

8 DECENT WORK AND
ECONOMIC GROWTH



**We don't train
workers – we
grow leaders.**



8 DECENT WORK AND ECONOMIC GROWTH



Inclusive Growth, Decent Work Opportunities

EMPOWERING YOUTH EMPLOYMENT, ADVANCING FAIR LABOR PRACTICES, SUPPORTING ENTREPRENEURSHIP, AND DRIVING SUSTAINABLE ECONOMIC DEVELOPMENT

“Universities shape economic progress by equipping students with real-world skills, fostering innovation, and creating pathways to decent work for all”



Orzu Davranov,
Vice Rector for Academic Affairs

Strategic Priorities

TSUULL’s commitment to SDG 8 is reflected in a comprehensive and forward-thinking agenda aimed at strengthening decent work, stimulating innovation, and contributing to Uzbekistan’s socio-economic development. The university places students at the center of this mission by enhancing employability through internships, career coaching, industry engagement, and skill-based curricula that prepare graduates for long-term success. At the same time, TSUULL fosters a dynamic entrepreneurial ecosystem by supporting student and faculty startups with incubation services, micro-grants, mentorship, and innovation challenges, helping transform ideas into viable economic opportunities. The institution also prioritizes fair labor practices by maintaining transparent HR policies, ensuring safe and inclusive working environments, and providing continuous professional development for staff and faculty. Furthermore, TSUULL actively contributes to regional and national economic growth through strong partnerships with government, industry, and international organizations, alongside procurement practices that support local markets. Together, these efforts position the university as both a driver and a model of sustainable, inclusive economic development.

STRATEGIC PRIORITIES FOR SDG 8



1. ENHANCING EMPLOYABILITY AND CARER READINESS
TSUULL prioritizes student success through internships, employer engagement, career coaching, digital career tools, and industry-aligned curricula.



2. SUPPORTING ENTREPRENEURSHIP AND INNOVATION
The university empowers young entrepreneurs with its Startup Incubation Lab, micro-grant program, mentorship, innovation challenges, and workshops.



3. IMPROVING WORKPLACE CONDITIONS AND LABOR RIGHTS
TSUULL models responsible labor practices with transparent HR procedures, OHS training, flexible work arrangements, and grievance mechanisms.



4. CONTRIBUTING TO LOCAL AND NATIONAL ECONOMIC DEVELOPMENT
The university drives regional progress through government and industry collaboration, local procurement, and community training.

In 2024, TSUULL significantly strengthened its commitment to **SDG 8** by implementing a wide range of initiatives designed to foster decent work, enhance employability, and stimulate sustainable economic growth. The university expanded employment opportunities for both students and recent graduates through structured internship programs, employer networking events, and enhanced career guidance services. Campus workplace standards were improved with updated labor policies, transparent recruitment procedures, and expanded occupational health and safety training for all staff. Partnerships with industry were deepened through new cooperation agreements, joint research activities, and sector-specific skills development programs, ensuring that academic training remains closely aligned with labor market needs. As a result, the university demonstrated notable progress in promoting youth employment, supporting student-led entrepreneurship, and reinforcing compliance with fair labor principles. These achievements reflect TSUULL’s effort to embed SDG 8 into academic curricula, administrative processes, and community engagement activities, positioning the university as an active contributor to inclusive and sustainable economic development in Uzbekistan.





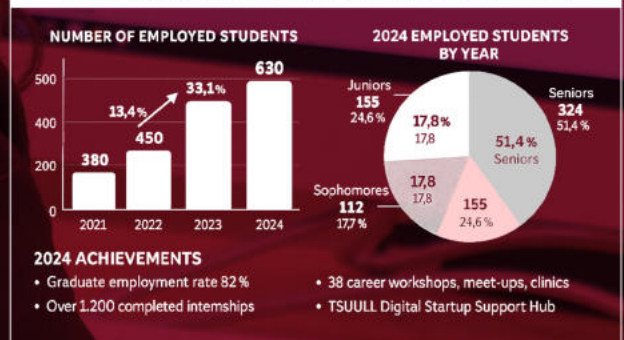
STUDENT EMPLOYMENT TRENDS AND CAREER DEVELOPMENT PROGRESS 2021-2024

Based on the Career Development Center's data analysis, TSUULL continues to see a steady rise in the number of students who work while studying, reflecting a growing culture of early career engagement. Student employment increased from 380 students in 2021 to 450 in 2022, and then to 599 in 2023, representing an overall 57.6% growth over three years. This positive trend continued into 2024, supported by stronger employer partnerships and expanded career support services.

The 2024 breakdown shows that employment becomes more common as students advance in their studies: seniors accounted for 50.4% of all working students, followed by juniors (24.7%), sophomores (17.4%), and freshmen (7.5%). This pattern suggests that upper-year students are more focused on gaining practical experience and preparing for the transition into the workforce.

These findings are consistent with the university's broader career development achievements in 2024. The graduate employment rate reached 82%, and more than 1,200 students completed internships across public and private sectors. The Career Center strengthened its support by offering career workshops, employer meet-ups, and individualized coaching, while the launch of the TSUULL Digital Startup Support Hub created a modern platform for job searching, skills assessment, and alumni networking.

STUDENT EMPLOYMENT TRENDS, 2021-2024



Overall, the data demonstrates TSUULL's growing success in helping students build practical experience, enhance employability, and prepare confidently for their professional futures.



BUILDING FUTURES:

TSUULL'S EXPANDING IMPACT ON EMPLOYMENT, INNOVATION, AND WORKFORCE

In 2024, TSUULL made substantial strides in advancing Sustainable Development Goal 8, demonstrating measurable improvements across all core indicators that reflect the university's commitment to decent work, employability, innovation, and responsible economic development. According to the annual performance analysis, the graduate employment rate rose from 76% to 82%, signaling strong alignment between academic preparation and labor market needs. This increase reflects the growing relevance of TSUULL graduates in the public and private sectors, supported by more structured career services, employer engagement, and skill-building initiatives.

Student participation in internships showed an equally significant rise, moving from 950 placements in 2023 to 1,200 in 2024. This growth illustrates the success of expanding industry partnerships and the university's focus on ensuring that students gain real-world experience before graduation. Enhanced collaboration with employers created more internship pipelines across fields including finance, IT, education, public administration, and cultural industries, offering students broader entry points into the workforce.

Institutional practices also showed strong advancement. The share of local procurement increased from 55% to 68%, reflecting TSUULL's strategy to strengthen regional economic development by prioritizing local suppliers and reducing operational dependency on external markets. This shift supports local entrepreneurship and contributes to a more sustainable, community-oriented economic footprint.

SDG 8 INDICATORS – TSUULL PERFORMANCE DASHBOARD (2024)			
INDICATOR	2023	2024	CHANGE
Graduate employment rate (overall)	76%	82%	↑ 6%
Student internship placements	950	1,200	↑ 250
Startups supported	13	5 outstanding 11 promising	↑ 3
Local procurement share	55%	68%	↑ 13%
OHS-certified staff	62%	85%	↑ 23%
Staff satisfaction score	72%	81%	↑ 9%

Workplace safety and overall staff experience improved meaningfully as well. The proportion of OHS-certified staff rose from 62% to 85%, highlighting increased training, stricter compliance measures, and a more proactive approach to employee wellbeing. In parallel, staff satisfaction increased from 72% to 81%, suggesting that recent efforts to enhance professional development, internal communication, and organizational transparency are creating a more positive and supportive work environment.

Entrepreneurship support at TSUULL continued to accelerate as well. With the number of supported student startups increasing from 19 to 27, the university's innovation ecosystem is becoming more active and productive. This momentum was supported by the launch of the TSUULL Digital Startup Support Hub, improved incubation programming, and expanded mentoring opportunities, collectively creating an environment where students can translate innovative ideas into viable ventures.

Taken together, these achievements illustrate a year of dynamic growth for TSUULL — one marked by strengthened employability pathways, a more vibrant culture of innovation, improved workplace standards, and deeper contributions to the local economy. The university's progress in 2024 underscores its ongoing commitment to fostering opportunity, advancing decent work, and shaping a more inclusive and sustainable future for its students, employees, and community.





STRENGTHENING PARTNERSHIPS FOR SUSTAINABLE ECONOMIC GROWTH

In 2024, TSUULL deepened its network of strategic partnerships to advance SDG 8 and broaden opportunities for students, faculty, and the wider community. These collaborations played a crucial role in expanding youth employment pathways, supporting innovation, and strengthening regional economic resilience.

TSUULL's cooperation with local and international companies continued to grow, engaging organizations across key sectors. These partnerships enabled the university to align academic programs more closely with industry expectations and provided students with valuable exposure to real-world practices. Companies contributed through masterclasses, guest lectures, professional shadowing opportunities, and by offering both short-term and long-term internships that build practical competencies.

The university also worked closely with state employment services, enhancing joint efforts to support youth job placement and career readiness. This collaboration helped streamline the transition from university to the workforce by providing students with access to labor market information, advisory support, and tailored employment programs.

TSUULL's engagement with international development organizations, including UNDP, GIZ, and the British Council, and American Councils for International Education played an important role in elevating entrepreneurship, digital skills, and workforce development initiatives.

PARTNERSHIP OUTCOMES

TSUULL strengthened collaborations with:



Local and international companies



State employment services



UNDP, GIZ, British Council
American Councils



Local municipalities



Masterclasses



Internships



Joint research

Through these partnerships, students and young professionals gained access to global expertise, training programs, innovation challenges, and capacity-building activities designed to enhance employability and stimulate local economic development.

In addition, the university strengthened ties with local municipalities, cooperatively delivering community-centered training programs aimed at expanding economic participation at the neighborhood and district levels. These initiatives supported skill development for youth and adults, contributed to local job creation, and fostered inclusive growth within the region.

Thus, these partnerships generated tangible outcomes, including company-led masterclasses, expanded internship placements, joint research projects, mentoring programs, and innovation-focused events. Through its collaborative approach, TSUULL continues to position itself as an active contributor to economic development, leveraging shared expertise and resources to create meaningful impact across the university and the wider community.

Overall, the advancements achieved in 2024 demonstrate TSUULL's growing impact as a driver of economic opportunity and sustainable development. By strengthening career pathways, expanding entrepreneurial support, and fostering productive partnerships, the university continues to build an ecosystem where students, staff, and communities can thrive. TSUULL's commitment to decent work, innovation, and responsible institutional practices positions it as a leading contributor to national progress and a model for SDG-aligned development within the higher education sector.



4 QUALITY EDUCATION



8 DECENT WORK AND ECONOMIC GROWTH



9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



10 REDUCED INEQUALITIES



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