

UNIVERSITY OF WORLD ECONOMY AND DIPLOMACY

EMPLOYMENT POLICY: PAY SCALE EQUITY

2025

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 their professional qualities.

1.3. The Pay Equity Policy is based on the principles of fairness and equality and on compliance with the laws of the Republic of Uzbekistan, including the Labor Code of the Republic of Uzbekistan and other regulatory legal acts governing 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 Pay

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

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

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

2.4. Employee pay must correspond to the complexity of the work performed, the employee's qualifications and the results of their professional activities.

2.5. To determine employee pay, the University uses a system for classifying 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 pay for their position or equivalent work;
- obtain information about the criteria used to determine their pay;
- request a review of their pay in the event of changes in their workload, responsibilities or activities.

3.2. Employees who believe that their pay has been reduced or incorrectly determined have the right to apply to the Trade Union or other bodies protecting employees' rights. If their application is partially satisfied or rejected, they retain the right to submit a request for reconsideration (appeal).

IV. Rights and Obligations of the University

The University undertakes to:

4.1. Ensure fair and equal pay for all employees in accordance with their work and job responsibilities.

4.2. Where discrepancies with the established criteria are identified, review the pay concerned and take measures to eliminate the inconsistency. Applications and appeals for pay review must be considered within three days.

4.3. Comply with the legislation of the Republic of Uzbekistan on the minimum wage and other payments within its jurisdiction.

V. Measures to Eliminate the Gender Pay Gap

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

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

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

VI. Liability for Violations of this Regulation

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

VII. Final Provisions

7.1. The Pay Equity Policy comes into effect on the date this Regulation is approved and remains in force until amended or supplemented.

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