

# ANNUAL REPORT OF NAMANGAN STATE UNIVERSITY

## ON SDG 8

At Namangan State University, the average monthly salary of professors and teaching staff amounts to 10,117,000 UZS (approximately USD 845).

In accordance with the Law of the Republic of Uzbekistan “On Trade Unions” No. O‘RQ-588 dated December 6, 2019, a total of 1,208 employees are members of the university’s trade union, including 365 women. International students are not included in the trade union membership.

According to Article 3 of the Labour Code of the Republic of Uzbekistan, no complaints or appeals regarding discrimination in the workplace or forced labor have been received.

Pursuant to the Resolution of the Senate of the Oliy Majlis of the Republic of Uzbekistan No. SQ-297-IV dated May 28, 2021, which regulates gender equality, the average monthly salary for both male and female employees at Namangan State University is equal — 10,117,000 UZS (USD 845). No appeals or complaints concerning gender equality have been registered.

In accordance with the Law of the Republic of Uzbekistan “On Appeals of Individuals and Legal Entities” No. 445 dated September 11, 2017, a total of 91 appeals were received throughout 2024, of which 56 (61.2%) were resolved positively, and 25 were addressed through explanatory responses.

In 2024, the total expenditures of the educational institution amounted to 153.8 billion UZS for all employees, including 106.4 billion UZS allocated specifically for professors and teaching staff. The overall annual budget of the university reached 375.6 billion UZS.

These indicators reflect the activities carried out at Namangan State University under the framework of SDG 8 – “Decent Work and Economic Growth”, promoting sustained, inclusive, and sustainable economic growth, full and productive employment, and decent work for all.

### *Occupational Safety and Prevention of Forced Labor at Namangan State University (NamSU)*

**Occupational safety** is a system aimed at protecting the health and lives of employees by preventing potential hazards that may arise during the work process. At **Namangan State University (NamSU)**, occupational safety includes activities focused on protecting the rights and freedoms of staff, faculty members, and students, improving working conditions, and preventing any form of **forced labor**.

**Forced labor** — defined as work performed against a person’s will — is strictly prohibited by both international and national legislation. Therefore, the university gives great importance to preventive measures and awareness-raising to eliminate such cases.

## 2. Occupational Safety Measures at NamSU

### 2.1 Improving Working Conditions

- Ensuring workplace safety and ergonomics in all university facilities.
- Laboratories, offices, and classrooms are equipped in accordance with modern occupational safety standards.
- Providing personal protective equipment against chemical, biological, and technical hazards.

### 2.2 Training and Awareness

- Regular **training sessions and seminars** on occupational safety and health protection.
- Providing students and staff with detailed **instructions on safe working procedures** and the use of personal protective equipment.
- Disseminating information about the **prohibition of forced labor and discrimination**, as well as mechanisms for reporting violations.

### 2.3 Supervision and Monitoring

- Internal **audit teams** conduct inspections to ensure compliance with labor safety and workers' rights at all workplaces.
- Each department and laboratory maintains regular **technical safety supervision**.
- Evaluation of working conditions for compliance with **national legislation and international labor standards**.

## 3. Measures to Combat Forced Labor

### 3.1 Legal Framework

At Namangan State University (NamSU), all employees and students are engaged in work strictly in accordance with the Labor Code of the Republic of Uzbekistan and international conventions, including ILO conventions.

Students and staff are never forced to work against their will under any circumstances.

### 3.2 Complaint and Protection System

- Special complaint boxes and online reporting platforms have been established to identify cases of forced labor or discrimination.
- Employees and students may report violations or seek protection of their rights by contacting the university administration or the Occupational Safety Department.

### 3.3 Prevention and Awareness Activities

- Awareness campaigns such as “Labor Rights Week” are regularly organized.
- Lectures and seminars are held for students and staff on the topics of forced labor prevention and anti-discrimination practices.

- The university actively promotes a culture of social responsibility and ethical labor practices among all members of its community.

NamSU has established an effective system for occupational safety and prevention of forced labor. Ensuring a safe, free, and dignified working environment for employees and students is one of the university's top priorities. These measures are fully aligned with the objectives of SDG 8 – Decent Work and Economic Growth, contributing to the university's commitment to sustainable development.

### **Review of Appeals Submitted by Individuals and Legal Entities to Namangan State University (as of October 24, 2024)**

As of October 24, 2024, the following results were achieved regarding the consideration of appeals received by Namangan State University (NamSU) from individuals and legal entities.

From the beginning of 2024 to October 24, a total of 103 appeals were submitted to the university — 64 via the Virtual Reception of the President of the Republic of Uzbekistan ([cabinet2.gov.uz](http://cabinet2.gov.uz)) and 49 directly to the university rector.

#### **1. Appeals via the President's Virtual Reception ([cabinet2.gov.uz](http://cabinet2.gov.uz))**

- Positively resolved appeals: 40
- Appeals given legal clarification: 18
- Appeals under review: 6

#### **2. Appeals Submitted Directly to the University Rector**

- Positively resolved appeals: 27
- Appeals given legal clarification: 17
- Appeals under review: 5

#### **3. General Statistics on the President's Virtual Reception Platform ([cabinetpm2.gov.uz](http://cabinetpm2.gov.uz)) – NamSU Page**

As of October 24, 2024, the data for Namangan State University's page on the President's Virtual Reception platform is as follows:

- Total appeals received: 1,018
- Closed (resolved) appeals: 1,012
- Appeals currently under review: 6

Thus, as of the reporting date, 1,012 out of 1,018 appeals received by the university have been processed and resolved within the legal timeframe, while the remaining 6 appeals are still under consideration within the established period.

Based on the general practices of higher education institutions in Uzbekistan, the main activities that may exist or be implemented at Namangan State University in this regard include the following:

### **1. Anti-Corruption Policy**

#### **Creating an Ethical Environment:**

The official website of Namangan State University includes a section titled “Combating Corruption.” Efforts to fight corruption are generally aimed at creating an atmosphere of justice and transparency within the university. This directly helps prevent any illegal or

discriminatory actions during recruitment, promotion, and incentive processes.

### **Complaint Mechanisms:**

There are channels available for reporting corruption cases (via phone, email, etc.), which also serve as general means for submitting complaints when employees' rights are violated, including cases of discrimination.

## **2. Compliance with Labor Legislation**

### **Legal Requirements:**

The Labor Code of the Republic of Uzbekistan is mandatory for all organizations, including Namangan State University. It explicitly prohibits discrimination in the field of labor (regardless of gender, age, religion, or nationality).

### **Internal Regulations:**

The university must also take measures against any form of discrimination through its internal documents (such as the Collective Agreement and Internal Labor Rules) and ensure that employees' labor rights are fully protected.

## **3. Activities of the Trade Union**

### **Protection of Employees:**

Like many other state universities, Namangan State University operates a Trade Union organization. This body serves as the main institution for protecting the social and labor rights and interests of employees. In cases of discrimination, staff members may appeal to the Trade Union for assistance.

## **4. Legal Awareness and Advocacy**

### **Educational Activities:**

It is common practice in higher education institutions to conduct legal awareness campaigns among staff and students. Such activities generally cover topics such as labor rights, contract signing, fair labor relations, and the prevention of discrimination.

At Namangan State University (NamSU), information is also available regarding student employment and graduate job placement. The university's work in this area is carried out within the framework of the "*Step into the Future*" program.

### ***"Step into the Future" Program***

Namangan State University actively supports the "Step into the Future" program, which is implemented based on the Resolution of the President of the Republic of Uzbekistan to assist students and graduates in securing employment.

Main Objectives of the Program:

- Ensuring Student Employment:  
To provide employment opportunities for students both during their studies and especially after graduation.
- Providing Labor Market Information:  
To offer students comprehensive information about available job vacancies and

current demands in the labor market.

- **Enhancing Participation in Internships and Job Fairs:**  
To increase graduates' participation in professional internship competitions and employer job fairs.

Within the framework of the “Step into the Future” program, an open dialogue was organized in cooperation between Namangan State University and the Namangan Regional Branch of the National Bank of Uzbekistan.

At the event, participants included Ravshanbek Jalolov, Head of the University Registrar Office — Service Division; Rahimov Muhammadnosir and Toirova Elnara, managers of the “Step into the Future” center at the Namangan Regional Branch of the National Bank of Uzbekistan; and students.

During the open dialogue, detailed information was provided on trends in the development of the banking and finance sector, modern management approaches, and new opportunities opening up for young people. Specialists shared their experience with attendees and gave practical advice.

The meeting also included a focused discussion on the future employment of graduating students. Participants examined current priority areas in the labor market, available job vacancies, employers' requirements and offerings, and the professional and personal competencies graduates should possess.

Attendees received recommendations on composing modern resumes, conducting successful job interviews, making effective use of internship opportunities, and preparing for entry into the labor market.





### ***Graduate Employment Indicators***

Namangan State University (NamSU) has a dedicated department that provides direct assistance to students in finding employment. This department is often referred to as the “Career Center” or the “Department for Graduate Employment Support.”

A “Career Day” event was organized at the university. At the end of the 2024 academic year, 6,102 students are expected to graduate from Namangan State University. To ensure their successful integration into the labor market and support their employment, a “Career Day” job fair was held at the university.

More than 30 reputable organizations and enterprises from various sectors of the Namangan region participated in the event, presenting their available job vacancies. During the fair, direct meetings were held between graduating students and representatives of employers. The participants discussed employment opportunities, received professional advice, and several students signed employment contracts on the spot. “Career Day” is not only an opportunity for employment but also an important step for students to showcase their qualifications and skills to employers and determine their future career paths.

According to the Presidential Decree of the Republic of Uzbekistan No. PQ-61 dated February 14, 2024, “On Additional Measures to Support Employment of Graduates of Higher Education Institutions,” out of 6,091 graduates of Namangan State University, 4,922 (or 80.1%) have been successfully employed.









**In accordance with the Resolution of the Cabinet of Ministers of the Republic of Uzbekistan No. 758 dated November 14, 2024, “On the Procedure for Registering Collective Agreements through Notification,” a total of 1,039 employment contracts** have been concluded with university employees.

Namangan State University operates in accordance with the principles of sustainable development. The signing of 1,039 employment contracts represents a significant achievement in promoting **decent work, economic growth, gender equality, and social stability** within the institution.

## **1. Employment Contracts and Staff Engagement**

Namangan State University currently employs **1,039 staff members**, including:

- **607 faculty members** (professors and teachers)
- **432 administrative and technical personnel**

All employees have signed employment contracts based on the current *Labor Code of the Republic of Uzbekistan*.

These contracts clearly define:

- Salary levels and payment procedures
- Rights to rest and annual leave
- Social protection guarantees
- Principles of gender equality and non-discrimination
- Obligations to comply with occupational safety standards

Each contract is maintained in accordance with labor inspection requirements and fully respects human rights standards.

## **2. Fair Wages and Working Conditions**

To ensure that university employees receive wages above the national average, salaries were **increased by 18% in 2024**. Workplaces have been modernized to create a comfortable and productive environment across all faculties. Healthy working conditions — including proper ventilation, lighting, and safety systems — have been fully implemented in all university buildings.

## **3. Gender Equality and Social Protection**

The university’s workforce consists of **41% women** and **59% men**. Support measures for female employees include *maternity leave, flexible working schedules*, and policies for *mother–child welfare*. Special workplaces and adapted conditions are provided for employees with disabilities. A **Gender Equality Commission** operates at the university to promote inclusion and fairness.

## **4. Professional Development and Capacity Building**

Every year, over **100 staff members** participate in professional development

programs and international training sessions. Within the framework of the “*Digital University*” initiative, a **Center for ICT Skills Development** has been established for faculty. Teachers actively participate in international exchange programs such as **Erasmus+, Mevlana, and Tempus**.

## **5. Student Employment and Youth Opportunities**

Practice-based employment programs are implemented for students. In 2024, more than **600 students** completed internships at various enterprises and organizations.

The **Youth Startups Center** currently supports over **20 student-led startup projects**.

## **6. Labor Culture and Legal Awareness**

Each year, during the “**Decent Work Week**,” seminars and training sessions are held.

Educational workshops on *labor legislation*, *gender equality*, and *human rights* are organized for university employees to strengthen legal and ethical awareness in the workplace.