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Committee on the Application of Standards

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Governments appearing on the preliminary list of individual cases have the opportunity, if they so wish, to supply on a purely voluntary basis, written information before 19 May 2025.

▶ Information on the application of ratified Conventions supplied by governments on the preliminary list of individual cases

Uzbekistan

Labour Inspection Convention, 1947 (No. 81) (ratification: 2019)
Labour Inspection (Agriculture) Convention, 1969 (No. 129) (ratification: 2019)

The Government has provided the following written information as well as a copy of the 2024 Labour Inspection Report (in Uzbek).

Upon reviewing the Committee's request, the Ministry of Employment and Poverty Reduction notes that, pursuant to article 534 of the Labour Code, state control and supervision over compliance with labour legislation and occupational health and safety rules are exercised by the State Labour Inspectorate (SLI). As a structural subdivision of the Ministry, the SLI monitors and supervises employers' compliance with labour laws, legislation on employment, compulsory insurance of employers' civil liability, the rights of persons with disabilities, and other labour-related legal acts, health and safety regulations, and labour standards.

Chapter 33 of the Labour Code sets forth the procedure for monitoring and supervising compliance with labour legislation and occupational health and safety rules. Simultaneously, article 22 of the Law "On the Prosecutor's Office" stipulates that, in the process of exercising oversight over the implementation of laws, prosecutors may request inspections by various government bodies and the allocation of specialists to conduct departmental or interdepartmental inspections. In the context of the SLI, this means that labour inspectors may be involved in unplanned inspections initiated by law enforcement or oversight bodies if there are grounds for violations of labour rights or occupational safety rules. The SLI itself conducts both scheduled and unscheduled inspections to enforce labour legislation and occupational safety standards. These inspections not only assess legal compliance but also verify whether employers have rectified violations identified previously by inspectors. Currently, there are no time restrictions on the duration of inspections carried out by labour inspectors. In 2018, the Government introduced a two-year moratorium (until 2020) on inspections of the financial and economic activities of business entities, aimed at accelerating economic development and promoting entrepreneurship. It is noteworthy that this moratorium did not apply to inspections conducted by the SLI.

Paragraph 4 of Presidential Decree No. PP-3913 of 20 August 2018 "On Measures to Improve the Structure of Labour Bodies and Strengthen the System of Protection of Labour Rights and Occupational Safety" provides that the SLI shall conduct consultations with authorized bodies based on applications from individuals, legal entities, or the tax service. The right to carry out unplanned short-term (up to one day) inspections of compliance with labour and occupational safety legislation without prior approval remains with the SLI. Moreover, under the Presidential Decree "On Measures to Improve and Enhance the Effectiveness of State Policy in the Sphere of Employment and Poverty Reduction," the requirement to obtain permission from the Business Ombudsman for conducting inspections was abolished in October 2024. Currently, electronic notification is sufficient.

In addition to inspections conducted with prior notification, Presidential Decree No. PP 3913 mandates scheduled and unscheduled inspections in all organizations regardless of ownership type. For example, during the cotton harvest in 2024, inspections were conducted without prior coordination with the competent authorities. Over 300 inspectors were involved in monitoring around 25,505 organizations, farms and cotton fields across the country to prevent forced labour and ensure decent working conditions. These inspections uncovered 520 violations, including 238 (46 per cent) related to poor working conditions, 102 (20 per cent) due to absence of labour contracts and 180 (34 per cent) due to delayed wage payments. As a result, written instructions were issued to the heads of 330 farms, and administrative penalties were imposed on 23 officials under article 49(1) of the Administrative Offences Code (violations of labour and occupational safety legislation by officials).

The SLI operates in accordance with the Law "On Appeals of Individuals and Legal Entities" (new version dated 11 September 2017, No. ZRU-445). Article 19 prohibits disclosure of private information or data that violates the rights or interests of citizens and legal entities, unless consent is given. Upon request, a complainant's identity must not be disclosed. In 2024, the SLI received 27,166 appeals, of which 16,181 were satisfied and 8,948 were clarified; 12,472 citizens had their labour rights restored. Additionally, 390 appeals were submitted to the Business Ombudsman and led to inspections of business entities – all of which were upheld.

Throughout 2024, the SLI conducted 18,807 control activities related to labour and occupational safety legislation, identifying 49,488 violations. As a result, 10,556 written orders and 435 mandatory representations were issued, and penalties were imposed on 8,281 officials. Out of the 49,488 violations, 31,839 concerned labour rights violations, including: 5,844 – failure to provide leave; 4,542 – non-payment of wages; 2,022 – absence of employment contracts; 672 – informal employment; 2,172 – violations of employment legislation; 776 – unlawful dismissals; and 1,478 – violations of labour record procedures. A further 17,649 violations pertained to occupational safety and unsatisfactory working conditions, including: 3,047 cases of employees working without safety instruction; 2,198 cases of lack of safety training and certification; 1,194 cases of absence of protective clothing and equipment; 1,466 cases of lack of occupational safety plans; 844 enterprises with no medical examinations; 991 without established occupational safety services; and 551 without workplace condition certification. In 2024, 717 unlawfully dismissed workers were reinstated (including 341 women), and assistance worth 75 billion Uzbekistani som was provided to 9,970 individuals. There were 868 occupational accidents in 2024 involving 974 people: 261 fatalities, 683 serious injuries, and 30 minor injuries. Over 3.7 billion som was paid in compensation to affected workers or their families.

The SLI may involve technical experts, including medical, electrical, chemical, and engineering specialists, in inspections. While such experts have not yet been engaged, an expert working group exists within the SLI. The SLI maintains records as stipulated in Article 21 of Convention No. 81, Article 19(1) and Article 27 of Convention No. 129, based on data submitted by employers through the interdepartmental "Unified National Labour System" database (also available at dmi.mehnat.uz). According to Cabinet of Ministers resolution No. 286 of 6 June 1997, all workplace accidents must be reported within three working days, analysed by the employer and discussed with the workforce to prevent recurrences.

Article 26 of the Law "On Occupational Safety" requires the investigation and registration of occupational diseases, with procedures outlined for cooperation between employers, medical institutions, and the SLI. Employers must notify the SLI of all occupational illnesses and corrective measures.

To improve transparency and efficiency, the Ministry is digitalizing SLI operations. The Unified Labour System will soon enable simplified procedures for handling violations, allowing inspectors to issue penalties electronically. A "Risk Analysis" system has also been introduced, using 13 criteria to assess risk levels without human involvement. Organizations with high or medium risk are audited automatically, and integration of this system with the Unified State Control System is under way.

Presidential Decree No. PP-347 of 4 April 2024 increased the SLI staff by 16 per cent, from 345 to 412, including an increase in central staff from 17 to 22. A full certification of all SLI staff was conducted in February–March 2025, with several employees sent for retraining. Under Cabinet resolution No. 246 of 27 April 2017, technical inspectors undergo at least 36 hours of occupational safety training annually.

Article 249 of the Labour Code states that wage systems for public employees are determined by law. Article 252 provides that the rules for incentive payments are also set by legislation. The Ministry relies on these regulations when determining salary scales. Currently, the average inspector's salary is 8–10 million som. Positions in the State Tax Committee and Ministry of Internal Affairs are classified two grades below that of labour inspectors, making labour inspector salaries more competitive. According to Cabinet resolution No. 424 of 2 August 2022, employees are reimbursed for travel, accommodation and per diem expenses while on official trips. As per paragraph 39 of the SLI Regulations (Appendix 3 to Cabinet resolution No. 1066 of 31 December 2018), inspectors receive monthly bonuses of up to 10 per cent of fines collected, not exceeding 35.15 times the minimum wage. This system incentivizes impartial inspections.

Regarding trade union inspections, article 540 of the Labour Code grants trade unions the right to conduct public monitoring of labour legislation and collective agreements. They may examine workplace safety at various project stages, participate in accident investigations, attend expert medical commissions, and engage in dispute resolution and legal actions on behalf of workers. Unions may establish their own inspection services. Information collected by these inspectors is compiled and published on official union websites. As of 2025, 116 union inspectors are employed across the Federation of Trade Unions and its branches (9 women, 107 men). Their qualifications include lawyers, engineers, doctors, economists and other professionals. There are fundamental differences between the SLI and trade union inspectors: the SLI has legal authority to inspect all entities, impose penalties, and produce official reports, while trade union inspectors operate within a limited membership scope and have no legal enforcement powers. Nonetheless, both systems complement one another within the framework of tripartism and social dialogue.

Currently, the ILO project “Improvement of Labour Inspection and Occupational Safety Systems in Uzbekistan” (October 2024–December 2025) is being implemented. The Government would appreciate further ILO support in implementing Conventions Nos 81 and 129, and in enhancing Ministry staff capacity in reporting and labour inspectorate operations.