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8 DECENT WORK AND ECONOMIC GROWTH

SDG 8
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UZBEKISTAN STATE WORLD LANGUAGES UNIVERSITY

SDG 8 Decent Work and Economic Growth: Progress Report

SDG 8 Decent Work and Economic Growth | Reporting year 2025

Uzbekistan State World Languages University (UzSWLU) contributes to SDG 8 first and foremost as an employer. This report summarizes the University's progress in 2025 in paying fair wages, respecting the labor rights of its employees, preventing discrimination and exploitation, and giving every employee a clear way to challenge decisions about their rights and pay.

2025 at a glance

Area	Progress in 2025
Fair pay	Lowest monthly salary at UzSWLU: UZS 5,750,000 — 2.1 times the national poverty indicator for a family of four and 4.5 times the statutory minimum wage
Labor rights	Trade union recognized in the University Charter; Internal Labor Regulations adopted in agreement with the Trade Union Committee
Equality	Anti-Discrimination and Anti-Harassment Policy (approved September 2024, revised 2025) covering religion, sexual orientation, gender, gender identity, age and other grounds
Ethical labor	Policy Against Forced Labor, Modern Slavery, Human Trafficking, and Child Labor applied to employees, students, suppliers and contractors
Outsourced workers	Policy on Equivalent Rights for Outsourced and Contracted Workers (approved January 2025) extending equivalent labor rights to contractor staff on campus
Pay equity	Policy on Pay Scale Equity and Elimination of the Gender Pay Gap (approved January 2025) with an annual gender pay gap measurement
Fair processes	Internal appeal routes on rights, pay, discipline and appraisal, with recourse to labor dispute commissions and the courts

SUSTAINABLE DEVELOPMENT GOALS





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

Fair pay above the living wage

In 2025 the lowest monthly salary paid to a full-time UzSWLU employee was UZS 5,750,000, or UZS 33,173 per hour on the basis of the 40-hour normal working week. This compares with UZS 2,676,000 (UZS 15,438 per hour) for the national poverty indicator for a family of four and UZS 1,271,000 (UZS 7,333 per hour) for the statutory minimum wage in force from 1 August 2025. Official salaries follow the Unified Tariff Schedule and may be revised only upward, and the University adds supplements and bonuses from its material incentive fund, from a Special Fund equal to 30% of tuition-fee income, and on the basis of key performance indicators.

Trade union recognition and collective bargaining

The University Charter (2023) confirms that a trade union operates at UzSWLU to protect the labor rights and interests of teaching staff and other employees. The Internal Labor Regulations, approved by the University Council in April 2023, were agreed with the Chairman of the Trade Union Committee and give the Committee a defined role: its consent is required before an employment contract is terminated on specified grounds, changes to the working-day schedule are agreed with it, and employees may defend their rights through it. Every employee is introduced to the collective agreement on hiring. These rights apply equally to women and to foreign citizens, who are expressly included in the definition of an employee.





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

Equality and non-discrimination

The Anti-Discrimination and Anti-Harassment Policy, approved in September 2024 and revised in 2025, prohibits discrimination in employment and pay on grounds including religion, belief, gender, gender identity, sexual orientation, age, race, national or ethnic origin, disability and family status. It is supported by mandatory training, an annual anonymous employee survey run by the Human Resources Development Department, confidential reporting with no fixed deadline, review by the Disciplinary Commission and explicit protection from retaliation. The Code of Ethics (2024) requires managers to prevent discrimination in labor relations.

Ethical labor standards

The Policy Against Forced Labor, Modern Slavery, Human Trafficking, and Child Labor applies to all University operations and partnerships, including suppliers and contractors. It commits the University to evaluating all suppliers and contractors, conducting regular compliance checks, raising awareness among employees and students, and providing confidential and anonymous reporting channels. The Sustainable Purchase and Procurement Policy includes fair pay, labor law protections and anti-child labor and forced labor laws among its purchasing criteria, and the University Charter prohibits involving students in work unrelated to the educational process during study time.

Equivalent rights for outsourced workers

In January 2025 the University Council approved the Policy on Equivalent Rights for Outsourced and Contracted Workers. It applies to every contractor whose workers provide services to the University, including services outsourced under Article 65 of the Charter, and requires contractors to guarantee written employment contracts, wages not lower than the statutory minimum wage paid in full and on time, working hours and leave in line with the Labor Code, health and safety protection equal to that of University employees, non-discrimination, freedom of association and freedom from forced and child labor. These guarantees are included as mandatory terms in service contracts, contractor compliance is reviewed at least once a year, and outsourced workers can report concerns directly to the University.

Pay equity between women and men

The Policy on Pay Scale Equity and Elimination of the Gender Pay Gap, also approved in January 2025, confirms that pay at UzSWLU is determined by position, academic degree and title, workload, length of service and published performance criteria, and never by sex or any other personal characteristic. It commits the Human Resources Development Department and the Finance and Accounting Department to preparing an annual Gender Pay Equity Report with average and median pay of women and men by staff category and position, and requires any unexplained gap of 5% or more within the same position to be reviewed and corrected within three months.

Fair processes for employees

Employees can apply to the employer, directly or through the Trade Union Committee, whenever they consider their rights have been violated, including in matters of pay, and are informed of the outcome. Disciplinary penalties, management orders, appraisal (attestation) results and decisions under the Code of Ethics and the Anti-Discrimination and Anti-Harassment Policy can all be appealed, with further recourse to labor dispute commissions and the courts under the Labor Code of the Republic of Uzbekistan.

Key documents

- Charter of UzSWLU
- Internal Labor Regulations of UzSWLU
- Procedure for Hiring and Dismissal of Pedagogical and Other Staff
- Code of Ethics of UzSWLU
- Anti-Discrimination and Anti-Harassment Policy
- Policy Against Forced Labor, Modern Slavery, Human Trafficking, and Child Labor
- Sustainable Purchase and Procurement Policy
- Policy on Equivalent Rights for Outsourced and Contracted Workers (January 2025)
- Policy on Pay Scale Equity and Elimination of the Gender Pay Gap (January 2025)
- UzSWLU SDG Policies page

