



The University of World Economy and Diplomacy

EMPLOYMENT POLICY PAY SCALE EQUITY

Tashkent-2023

The University of World Economy and Diplomacy

REGULATIONS ON

" Employment policy pay scale equity"

I. General Provisions

1.1. The University of World Economy and Diplomacy (hereinafter referred to as the "University") supports a policy based entirely 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, beliefs, political views, social background, or any other characteristics unrelated to the employee's professional qualities.

1.3. The University guarantees equal pay for work of equal value.

II. Principles of Recruitment, Appointment, and Dismissal

2.1. Recruitment of employees is carried out based on open competitions in accordance with the Labor Code of the Republic of Uzbekistan, where the primary criterion is professional competence.

2.2. Appointments to positions are made based on an objective assessment of professional qualities and work performance.

2.3. Dismissals of employees are carried out in accordance with labor legislation and the collective agreement.

III. Salary Equality

3.1. The University regularly evaluates the professional competence of its employees and the fulfillment of position requirements for this purpose.

3.2. The salary system is based on the principle of "equal pay for equal work."

3.3. The University undertakes the obligation to regularly analyze gender equality in salaries and to take measures to eliminate any inequalities between them.

3.4. The following indicators will be used to assess gender equality in salaries:

- The average salary of men and women for each position;
- The salary difference between male and female employees in these positions;

- The percentage of women in management positions.

IV. Measures to Eliminate Gender Inequality in Salaries

4.1. The University implements and conducts qualification enhancement programs for women.

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

4.3. The University provides regular periodic reports on work outcomes to ensure salary equality.

V. Responsibility for Violating the Provisions of the Regulations

5.1. Violating the provisions of these Regulations and failing to comply may result in liability in accordance with applicable legislation.