

UNIVERSITY OF WORLD ECONOMY AND DIPLOMACY

EMPLOYMENT POLICY AGAINST MODERN SLAVERY

2025

Regulation on "Employment Policy Against Modern Slavery" of the University of World Economy and Diplomacy

Chapter 1. General Provisions

1. This Model Regulation is established in accordance with the Law of the Republic of Uzbekistan dated October 20, 2020, No. O'RQ-642 "On Employment of the Population," the Decree of the President of the Republic of Uzbekistan dated May 24, 2017, No. PF-5052 "On Measures for Further Improving State Policy in the Field of Employment and Significantly Enhancing the Effectiveness of Labor Bodies," the Resolution dated August 20, 2018, No. PQ-3913 "On Measures for Improving the Structure of Labor Bodies and Strengthening the System of Protection of Citizens' Labor Rights and Labor Protection," the Resolution of the President of the Republic of Uzbekistan dated July 23, 2022, No. 330 "On Measures for Systemic Reform of the Activities of the University of World Economy and Diplomacy," and the Resolution of the Cabinet of Ministers of the Republic of Uzbekistan dated January 18, 2021, No. 23 "On Approval of the Concept for the Development of State Youth Policy in Uzbekistan until 2025," along with other legislative documents. This Regulation defines the Employment Policy framework of the University of World Economy and Diplomacy (hereinafter referred to as the University / UWED).

2. The provisions of this Regulation regulate the Employment Policy against Modern Slavery (hereinafter referred to as the Employment Policy) and its general principles at UWED.

3. The provisions of this Regulation apply to all professors, employees, undergraduate students, graduate students, doctoral students, and graduates of UWED.

4. UWED is committed to a fair, transparent, and consistent practice of employment policy. This policy is based on strategies, legislative frameworks, and data protection, respecting individual rights and freedoms, and adhering to universal human principles.

5. UWED advocates for equality in its employment policy. The University assists students, graduates, and doctoral candidates in securing employment on a voluntary basis, according to their personal qualities, abilities, and achievements.

Chapter 2. Purpose of this Regulation

6. The purpose of this Regulation is to establish a comprehensive policy for the prevention and mitigation of modern slavery, human trafficking, and child labor within the framework of the University of World Economy and Diplomacy and its areas of activity.

Chapter 3. Key Concepts

University employment policy – a set of legal, organizational, and economic measures undertaken by the University aimed at reducing the level of unemployment;

Employment – activities of citizens that are not prohibited by law, are related to satisfying their personal and social needs, and provide them with wages (labor income);

Socially vulnerable categories of students – students in need of social protection who face difficulties in finding employment and cannot compete on equal terms in the labor market;

Unemployed student – a student who does not have paid work or an occupation that provides wages (labor income);

Student employment – activities of a student that are not prohibited by law, are related to satisfying personal and social needs, and provide the student with wages (labor income);

Job-seeking student – a student who has applied to the relevant department of the University for assistance in finding employment and has been registered there as a job-seeking student;

Competency assessment – the procedure for confirming that the qualifications of a student or job seeker meet the requirements of professional standards;

Human trafficking – the recruitment, transportation, transfer, harboring, or receipt of persons by means of the threat or use of force or other forms of coercion, abduction, fraud, deception, the abuse of power or of a position of vulnerability, or of the giving or receiving of payments or benefits to achieve the consent of a person having control over another person, for the purpose of exploitation;

Forced labor – any work or service exacted from a person under the threat of punishment, for which that person has not offered themselves voluntarily. Punishment means any material, physical, or psychological coercion applied or threatened against a person to compel them to carry out work activities without their voluntary consent;

Paid public works – types of temporary labor activity organized by customers-employers (local government authorities, ministries, agencies, citizens' self-governing bodies, business entities, and other organizations), which, as a rule, do not require prior vocational training, have a socially beneficial purpose, and are performed on referrals issued by local labor bodies to ensure temporary employment of job-seeking students, graduates, and unemployed students.

Chapter 4. Basic Principles of the Employment Policy Against Modern Slavery

7. The basic principles of the Employment Policy include the following:

- voluntariness and freedom to choose the type of employment;
- support and encouragement of student employment by the University;
- prevention of discrimination;
- transparency and openness;
- protection against unemployment and assistance in employment, vocational training, retraining, and skills enhancement;
- ensuring the right to engage in labor activities outside the Republic of Uzbekistan, to seek employment independently, and to secure job placement;
- guarantee of equality in acquiring professions, entering employment, and in conditions of labor and employment;
- prohibition of forced labor, meaning the prohibition of compelling anyone to work under the threat of any punishment.

Chapter 5. Regulation of the Employment Policy

8. The main directions and tasks of UWED's Employment Policy are as follows:

- encouraging the creation of jobs and supporting student employment, including assistance in creating job positions;
- implementing measures to ensure the job placement of graduates of higher education institutions;
- introducing modern professional standards in the field of student and graduate employment;
- ensuring equal rights and opportunities for women and men in student employment;
- introducing advanced information technologies into job placement processes and developing proposals to create modern infrastructure and a competitive environment in the market of services that assist students in finding employment;
- participating in international cooperation in the field of student employment;
- taking all reasonable measures to prevent modern slavery, human trafficking, and child labor;
- providing clear advice and guidance to professors, staff, and students, helping them make informed choices and apply for programs that match their interests, academic qualifications, and potential;

- organizing special training courses for professors, staff, and students and conducting them according to a planned schedule;
- the University strictly prohibits any form of physical violence, threats, or psychological pressure against employees;
- employees are guaranteed timely payment of wages in accordance with their employment contracts and applicable legislation.

Chapter 6. Violation of or Non-Compliance with the Regulation

9. Persons who violate the requirements of this Regulation shall be held liable in accordance with the procedure established by law.

10. The University upholds the principles of voluntary labor and respect for human rights. This Regulation serves as the foundation for creating a safe and fair working environment for all employees.

11. Failure to comply with or fulfill the requirements of this Regulation may result in disciplinary action, including the termination of employment or contractual relationships.

Chapter 7. Final Provisions

12. To ensure the continuous effectiveness of this Regulation, it shall be reviewed annually and may be subject to amendments.

13. This Regulation shall come into force on the date of its official publication.