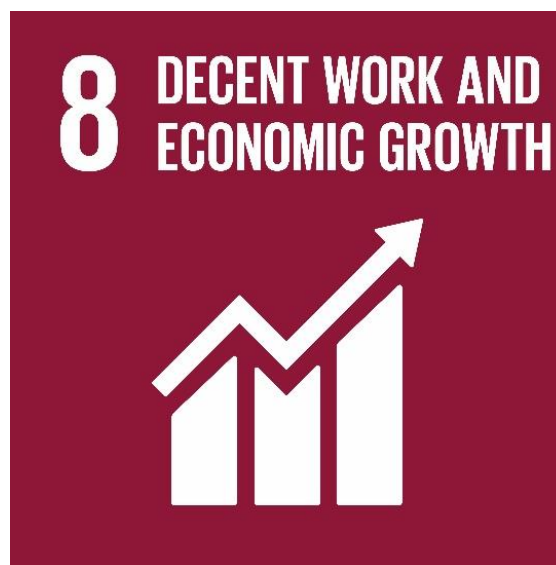




# Tashkent State Dental Institute 2023



## SDG 8. Decent work and Economic Growth



# The main provisions in the field of labor protection

## Collective agreement, Regulations on remuneration

- It is prohibited to discriminate in any way when setting and changing the conditions of remuneration.
- The amount of an employee's monthly salary may not be lower than the minimum wage established by federal law. The salary of each Employee depends on his qualifications, the complexity of the work performed, the quantity and quality of the labor expended and is not limited to the maximum amount, except in cases provided for by law.
- The terms of remuneration, including the amount of salary, of the employee, taking into account the personal coefficient and salary, are mandatory for inclusion in the employment contract.

## Internal labor regulations

The employee has the right to:

- Timely and full payment of wages in accordance with their qualifications, quantity and quality of work performed. Complete reliable information about working conditions
- Professional training, retraining and professional development
- Unionization to protect their labor rights, participation in the management of the university
- If an excessive or low payment was made to the employee in the work jar, a recalculation is carried out on the basis of the employee's oral appeal. In this case, articles 269-270-271 of the **Labor Code** are followed.
- TSDI staff Code <https://tsdi.uz/storage/180.pdf>

**997 people**

the number of employees



# Salary statistics

Resource	Sum (million sums)
Contractual funds	60 018 266,4
International contracts	6 860 337,60
Development fund	3 207 379,80
Budgetary funds	2 503 641,20
<b>Total</b>	<b>72 589 625,0</b>



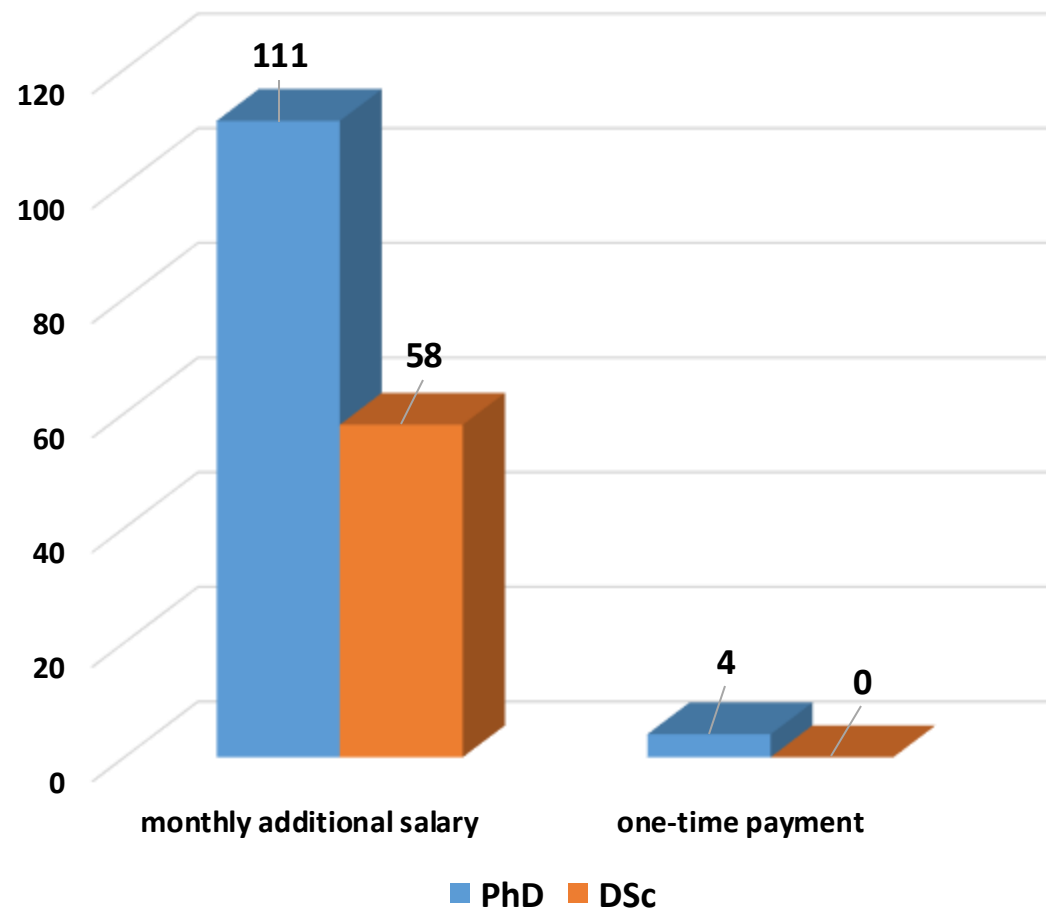
- Stable employment contract (salary not lower than the minimum wage)
- Bonuses (for achievements, state holidays etc.), vacation pay, sick pay
- Pregnancy benefits, lump-sum payments at birth/childcare
- Vouchers to recreation centers (partial or full refund), to cultural events, events for kids, exhibitions etc.
- Medical care (polyclinics, vaccination, medical examination)
- Financial support (salary allowances)
- Extra-payments for high effective work and achievements (science, academic etc.)

# Additional payments for research activity

## Legal base

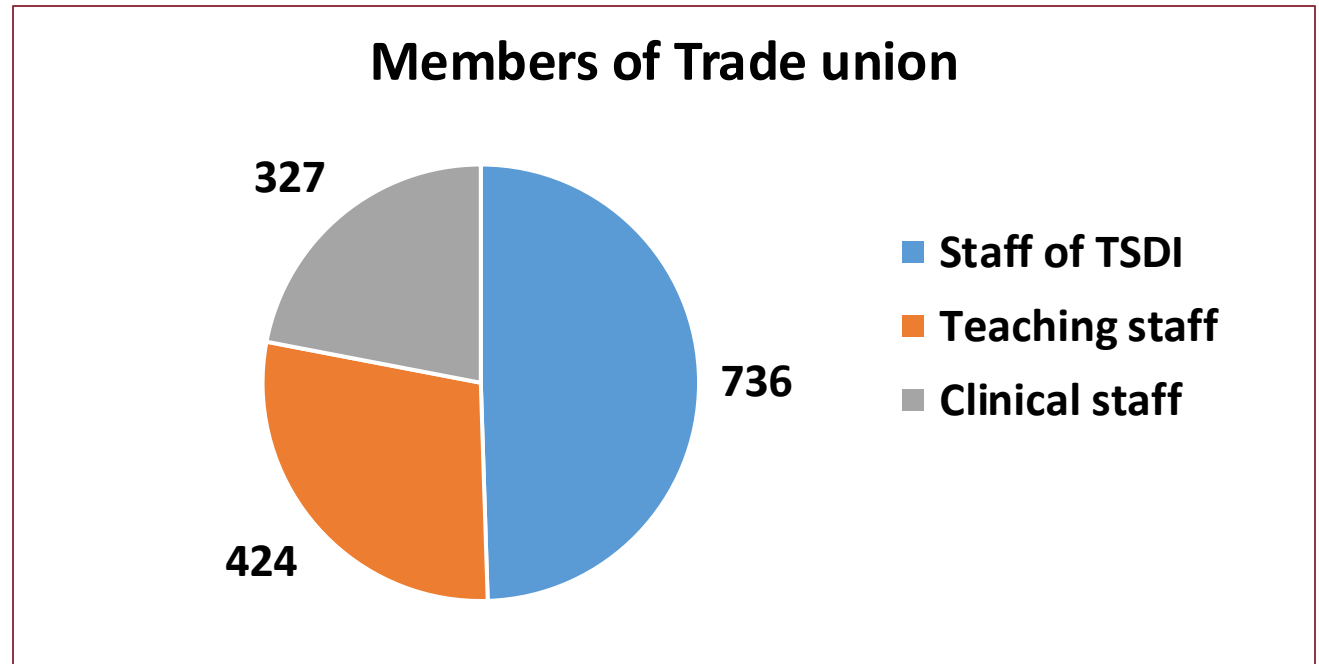
- Decree of the Cabinet of Ministers of the Republic of Uzbekistan dated December 24, 2019 No. 1030 “On the procedure for additional payment of employees with a scientific, scientific-pedagogical and labor degree in state organizations in the field of Science and education”
- Order No. 1194 of the Ministry of higher and secondary special education dated December 28, 2019
- Letter No. 02-10/53 of the Ministry of Innovative Development dated January 7, 2020
- Decree of the Cabinet of Ministers of the Republic of Uzbekistan dated August 27, 2021 No. 545

According to these documents staff can get additional salary on the results of their research activity – PhD up to 30% and DSc up to 60% of their basic salary (monthly or one-time)



# Trade union

- Trade union works on a regular basis. It assists to get several types of **benefits for staff** including:
- Vouchers to recreation centers (partial or full refund), to cultural events, events for kids, exhibitions etc.
- Medical care (polyclinics, vaccination, medical examination) for staff and their children



Events and activity	Funds
Holidays, tourism	170 000 000 sums
Recreation centers, summer camps for children	130 000 000 sums
Sport	20 000 000 sums
Financial support	50 000 000 sums
Other expenses	15 000 000 sums
<b>Total</b>	<b>385 000 000 sums</b>

# Professional holidays: Teacher`s day and Medical staff day



Evidence:

<https://www.tsd.uz/yangilik%5C282>

<https://www.tsd.uz/yangilik%5C326>

<https://www.tsd.uz/yangilik%5C203>

# Sport, Health, Culture, and Tourism for the staff



Concert program of the symphonic orchestra named after Botir Zokirov <https://www.tsdj.uz/yangilik%5C309>



Chess competition [https://t.me/tdsi\\_uz\\_2019/6376](https://t.me/tdsi_uz_2019/6376)



# Support of retired people and veterans

- Regular visits
- Vouchers to recreation centers (partial or full refund), to cultural events, exhibitions etc.
- Medical care (polyclinics, vaccination, medical examination)





# Support of students

- **578 students** got a job (**123** of them are from low-income families, **25** of them work as TSDI staff)
- Almost **75%** graduates got a job (in state and private clinics) and others continued to study (Clinical residence, Master, PhD programs)
- TSDI organizes Labor fairs on a regular basis



Evidence: <https://www.tsdι.uz/yangilik%5C201>  
<https://www.tsdι.uz/yangilik%5C196>

## The most cited research on SDG-8 2019-2023

- E. Fiume, D.U. Tulyaganov, A. Akbarov, N. Ziyadullaeva, A. Cochis, A.C. Scalia, **Biological evaluation of new sodium-potassium-silico-phosphate glass for bone regeneration: in vitro and in vivo studies**, Materials 14 (2021) 4546 7
- Tuychibayeva D.M., Rizayev Zh.A., Stozharova N.K. **Longitudinal changes in the incidence of glaucoma in Uzbekistan**, Oftalmologicheskii Zhurnal (2021) Issue 4, Pp. 43-47 4
- T. Mahmudiono, N.K. Khaydarov, S.A. Jasim, A.T. Hammid, V.E. Failoc-Rojas, M. N. Shalaby, B. Jannat, M. Nouri, A. Fadel, **Systematic review and meta-analysis of randomized, controlled trials on the effects of soy and soy products supplementation on serum adiponectin levels**, Diabetes Metabol. Syndr.: Clin. Res. Rev. 16 (7) (2022), 102558 1
- Ramanova, D., Urazalieva, I., Ishmukhamedova, S. **The importance of family and family values in the formation of a healthy lifestyle**. Systematic Reviews in Pharmacy (2020), 11(12), Pp. 607-614