UZBEKISTAN STATE WORLD LANGUAGES UNIVERSITY

Recognition of the Trade Union for All Employees, Including Women and International Staff

SDG 8 Decent Work and Economic Growth | Reporting year 2025

Uzbekistan State World Languages University (UzSWLU) recognizes its primary trade union organization as the representative body of University employees. This recognition is written into the University's Charter and internal regulations and is applied in the management of everyday labor relations. It extends on equal terms to academic, administrative, technical and support staff, to women and men, and to foreign citizens employed by the University.

Recognition in the University's governing documents

The **Charter of UzSWLU (approved by Order No. 457 of the Minister of Higher Education, Science and Innovations, 13 October 2023)** provides that a trade union operates at the University and that its elected representative acts, in accordance with the law, to protect the labor rights and interests of teaching staff and other employees (Article 57). Under Article 51, the Rector determines the University's Internal Regulations in agreement with the Trade Union Committee and the University Council.

The **Internal Labor Regulations of UzSWLU**, approved by the University Council (minutes No. 9 of 27 April 2023), were agreed with the Chairman of the University Trade Union Committee before adoption. They give the Trade Union Committee a defined role in employment matters:





Reporting and election conference of the UzSWLU Trade Union Committee, 10 April 2025

Provision	What it establishes
Internal Labor Regulations, clause 19	On hiring, every employee is introduced to the Internal Labor Regulations, the collective agreement, the job description and other documents relating to their work.
Internal Labor Regulations, clause 31	An employment contract may not be terminated on the grounds listed in clause 30 without the consent of the University Trade Union Committee, except where the law provides otherwise.
Internal Labor Regulations, clause 35	Changes to the working-day schedule are made by order of the Rector in agreement with the Trade Union Committee.
Internal Labor Regulations, clause 109	An employee who considers that their rights have been violated may apply to the employer independently or through the University Trade Union Committee; the application is reviewed and the employee is informed of the outcome.
Code of Ethics, Article 34	Cases of non-compliance with the Code of Ethics may be brought for discussion in the Trade Union Committee, as well as in advisory councils on women's issues and the Youth Union primary organization.

Equal coverage of women and international staff

Recognition of the trade union does not depend on sex, position, type of contract or citizenship. The Internal Labor Regulations define an employee as a person who has reached the established age and concluded an employment contract with the University, expressly including foreign citizens and stateless persons (clause 1). At the employee's request, the employment contract is also drawn up in a language the employee understands (clause 7). The Charter authorizes the University to engage local and foreign teaching staff and specialists (Article 51), and all of them are covered by the same Internal Labor Regulations and the same channels of trade union representation.

The Internal Labor Regulations also contain specific protections for women employees: employment may not be refused to pregnant women or women with children under three (clause 13); the dismissal of pregnant women and employees with children under three is restricted (clause 29); and harassment of women and other conduct that demeans the dignity of women are listed as serious violations of labor discipline (clause 30).

Legal framework

- **Constitution of the Republic of Uzbekistan**, Article 39: citizens have the right to form trade unions and other public associations.
- **Labor Code of the Republic of Uzbekistan** (approved by Law No. ZRU-798 of 28 October 2022, in force since 30 April 2023): Article 37 (employees' right of association) and Articles 42–47 (employee representation and the rights and guarantees of employee representatives).
- **Law No. ZRU-588 "On Trade Unions"** of 6 December 2019: the right to form and join trade unions without any distinction (Article 4), the principle of voluntary membership (Article 7), and the rule that membership or non-membership may not be used to restrict a person's rights or as a basis for hiring, promotion or dismissal decisions (Article 8).
- Uzbekistan has ratified all eight fundamental ILO conventions, including Conventions No. 87 (Freedom of Association and Protection of the Right to Organize) and No. 98 (Right to Organize and Collective Bargaining).

Evidence

- Charter of UzSWLU (Articles 51 and 57)
- Internal Labor Regulations of UzSWLU (clauses 1, 7, 13, 19, 29–31, 35, 109)
- Code of Ethics of UzSWLU (Article 34)
- Constitution of the Republic of Uzbekistan
- Labor Code of the Republic of Uzbekistan
- Law of the Republic of Uzbekistan "On Trade Unions"
- ILO Decent Work Country Program for Uzbekistan 2021–2025