

established by the Labor Code of the Republic of Uzbekistan, other regulatory legal acts, this Agreement, and the employment contract.

8.4. Employees studying at evening or correspondence courses in organizations of higher and specialized secondary and vocational education at the request of the Employee and on the basis of a supporting document shall be granted study leave with average earnings for the period of participation in the laboratory and examination session.

IX. SPECIFICS OF LABOR REGULATION AND ADDITIONAL BENEFITS AND GUARANTEES FOR WOMEN AND PERSONS ENGAGED IN FAMILY RESPONSIBILITIES

9.1. One of the parents (guardian) of a child under two years of age shall be provided with additional breaks for feeding the child in addition to rest and meal breaks. The duration of each break shall be at least thirty minutes and shall be provided every three hours. If there are two or more children under the age of two, the duration of the break is not less than one hour. Nursing breaks are included in working hours and are paid at the average wage rate.

9.2. At the request of the father or mother (guardian) of a child under the age of two, nursing breaks may be joined to rest and meal breaks or moved to the beginning or end of the working day (shift) with a corresponding reduction, including cumulatively.

9.3. Nursing breaks are only provided if one of the parents is not on parental leave and does not take advantage of such breaks.

The employer is obligated to:

- creating opportunities for the realization of women's right to advanced training and additional education;
- creating equal rights and opportunities for women and men in hiring and promotion;
- commits to eliminating pay inequality between women and men.

X. ADDITIONAL BENEFITS AND GUARANTEES FOR YOUNG PEOPLE

10.1. In order to improve the participation of young professionals in the activities and development of the Organization and to strengthen the socio-economic protection of young people, the parties agree:

- targeted efforts to strictly enforce the minimum age for admission to employment and prevent the worst forms of child labor in accordance with International Labor Organization Convention 138 on Minimum Age for Admission to Employment and Convention 182 on Measures to Prohibit and Eliminate the Worst Forms of Child Labor;
- active participation in ensuring the implementation of the Program of additional measures aimed at the implementation of state youth policy;
- promoting capacity-building of young people through learning to acquire modern knowledge;
- ensuring active participation of young employees in cultural and educational events, professional skills contests.

10.2. The Trade Union Committee:

- using the regulatory and legal framework to improve the protection of labor rights and social guarantees of working youth;

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