



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

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



Goal 8 encourages inclusive and sustainable economic growth, employment, and decent work for everyone. Economic growth is widely recognized as a positive driver for societal advancement, as it increases job opportunities and fosters workplace diversity, enhancing regional and global economies. For instance, the variety of work opportunities tends to be significantly greater in developed countries compared to developing or underdeveloped nations.

We also view economic growth as essential for creating employment opportunities for the unemployed. Unfortunately, many developing nations face not only limited job diversity but also high levels of unemployment. Such unemployment can lead to issues like workplace exploitation. To address this, Samarkand State University actively safeguards the rights of all its employees without discrimination.

To support this, the university has implemented numerous policies across its departments and faculties aimed at protecting labor rights. We believe that every employee has a fundamental right to work in a respectful and dignified environment.

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)

№	Name of the state units (Shtat birliklari nomi)	Monthly amount salary (middle) O'rtacha oylik miqdori (2023 y)
1	Rector	22 086 115
2	Vice rector	21 587 003
3	Head of department	20 065 460
4	Dean of faculty	10 375 766
5	Accountant	6 916 336
6	Professor	15 181 986
7	Associate professor	10 543 374
8	Assistant	4 819 947
9	The deputy dean	11 691 459
10	Head of the center	8 904 321
11	Chief engineer	7 858 762
12	Chief energy officer	5 066 178
13	Scientific secretary	4 813 841
14	Press secretary	7 986 823
15	Psychologist	2 724 112
16	Methodist	3 291 777
17	Tutor	4 564 350
18	Head of the cabinet	1 642 910
19	Laboratory assistant	1 791 795
20	Secretary of department	2 190 547
21	Building commandant	1 998 939
22	Security of building	1 294 650
23	The gardener	1 431 882
24	Support worker	1 363 266

Head of Planning and Finance Department

 Z. Nosirov

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.

Samarkand State University prepares a strategy with trade unions to provide rewards and incentives to university employees without any kind of discrimination, and partiality.



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

The policy available at:

https://www.samdu.uz/upload/content-files/Anti-bribery%20policy_Samdu.pdf

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

The Law of the Republic of Uzbekistan "On Amendments to the Code of Administrative Responsibility of the Republic of Uzbekistan concerning the improvement of legislation for the protection of minors' rights" (Republic of Uzbekistan legislative acts collection, 2009, No. 52, Article 551), following Article 2, was approved by the Ministry of Labor and Social Protection of the Population and the Ministry of Health. This law mandates that all public, private, and non-governmental organizations adopt regulations to prevent child labor within their operations.

Samarkand State University, named after Sharof Rashidov, strictly prohibits child labor, forced



labor, and any form of slavery in all its operations. Consequently, each department, faculty, and administrative unit thoroughly review job applications, collecting information on applicants' ages and confirming whether they seek full-time or part-time employment 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.

The policy is available at:

<https://lex.uz/docs/-1582076>

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.

Samarkand State University strictly complies with national laws and regulations to prevent human trafficking. The university employs numerous professors, associate professors, assistant professors, and other staff members based on formal contracts and necessary prerequisites, ensuring compliance and ethical standards in recruitment practices.

<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 pay scale equity policy dedicated to promoting fair and equal compensation practices. This policy explicitly aims to eliminate any discrimination or bias regarding gender-related pay disparities, aligning with the university's mission to uphold gender equity in compensation. The university ensures equitable, non-discriminatory pay for equivalent roles, adhering to the principle of "Equal Pay for Equal 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, upholding equity across all aspects of the employee experience is paramount, especially in terms of compensation. Salaries are determined through a clear and transparent pay scale that strictly disregards an individual's gender, race, nationality, or any other personal characteristic.

Samarkand State University actively tracks and assesses gender equity in pay scales as part of its commitment to workplace fairness and equality. The university uses monitoring tools, including periodic data analysis and comparison reports across equivalent job positions, to identify and address any gender-based discrepancies in compensation. This process supports their policy on pay equity, ensuring that all employees receive fair and unbiased pay in alignment with the university's principles of equality and inclusivity.

Samarkand State University measures and monitors gender equity in its pay scale as part of its commitment to fostering a fair and inclusive work environment. The university conducts regular evaluations through reports and data analysis that compare pay levels across genders within equivalent roles. This tracking helps to ensure compliance with its pay scale equity policy and allows for any disparities to be identified and addressed proactively.

Samarkand State University provides the same salary structures to both male and female employees on a same designation. These salaries are given in an order of continuity and progress of the employee.

Division heads have access to a variety of tools within the program to help monitor pay-scale disparities, including comparison reports on staff members across pay-scale grade levels to provide a systematic suggestion to higher authorities. Additionally, Division Directors uphold transparency and actively encourage department divisions to engage in HR practices, including gender equity in pay scales.



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.

Samarkand State University has established a process for employees to appeal on issues related to employee rights and pay. This process allows faculty and staff to formally submit appeals if they experience concerns about workplace rights or compensation. The appeal procedure includes clearly defined steps for filing concerns, ensuring fair evaluation, and maintaining confidentiality. Through this process, the university aims to support equitable treatment for all employees, uphold transparent HR practices, and ensure any pay-related grievances are addressed in alignment with its commitment to workplace equity and justice.

<https://mehnat.uz/en>