

NP JSC “South Kazakhstan University named after M. Auezov”



**Politics against modern slavery**



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## **Introduction**

Modern slavery is an urgent and severe form of human rights violation, including forced labor, exploitation, involvement of people in activities against their will, and human trafficking. In the context of modern Kazakhstan, the fight against such manifestations is regulated by law, and SKU named after M. Auezov as a public, educational and social institution is obliged to contribute to the protection of human rights and freedoms. This policy is aimed at the formation of SKU named after M. Auezov It provides for a sustainable practice of preventing, detecting, and responding to any form of exploitation, as well as for the awareness and protection of all members of the academic community.

## **Legislative framework in Kazakhstan**

On July 5, 2024, the Law of the Republic of Kazakhstan "On Combating Human Trafficking" was adopted. For the first time, this law clearly formalizes the concepts of "human trafficking", "victim of human trafficking", "potential victim", "subjects of counteraction", establishes the responsibilities of government agencies, employers, organizations and guarantees of protection and assistance to victims. The law provides for a set of measures: prevention, identification, prosecution of violators, protection and rehabilitation of victims, and criminalizes the involvement in labor or sexual exploitation, illegal imprisonment, prostitution, and work of persons without their consent, including minors.

This legislation is the legal basis of the national policy against human trafficking and modern slavery. SKU named after M. Auezov undertakes an obligation to be guided by this rule of law and to create prevention, information and support mechanisms within the institution.

## **Organizational support and responsibility**

SKU named after M. Auezov provides for the appointment of a responsible person (or a working group) to monitor compliance with the policy, including informing students and staff, monitoring potential risks, interacting with government and non-profit organizations, as well as responding to facts that may indicate forced labor, human trafficking or other exploitation.

## **Information and training**

The university's educational environment implements awareness-raising programs: lectures, seminars, and trainings for students, faculty, and staff on what modern forms of slavery are, what to look for, how to act, and where to turn in case of suspected exploitation. SKU named after M. Auezov will provide access to information on human rights, victim protection, and support mechanisms, including anonymous communication channels.

## **Support and protection**

SKU named after M. Auezov guarantees that any person — student, employee, guest — can seek help if they suspect human exploitation or trafficking. Cooperation with competent authorities, assistance in identification, provision of resources for social, psychological and legal support, confidentiality of treatment, and, if necessary, assistance in transferring the case to law enforcement or social services.

## **Prevention and control**

Prevention work: monitoring the state of labor relations (including when hiring employees or attracting students to work), checking working conditions, ensuring transparent contracts, absence of coercion, awareness of rights. Regular monitoring among students and staff, regulations for checking job offers, internships, and part-time jobs, especially for vulnerable categories.

## **Cooperation and partnership**

SKU named after M. Auezov cooperates with government agencies, non-governmental organizations, support services, social services and international initiatives to protect human rights and combat trafficking in persons, as well as supports and encourages participation in any initiatives, exchange of experience and information.

## **Basic principles of the policy**

The policy is based on respect for the dignity and rights of every human being, equality, non-exploitation, transparency and responsibility. The principle of a "safe environment" — without threats, coercion, or discrimination - operates inside SKU named after M. Auezov. SKU named after M. Auezov adheres to the norms and standards enshrined in national legislation and recognizes its responsibility to society and the state.

SKU named after M. Auezov strives to create a culture in which everyone can receive information, protection and support. Staff and students are aware of their rights and know where to turn if necessary. It ensures that exams, work, part—time jobs, scholarships, internships, and employment contracts all happen voluntarily, transparently, and legally.

## **Procedure for responding to appeals and incidents**

SKU named after M. Auezov establishes a transparent and understandable procedure for dealing with information about possible exploitation, human trafficking, or forced labor. Any employee or student can submit an application orally, in writing, or through secure internal communication channels. Requests are accepted by the responsible department of SKU named after M. Auezov in confidentiality mode. After registration of the message, an initial assessment of the situation is initiated, facts are collected and, if necessary, an internal review is

launched with the participation of competent specialists. Upon confirmation of signs of violation, SKU named after M. Auezov immediately informs the authorized state bodies in accordance with Kazakh legislation and provides support to the affected person.

The process is organized in such a way as to eliminate pressure on the applicant, ensure his safety and avoid negative consequences for filing an application. SKU named after M. Auezov adheres to the principle of zero tolerance for any attempts to conceal, ignore or hush up suspicions of exploitation.



### **Measures to protect affected persons**

SKU named after M. Auezov guarantees that any person who has become a potential victim of human trafficking or exploitative practices will receive the maximum possible support. Those who seek help are provided with confidentiality, psychological support and, if necessary, assistance in obtaining medical, legal and social assistance in cooperation with government agencies and specialized organizations. When interacting with victims, SKU named after M. Auezov adheres to the principles of respect, prevention of repeated traumatization, and exclusion of an accusing approach. Protection of the individual from pressure from alleged violators is actively provided, as well as assistance in safe access to the educational process or temporary release from duties, if necessary for recovery.

### **Integration of policy into human resources and administrative processes**

SKU named after M. Auezov applies the provisions of this policy when hiring employees, attracting contractors, organizing student projects, and allocating academic responsibilities. Contracts are concluded in a transparent manner, with an explanation of rights and obligations, without hidden conditions, threats or pressure. Special attention is paid to external contractors, temporary workers,

support staff, and students engaged in internships, internships, and off-campus projects. Before starting cooperation, a risk assessment is carried out, working conditions, compliance with legislation and the reliability of third-party organizations are checked. Thus, SKU named after M. Auezov prevents situations where operational practices can penetrate through external channels or unscrupulous partners.

### **Building a culture of safety and respect for human rights**

A culture directed against exploitation is consistently promoted inside SKU named after M. Auezov. This includes regular training events, open lectures, thematic weeks, expert consultations, and the participation of students and staff in discussing topics related to modern slavery and human trafficking. The internal communications of SKU named after M. Auezov contain explanatory information, important contacts of support services, information about risks, recommendations and possible scenarios of behavior in dangerous situations. YKU SKU named after M. Auezov develops an atmosphere of trust in which everyone feels that their rights are important and knows the protection mechanism.

### **Interaction with government and non-government partners**

The fight against modern slavery requires systematic cooperation with a wide range of organizations. SKU named after M. Auezov maintains working relations with the Ministry of Internal Affairs, the Ministry of Labor and Social Protection of the Population, assistance centers for victims of trafficking in persons and migrants, non-governmental organizations, and international institutions implementing human rights protection programs. Joint educational events, the exchange of statistics and analytics, and participation in urban and national prevention programs allow the university to strengthen its own contribution to countering modern exploitation.

### **Policy implementation monitoring and revision**

The Policy is a dynamic document that is subject to regular analysis and updating. SKU named after M. Auezov collects information on the implementation of events, monitors the results of training programs, analyzes appeals, and evaluates the readiness of departments to respond in difficult situations. Periodic review of the policy ensures its compliance with changes in the legislation of Kazakhstan, the development of social risks and new recommendations of relevant government agencies. In case of identification of weaknesses of SKU named after M. Auezov adjusts processes, enhances learning, and increases the effectiveness of defense mechanisms.

### **Conclusion**

The "Policy against Modern Slavery" is the university's commitment to protect human rights and freedoms, prevent exploitation, and provide support and safety. Based on the new legislative norms of Kazakhstan, SKU named after M. Auezov

assumes responsibility for being not just an educational institution, but an institution that actively participates in protecting human dignity, preventing and combating modern forms of slavery, and promotes the detection of crimes and the social rehabilitation of victims.