



policy on pay scale equity including a commitment to measurement and elimination of gender pay gaps





Introduction

Until now, Tashkent State Law University has implemented a number of measures to protect women's rights, increase their influence in society, and ensure equality in every field. In particular, a number of normative documents have been adopted at the university level to end wage inequality in society and to encourage women.



01

Tashkent State University of Law gender equality and female empowerment policy

https://tsul.uz/media/mvcfbypgqt43_30_03_27_10pdf

02

About additional measures to ensure the implementation of gender policy at Tashkent State Law University

https://tsul.uz/media/efkekbwxdg35_15_03_27_10.pdf

03

Policy on guaranteeing equal rights of workers at Tashkent State University of Law

https://tsul.uz/media/wbsusaqagp22_28_03_27_10.pdf

04

Tashkent State University of Law Non-Discrimination Policy

https://tsul.uz/media/rvxfcncnes13_57_02_27_10.pdf

Pay scale equity including a commitment to measurement and elimination **of gender pay** gaps in Tashkent State University of Law gender equality **and female** empowerment policy

V. Working process

TSUL's aim is that equal salaries and equal terms of employment shall apply. In the systematic work for equal salaries, analysis of pay differences shall continue to be prioritised, subject to proactive measures and lead to action. The work to create equal terms of employment for the under-represented gender continues.

5.1. Salaries and terms of employment

This means that:

- salaries are set in accordance with the University's pay policy
- more women are employed as professors
- fixed-term positions among the under-represented gender in particular are monitored
- career planning is highlighted in staff appraisals
- the opportunities to combine parenthood and employment at TSUL are taken into consideration when work is planned and structured

https://tsul.uz/media/mvcfbypgqt43_30_03_27_10.pdf



Pay scale equity including a commitment to measurement and elimination of gender pay gaps in Tashkent State University of Law gender equality and female empowerment policy

VII. Improving access to resources and services:

Women's equal access to productive and financial resources is critical for their empowerment and sustainable and inclusive growth and development. TSUL will ensure that its programmes facilitate equitable access to financial and technical resources and services for all women, regardless of age, disability status, ethnicity, socio-economic status, geographical area or any other condition

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About additional measures to ensure the implementation of gender policy at Tashkent State Law University

Pursuant to the Law of the Republic of Uzbekistan "On Guarantees of Equal Rights and Opportunities for Women and Men" adopted on September 2, 2019, and further improvement of the system of protection of women's rights and legal interests at the Tashkent State Law University (hereinafter - the University), gender in order to ensure the effective implementation of the principle of equality, to raise the support of women to a new level, and to implement a unified policy in the field of ensuring equal rights and opportunities for women and men



Objective 01

The implementation of the following measures, which directly affect relations related to guaranteeing equal rights and opportunities for women and men:



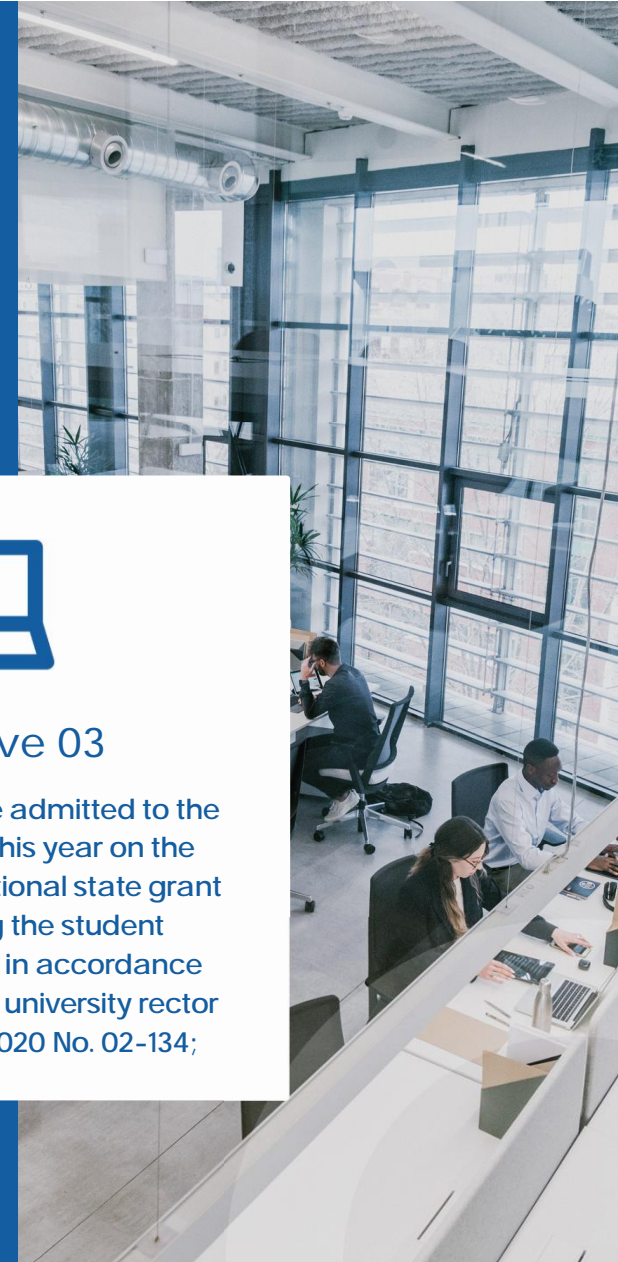
Objective 02

According to the decision of the Cabinet of Ministers of the Republic of Uzbekistan No. 402 dated June 23, 2020, an additional 4 percent of places are allocated for women within the parameters of admission to higher education institutions based on state grants;



Objective 03

that 20 women were admitted to the ranks of students this year on the basis of the 4% additional state grant allocated during the student admission process in accordance with the order of the university rector dated October 2, 2020 No. 02-134;



APPROVED BY



A. Tashkulov
Rector of Tashkent State
University of Law

**POLICY ON GUARANTEEING EQUAL RIGHTS OF WORKERS AT
TASHKENT STATE UNIVERSITY OF LAW**

1. Purpose

1.1. This policy has been developed for implementation at Tashkent State University of Law (hereinafter referred to as TSUL).

1.2. TSUL makes a commitment to regulate guaranteeing equal rights of employees.

1.3. TSUL has developed a set of measures aimed at systematizing and structuring the rights of workers.

2. Rationale

TSUL protects the rights of all its workers.

3. Scope

This policy applies to all employees at TSUL.

4. Policy

Employees will ensure that arrangements do not diminish TSUL's ability to meet the contractual and compliance obligations. Employees will not engage in outsourcing activities that have a high likelihood of damaging university's image and reputation.

5. Entry into force

This policy is distributed to all employees.

Any Employees found to be in breach of this policy may be subject to the disciplinary actions by TSUL.



Sardor Mamanazarov
Head of Human Resources

Policy on guaranteeing equal rights of workers at Tashkent State University of Law

https://tsul.uz/media/wbs-usaqagp22_28_03_27_10.pdf

NON-DISCRIMINATION POLICY

Tashkent State University of Law for employees is committed to provide an environment that is free from discrimination and harassment regarding race, color, religion, national origin, gender, ethnicity, pregnancy, disability, age, sexual orientation, gender identity, genetic information, veteran status or any other status protected by the Constitution of the Republic of Uzbekistan. The University will not tolerate discrimination or harassment in any of its programs or activities and is committed to prevent and stop discrimination or harassment whenever it may occur at the University or in its programs.

A determination as to whether discrimination or harassment has occurred will be based upon the context in which the alleged conduct occurs.

This policy applies to all employees, students, visitors, volunteers, applicants and program participants. Any person who has experienced or observed any discrimination and/or harassment must report it as soon as possible. No student or employee should assume that an official of the University knows about a particular situation unless it has been reported. To make a report, contact Administration staff (+998-71-233-66-36 (1008)) or hr@tsul.uz. Reporters may remain anonymous if desired.

It is a violation of this policy for a supervisor or administrator to disregard or delay reporting an allegation of discrimination or harassment. In addition, retaliation against a person who has made a report or filed a complaint, is a witness to, or has participated in the investigation of a complaint of discrimination or harassment is prohibited.

Sardor Mamanazarov
Head of Human Resources



APPROVED BY



June 7, 2022

A.Tashkulov
Rector of Tashkent State
University of Law

NON-DISCRIMINATION POLICY

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