



The University of World Economy and Diplomacy

EMPLOYMENT POLICY PAY SCALE EQUITY

Tashkent-2024

Regulation of the University of World Economy and Diplomacy on the “Employment policy pay scale equity”

I. General Provisions

1.1. The University of World Economy and Diplomacy (hereinafter referred to as the University / UWED) upholds a policy fully based on the principles of equality and fairness in labor relations.

1.2. The University provides equal working conditions and opportunities for all employees regardless of gender, race, nationality, age, religion, belief, political views, social origin, or other characteristics unrelated to professional qualifications.

1.3. The Policy on Equal Payment is based on the principles of fairness, equality, and compliance with the norms of the laws of the Republic of Uzbekistan, including the Labor Code of the Republic of Uzbekistan and other normative legal acts regulating labor relations.

1.4. The provisions of this regulation apply to all University employees, including faculty members, administrative staff, researchers, and other personnel.

II. Equal Payment

2.1. The University is committed to ensuring equal remuneration for all employees performing similar or identical functions in accordance with applicable legal regulations and the wage scales and grades established by authorized state bodies. Key performance indicators (KPIs), labor characteristics, and professional requirements may justify allowances and material incentives in accordance with current legal regulations.

2.2. Employee remuneration is determined based on objective criteria, including labor legislation of the Republic of Uzbekistan, as well as the employee's qualifications, work experience, efficiency, and the complexity of the tasks performed.

2.3. All employees are entitled to equal pay for equal work or work of equal value. Factors such as gender, age, race, ethnic and social origin, disability, religion, political belief, or other personal characteristics must not influence the amount of remuneration.

2.4. Employees' remuneration must correspond to the complexity of the work performed, their qualifications, and the results of their professional activities.

2.5. To determine employee remuneration, the University uses a classification system of positions and tariff rates based on the requirements of the labor legislation of the Republic of Uzbekistan.

III. Rights and Obligations of Employees

3.1. All University employees have the right to:

- Receive equal remuneration for their position or equivalent work.
- Obtain information about the criteria for determining their wages.
- Request a review of their salary in the event of changes in workload, responsibilities, or activities.

3.2. Employees who believe their wages have been reduced or incorrectly determined have the right to appeal to the Trade Union or other employee rights protection bodies. Additionally, if their appeal is partially satisfied or rejected, they retain the right to submit a reconsideration application (appeal).

IV. Rights and Obligations of the University

4.1. Ensure fair and equitable remuneration for all employees in accordance with their labor and job responsibilities.

4.2. In cases where discrepancies in established criteria are identified, review and address salary inconsistencies. Applications and appeals regarding salary reviews must be processed within three days.

4.3. Comply with the legislative requirements of the Republic of Uzbekistan regarding the minimum wage and other payment regulations within its jurisdiction.

V. Measures to Eliminate Gender Pay Inequality

5.1. The University establishes and implements professional development programs for women.

5.2. The University conducts training sessions for managerial staff on gender equality and the prevention of discrimination.

5.3. The University regularly monitors work outcomes to ensure pay equity.

VI. Responsibility for Violations of the Regulation

6.1. Failure to comply with or violation of the provisions of this Regulation may result in liability in accordance with applicable legislation.

VII. Final Provisions

7.1. The Policy on Equal Remuneration comes into effect from the date of approval of this Regulation and remains valid until amended or supplemented.

7.2. Any amendments or additions to this Regulation must be discussed with the Trade Union and approved by the University Academic Council.