

II. EMPLOYMENT CONTRACT

2.1 Labor relations between an employee and an employer are an agreement on the personal performance of labor duties by the employee for a fee with subordination of the employee to the internal labor regulations with provision of working conditions stipulated by the labor legislation and other labor legislation employment contract.

2.2 In cases and in the manner provided for by labor legislation or other legal acts or the Charter of the University, individual labor relations on the basis of an employment contract arise as a result of:

- 2.2.1. being elected to the position or passing a competition for the relevant position;
- 2.2.2. upon appointment or approval to a position;
- 2.2.3. when sent to work by authorized state bodies;
- 2.2.4. when issuing a document confirming the right to work in the territory of the Republic of Uzbekistan;
- 2.2.5. with the consent of both parents or one of the parents (person replacing the parents);
- 2.2.6. adoption of a court decision on the employer's obligation to conclude an employment contract;
- 2.2.7. entry of the court judgment into legal force.

2.3. The staff schedule shall be approved by the Rector of the University in consultation with the Department of Human Capital Management and the Department of Financial Management.

2.4. Employment in the category of faculty and administrative staff is carried out in accordance with the requirements of the current legislation of the Republic of Uzbekistan.

2.5. Employees of the University shall be hired on the basis of the procedure of recruitment and selection of employees in accordance with the 'Recruitment and Selection Policy'.

2.6. If the employer has sent a job invitation with a letter of invitation (Job Offer) to a potential employee, the employer may not refuse to hire him/her within the period of validity of the invitation, and if the invitation does not specify the period of validity, then within one month from the date of sending the invitation in writing or electronically by the relevant authorized official of the employer.

2.7. Fixed-term employment contracts with employees are allowed only subject to the requirements of Articles 111-112 and 113 of the Labor Code of the Republic of Uzbekistan.

2.8. The Trade Union Committee holds an introductory meeting with the persons hired to work, during which they are provided with information about the Collective Agreement and the Trade Union. When an employee expresses his/her desire to join the Trade Union, an application for membership is accepted.

2.9. Full-time employment of an employee shall be provided in accordance with his/her specialty, qualification, profession, and employment contract.

2.10. An employee's request for temporary transfer to another job for valid reasons is subject to satisfaction by the employer in the cases provided for in Article 142 of the Labor Code of the Republic of Uzbekistan.

2.11. In cases stipulated by the labor legislation, other legal acts on labor, labor agreement, as well as this Agreement, the employee has the right to apply to the Employer with a request to change the working conditions with continuation of work on the labor function defined

The Uzbek language version of the Collective Agreement shall prevail in terms of legal force.

by the labor agreement. The employee's application for a change in working conditions shall be considered by the Employer no later than three days from the date of its submission. In this case, when transferring to another job, in the first two weeks, the labor remuneration is paid according to the previous place of work. After two weeks, payment is made according to the work actually performed. The period of such transfer is established by agreement of the parties or until the circumstances that led to the temporary transfer are eliminated.

2.12. Due to industrial necessity or downtime, an employee may be temporarily transferred to another job at the initiative of the Employer without his/her consent. Except for the cases specified in Part Two of Article 145 of the Labor Code of the Republic of Uzbekistan, production necessity at the initiative of the Employer for temporary transfer of an employee to another job may be the need to perform urgent and emergency work related to:

- unexpected growth in the volume of services provided;
- Receiving urgent government contracts.

The period of transferring an employee to another job due to industrial necessity or downtime may not exceed a total of 60 calendar days within one calendar year.

When an employee is temporarily transferred to another job at the initiative of the Employer, labor remuneration is paid depending on the work performed but not lower than the average earnings at the former place of work.

2.13. If an employee evades a mandatory medical examination or fails to comply with recommendations issued by medical commissions based on the results of the examination, as well as if there is a threat of the spread of quarantine and other infectious diseases dangerous for people, an employee evades a prophylactic vaccination administered in accordance with the procedure established by law on the basis of the decision of the Chief State Sanitary Doctor of the Republic of Uzbekistan (in the absence of side effects due to health condition), the Employer has the right not to admit an employee to a medical examination. The Employer has the right not to admit an employee to a medical examination.

2.14. Termination of the employment contract on the initiative of the employee or the Employer shall be carried out in accordance with the rules and procedure stipulated by the relevant provisions of the Labor Code of the Republic of Uzbekistan.

2.15. The Trade Union Committee has the right to participate in solving issues of employment, security, protection of dismissed workers, as well as other issues of protection of social and economic rights and interests of workers at the University (Article 27 of the Law of the Republic of Uzbekistan 'On Trade Unions').

2.16. The Employer shall not engage the University's employees in forced labor, including landscaping and various agricultural works, as well as compulsory subscription to newspapers and magazines, except in cases stipulated by regulatory and legal acts.

2.17. The Trade Union Committee shall exercise public control over the prevention of the University employees' involvement in forced labor, including for landscaping works and various agricultural works, as well as compulsory subscription to newspapers and magazines.