Freedom of Association and Collective Bargaining for All Employees

SDG 8 Decent Work and Economic Growth | Reporting year 2025

UzSWLU recognizes the labor rights of freedom of association and collective bargaining for all of its employees, including women and international staff. Employees are free to join, or not to join, the University's trade union; the trade union represents employees in their relations with the University; and labor relations are regulated by a collective agreement concluded between the University and its trade union.

Freedom of association

The **Charter of UzSWLU (approved by Order No. 457 of the Minister of Higher Education, Science and Innovations, 13 October 2023)** confirms that a trade union operates at the University and that its elected representative protects the labor rights and interests of teaching staff and other employees (Article 57). The **Internal Labor Regulations of UzSWLU** allow every employee to defend their rights either independently or through the University Trade Union Committee (clause 109), and require the consent of the Trade Union Committee before an employment contract is terminated on the grounds listed in clause 30 (clause 31).

Membership is voluntary. Under the Law "On Trade Unions", workers form and join trade unions without any distinction and of their own free choice, no one may be compelled to join or leave a trade union, and membership or non-membership may not be used as a basis for hiring, promotion or dismissal (Articles 4, 7 and 8).

Collective bargaining and the collective agreement

Working conditions at UzSWLU are set jointly with employee representatives. The Internal Labor Regulations themselves were adopted in agreement with the Trade Union Committee (Charter, Article 51), and the University's collective agreement is part of the framework that governs each employee's working life:



Event marking the Day of Trade Unions of Uzbekistan at UzSWLU, November 2025

Provision	Role of the collective agreement
Charter, Article 43	Teaching and research staff use the University's Information Resource Center and other services in accordance with the collective agreement.
Internal Labor Regulations, clause 19	On hiring, every employee is introduced to the collective agreement together with the Internal Labor Regulations and their job description.
Internal Labor Regulations, clause 16	Exemptions from a probation period may be provided for in collective agreements and the collective contract.
Internal Labor Regulations, clause 52	Partially paid leave may be granted where the collective agreement or another labor document provides for it.

The Labor Code of the Republic of Uzbekistan guarantees the right to collective bargaining (Chapter 7, Articles 60–64) and regulates the content and form of collective agreements (Chapter 8, Articles 65–79). Under Law No. LRU-562, collective agreements are required to address the elimination of inequality in pay between women and men (Article 22).

Women and international staff

These rights apply to every employee without distinction. The Internal Labor Regulations define an employee as a person who has concluded an employment contract with the University, expressly including foreign citizens and stateless persons (clause 1), and allow the employment contract to be 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), all of whom are covered by the same regulations and the same trade union representation. Under the Code of Ethics, cases of non-compliance may be discussed in the Trade Union Committee and in advisory councils on women's issues (Article 34).

Legal framework

- **Constitution of the Republic of Uzbekistan**, Article 39: the right to form trade unions and other public associations.
- **Labor Code of the Republic of Uzbekistan**: employees' right of association (Article 37), employee representation (Articles 42–47), collective bargaining (Articles 60–64) and collective agreements (Articles 65–79).
- **Law No. ZRU-588 "On Trade Unions"** of 6 December 2019 (Articles 4, 7 and 8).
- **Law No. LRU-562 "On Guarantees of Equal Rights and Opportunities for Women and Men"** of 2 September 2019 (Article 22).
- 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 43, 51 and 57)
- Internal Labor Regulations of UzSWLU (clauses 1, 7, 16, 19, 31, 52, 109)
- Code of Ethics of UzSWLU (Article 34)
- Labor Code of the Republic of Uzbekistan
- Law of the Republic of Uzbekistan "On Trade Unions"
- Law No. LRU-562 on equal rights and opportunities for women and men
- Constitution of the Republic of Uzbekistan
- ILO Decent Work Country Program for Uzbekistan 2021–2025