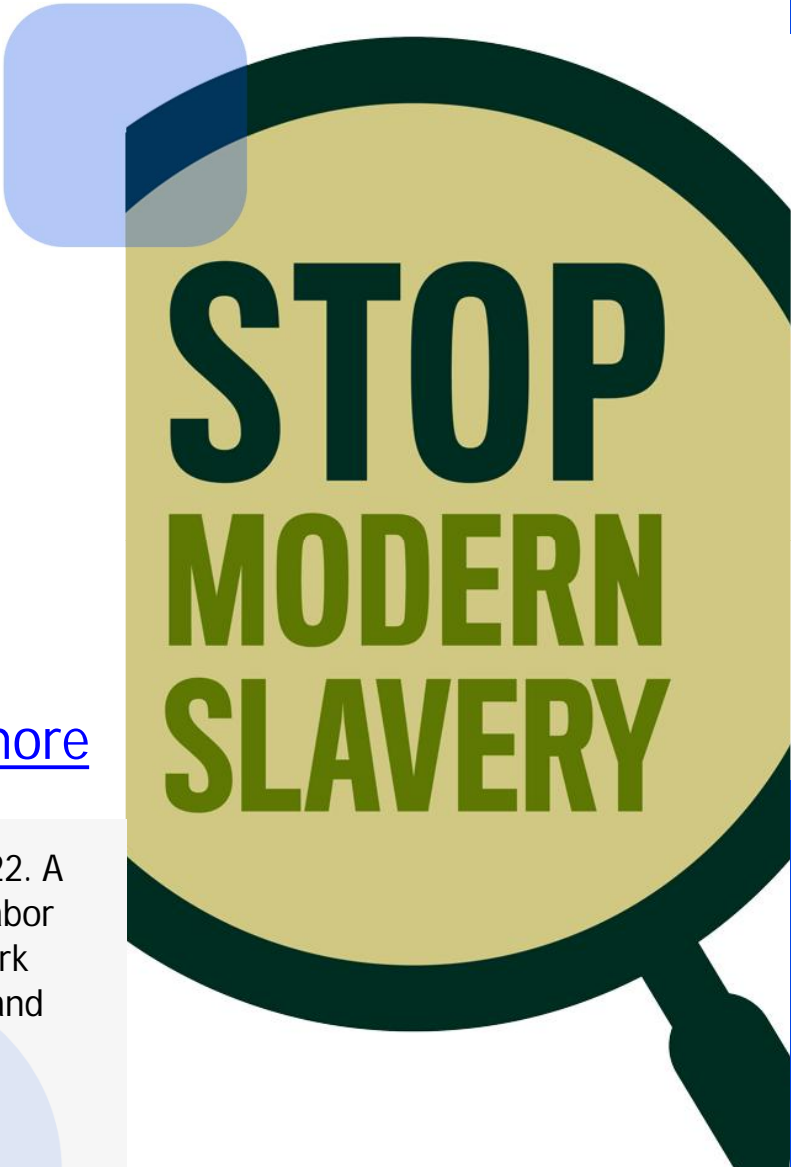


POLICY AGAINST MODERN SLAVERY, FORCED LABOR, HUMAN TRAFFICKING, AND CHILD LABOR

[Click here to find out more](#)

This policy was approved by Tashkent state university of law in June 7, 2022. A policy against modern slavery, forced labor, human trafficking, and child labor aims to prevent and eliminate all forms of exploitation and coercion in work environments. It seeks to ensure that all individuals have the right to fair and safe working conditions without being subjected to abuse or exploitation. Additionally, the policy promotes awareness, education, and reporting mechanisms to protect vulnerable populations and uphold human rights.



**STOP
MODERN
SLAVERY**

Tashkent State Legal Report on Events Addressing "Forced Labor, Modern Slavery, Human Trafficking, and Plague Labor"

M. Rakhimov, Associate Professor in the Department of Labor Law, is developing a video lesson addressing various topics pertinent to labor law, including "Forced Labor, Modern Slavery, Human Trafficking, and Child Labor," which will be published on the YouTube platform.

You Tube links are here

<https://www.youtube.com/watch?v=On4s0-gHJk>

<https://youtu.be/rqJaRr-APIQ?si=qX5wccIs1tPROT9Z>

<https://youtu.be/iDzs3OsXReA?si=vNGZzeNYOwiE1n62>

M. Karimjonov, a senior lecturer in the Department of Labor Law, publishes articles and posts on the subjects of "Forced Labor, Modern Slavery, Human Trafficking, and Child Labor" on the Telegram channel <https://t.me/mehnathuquqi>.

<https://t.me/mehnathuquqi/7914>

<https://t.me/mehnathuquqi/7011>

M. Karimjonov, a senior lecturer in the Department of Labor Law, served as an expert on labor law during a roundtable discussion featured on the kun.uz website on September 19, 2024. <https://www.youtube.com/watch?v=TQIUzcxnAbk>

M. Karimjonov, a senior lecturer in the Department of Labor Law, is producing brief video materials as an expert on labor legislation for the Telegram channel of the State Service Development Agency under the President of the Republic of Uzbekistan at https://t.me/argos_uz.

https://t.me/argos_uz/13595

https://t.me/argos_uz/13489

https://t.me/argos_uz/13459

M. Karimjonov, a senior lecturer in the Department of Labor Law, has been developing a series of materials as an expert on labor legislation for the information-analytical portal <https://ishonch.uz/>.

D. Abdullayeva, associate professor in the Department of International Law and Human Rights, conducted a promotional event on the subject of "International Standards for Eradicating Forced Labor and Child Labor." The events were published on the university's social media platform. https://t.me/TDYU_Manaviat/9363


Since 2021, the Oliy Majlis Human Rights Representative (Ombudsman) and Tashkent State Law University have collaborated on the training of highly qualified legal professionals. In accordance with the memorandum signed in 2023, the "Ombudsman Club" was established at this university under the auspices of the Human Rights Representative (Ombudsman) of the Oliy Majlis.

Within the framework of the memorandum, club members were afforded the opportunity to engage in study and work at the Ombudsman Institute after school. Additionally, skill development classes for students are routinely conducted by the qualified personnel of the Ombudsman Secretariat.

An event is scheduled for October 8, 2024, during which B. Narimanov, the deputy human rights representative (ombudsman) of the Oliy Majlis, along with other officials, will educate the fourth-year students of the Faculty of Public Law at TSUL about forced labor, modern slavery, human trafficking, and child labor in the context of human rights. Training sessions have been conducted to combat these issues and safeguard the rights of affected individuals.



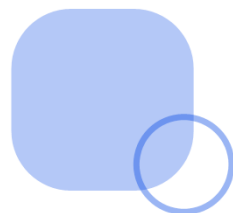
POLICY AGAINST
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TRAFFICKING,
AND CHILD
LABOUR



**STOP
MODERN
SLAVERY**

OVERVIEW

So far, a number of measures have been taken to regulate this process at the Tashkent State University of Law. For example, the following legal and regulatory documents can be cited for these implemented reforms.



01 Policy against modern slavery, forced labour, human trafficking, and child labour

https://tsul.uz/media/nmpmkyfsut23_59_02_27_10.pdf

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

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

03 Tashkent State University of Law gender equality and female empowerment policy

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

POLICY AGAINST MODERN SLAVERY, FORCED LABOUR, HUMAN TRAFFICKING, AND CHILD LABOUR



Our Policy

The TSUL policy does not allow for any form of slavery or human trafficking and the university will take proactive steps to ensure that Modern Slavery is not taking place in any part of our educational system. The TSUL will not engage with organizations that facilitate any form of slavery including the use of child labor or forced labor, or which do not recognize freedom of association or collective bargaining. We require that the partners and third parties we work with should hold their partners and third parties to the same standards. We seek to continually improve awareness of the practices necessary to combat slavery and human trafficking and assess the risk profile of our business in these areas.



Our Policy

Our zero-tolerance approach to Modern Slavery includes our commitment that:

- the university will not allow any form of slavery or human trafficking to take place in any part of our educational system;
- the university will not use child labor, nor will we use forced labor;
- university recognize freedom of association by permitting our employees to establish and join organizations of their choosing without our permission;
- the university will recognize collective bargaining where required by laws;



Our Policy

- the university will comply with all relevant laws, statutes, and regulations relating to modern slavery;
- the university will publish Modern Slavery Statements following the relevant legislation;
- university require its partners and third-party partners to comply with the above;
- the university will seek to educate and raise awareness across its educational system in the identification and reporting of Modern Slavery.

POLICY AGAINST MODERN SLAVERY, FORCED LABOUR, HUMAN TRAFFICKING, AND CHILD LABOUR

Introduction



The Tashkent State University of Law is a higher educational and scientific methodical institution for basic training and retraining of specialists in the field of "jurisprudence" (TSUL). We have a responsibility both as academia and as individuals to tackle any form of modern slavery, forced labor, human trafficking, and child labor (Modern Slavery). We will not tolerate, facilitate or condone any form of Modern Slavery in education or throughout our services.

Purpose and Scope

The purpose of this policy is to communicate and establish controls to ensure compliance with all Modern Slavery regulations as well as ensure alignment with the organization's ethical standards and Code of Conduct. The policy covers all TSUL employees, students, volunteers, and third-party individuals and is intended to ensure all are aware of the responsibilities they hold. The TSUL also has several policies and statements relevant to Modern Slavery which should be read in conjunction with and supplement this policy. These include The TSUL Statute, its Code of Ethical Conduct, Gender Equality Policy, and Recommendations of the Commission of Ethical Conduct, in addition, to section 3 Legislative framework of this Policy.

Legislative framework

Modern Slavery is a crime and a violation of fundamental human rights. It is a term used to encompass slavery, servitude, forced compulsory labor, bonded and child labor, and human trafficking, all of which include the deprivation of a person's liberty by another to exploit them for personal or commercial gain. Currently, Uzbekistan has ratified 17 ILO Conventions and one protocol, in particular the two fundamental ILO Conventions No.29 "On Forced or Compulsory Labor" of 1930 and No.105 "On the Abolition of Forced Labor" of 1957 as well as the Protocol 2014 to Convention No.29. Additional to the international norms International Covenant on Civil and Political Rights (1966), article 8 of which is devoted to the prohibition of forced labor (Uzbekistan is a member from 1995). In the national legislative Constitution, article 37, Employment Act, Labor Code article 7, Code of administrative liability article 51, Code of criminal liability article 148. The university ensures unconditional obedience of the above legal documents in the university community and reflects them in the internal legal documents.

POLICY AGAINST MODERN SLAVERY, FORCED LABOUR, HUMAN TRAFFICKING, AND CHILD LABOUR

Legal liability

Any employee who breaches this policy may face disciplinary action according to the law, which could result in dismissal for misconduct or gross misconduct. Since April 23, 2020, under article 51 of the Code of Administrative Responsibility of the Republic of Uzbekistan, the amount of liability for forced labor may entail a fine of 50 to 100 times the amount of the basic calculation. If it is committed against an under-age that a fine of from 70 to 100 times the size of the basic calculation. And criminal liability is also established if forced labor is committed after the application of administrative penalties under article 1482 of the Criminal Code.

Third party liability

If University finds that other individuals or partners working on our behalf have breached this Policy, we will ensure that we take appropriate action according to the Code of Ethical Conduct. The university requires its partners and third-party partners to comply with the above.

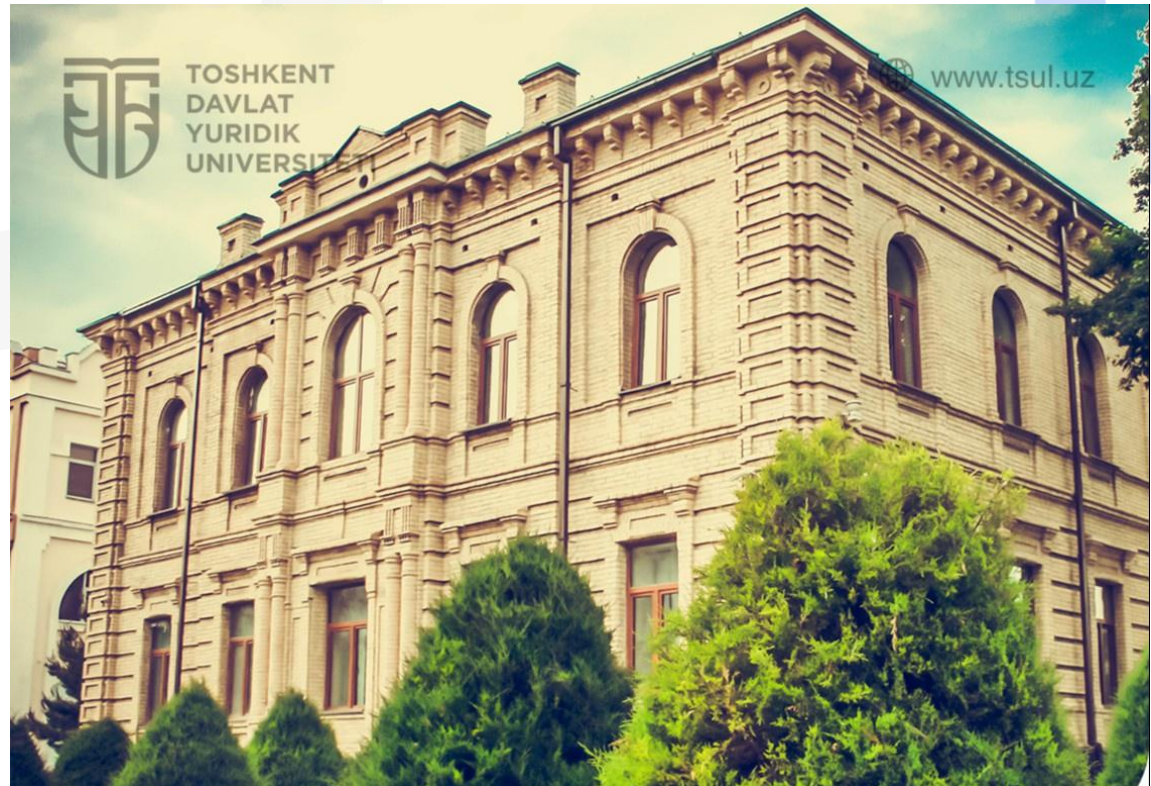
Precautionary measures, Compliance, and Monitoring

Employees, students, volunteers, partners, and third-party partners must not engage in, facilitate or fail to report any activity that might lead to, or suggest, a breach of this policy. If you are a University employee, student or volunteer, you must report any incidence or suspicion of Modern Slavery and/or human trafficking in any part of University work or cooperation to your Head of Dept/Faculty, or Head of Human Resources, to the trade union chairman, or the Head of TSUL Compliance and Ethics. The University encourages openness and will support anyone who raises genuine concerns with this Policy, even if they turn out to be mistaken.

Precautionary measures, Compliance, and Monitoring

If your labor rights are violated or you have information about the permissiveness of forced labor, you can contact the Ministry of Employment and Labor Relations of the Republic of Uzbekistan via a short digital hotline "1176", on the social network "dmi.mehnat.uz", or University Administration staff (+998-71- 233-66-36 (1008)), and email hr@tsul.uz or you can directly contact the Rector of the University via telegram <https://t.me/rektorga>. Reporters may remain anonymous if desired.

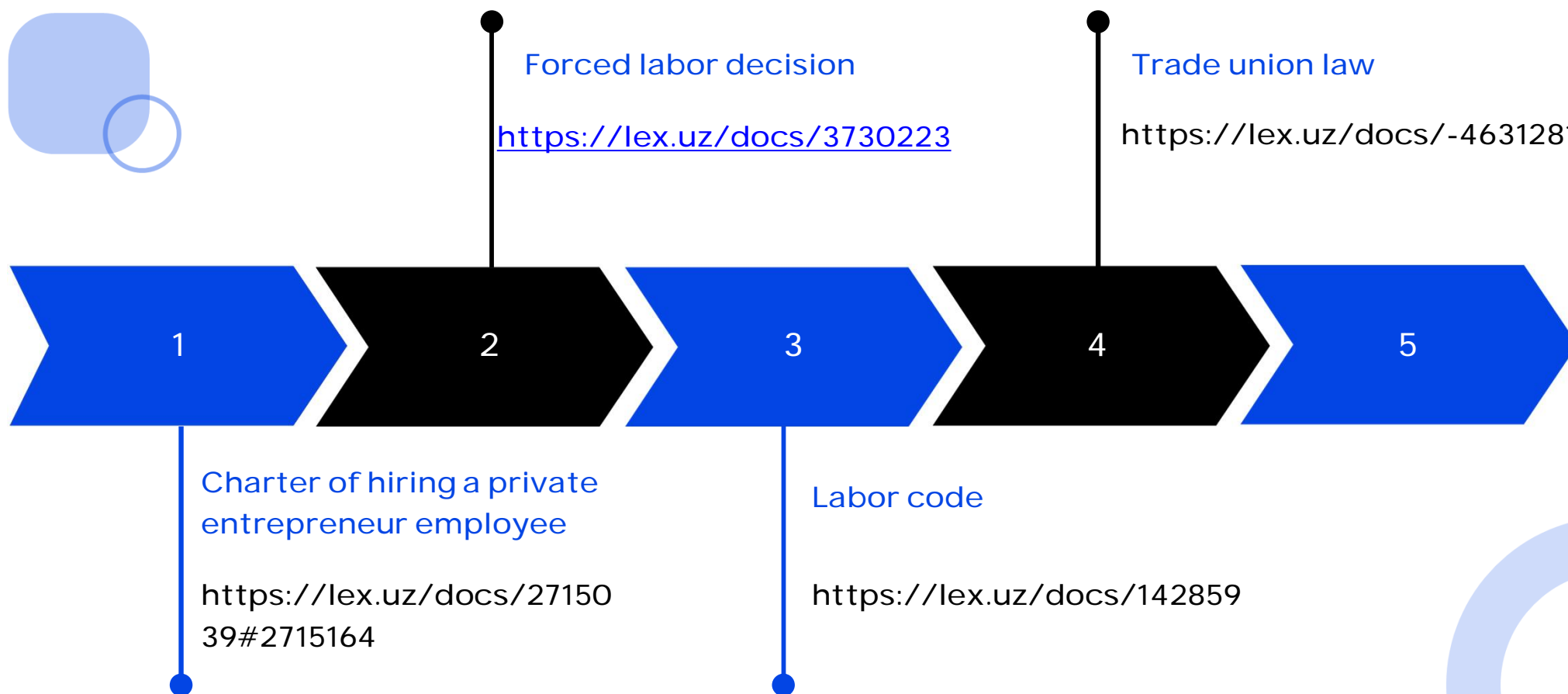
FURTHER
STRENGTHEN
YOUR
KNOWLEDGE
OF LABOR
LAW WITH
US!



TSUL also has a number of programs aimed at improving your general knowledge in the field of engineering. They consist of the following.

TIMELINE

TSUL also has a number of programs aimed at improving your general knowledge in the field of engineering. Take Test-quiz for instance. The Department of Labor Law of Tashkent State Law University has traditionally held a Test-quiz every Sunday. By learning the following bills your general knowledge in the field of labor will be improved.



GIFTED STUDENTS OF THE YUKSALISH SARI CLUB OF TASHKENT STATE LAW UNIVERSITY HAVE PREPARED A VIDEO ABOUT THE NATIONWIDE HASHAR AND THE CONCEPT OF FORCED LABOR.



<https://youtu.be/4CONfw5Kb3U>

ON ADDITIONAL MEASURES TO ELIMINATE FORCED LABOR IN THE REPUBLIC OF UZBEKISTAN

Also, the department that created a number of governmental normative legal documents aimed at regulating forced labor relations, and the documents adopted within TSUL, are based on them. Take the Cabinet of Ministers of the Republic of Uzbekistan decision, that given above for instance. <https://lex.uz/docs/-3730223>

The screenshot displays the LexUZ online portal interface. At the top, there is a navigation bar with the LexUZ logo and various utility icons. Below this, a header section contains the text: "O'zbekiston Respublikasi Vazirlar Mahkamasining qarori, 10.05.2018 yildagi 349-son". To the right of this header, there are buttons for "Kuncha kirishi sanasi" (14.05.2018) and "Qo'shimcha xabarot".

The main content area features a title: "O'ZBEKISTON RESPUBLIKASI VAZIRLAR MAHKAMASINING QARORI" followed by the specific subject: "O'ZBEKISTON RESPUBLIKASIDA MAJBURIY MEHNATGA BARHAM BERISHGA DOIR QO'SHIMCHA CHORA-TADBIRLAR TO'G'IRISIDA".

The text of the decision is as follows:

O'zbekiston Respublikasida inson hayoti va faoliyatining barcha sohalarida majburiy mehnatning oldini olish va unga to'liq barham berishga doir aniq hamda amaliy chora-tadbirlar amalga oshirilmoqda.

Xalqaro mehnat tashkiloti (keyingi o'rinlarda XMT deb ataladi) bilan faol hamkorlik qilinmoqda, ushbu tashkilotning 14 ta, jumladan, 8 ta asosiy konvensiyasi, shuningdek, bolalar mehnati va majburiy mehnatga qarshi kurashishga doir konvensiyasi ratifikatsiya qilindi. Respublikada XMT Konvensiyalarini hayotga tatbiq etishga doir milliy harakatlar rejası qabul qilindi, mazmuni va mohiyati XMT metodologiyasi bo'yicha milliy mehnat qonunchiligini va mehnat bozorini rivojlantirishga, bandlikni, ijtimoiy muhofazani va aholi bilan muloqotni ta'minlashga yo'naltirilgan Munosib mehnat bo'yicha mamlakat dasturi bajarilmoqda. Ushbu Tashkilot ekspertlarining bevosita ishtirokida qishloq xo'jaligida bolalar mehnati va majburiy mehnatdan foydalanish monitoringi olib borilmoqda.

O'zbekiston Respublikasi Oliy Majlisi Senatining "O'zbekiston Respublikasi qonun hujjatlariga va xalqaro mehnat standartlariga muvofiq fuqarolarning kafolatlangan mehnat huquqlarini ta'minlashga doir chora-tadbirlarni kuchaytirish to'g'risida" 2017-yil 4-oktabrdagi SQ-231-III-son qarori bilan bolalar mehnati va majburiy mehnatdan biron-bir shaklda foydalanishning oldini olish va bunga yo'l qo'ymaslik bo'yicha ushbu yo'nalishda kompleks tashkiliy-amaliy chora-tadbirlarni amalga oshirish nazarda tutilgan parlament nazorati instituti joriy etildi.

Ko'rilgan chora-tadbirlar bolalar mehnatiga to'liq barham berish, shuningdek, majburiy mehnatning oldini olish va bunga yo'l qo'ymaslik uchun yetarli normativ-huquqiy bazani shakllantirish imkonini berdi, bu jahon hamjamiyati, xususan, XMT, Jahon banki va Yevroparlament tomonidan yuqori baholandi.

Shu bilan birga, so'nggi paytda barcha darajadagi hokimlar tomonidan ta'lim, sog'liqni saqlash sohaları va boshqa budjet tashkilotlari xodimlarini hududlarnı obodonlashtirish, shuningdek, qishloq xo'jaligidagi turli ishlarga majburiy jalb qilish shaklida mehnat qonunchiligi normalarini buzish bilan bog'liq ayrim holatlar kuzatilmoqda. Mansabdor shaxslarning xizmat mavqeyini suiste'mol qilish, yuqoridagi qayd etilgan shaxslarnı qo'rqitish, ularga nisbatan haqoratli so'zlarnı va hattoki, kuch ishlatish holatları ham qayd etilmoqda.

Ushbu holat bunday ishlarnı bajarishga majburlash davomida mazkur ishlarga jalb etilgan shaxslarning jarohat olishiga va ayrim hollarda halok bo'lishiga sabab bo'layotgan ko'ngilsiz voqealar ro'y berayotgani bilan yanada murakkablashmoqda.

Mahalliy davlat organları mansabdor shaxslarining bunday xatti-harakatları respublikaning qonun hujjatları talablariga zid bo'lib, uning jahon maydonidagi nufuziga putur yetkazmoqda, mamlakat Hukumatı ishiga, birinchi navbatda, bilimlil va sog'lom barkamol avlodni tarbiyalashga katta zarar yetkazmoqda, ijtimoiy-siyosiy hayotni islohi qilish va hududlardagi ijtimoiy-iqtisodiy ahvolni yaxshilashga qaratilgan barcha sa'y-harakatlarni obro'sizlantirmoqda.

Bundan buyon bu kabi salbiy holatlarga yo'l qo'ymaslik, davlat organları ishidagi tizimli kamchiliklarnı bartaraf etish, shuningdek, O'zbekiston Respublikasida majburiy mehnatga jalb qilish holatlariga to'liq barham berish maqsadida Vazirlar Mahkamasi qaror qiladi: