



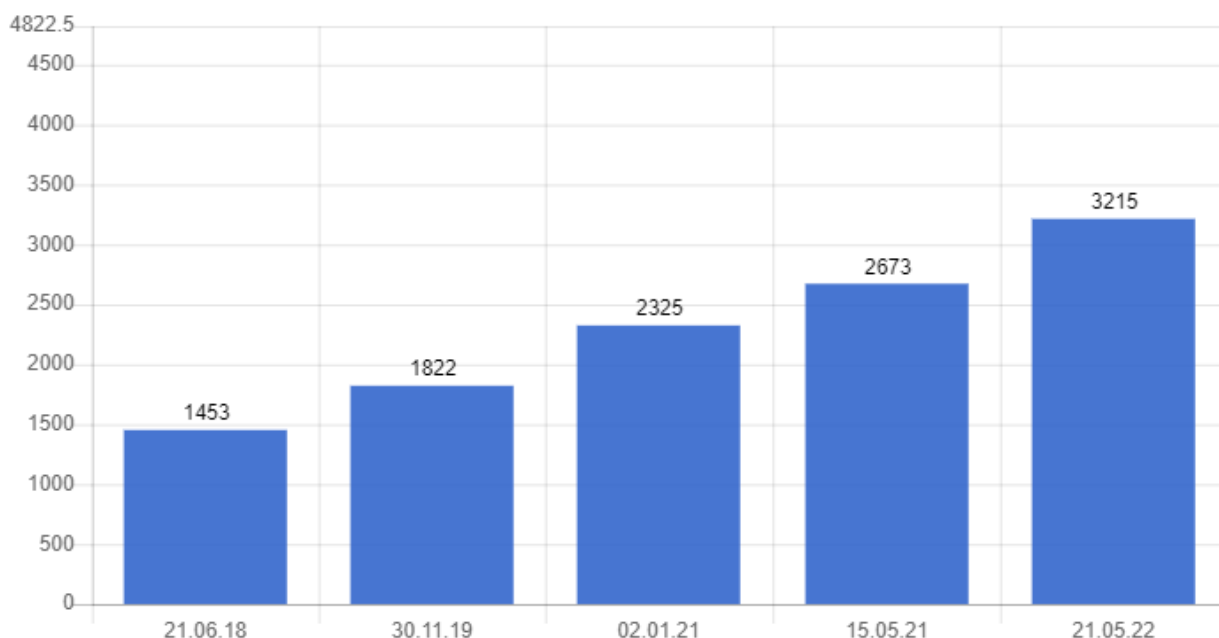
SDG8: Decent work and Economic Growth

8 DECENT WORK AND ECONOMIC GROWTH



Employment practice

Employment practice living wage



source: <https://tradingeconomics.com/uzbekistan/wages>

- Average Wages in Uzbekistan increased to 3215 UZS Thou/Month (289.912 USD/Month) in 2021. The maximum rate of average wage for employees was 2673 UZS Thou/Month and minimum was 921 UZS Thou/Month.

According to Appendix 1 of the Decision No. 22-Q/Q dated May 31, 2022 of the Ministry of Higher and Secondary Special Education and the Ministry of Employment and Labor Relations, Bukhara State University has assigned a monthly salary for its staff in below category:

1st category - "Head of the department"

- Doctor of Science -10.211.640 UZS
- PhD – 9.579.993 UZS
- Without scientific title – 8.448.291 UZS

2nd category – "Professors"

- Doctor of Science - 9.737.905 UZS
- PhD – 9.158.894 UZS

3rd category – "Senior lecturer"

- who have scientific title – 7.184.996 UZS
- who have no scientific title – 6.184.886 UZS

4th assistant teachers

- who have scientific title – 6.342.779 UZS
- who have no scientific title – 5.500.601





Employment practice unions

+ *University employees and students trade union committee*



The primary organization conducts its activities in accordance with the Constitution of the Republic of Uzbekistan, the Labor Code of the Republic of Uzbekistan, "On trade unions, guarantees of their rights and activities", "On labor protection", Laws "On public associations in the Republic of Uzbekistan", "On non-governmental non-profit organizations" and other laws regulating the activities of non-governmental non-profit organizations, the Charters of the Federation of Trade Unions and Branch Trade Unions of Uzbekistan and this Regulation works accordingly.

The trade union committee for its trade union members:

- to respect the constitutional rights of a member of the trade union to work, freely choose a job, profession, create fair working conditions and be protected from unemployment, regardless of nationality, gender, age and religious belief;
- increase and rational use of free time, which is a means of recovery of human spiritual and physical strength;
- compliance with labor legislation, labor and environmental protection laws, rules and standards;
- to draw up collective contracts and agreements for the purpose of strengthening social cooperation, to control their implementation;
- to work in cooperation with state bodies and public organizations, to adopt laws and other regulatory documents aimed at protecting labor, socio-economic and moral rights and freedoms of Trade Union members, to maintain stability, solidarity and civil harmony;
- the introduction of a social fair system of payment for labor;



November 11 "Day of Trade Unions" at Bukhara State University

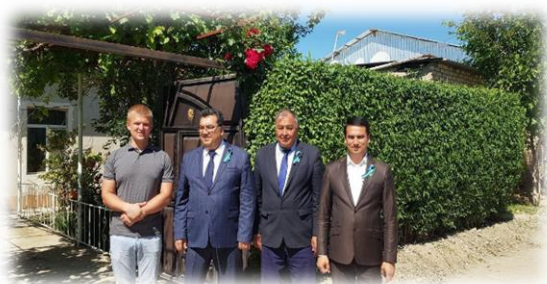


The committee of the trade union developed a plan of events for all the holidays in our republic and organized them. Employees who have reached 50, 55 and 60 years of age are solemnly awarded in front of the team.

Every year, on May 9, dedicated to the Day of Remembrance and Appreciation, financial incentives are given to the employees of the university and to the participants of the Second World War who have worked at the university for many years, to the international fighters, to the employees who worked behind the front and equal to them.

Employees, students are engaged in all kinds of sports, and those who participate in competitions with their teams are awarded valuable prizes.

Source: <https://buxdu.uz/19-boshqabolimlar/3685/3685-universitet-xodimlar-va->





Women's Association at Bukhara State university

In order to protect the rights of women and girls, the "Women's Association" was established at the Bukhara State University, and women's chairpersons were established at each faculty. They are engaged in activities aimed at the protection of women's rights and labor protection, solving the problems of female students and employees, female professors and teachers.

Source: <https://buxdu.uz/104-yoshlar-bilan-ishlash-manaviyat-va-marifat-yonalishidagi-ishlar/3912/universitet-xotin-qizlar-faoliyati-togrisidagi-nizom/>





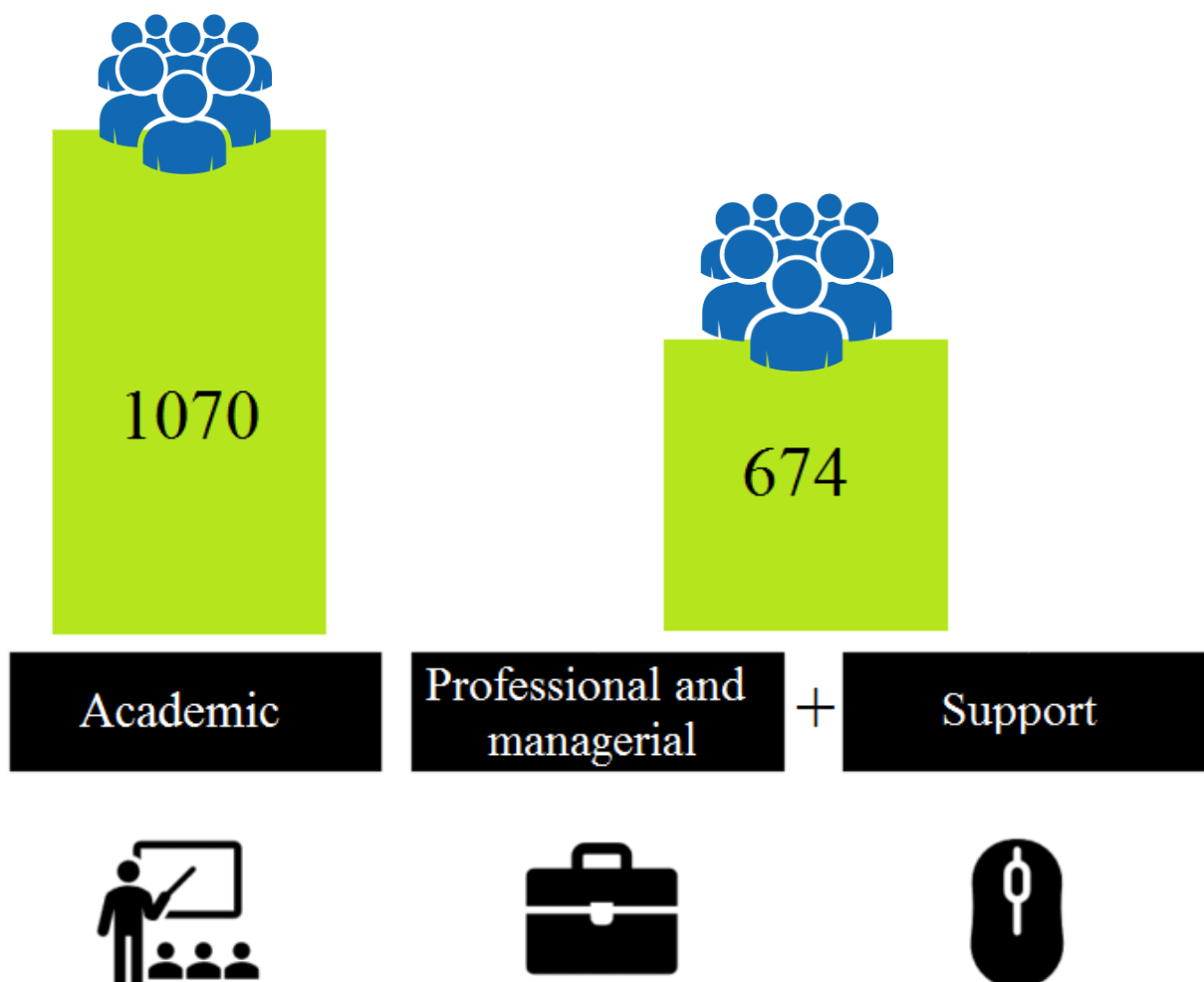
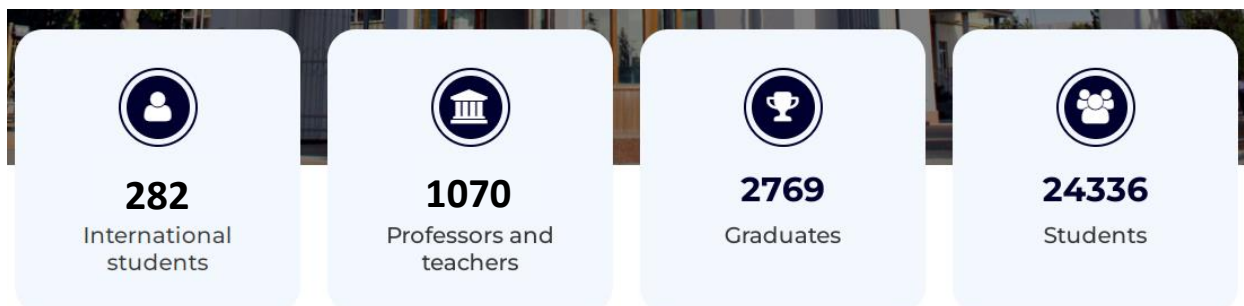
Employment policy pay scale equity

The established Tariff of KPI (Key performance Indicators) entrusts the equality of pay gap between all staff. This is based on the criteria that each employee (teachers and professors) should be paid by their performance rate.

Determining the level of incentive based on the result of the KPI indicator of the university's management and teaching staff regardless of their gender, is determined equally on the basis of the table below.

KPI indicator (point system)	The KPI-based value of the incentive is 100%
81	5,0%
82	10,0%
83	15,0%
84	20,0%
85	25,0%
86	30,0%
87	35,0%
88	40,0%
89	45,0%
90	50,0%
91	55,0%
92	60,0%
93	65,0%
94	70,0%
95	75,0%
96	80,0%
97	85,0%
98	90,0%
99	95,0%
100	100,0%

8.3.1 Expenditure per employee



*The number of employees in academic group on secure contract are 904 out of 1070



8.4 Proportion of students taking work placements

1-figure. Total number of graduated students (job placement)

