UZBEKISTAN STATE WORLD LANGUAGES UNIVERSITY

Remote Working and Flexible Working Time

SDG 11 Sustainable Cities and Communities | Reporting year 2025

Uzbekistan State World Languages University (UzSWLU) allows remote working and flexible working time for employees as standard practice, within the framework of the Labor Code of the Republic of Uzbekistan (Law No. ZRU-798 of 28 October 2022, in force since 30 April 2023), which recognizes remote work as a form of employment.

How remote and flexible work is used

- **Teaching staff:** faculty who teach online and blended courses, and staff engaged in research and international projects, may carry out this work remotely through the University's learning management system and video-conferencing platforms.
- **Administrative staff:** with the approval of the head of department, staff in roles that can be done off site may work remotely or on a hybrid schedule.
- **Electronic document management:** official documents are prepared, approved and signed electronically, so routine administrative work does not require travel to the office.
- **Flexible hours:** adjusted start and end times may be agreed for working parents, staff with long journeys and staff with limited mobility, so that they avoid peak-hour traffic.

Supporting evidence

- Labor Code of the Republic of Uzbekistan: https://lex.uz/docs/-6257345