



Identifying, managing and preventing conflict of interests in the Republic of Uzbekistan

Anti-Corruption Agency of the Republic of Uzbekistan

LEGAL BASIS FOR COMBATING CORRUPTION AND CONFLICT OF INTERESTS IN THE REPUBLIC OF UZBEKISTAN



Law of the Republic of Uzbekistan, №LRU-419 dated 03.01.2017	➤«On Combating Corruption»
Decree of the President of the Republic of Uzbekistan, №DP-6013 dated 29.06.2020	➤«On additional measures on improvement of the anti-corruption system in the Republic of Uzbekistan»
Law of the Republic of Uzbekistan, № LRU-684 dated 22.04.2021	➤«On Public Procurement»
Decree of the President of the Republic of Uzbekistan, №DP-5729 dated 27.05.2019	➤«On measures to further improve the anti-corruption system in the Republic of Uzbekistan»
Law of the Republic of Uzbekistan, №LRU-788 dated 08.08.2022	➤«On State Civil Service»
Resolution of the President of the Republic of Uzbekistan №RP-210 dated 05.06.2024	➤«On measures for the effective organization of the implementation of the Law of the Republic of Uzbekistan «On Conflict of Interest»
Resolution of the Cabinet of Ministers of the Republic of Uzbekistan №595 d.14.10.2022	➤«On additional measures to ensure compliance with ethical rules by state civil servants»
Law of the Republic of Uzbekistan, №LRU-931 dated 05.06.2024	➤«On conflict of interests»
Resolution of the President of the Republic of Uzbekistan, №RP-147 dated 21.04.2025	«On measures to ensure the independence and enhance the efficiency of internal anti-corruption control units within state bodies and organizations»
Decree of the President of the Republic of Uzbekistan, №DP-270 dated 30.12.2025	➤«On further improving the system for preventing and combating corruption in the Republic of Uzbekistan»

DEFINITION OF CONFLICT OF INTERESTS



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Conflict of interests — a situation in which a person's **personal** (direct or indirect) interest affects or may affect the proper performance of his or her official or service duties, and in which there is a contradiction (**existing or potential**) between personal interest and the rights and lawful interests of citizens, organizations, society, or the state.

(Article 3 of the Law of the Republic of Uzbekistan on Conflict of Interests)



The purpose of this Law is to regulate relations related to conflict of interests.

The Law defines the range of subjects to which it applies

According to the Law “On Conflict of Interests”, the Law applies to:

state bodies;

local public authorities;

state institutions;

state unitary enterprises;

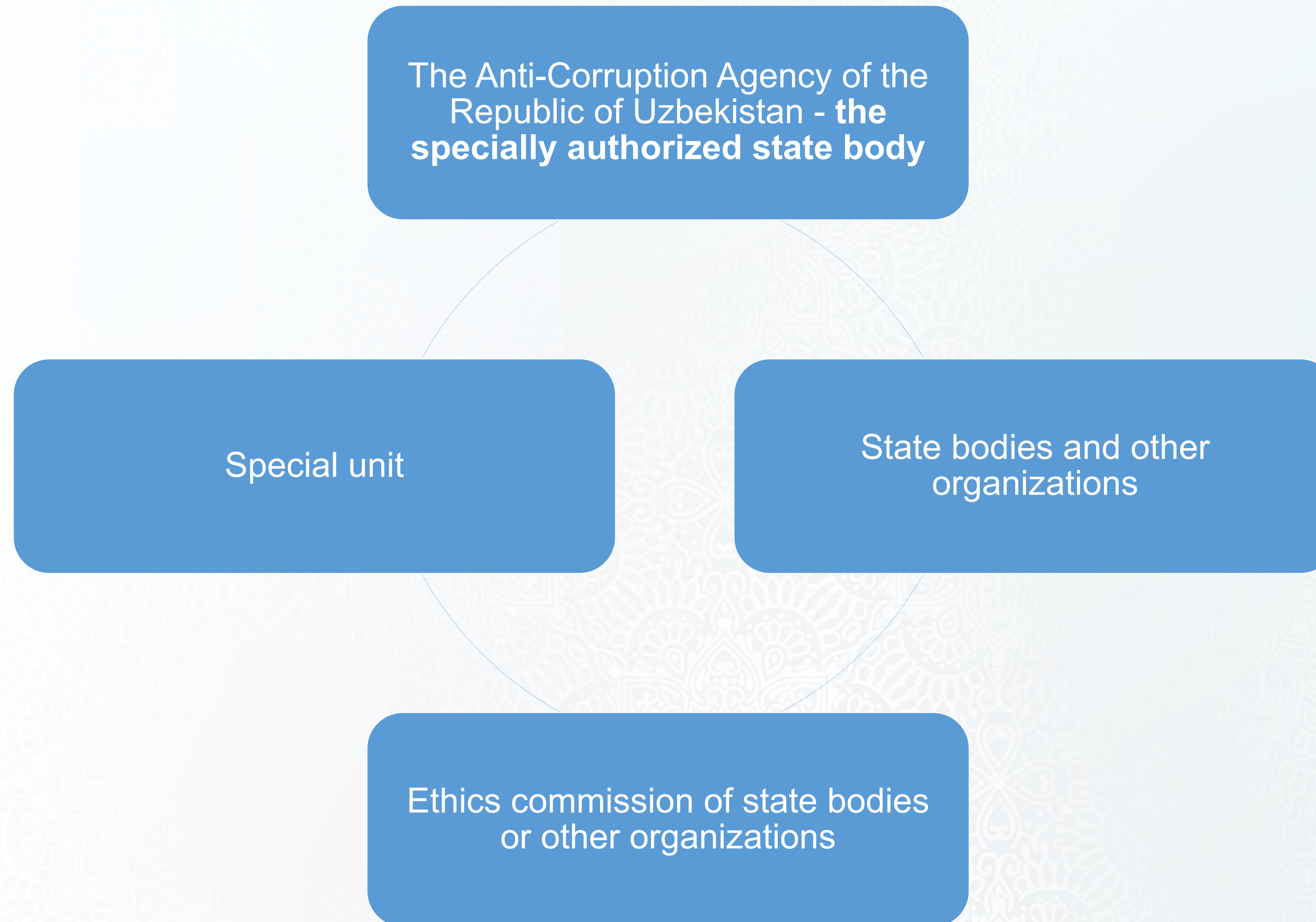
state trust funds;

joint-stock companies in which the state share in the charter fund (charter capital) amounts to 50 percent or more.

The Law also applies:

to legal entities in which the total share of state bodies or other organizations in the charter fund (charter capital) amounts to 50 percent or more,
specifically in matters related to public procurement.

AUTHORITIES RESPONSIBLE FOR REGULATING CONFLICT OF INTERESTS



RESTRICTIONS ON PREVENTING CONFLICT OF INTERESTS

1

deriving **personal benefit** through abuse of official position

2

concealing information or knowingly **providing false or inaccurate data** when disclosing information on conflict of interests

3

working concurrently (hold a second job) in organizations subordinate to or under the control of each other, except in cases provided for by law

4

being a founder (shareholder, participant) of commercial organizations, except where ownership of up to ten percent of freely circulating shares in joint-stock companies is permitted

5

owning shares or interests in the charter fund (charter capital) of an entrepreneurial entity under the control of the state body or other organization where he or she is employed, or **serving as a member of the management body** of such an entity, except in cases provided for by the laws or decisions of the President of the Republic of Uzbekistan, or where such activity constitutes official duties under the law

6

participating as a representative in the consideration of matters related to himself or herself or related persons in the state body or organization where he or she works, unless acting as a legal representative under the law

7

personally participating in the purchase or lease of property belonging to the organization in which he or she works

TIMELY IDENTIFICATION AND PREVENTION OF CONFLICT OF INTERESTS

1

The employee submits a notice of existing conflict of interests



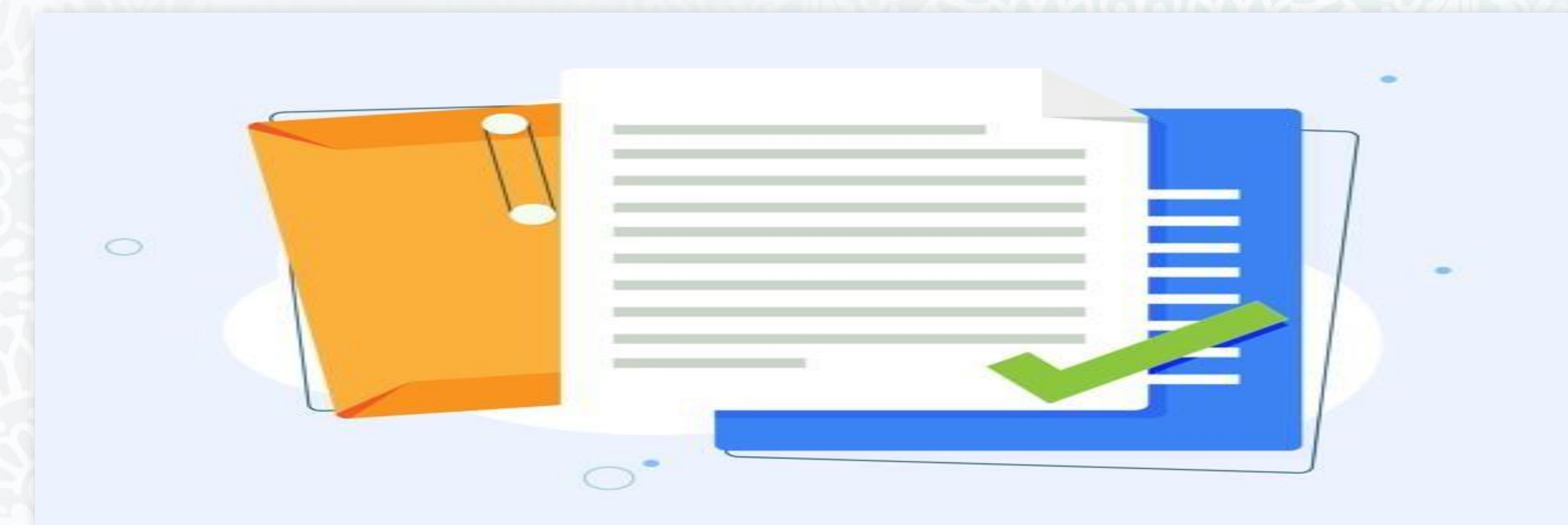
2

The employee must fill out a declaration of conflict of interests



3

Persons related to the employee, when applying to the organization where this employee works, fill out a declaration



PROCEDURE FOR REVIEWING DECLARATIONS AND NOTICES

Annual declaration (potential conflict of interests)

- Completed annually by **15 January**.
- Consolidated and analyzed by **15 February**.
- Proposals submitted to the ethics commission by **1 March** regarding the sufficiency of preventive measures;
- Based on the ethics commission's opinion, proposals submitted to the employee's immediate supervisor or to the superior head of the state body regarding measures to regulate potential conflicts of interest.

Notice (existing conflict of interests)

- **Employees** of a state body complete a notice in the prescribed form and submit it to his or her immediate supervisor or to the special unit.
- **within three business days**, submit the information to the ethics commission for consideration of the sufficiency (correctness) of the measures taken.
- The ethics commission shall consider the sufficiency (correctness) of measures taken to regulate conflict of interests.

Declaration of persons related to an employee (conflict of interests)

- When the **related persons** apply to the organization, they indicate information about the employee in the declaration.
- A **special unit** of the organization submits proposals the conflict of interests to the ethics commission for regulatory measures.
- The ethics commission shall consider the sufficiency (correctness) of measures taken to regulate conflict of interests.

PROCEDURE FOR SUBMITTING A NOTICE OF EXISTING CONFLICT OF INTERESTS

An employee of a state body or other organization must, within one business day from the moment the existing conflict of interests becomes known to him or her, complete a notice in the prescribed form and submit it to his or her immediate supervisor (the head of the organization — superior supervisor) or to the special unit if:

a close relative has been hired directly under the employee's supervision or persons related to the employee have been engaged to perform work for the employee under a civil-law contract

the employee is participating in decision-making on matters related to persons connected to him or her

a close relative is working as a responsible official in the area of an inspection being conducted at the entity (legal person) under inspection, or that inspection object (legal person) is a related person

any other existing conflict of interests becomes known to the employee

MEASURES APPLIED TO SITUATIONS INVOLVING A CONFLICT OF INTERESTS

- 1 transferring an employee** of a state body who is directly subordinate to a manager in respect of whom a conflict of interests has arisen to the subordination of another manager where no conflict of interests arises
- 2 voluntary recusal or mandatory removal** of an employee of a state body from membership of a collegial body where a conflict of interests may arise
- 3 revising the scope** of the employee's official duties or service powers
- 4 imposing restrictions** on the employee's use of information and documents of the state body or other organization that may lead to a conflict of interests
- 5 ensuring collegial control** over the exercise by the employee of powers to make unilateral decisions in accordance with legislation
- 6 submitting proposals** to the employee of the state body to eliminate his/her personal interest in accordance with legislation
- 7 the employee waiving personal interests** that conflict with the interests of the state body where he/she performs labor (service) activities
- 8 if it is impossible to eliminate** the employee's personal interest, transferring the employee, with his/her consent, to another position equivalent to the previous one, or terminating the employment (service) contract on general grounds



THE ANTI-CORRUPTION AGENCY

of the Republic of Uzbekistan

The Anti-Corruption Agency is designated as the specially authorized state body responsible for regulating conflict of interests and is empowered to draw up **administrative offense reports**.



IN THIS

- **Internal anti-corruption control units** and/or **personnel units** are responsible for internal monitoring and compliance.

LIABILITY FOR VIOLATIONS OF LEGISLATION ON CONFLICT OF INTERESTS

Article 193⁴ of the Code of Administrative Responsibility of the Republic of Uzbekistan

Failure to report the existence of a conflict of interests shall entail a **fine in the amount of 3 to 5 times** the base calculation amount

If the same offense committed repeatedly within one year, it shall entail **a fine in the amount of 5 to 10 times** the BCA

Failure by an official of a state body having become aware of an existing or potential conflict of interests provided for by the legislation, to take measures to regulate such conflict, shall entail a **fine in the amount of 5 to 10 times** the BCA.

If the offense is committed repeatedly within one year after the imposition of an administrative penalty, it shall entail a **fine in the amount of 10 to 15 times** the BCA

If the offenses are committed in the sphere of public procurement — officials shall be **fined in the amount of 20 to 30 times** the BCA



**More than 550
administrative offense
reports** were formalized and
submitted to the court

IMPLEMENTED MEASURES



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The activities of the **Republican Interdepartmental Commission** for coordinating the implementation of the Law have been launched

A specific list of government bodies and organizations to which the Law applies has been formed

methodological recommendations and **illustrative materials** on managing conflicts of interest have been developed for government bodies

the sample forms of the conflict of interest registry, the notification of an real conflict of interest, and the declaration of a potential conflict of interest have been approved

an electronic module enabling the detection and online monitoring of conflict of interest cases has been launched on the **“e-anticor.uz” electronic platform**

Specialized training courses on **“Issues of Anti-Corruption and Resolution of Conflicts of Interest”** and **“Identification, Mitigation, and Prevention of Conflict of Interest Situations”** were organized for civil servants and specialists of internal anti-corruption control units via the Anti-Corruption Virtual Academy electronic platform. A total of **31,265 employees** have completed their training within these programs.

During 2025, the following cases were identified and measures were taken to eliminate them:

involving close relatives employed in positions directly subordinate to employees within state bodies and subordinate organizations

1 125 cases

involving employees engaged in secondary employment (work concurrently (hold a second job))

157 cases

involving employees acting as founders (shareholders or participants) in commercial organizations

2 068 cases

THANK YOU FOR ATTENTION!



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