



Sustainable Development Goals (SDGs) of Samarkand State Institute of Foreign Languages (SamSIFL)



**8 DECENT WORK AND
ECONOMIC GROWTH**

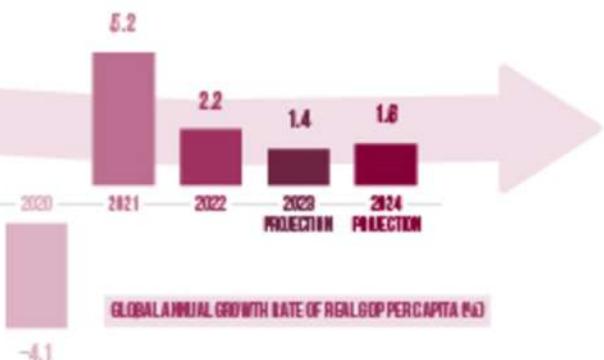
**SDG 8: DECENT WORK
AND ECONOMIC GROWTH**





PROMOTE SUSTAINED, INCLUSIVE AND SUSTAINABLE ECONOMIC GROWTH, FULL AND PRODUCTIVE EMPLOYMENT AND DECENT WORK FOR ALL

GLOBAL ECONOMIC RECOVERY CONTINUES, BUT ON A SLOW TRAJECTORY



2 BILLION WORKERS ARE IN PRECARIOUS INFORMAL JOBS WITHOUT SOCIAL PROTECTION
(2022)

GLOBAL UNEMPLOYMENT IS EXPECTED TO FALL BELOW PRE-PANDEMIC LEVELS, BUT NOT IN LOW-INCOME COUNTRIES



1 IN 4 YOUNG PEOPLE ARE NOT IN EDUCATION, EMPLOYMENT OR TRAINING,



WITH YOUNG WOMEN MORE THAN TWICE AS LIKELY AS YOUNG MEN TO BE IN THIS SITUATION

(2022)



DURING THE PANDEMIC, **4 IN 10 ADULTS IN LOW- AND MIDDLE-INCOME COUNTRIES OPENED THEIR FIRST BANK ACCOUNT**

SDG 8: DECENT WORK AND ECONOMIC GROWTH

Comprehensive Human Resources Reforms at Samarkand State Institute of Foreign Languages



Samarkand State Institute of Foreign Languages is currently in the midst of an ambitious transformation designed to enhance the qualifications and human resources (HR) policy of its teaching and administrative staff. This endeavor is not exclusive to our institute; universities throughout the nation are grappling with challenges related to the availability of qualified academic personnel, particularly when it comes to the recruitment of teaching staff. One strategy employed is the practice of conducting open lessons, which not only acquaints aspiring young educators with profound knowledge but also imparts traditional mentor-student values, fostering the development of future scholars who may one day assume the mantle of esteemed professors and establish their own academic legacies.

The imperative for securing instructors who possess both a master's degree and proficiency in foreign languages has become increasingly pressing. One potential solution is to bolster the grants offered by the El-Yurt Umidi Foundation.

For further details regarding HR initiatives, please visit the official SamSIFL website at www.samsifl.uz. Samarkand State Institute of Foreign Languages is undergoing large-scale reforms aimed at improving the qualifications and personnel policy (HR policy) of the teaching staff and employees. Today, not only in our institute, but also in some universities of the country, there are problems with qualified scientific personnel, due to the shortage of qualified specialists, in particular, the recruitment of teaching staff at the institute, including new teachers through open lessons, which undoubtedly covers the main goals of introducing them to diligent knowledge, aspiring young teachers in accordance with the traditions of mentor-student, the formation of future scientific successors of professors in order to create scientific schools. In addition, it is necessary to prioritize the systemic reform of education, raise the process of training highly qualified personnel with modern knowledge and high moral and ethical qualities to a qualitatively new level, promote the development of the social and economic sector based on advanced educational technologies, staff training is our goal and responsibility.





Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all

Comprehensive Human Resources Reforms at Samarkand State Institute of Foreign Languages



The comprehensive HR policy

The comprehensive HR policy encompasses a wide range of activities, including but not limited to:

- Facilitating the rector and administrative bodies in addressing staff-related matters.
- Drafting organizational and personnel documents for the consideration of the rector and vice-rectors.
- Maintaining records of staff vacancies and positions.
- Overseeing recruitment, transfers, reassessments, vacations, modifications in working conditions, incentives, disciplinary actions, dismissals, and documentations as required.
- Ensuring compliance with the institute's Charter, collective bargaining agreements, and internal labor regulations, while elucidating employment procedures to recruits.
- Maintaining personal files, employment records, personal cards, and statistical data.
- Keeping employee recruitment and dismissal logs.
- Timely updating and replenishing information concerning the quality and quantity of staff, behavior, and other pertinent details.
- Documenting the selection of teaching staff, the awarding of academic degrees and titles, and their scientific and pedagogical experiences.
- Overseeing adherence to the terms for electing teachers, department heads, and faculty deans.
- Registering vacancies and creating appointment schedules.
- Preparing necessary documents for part-time educators for the upcoming academic year.
- Informing institute staff about appointments, job changes, significant modifications in working conditions, and disciplinary measures.
- Providing employees with workbooks upon their departure, along with extracts from the corresponding orders.
- Registering incapacities for work, age-related concerns, disabilities, and the loss of breadwinners, while preparing documents for pension registration and submitting them to social security authorities in accordance with relevant legislation.
- Executing and issuing standard service certificates and statements to institute staff.
- Drafting general vacation schedules based on preliminary plans each year.
- Timely preparation and submission of reports in the prescribed format, and registering orders for workbooks and related appendices, while maintaining records of these documents and reporting their expenditures.
- Assisting attached unit heads in fostering and enforcing labor discipline.
- Drafting orders for incentives and disciplinary measures.
- Crafting responses to inquiries from public administration bodies, organizations, enterprises, and institutions within the jurisdiction of the HR department.
- Carrying out other functions and tasks as mandated by the rector or vice-rectors to fulfill the department's primary objectives.



Human Resources and Career Development Initiatives at Samarkand State Institute of Foreign Languages 1/3

In the year 2019, the Cabinet of Ministers of the Republic of Uzbekistan issued Resolution No. 967, outlining a gradual shift of higher educational institutions towards a self-financing model. This directive emphasized the importance of selecting teaching staff proficient in modern pedagogical techniques and research. Furthermore, beginning in the 2024/2025 academic year, all instructors lacking academic and scientific degrees were placed on fixed-term contracts, with hiring based on the Key Performance Indicator (KPI) system. According to Resolution No. 490 from September 29, 1994, titled "Regulation of Remuneration for Public Education Workers," teachers who complete advanced training courses and demonstrate proficiency in a foreign language receive a 15% salary allowance.

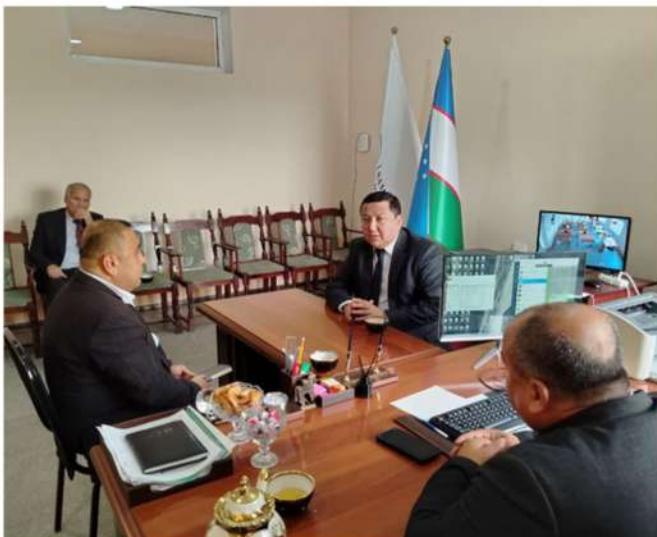
Non-pedagogical staff members are compensated based on their task performance, timeliness, achievements, and recognition from higher authorities. When considering employees' transitions to higher positions, factors such as professional qualifications, work direction, experience, alignment with the professional sphere, task execution, understanding of required information, and management's assessment of their work's effectiveness are taken into account. Attributes like the ability to work independently, a strong sense of responsibility, initiative, creativity in problem-solving, familiarity with performance discipline, document drafting skills, and adaptability to new tasks are also considered.





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Comprehensive Human Resources Reforms at Samarkand State Institute of Foreign Languages



Human Resources and Career Development Initiatives at Samarkand State Institute of Foreign Languages 2/3

Currently, young teaching staff in higher education institutions have extensive opportunities, often being hired based on the evaluation of their open lesson performance upon recruitment. During the first three years of their service, they are not required to participate in professional development courses. SamSIFL grants its academic staff a 48-day vacation at the end of each academic year, with a 15-day notice before the vacation begins. During the vacation, staff members receive compensation, and the Institute's trade union provides health resort vouchers with a 55% discount to help restore their health. Financial assistance is also provided throughout the year to low-income and unwell teachers and staff. Qualification courses are mandatory for all managers and teaching staff and are organized in various formats, including remote learning options for specific groups such as women with young children, retirees, and individuals with disabilities. Additionally, academic staff members who attain internationally and nationally recognized language proficiency certificates of C1 level are entitled to a 50% salary increase. Under the decree of the President of the Republic of Uzbekistan dated February 7, 2018, titled "Measures to Accelerate the Development of Domestic Tourism," and Decree No. 6165 from February 9, 2021, SamSIFL regularly organizes group trips for its faculty and staff to explore historical cities in Uzbekistan. Furthermore, within the framework of the domestic tourism program "Journey to the Homeland of Manguberdi," the Institute arranges visits to historical landmarks in Tashkent, Khiva, Urgench, and Bukhara for both academic and non-academic staff.



Human Resources and Career Development Initiatives at Samarkand State Institute of Foreign Languages 3/3

The SamSIFL Department of Marketing and Student Internship focuses on identifying the real needs of employers in various sectors and specialties, primarily those who hire the institute's graduates. Initiatives include hosting "The Day of Career" and job exhibitions for graduates, evaluating the structure of educational service consumers, introducing topics related to enhancing the quality of training, studying the demands for young professionals with higher education across different regions, and establishing collaborations with potential employers to meet the evolving demands of the labor market. These efforts are aimed at promoting the alignment of higher education with the dynamic needs of the job market.



SAMARQAND DAVLAT CHEMİTİLLAR İNSTITUTU

