

**POLICY AGAINST MODERN SLAVERY, FORCED LABOR, HUMAN TRAFFICKING,
AND CHILD LABOR**

**ZAMONAVIY QULLIK, MAJBURIY MEHNAT, INSON SAVDOSI VA BOLA
MEHNATIGA QARSHI SIYOSAT**

1.Kirish Markaziy Osiyo Universiteti (CAU) — yuqori sifatli ta’lim berish, ilmiy bilimlarni rivojlantirish va barcha faoliyat yo‘nalishlarida axloqiy me’yorlarni targ‘ib qilishga sodiq bo‘lgan oliy ta’lim va tadqiqot muassasasi hisoblanadi. Yetakchi akademik institut sifatida, CAU zamonaviy qullik, majburiy mehnat, inson savdosi va bola mehnati (bundan keyin “Zamonaviy qullik” deb yuritiladi)ning barcha ko‘rinishlarini oldini olish va bartaraf etish borasidagi mas’uliyatini tan oladi.	1. Introduction Central Asian University (CAU) is a higher educational and research institution committed to providing quality education, advancing scientific knowledge, and promoting ethical standards in all aspects of its work. As a leading academic institution, CAU recognizes its responsibility to prevent and address all forms of modern slavery, forced labor, human trafficking, and child labor (hereinafter “Modern Slavery”).
2. Maqsad va qo‘llanish doirasi CAU o‘z faoliyati, ta’limiy tadbirlari, hamkorliklari yoki ta’minot zanjirlarida Zamonaviy qullikning istalgan shaklini qat’iyan man etadi va bunga yo‘l qo‘ymaydi. Bu siyosat CAU hamjamiyatining barcha a’zolariga, jumladan xodimlar, talabalarga, pudratchilar va tashqi hamkorlarga taalluqlidir.	2. Purpose and Scope CAU strictly prohibits and will not tolerate, facilitate, or condone any form of Modern Slavery within its operations, educational activities, partnerships, or supply chains. This applies to all members of the CAU community, including staff, students, contractors, and external partners.
Mazkur Siyosat quyidagilarga nisbatan qo‘llanadi: • CAU bilan ishlovchi barcha pudratchilar, yetkazib beruvchilar va xizmat ko‘rsatuvchilar; • CAU xodimlari, talabalari, stajyorlari va ko‘ngillilari; • CAU nomidan ish yurituvchi yoki uni vakillik qiluvchi har qanday shaxs yoki tashkilot. Mazkur Siyosat CAUning Etika kodeksi, Gender tengligi siyosati, Xaridlar va barqarorlik siyosati hamda boshqa ichki me’yoriy hujjatlar bilan birgalikda o‘qilishi kerak.	This Policy applies to: • The purpose of this Policy is to establish clear standards and preventive measures to ensure full compliance with international, national, and institutional norms relating to Modern Slavery. It also aims to safeguard CAU’s ethical reputation and uphold human rights principles. All contractors, suppliers, and service providers working with CAU; • All CAU employees, students, interns, and volunteers; Any individuals or entities representing CAU or acting on its behalf.

	This Policy should be read in conjunction with CAU's Code of Ethical Conduct, Gender Equality Policy, Procurement and Sustainability Policy, and other related internal regulations.
3. Qonunchilik bazasi Zamonaviy qullik jinoyat hisoblanadi va asosiy inson huquqlarining buzilishi demakdir. U quyidagilarni o'z ichiga oladi (ammo ular bilan cheklanmaydi): - Majburiy yoki majburiy-mehnat; - Qullik va qaramlik; - Bola mehnati; -Qarzdorlik mehnati; -Inson savdosi.	2. Legislative Framework Modern Slavery constitutes a criminal offense and a violation of fundamental human rights. It includes, but is not limited to: - Forced or compulsory labor; - Slavery and servitude; - Child labor; - Bonded labor; - Human trafficking.
Tegishli xalqaro va milliy hujjatlar: -XMTning 29-sonli Konvensiyasiga 2014 yilgi Protokol; -Xalqaro Mehnat Tashkiloti (XMT)ning 29-sonli (1930) "Majburiy mehnat to'g'risida" hamda 105-sonli (1957) "Majburiy mehnatni bekor qilish to'g'risida" konvensiyalari; -O'zbekiston Respublikasi Konstitutsiyasi, 37-modda; -1966 yilgi "Fuqarolik va siyosiy huquqlar to'g'risidagi xalqaro pakt"ning 8-moddasi; -O'zbekiston Respublikasi Mehnat kodeksi, 7-modda; -O'zbekiston Respublikasi Bandlik to'g'risidagi Qonuni;	Relevant international and national legal instruments include: -Protocol of 2014 to ILO Convention No. 29; - International Labour Organization (ILO) Conventions No. 29 (1930) on Forced or Compulsory Labor and No. 105 (1957) on the Abolition of Forced Labor, - Constitution of the Republic of Uzbekistan, Article 37; - International Covenant on Civil and Political Rights (1966), Article 8; - Labor Code, Article 7; - Employment Act of the Republic of Uzbekistan; - Code of Administrative Liability, Article 51; - Criminal Code, Article 148².

-Ma'muriy javobgarlik to'g'risidagi kodeks, 51-modda; -Jinoyat kodeksi, 148²-modda.	
4. Bizning siyosatimiz CAU mazkur qonuniy talablarni so'zsiz bajaradi va ularni o'z ichki me'yoriy bazasiga kiritadi. Universitet:	4. Our Policy CAU ensures unconditional compliance with these legal standards and reflects them in its internal regulatory framework.
Universitet: -O'z faoliyati va ta'lim jarayonida qullik, majburiy mehnat yoki inson savdosining har qanday shakliga yo'l qo'ymaslik; -Hech qanday holatda bola mehnatidan foydalanmaslik; -Amal qiluvchi qonunlarga muvofiq kasaba uyushmalariga birlashish va jamoaviy muzokaralar olib borish huquqini tan olish va himoya qilish; -Faqat o'ziga teng darajadagi standartlarga amal qiluvchi hamkorlar va ta'minotchilar bilan ishlash; -Zamonaviy qullik xavfini aniqlash va kamaytirish uchun risk tahlillarini o'tkazish; -Xodimlar va talabalar o'rtasida Zamonaviy qullikni aniqlash va xabar berish bo'yicha xabardorlikni oshirish hamda treninglar o'tkazish; -Qonun talab qilgan hollarda "Zamonaviy qullik to'g'risida" hisobotlarni e'lon qilish; -Ushbu Siyosatni muntazam ko'rib chiqish va dolzarbligini ta'minlash.	CAU maintains a zero-tolerance approach to Modern Slavery and commits to: -Prohibiting any form of slavery, forced labor, or human trafficking within CAU's operations or academic activities; -Prohibiting the use of child labor in any capacity; - Recognizing and protecting freedom of association and the right to collective bargaining, in accordance with applicable laws; - Working only with partners and suppliers who uphold equivalent standards; - Conducting risk assessments to identify and mitigate potential Modern Slavery risks; - Raising awareness and providing training to staff and students on identifying and reporting Modern Slavery; - Publishing Modern Slavery statements where legally required; - Reviewing this Policy regularly to ensure its relevance and effectiveness.

5. Huquqiy javobgarlik CAU xodimlari ushbu Siyosatni buzgan taqdirda, milliy qonunlarga muvofiq, intizomiy choralar, jumladan, ishdan bo'shatish va sud javobgarligiga tortilishi mumkin. O'zbekiston Respublikasi Ma'muriy javobgarlik to'g'risidagi kodeksining 51-moddasiga binoan, majburiy mehnat bilan bog'liq huquqbuzarliklar eng kam ish haqining 50-100 baravari miqdorida jarima bilan jazolanadi, agar voyaga yetmaganlarga nisbatan sodir etilgan bo'lsa — 70-100 baravar jarima. Takroran sodir etilgan taqdirda jinoyat javobgarligi qo'llaniladi.	5. Legal Liability Any CAU employee who breaches this Policy will face disciplinary measures, which may include termination of employment and legal prosecution in accordance with national laws. Under Article 51 of the Code of Administrative Liability of the Republic of Uzbekistan, violations related to forced labor can result in fines of 50 to 100 times the basic calculation amount, and 70 to 100 times if committed against minors. Criminal liability applies if the offense is repeated after administrative penalties.
6. Uchinchi tomon javobgarligi CAU ushbu Siyosatni buzgan shaxslar yoki tashkilotlar bilan hamkorlik qilmaydi va mavjud hamkorlikni to'xtatadi. Tegishli choralar CAUning Etika kodeksi va shartnomaviy majburiyatlariga muvofiq amalga oshiriladi.	6. Third-Party Liability CAU will not engage with or continue partnerships with individuals or organizations found to be in breach of this Policy. Appropriate action will be taken in line with CAU's Code of Ethical Conduct and contractual agreements.
7. Amalga oshirish, xabar berish va monitoring Barcha CAU xodimlari, talabalari, ko'ngillilari va hamkorlari: -Zamonaviy qullik faoliyatida ishtirok etmaslik yoki uni qo'llab-quvvatlamaslik; -Zamonaviy qullikka oid har qanday gumonli holat haqida zudlik bilan CAUning tegishli bo'linmasiga xabar berishlari shart. Xabar berish mumkin bo'lgan manzillar: -Kafedra yoki fakultet mudiri; -CAU Inson resurslari bo'limi; -Kasaba uyushmasi vakili;	7. Compliance, Reporting, and Monitoring All CAU staff, students, volunteers, and partners must: -Avoid engaging in or facilitating any activities that may constitute Modern Slavery; -Report any suspected incidents of Modern Slavery immediately to the appropriate CAU authority. - Reports can be made to: -Head of Department or Faculty; -CAU Human Resources Office; - Trade Union Representative; - CAU Compliance and Ethics Office. External reporting channels include: - Ministry of Employment and Labor

-CAU Komplayens va Etika bo‘limi. Tashqi xabar berish kanallari: -O‘zbekiston Respublikasi Bandlik va mehnat munosabatlari vazirligi qisqa raqam: 1176; -Rasmiy portal: dmi.mehnat.uz; -CAU ma’muriyati: tel. +998 71 200 05 22, email: HR@centralasian.uz; -Rektor apparati (universitetning maxsus xavfsiz kanallari orqali). Barcha xabarlar maxfiy tarzda ko‘rib chiqiladi, xohishga ko‘ra anonimlik ta’minlanadi. CAU vijdonan va halol ravishda murojaat qilgan shaxslarni tazyiq va kamsitishdan himoya qilish kafolatini beradi.	Relations of the Republic of Uzbekistan: Short hotline 1176; - Official portal: dmi.mehnat.uz; - CAU Administration: Tel. + +998 71 200 05 22, Email: HR@centralasian.uz; Rector’s Office (secure messaging via designated university channels). All reports will be treated confidentially, and anonymity will be respected upon request. CAU guarantees protection against retaliation for individuals who raise genuine concerns in good faith.
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