

The process for employees to appeal on employee rights and/or pay



Resolution of labor disputes

[Click here for more information](#)

XIV. MEHNAT NIZOLARINI HAL ETISH

14.1. Taraflar, ijtimoiy sheriklik tamoyillarini tan olgan holda, mehnat nizolarining oldini olish choralarini ko'rishni o'z zimmasiga oladilar. Mehnat nizolari o'zaro ishonch va hurmat bilan, mehnat to'g'risidagi qonunchilik hujjatlari asosida hal etiladi.

14.2. O'z huquqlarini buzilgan deb hisoblagan xodim mustaqil ravishda yoki Kasaba uyushmasi qo'mitasi ishtirokida Ish beruvchiga yozma ariza bilan murojaat qilishga haqlidir. Xodimning arizasi tegishli tartibda devonxonada ro'yxatdan o'tkazilishi lozim. Murojaat yuzasidan xodimga yozma javob beriladi.

14.3. Yakka tartibdagi mehnat nizolari va ziddiyatlar Ish beruvchi va Kasaba uyushmasi qo'mitasi tomonidan tenglik asosida tuziladigan mehnat nizolari komissiyasi tomonidan ko'rib chiqilishi mumkin.

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14.4. Mehnat nizolari komissiyasi o'z faoliyatini qonunchilik hujjatlariga va O'zbekiston kasaba uyushmalari Federatsiyasi kengashining mehnat haqidagi boshqa huquqiy hujjatlariga asosan ish olib boradi.

14.5. Jamoalarga doir mehnat nizolari qonunchilik hujjatlarida belgilangan tartibda hal etiladi.

XIV. RESOLUTION OF LABOR DISPUTES

The parties, acknowledging the principles of social partnership, commit to implementing measures to avert labor disputes. Such disputes are resolved through mutual trust and respect, in accordance with labor legislation.

14.2. An employee who believes that their rights have been infringed has the right to submit an application to the Employer, either independently or with the assistance of the Trade Union Committee. The employee's application must be properly recorded in the registry office. A written response to the appeal will be provided to the employee.

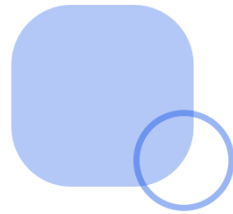
14.3. Individual labor disputes may be addressed by the Labor Disputes Commission, established on the principle of equality between the Employer and the Trade Union Committee.

14.4. The Labor Disputes Commission operates in accordance with the legal documents of the Federation of Trade Unions of Uzbekistan.

14.5. Labor disputes concerning collectives are resolved in accordance with the procedures established by legislative and other legal documents of the labor council.

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 departments and their regulatory documents can be cited for these implemented reforms.



01 The Human Resources Department

<https://tsul.uz/en/all-sections/20/The%20Human%20Resources%20Department>

02 Department of occupational safety and health

<https://tsul.uz/en/allsections/13/Department%20of%20occupational%20safety%20and%20health>

03 Accounting department

<https://tsul.uz/en/all-sections/3/Accounting%20department>

04 Office of Organizational Control and Strategic Planning

<https://tsul.uz/en/allmanagements/1/Office%20of%20Organizational%20Control%20and%20Strategic%20Planning>

The Human Resources Department



About the Department

The Human Resources Department of Tashkent State University of Law was established based on the Presidential Decree of 28 April 2017 PP-2932 "On measures to improve the system and increase the efficiency of training at Tashkent State University of Law", Decree of 29 April 2020 UP-5987 "On additional measures to improve legal education and science in the Republic of Uzbekistan", decision #4 of the University Council of 21 May 2020.



HRD mission:

The HR department is a structural subdivision of Tashkent State University of Law that works to provide the university with highly qualified personnel capable of performing the tasks and functions assigned to them, placement of employees, and formation of personnel reserve, and work with them.

Our main tasks are considered as follows:

Search, attraction and selection of qualified specialists, organization of recruitment activities based on interview or recruitment or headhunting competition by the Order of the Minister of Justice of the Republic of Uzbekistan No. 68-um dated March 24, 2020 "On HR-management system in the bodies and institutions of justice";

drawing up documents on labor relations with employees;

formation of a necessary database of university employees, control of observance of requirements of the Labour Code of the Republic of Uzbekistan, and other labor legislation in relations with employees.



HRD aim

Widespread recruitment of honest, conscientious, and qualified personnel with a high level of professional and pedagogical skills, legal and political culture, and creative thinking in the teaching staff and other employees.

Accounting department

Introduction



Accounting department– It is one of the young and enterprising departments of Tashkent State Law University-The purpose of the department is to organize accounting using modern technical means and information technology- Regular control over the integrity of cash and tangible assets.-Always monitor and take accounting control of Cash, cash equivalents and tangible assets.-Timely calculation and payment of salaries and salary equivalent payments of teachers and employees, student stipendiums in the prescribed manner-To calculate and make payment orders of the salaries of the professor lecturers and tutors and employees of the university on timely and accordingly manner.-Collection of receivables and ensuring repayment of accounts payable in due time- Preparation and submission of financial, tax and other reports.

Our staff:

Parpiyev Muslimbek Maksudaliyevich– Chief accountant

Nazarova Nasibakhon Numanjanovna– Deputy chief accountant.

Axmuratov Axror Khudayarovich– Deputy chief accountant

Seyidova Gulnaxal Kadirovna– accountant

Bobonorova Zamira Boltayevna–accountant

Abzalova Munojotkhon Azizdjanovna– accountant

Sakhibova Dilnoza timur kizi–accountant

Ismanova Nigina Shukhratjanovna–accountant

<https://tsul.uz/en/all-sections/3/Accounting%20department>

Department of occupational safety and health

About the Department

The activity of the department is aimed at early prevention of dangers, emergency situations, providing timely and comprehensive assistance to the population in case of danger to life and health.

One of the strategic departments of the university, which carries out constant preventive and warning work among employees and students, conducts trainings on labor protection and civil protection and ensures compliance with fire and technical safety rules, the safety of employees and students in emergency situations. controls the movement of the grain.

Tasks of the department

- development and implementation of measures to prevent accidents and injuries at workplaces, increasing the responsibility and accountability of employees to comply with labor protection requirements;
- development and implementation of emergency prevention and elimination measures, training of workers and students to act in emergency situations;
- organization of messages using automatic warning systems and ensuring the readiness of management bodies, facility forces and means to act in emergency situations; creation of associations, rescue services and rescue groups in the prescribed manner; collection of information on notification submission and monitoring, its development scope and progress, possible consequences, measures taken and emergency response assistance.

The activity of the department is organized in 3 areas:

- labor protection and safety.
- civil protection in emergency situations.
- fire and technical safety.

<https://tsul.uz/en/allsections/13/Department%20of%20occupational%20safety%20and%20health>

Precautionary measures, Compliance, and Monitoring

Our employees can improve their skills, eliminate and prevent emergency situations, exchange experience with colleagues in labor protection, improve their skills through the Ministry of Emergency Situations, knowledge of labor protection, fire safety and are constantly working on improving their skills, and they are always ready to exchange experience and improve their skills with specialists from Russia, the Republic of Belarus and Japan.

The staff of the department consists of former employees of internal affairs agencies who have extensive experience in solving emergency situations.

Office of Organizational Control and Strategic Planning

Introduction



Coordination of control work at the university, study of the state of executive discipline at departments and in other structural divisions, preparation of proposals for improving the effectiveness of executive control, control of office work and execution of documents, their systematic analysis and regular monitoring.

The addition of the Monitoring and Organizational Control Department to the Order of the Minister of Justice of the Republic of Uzbekistan No. 194-um dated October 21, 2020 "On approval of the staffing table of managerial, technical and service personnel of the Tashkent State Law University No. 92-um" and in accordance with paragraph 17 of the Decree of the President of the Republic of Uzbekistan dated April 29, 2020 UP-5987 "On additional measures to radically improve legal education and science in the Republic of Uzbekistan" there are 9 permanent staff.

The Office of Organizational Control and Strategic Planning consists of Department of Monitoring and Internal Control, the Office, and the Archives.

Our staff:

Maxkamov Durbek Nematovich- Tashkiliy-nazorat va strategik rejalashtirish boshqarmasi boshlig'i

Nurullaev Shoxrux Shuxratullaevich-Monitoring va ichki nazorat bo'limi uslubchisi

Ergashev Nodir Haydarovich- Monitoring va ichki nazorat bo'limi uslubchisi

Isroilov Behruz Dilshod o'g'li – Monitoring va ichki nazorat bo'limi inspektori

Abdullaev Xurshidjon Nazrullo o'g'li-Devonxona mudiri

xayrullayev Husniddin Muzaffar o'g'li- Devonxona ish yurituvchisi

Sayfixo'jayev Botirxo'ja Farxodxo'ja o'g'li- Devonxona ish yurituvchisi

Abuova Bog'dagul Uralbaevna-Arxiv mudirasi

Sotimov Eldor Muzaffar o'g'li – Arxivarius

<https://tsul.uz/en/allmanagements/1/Office%20of%20Organizational%20Control%20and%20Strategic%20Planning>