271,000	7,333	Presidential Decree No. PF-91 of 2 June 2025
Poverty indicator for a family of four (4 × 669,000)	2,676,000	15,438	National Statistics Committee, minimum consumer expenditure for 2025
Lowest monthly salary paid at UzSWLU, 2025	**5,750,000**	**33,173**	UzSWLU payroll records

The lowest salary paid at UzSWLU is therefore 2.1 times the poverty indicator for a family of four and 4.5 times the statutory minimum wage, so every employee is paid above the living wage on both a monthly and an hourly basis.

How the commitment is maintained

- **Salary structure.** Official salaries are set according to the Unified Tariff Schedule for remuneration, and an established salary may be revised only in order to increase it (Charter of UzSWLU, Article 61).
- **Supplements and incentives.** On top of base salaries, the University pays supplements and bonuses from its material incentive fund and from a Special Fund equal to 30% of tuition-fee income (Charter, Articles 61 and 64), and may award supplements on the basis of key performance indicators (Procedure for Hiring and Dismissal of Pedagogical and Other Staff, clause 5.7).
- **Transparency of pay.** Every employment contract states the employee's tariff rate or salary together with applicable supplements and bonuses, and each employee is introduced to the terms of work and pay on hiring (Internal Labor Regulations, clauses 6 and 19).
- **Legal guarantee.** The Constitution guarantees fair remuneration without discrimination and not below the established minimum wage (Article 42), and the minimum wage is set under Article 245 of the Labor Code.

Evidence

- Presidential Decree No. PF-91 of 2 June 2025 (minimum wage from 1 August 2025)
- National Statistics Committee: minimum consumer expenditure for 2025
- Charter of UzSWLU (Articles 61 and 64)
- Internal Labor Regulations of UzSWLU (clauses 6 and 19)
- Procedure for Hiring and Dismissal of Pedagogical and Other Staff (clause 5.7)
- Constitution of the Republic of Uzbekistan
- Labor Code of the Republic of Uzbekistan