



# **The University of World Economy and Diplomacy**

---

## **EMPLOYMENT POLICY AGAINST MODERN SLAVERY**

**Tashkent-2024**

## **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 Employment Agencies," the Decision dated August 20, 2018, No. PQ-3913 on "Measures for Improving the Structure of Employment Agencies and Strengthening the Protection of Citizens' Labor Rights and Labor Protection Systems," the Decision of the President of the Republic of Uzbekistan dated July 23, 2022, No. 330 on "Systematic Reforms in the Activities of the University of World Economy and Diplomacy," and the Decision 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 Policy for Youth 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 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. Employment is provided to students, graduates, and doctoral candidates based on their personal qualities, abilities, and achievements at their discretion.

## **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** – This is a set of legal, organizational, and economic measures undertaken by the university aimed at reducing the level of unemployment.

**Employment** – This refers to activities that are not prohibited by law, related to satisfying personal and social needs, and that provide individuals with wages (labor income).

**Socially Vulnerable Categories of Students** – These are students in need of social protection, who face difficulties in finding employment and cannot compete on equal terms in the labor market.

**Unemployed Student** – This refers to students who do not have paid work or engage in activities that provide wages (labor income).

**Student Employment** – This refers to activities that are not prohibited by law, related to satisfying personal and social needs, and that provide the student with wages (labor income).

**Job-Seeking Student** – This is a student who has applied to the relevant department of the university for assistance in finding employment and has been registered as a job-seeking student there.

**Competency assessment** – This is the procedure for confirming that a student's or job seeker's qualifications meet the requirements of professional standards.

**Human Trafficking** – This involves the recruitment, transportation, transfer, harboring, or receipt of persons through the use of threats, force, or other forms of coercion, abduction, fraud, deception, the abuse of power, or the exploitation of a vulnerable situation, for the purpose of exploiting them by obtaining consent from a person controlling them, through payment or other benefits.

**Forced Labor** – This refers to any work or service demanded from a person under the threat of punishment, where that person has not voluntarily offered their services. Punishment is understood as 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** – These are temporary labor activities organized by employers-local government authorities, ministries, agencies, self-governing bodies of citizens, business entities, and other organizations. Generally, they do not require prior vocational training and are aimed at socially beneficial activities. They are provided through referrals issued by local employment agencies to ensure temporary employment for 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:
- The voluntariness and freedom to choose the type of employment;
  - Support and encouragement for 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 the workforce, and conditions of labor and employment;
  - Prohibition of forced labor, meaning the prohibition of compelling someone to work under the threat of punishment.

#### **Chapter 5. Regulation of the Employment Policy**

8. The primary objectives and responsibilities of UWED's employment policy are outlined as follows:
- Encouraging the creation of job opportunities and supporting student employment, including assistance in establishing job positions;
  - Implementing measures to ensure the placement of graduates from higher education institutions;
  - Introducing modern professional standards in the field of student employment;
  - Ensuring equal rights and opportunities for women and men in student employment;
  - Implementing advanced information technologies in the job placement processes, developing proposals to create modern infrastructure and a competitive environment in the service market that assists students in securing 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 align with 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 the terms of their employment contracts and applicable legal regulations.

## **Chapter 6. Violations of the Regulations or Non-Compliance**

9. Individuals who violate the requirements of this Regulation shall be held accountable in accordance with the established legal procedures.

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 actions, including the termination of employment or contractual relationships.

11. To ensure the ongoing effectiveness of this Regulation, it may be reviewed and amended annually.

## **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.