



**SAMARKAND STATE UNIVERSITY NAMED AFTER SHAROF RASHIDOV
(SAMDU)**

**SUSTAINABLE DEVELOPMENT GOAL 08
(SDG 8)**



Goal 8 promotes inclusive and sustainable economic growth, employment, and decent work for all. We believe that economic growth is considered a positive force for the better development of society. Financial growth accelerates the number of jobs and creates diversity in the region or world. For example, the diversity of work is very high in developed countries in comparison to developing and underdeveloped countries.

We also believe economic growth is mandatory to provide work for all unemployed people. However, developing countries experience not only experience less diversity but also huge unemployment. Unemployment is the factor that leads to problems and exploitation at workplaces. Therefore, Samarkand State University proactively protects the rights of our all staff members without any discrimination.

For this purpose, the university implemented a number of policies through its different departments and faculties to protect labor rights. We believe that accessing a dignified work culture is the fundamental right of an employee.

Metrics

8.2.1 - Does your university as a body pay all staff and faculty at least the living wage, defined as the local living wage (if government defines this) or the local poverty indicator for a family of four (expressed as an hourly wage)?

| Middle salary of professor - teachers and staffs in the university (According to the states units) (IN THE NATIONAL CURRENCY) | | |
|---|--|---|
| Nº | Name of state units (Shtat birliklari nomi) | Monthly amount salary (middle) O'rtacha oylik miqdori (2021 y) |
| 1 | Rector | 21 034 396 |
| 2 | Vice rector | 20 559 051 |
| 3 | Head of Department | 19 109 962 |
| 4 | Dean of faculty | 9 881 682 |
| 5 | Accountant | 6 586 987 |
| 6 | Professor | 14 459 035 |
| 7 | Associate professor | 10 041 309 |
| 8 | Assistant | 4 590 426 |
| 9 | The deputy dean | 11 134 723 |
| 10 | Head of the center | 8 480 306 |
| 11 | Chief engineer | 7 780 948 |
| 12 | Chief energy officer | 4 824 932 |
| 13 | Scientific secretary | 4 584 611 |
| 14 | Press secretary | 7 606 499 |
| 15 | Psychologist | 2 594 393 |
| 16 | Methodist | 3 135 026 |
| 17 | Tutor | 4 347 000 |
| 18 | Head of the cabinet | 1 564 677 |
| 19 | Laboratory assistant | 1 706 472 |
| 20 | Secretary of department | 2 086 236 |
| 21 | Building commandant | 1 903 752 |
| 22 | Security of building | 1 233 000 |
| 23 | The gardener | 1 363 698 |
| 24 | Support worker | 1 298 349 |
| Vice rector _____ | | S.B.Abdujabborov |

8.2.2 - Does your university as a body recognize unions & labour rights (freedom of association & collective bargaining) for all, including women & international staff?

Samarkand State University named after Sharof Rashidov is determined to protect the rights and freedom of its all employees. We offer work to them with dignity on all our campuses. In addition, the Trade Union (employee representative) has been working at Samarkand State University for many years. This trade union works with the university administration to ensure the rights and freedom of employees.

Trade Union is headed by the Shawkat Makhmatmuradov. His office works for the employee's concerns and issues with university administration. To ensure employee's rights, freedom, and dignity of the Samarkand State University, university administration representatives work with the trade union.

The trade union has a certain policy that provides substantial support under the legislation of the Republic of Uzbekistan. This policy describes the rights of trade unions, labor protection, social partnerships, and education. It also describes the working hours, holidays, age of employment, and obtaining medical facilities as needed.

University prepares an ideal contract to safeguard employee's rights and provide them clarity about their responsibilities. Therefore, Samarkand State University named after Sharof Rashidov fulfills its obligations to its employees in a positive way.



8.2.3 - Does your university as a body have a policy on ending discrimination in the workplace (including discrimination based on religion, sexuality, gender, age)?

The Samarkand State University named after Sharof Rashidov is dedicated to establishing and preserving an atmosphere free from harassment and discrimination in the workplace, classroom, and residence halls, as outlined in this policy. This policy prohibits such discrimination and harassment and applies to everyone at the university.

The trade union reacts to all claims of harassment and discrimination and takes action to guarantee that each is handled in accordance with relevant rules and legal requirements, working with university officials (advisors of the rector and anti-discrimination and anti-corruption departments) on these matters. These incidents include an employee's experience based on their race, creed, color, sex, pregnancy/childbirth, gender identity or expression, age, ancestry, national origin, religion, physical or mental disability, veteran status, marital status or status in a domestic partnership, affectionate or sexual orientation, and other characteristics that are protected by law.

We have enough legislation, policy, and legal support to protect our employees, students, and other stakeholders from being discriminated at the workplace. Our policy describes the code of conduct to all in the following manner.

1. Definitions
2. Anti-Discrimination and Anti-Harassment Policy
3. Mechanism of addressing discrimination and harassment
4. Reporting, investigation, and resolution against staff and faculty members
5. Reporting, investigation, and resolution against students.
6. Confidentiality
7. Appeals
8. Protection from retaliation
9. Protection from bad faith complaints
10. External reporting and complaint filing

8.2.4 - Does your university as a body have a policy commitment against forced labour, modern slavery, human trafficking, and child labor?

Child labor is forbidden in the Republic of Uzbekistan in all contexts. Furthermore, Samarkand State University, which bears Sharof Rashidov's name, has a regulation that prohibits children under the age of 15 from working there.

We oppose child labor, human trafficking, and all forms of slavery. As a result, all of our departments, faculties, and administrative divisions carefully review the applications by gathering information regarding the applicant's age and whether they are looking for full-time or part-time work at the university.



Our policy intends to describe the fundamental ideas behind, not to appoint a child of age less than 16 years for work, identification, labor code of conduct, fundamental laws, punishments and outcomes.

8.2.5 - Does your university as a body have a policy on guaranteeing equivalent rights of workers when outsourcing activities to third parties?

A policy on outsourcing labor for certain tasks within the country has been formulated by the Republic of Uzbekistan. The government of Uzbekistan has released many regulations and guidelines to manage international labor laws for workers. These are produced in accordance with International Labor Law.

Rights of Immigrant Workers:

- Implementing a new standard employment contract which is mandatory to finalize the employment procedures for workers.
- Holding awareness campaigns to inform workers about their rights.
- Confiscation of workers' passports is prohibited.
- Ratifying the nine conventions of the International Labor Organization's related to the rights of workers.
- Enforcing the wages protection system
- Introducing a new insurance system to protect the benefits and rights of the private sector employees.
- Implementation of regular and authentic recruitment practices with international standards.

In order to combat human trafficking, Samarkand State University adheres to national laws and regulations to the letter. With the required contract and other prerequisites, numerous professors, associate professors, assistant professors, and others are employed by Samarkand State University.

<https://lex.uz/ru/docs/512233>

<https://lex.uz/ru/docs/4251564>

8.2.6 - Does your university as a body have a policy on pay scale equity including a commitment to measurement and elimination of gender pay gaps?

Samarkand State University named after Sharof Rashidov has a policy to pay scale equity. This policy clearly intends to highlight aspects related to eliminating any discrimination or prejudice against gender-based disparity. It clearly reflects our mission at Samarkand State University by protecting against and preventing gender-based compensation or salary disparities. The university guarantees non-discriminatory equitable compensation for equivalent work, or "One pay for One designation."

University policy is for employees to be responsible for paying salaries on time and without any delays. All employees receive their remuneration in national currency.



8.2.7 - Does your university as a body measure/track pay scale gender equity?

At Samarkand State University named after Sharof Rashidov, preserving equity in every facet of the employee experience is crucial. This may apply to salaries more than to any other factor. At PSU, pay is determined by a clear, open scale that does not take into account a person's gender, color, nationality, or any other characteristic.

Samarkand State University provides the same salary structures to both male and female employees on a same designation.



Division heads have various tools within the program that help them ensure that pay-scale gaps are monitored, including staff members comparison reports at both pay-scale grade levels. Division Directors also embrace the value of transparency and empower department divisions to play an active role in HR practices, including pay-scale gender equity practices.

8.2.8 - Does your university as a body have a process for employees to appeal on employee rights and/or pay?

Samarkand State University named after Sharof Rashidov provides ample scope to appeal about the pay scale and rights. For this purpose, the office of the Vice-Rector, of Youth Affairs and Spirituality works and provides legal support to employees for asking and querying about their rights and pay. On the other hand, the trade union of the university also works for employee's pay and their rights. If any employee seeks more information and assistance, may also report to the Ministry of Employment and Labor Relations, the government of Uzbekistan.

<https://mehnat.uz/en>