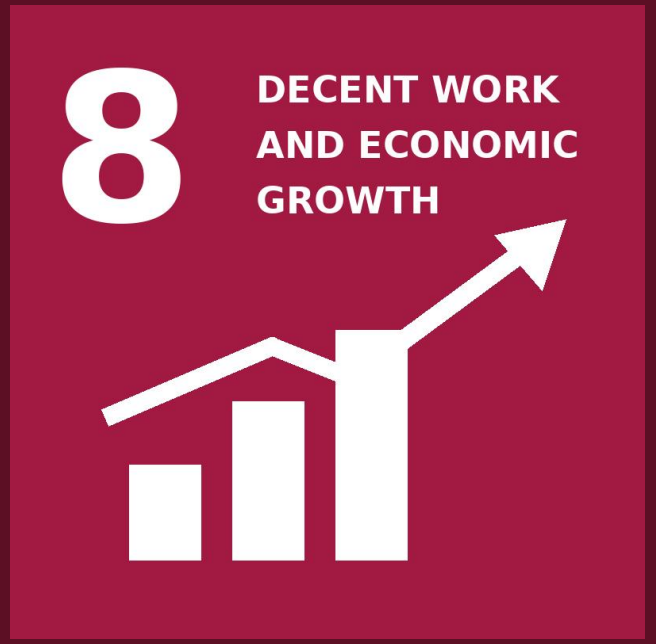
ANNUAL PROGRESS REPORT ON THE GOALS AND TARGETS WE COMMITTED 2025-2026



Sustainable development goal progress

SDG 8 · Decent work and economic growth | Navoi State University

SDG 8: Decent work and economic growth

Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.

Main objective: fair pay, safe and equal workplaces and protected labour rights for every worker.

Key Criteria of SDG 8 (Decent Work)

8.2.1	Pay all staff at least the living wage
8.2.2	Recognise trade unions for all, including women and international staff
8.2.3	Policy against workplace discrimination (religion, sexuality, gender, age)
8.2.4	Commitment against forced labour, modern slavery, human trafficking and child labour
8.2.5	Equal rights for workers when activities are outsourced
8.2.6	Pay equity policy, with measurement and elimination of gender pay gaps
8.2.7	Measure and track gender pay equity
8.2.8	Appeal process for employee rights and pay
8.2.9	Recognise freedom of association and collective bargaining for all

8.2.1 Pay above the living wage

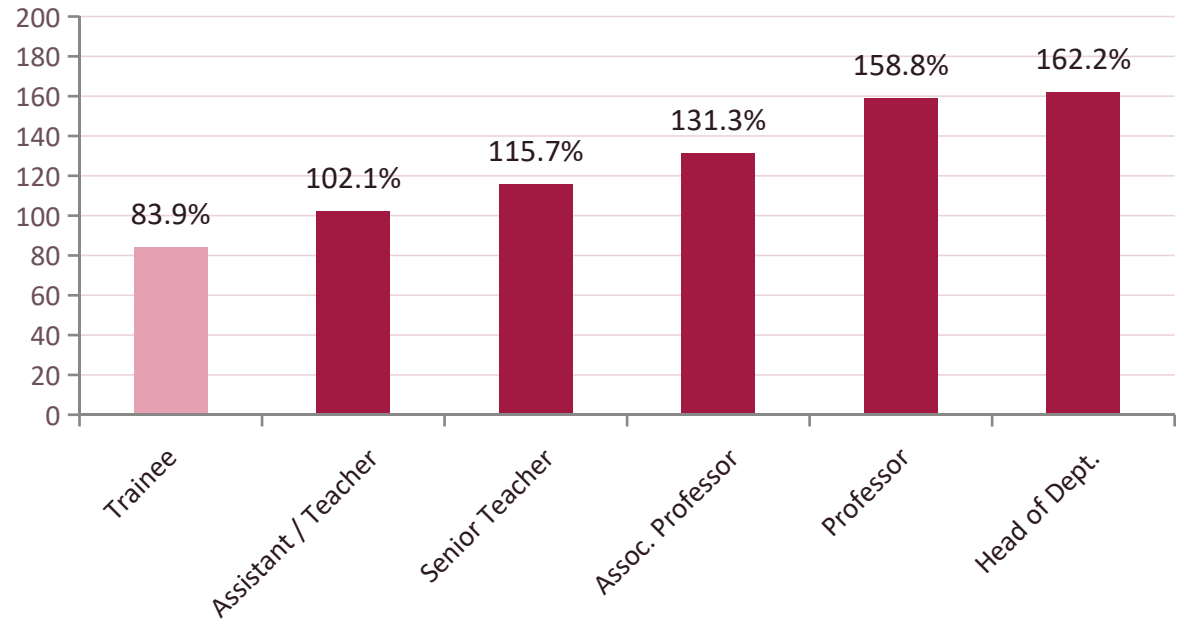
UZS 7.2M
Lowest base salary (teaching trainee)

UZS 715,000
Min. monthly consumption per person

UZS 2.86M
Min. consumption basket, family of 4

UZS 8.6M
Est. monthly living cost, family of 4

Avg. base salary as % of family living cost (UZS 8.6M)



Pay scales and incentives

- Pay set by position, degree and title
- Degree supplements: PhD up to 30%, DSc up to 60%
- Extra pay for language certificates and KPI results
- Bonuses each January and September
- Decree PF-115 (23 Jun 2026): +7% pay rise from 1 Sep 2026



8.2.2 Trade Unions for All Staff

Legal framework

- Constitution of Uzbekistan
- Labour Code
- Law No. O‘RQ-588 “On Trade Unions” (6 Dec 2019)
- Staff may join voluntarily, without prior permission
- No discrimination for joining or not joining

Equal treatment: women have the same representation, pay, leave and safety protections; international staff are covered by the same lawful framework.

1. Represents staff on contracts, pay, hours and leave
2. Takes part in collective agreements
3. Monitors labour law and occupational safety
4. Reviews complaints and labour disputes
5. Provides social, health and cultural support
6. Partners with the university administration





8.2.3 Ending Workplace Discrimination

Discrimination in employment is prohibited on grounds of:

Sex	Age	Race	Nationality	Language
Social origin	Property status	Place of residence	Religion and belief	Union membership

- *Labour Code Art. 4 bans direct and indirect restrictions or privileges unrelated to work qualities and results*
- *Employers must prevent discrimination at hiring, during work and at dismissal (Art. 25)*
- *NSU Code of Ethics: leaders avoid nepotism and favouritism and prevent discriminatory practices*
- *Staff must not act on prejudice based on gender, race, nationality, language, religion or social background*
- *Anyone affected may complain or seek compensation in court.*



8.2.4 Against forced and child labour

1 Forced labour is banned

Work demanded under threat of penalty, without voluntary offer, is prohibited (Labour Code Art. 5); employers must not allow it (Art. 25)

2 Child labour is restricted

Employment starts from age 16 (Art. 118); workers under 18 are employed only under the safeguards of Arts. 411–422

3 Freedom to choose work

Staff freely choose a job and may end their contract on their own initiative

How the university applies this

- Staff are employed on voluntary written contracts
- Leaders may not require tasks beyond official duties (Code of Ethics)
- Students cannot be compelled to work without consent or pay, and face no retaliation for refusing
- Concerns can be raised through the channels in 8.2.8

8.2.5 Rights in Outsourced Work

Labour Code guarantees that apply to every worker, including those of third-party contractors

1. Pay not below the legal minimum wage (Art. 244)
2. No discrimination in pay or employment (Arts. 4 and 244)
3. Safe working conditions required of every employer (Art. 25)
4. Written employment contract
5. Right to complain and to go to court



8.2.6 Pay Scale Equity Policy

1 Transparent pay scales

Base salaries are fixed by position, degree and title, from teaching trainee to head of department, and do not depend on gender

2 Equal pay guaranteed

Labour Code Art. 244 bans pay discrimination and requires equal pay for men and women for work of equal value

3 Fair incentives

KPI-based bonuses are decided by a commission of at least 11 members, including the trade union chair, with decisions recorded in minutes

Commitment to measure and close gaps: pay data of women and men is compared regularly (see 8.2.7), gaps for equal or equal-value work are identified, and corrective measures are taken. Staff may object to a commission decision within 10 working days.

8.2.7 Gender Equality in Pay

1 — Pay by rules

Salaries follow position, qualification, conditions and duties, never gender

2 — Collect data

Positions, base salaries and extra pay of women and men are analysed

3 — Compare

Pay is compared to find gaps for equal or equal-value work

4 — Act

Corrective measures are taken where differences are found

Labour Code, Art. 4: prohibits discrimination in employment.

Labour Code, Art. 244: guarantees equal pay for men and women for work of equal value.





8.2.8 Procedures to Raise Concerns

1

Line management

Raise issues with the head of department or university management

2

Finance and HR

Salary, allowance and payment queries reviewed by relevant units

3

Trade union

Representatives help protect rights and interests

4

Written or electronic

Formal applications, complaints and suggestions

5

State authorities

State Labour Inspectorate and other competent bodies

Submit → **Review documents and calculations** → **Correct errors or violations** → **Appeal to rector, labour bodies or courts**

Legal basis: Labour Code, laws on applications and complaints, and the NSU Code of Ethics and Conduct (Ethics Committee of at least 5 members).



8.2.9 Labour Rights and Bargaining

1 Freedom of association

Staff decide freely whether to join a trade union; membership never limits rights

2 Collective bargaining

Staff negotiate with the employer through representatives; results go into collective agreements

3 Equal recognition

Same rights for women and men, and lawful guarantees for international staff

Topics for bargaining

- Working conditions
- Salaries, allowances, extra pay
- Occupational health and safety
- Equal opportunities for women and men
- Rest periods and social guarantees

Legal basis

- Constitution of Uzbekistan
- Labour Code, Art. 37 (association) and Art. 60 (bargaining)
- Law No. ZRU-588 “On Trade Unions” (6 Dec 2019)





Conclusion

Navoi State University has established a clear framework for decent work and fair employment for all of its staff. Salaries are paid according to officially approved scales based on position, academic degree and title, and even the lowest base salary of a teaching trainee (UZS 7,217,258) is about 2.5 times higher than the minimum consumption basket of a family of four in Navoi city, while additional payments for academic degrees, language certificates and KPI results, together with the 7% pay rise planned from 1 September 2026, further strengthen the financial security of academic staff.

The rights of employees are protected through the Trade Union Committee, which represents academic, support and service staff, takes part in collective bargaining and recognises the freedom of association of all employees, including women and international staff, in line with the Labour Code and the Law on Trade Unions. Equal pay for work of equal value is guaranteed by Articles 4 and 244 of the Labour Code, and the university compares the pay of male and female employees in order to identify and address any differences.

Employees can also raise concerns about their rights and salaries through line managers, finance and HR units, the trade union, written applications and the State Labour Inspectorate, and if a dispute remains unresolved they may appeal to labour dispute bodies or the courts, which together ensures transparency, fairness and legal protection in all employment relations at the university.