UZBEKISTAN STATE WORLD LANGUAGES UNIVERSITY

Process for Employees to Appeal on Employee Rights and Pay

SDG 8 Decent Work and Economic Growth | Reporting year 2025

UzSWLU employees can appeal decisions affecting their labor rights, pay, disciplinary measures and performance appraisal through procedures set out in the University's Charter and internal regulations. Beyond these internal routes, every employee has recourse to labor dispute commissions and the courts under the Labor Code of the Republic of Uzbekistan.

Internal appeal routes

Route	Basis	What can be appealed
Application to the employer, directly or through the Trade Union Committee	Internal Labor Regulations, clause 109	Any matter in which the employee considers their rights violated, including pay. The application is reviewed in the established procedure and the employee is informed of the outcome.
Appeal against management orders	Charter, Article 43	Orders and instructions of University management, appealed by teaching and research staff in the manner established by law.
Appeal against disciplinary penalties	Internal Labor Regulations, clause 92	Any disciplinary penalty, appealed in the procedure provided by labor legislation.
Disputes on appraisal and contract termination	Procedure for Hiring and Dismissal of Pedagogical and Other Staff, clauses 3.7 and 5.6	Labor relations issues arising from attestation (appraisal) results and labor disputes on the termination of contracts with teaching staff, resolved in the procedure established by law.
Code of Ethics proceedings	Code of Ethics, Article 33	Persons subject to review have the right to be informed of the alleged violation, to present evidence and to appeal University decisions in the established procedure.
Discrimination and harassment complaints	Anti-Discrimination and Anti-Harassment Policy, Sections 6–8	Discrimination or harassment, including in relation to payments and employment; decisions of the Disciplinary Commission may be appealed to a court, and retaliation against complainants and witnesses is prohibited.

Pay determination and appraisal

The terms on which pay is determined are transparent to each employee. The employment contract states the employee's tariff rate or salary and the applicable supplements and bonuses, and on hiring every employee is introduced to their duties, rights and the terms of work and pay (Internal Labor Regulations, clauses 6 and 19). Official salaries follow the Unified Tariff Schedule and may be revised only upward (Charter, Article 61), and supplements to base salaries may be awarded on the basis of key performance indicators (Procedure for Hiring and Dismissal, clause 5.7). An employee who disagrees with the calculation of their pay, the award of supplements or the outcome of an appraisal can raise the matter through the routes above.

Labor dispute commissions and the courts

Chapter 34 of the Labor Code of the Republic of Uzbekistan (Articles 541–561) regulates the review of labor disputes. Individual labor disputes, including disputes over pay, are considered by labor dispute commissions (Articles 543–557) and by the courts (Articles 558–561). The Constitution of the Republic of Uzbekistan guarantees everyone the right to submit complaints, which must be considered within the time limits established by law (Article 40).

Evidence

- Internal Labor Regulations of UzSWLU (clauses 6, 19, 92, 109)
- Procedure for Hiring and Dismissal of Pedagogical and Other Staff (clauses 3.7, 5.6, 5.7)
- Charter of UzSWLU (Articles 43 and 61)
- Code of Ethics of UzSWLU (Article 33)

- UzSWLU Anti-Discrimination and Anti-Harassment Policy (Sections 6–8)
- Labor Code of the Republic of Uzbekistan (Chapter 34)
- Constitution of the Republic of Uzbekistan