



"APPROVED"

**Rector of the Fergana medical
institute of public health**

A. Sidikov

2025 year



Fergana medical institute of public health

DECENT WORK AND ECONOMIC GROWTH POLICY

FMIPH employs its employees in a manner worthy of human dignity; It aims to eliminate problems such as stress and personal tension that may arise during working at the workplace, to provide an ergonomic working environment, to develop the sense of commitment of its employees to the institution, and to ensure the health of its employees and their families. It aims to provide the necessary environment for human resources, which is one of the important engines of economic growth, to work effectively and efficiently. In this context, FMIPH:

- Implements an employment policy that offers equal opportunities to everyone,
- Ensures that there is no incompatibility between the qualifications required by the job and the qualifications of the hired personnel,
- Supports employees to receive a decent wage,
- It is against drudgery, modern slavery, human trafficking and child labor practices,
- It adopts the principle of equal pay for equal work, in this respect, gender and so on. prevents the emergence of distinctions,
- Intimidation, harassment, psychological violence, pressure, harassment, humiliation, etc. does what is necessary to prevent all kinds of unethical behavior,

- In order to defend all kinds of rights of all its employees, unions, associations, unions, etc. defends and supports the right to establish or become a member of organizations,
- During recruitment and working life, religion, language, race, gender, sexual orientation, age, etc. is against all kinds of discrimination and takes the necessary measures against such discrimination,
- It ensures that the employees of outsourced work (subcontractor) companies have the full rights of FMIPH employees,
- It supports its students to work part-time at the university.

FMIPH has carried out important studies so far in order to develop human resources and increase their quality. For this purpose, a large number of in-service training and so on. applies to applications. All possibilities are evaluated in order to increase the welfare of its employees. It provides the necessary environment to increase the knowledge and experience of its employees. From now on, it will continue to work on creating the infrastructure for all its employees to work in a manner worthy of human dignity.