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2026 - yil 06 - May

## **On Approval of the Model Regulation on the Activities of Internal Anti-Corruption Control Units**

In accordance with Decree of the President of the Republic of Uzbekistan No. UP-270 of December 30, 2025 "On Further Improving the System of Corruption Prevention and Combating Corruption in the Republic of Uzbekistan" and Resolution of the President No. PP-5177 of July 6, 2021 "On Additional Measures for the Effective Organization of Anti-Corruption Activities," I hereby ORDER:

1. To approve the Model Regulation on the Activities of Internal Anti-Corruption Control Units according to Appendix 1.
2. To recognize certain departmental normative legal acts as having lost force according to Appendix 2.
3. This Order has been agreed upon with the Agency for Management Efficiency under the President of the Republic of Uzbekistan, the Ministry of Poverty Reduction and Employment of the Republic of Uzbekistan, and the Council of the Federation of Trade Unions of Uzbekistan.
4. This Order shall enter into force on the date of its official publication.

Director

March 28, 2026



BURKHANOV AKMAL  
ESHONDEDAYEVICH

Agreed upon:

Acting Director

March 16, 2026



KHUDAINOV ULUG‘BEK  
SHUKHRATJONOVICH

Chairman

March 10, 2026



RAFIKOV KUDRATULLA  
MIRSAGATOVICH

Minister

March 10, 2026



ZAKHIDOV BOTIR  
ERKINOVICH

to the Order of the Director of the Anti-Corruption Agency  
of the Republic of Uzbekistan dated March 28, 2026 № 84

## **MODEL REGULATION**

### **on the Activities of Internal Anti-Corruption Control Units**

This Model Regulation defines the goals, objectives, functions, rights, and obligations of internal anti-corruption control units (hereinafter referred to as "internal control units") in state bodies and organizations, as well as in business entities with a state share in the charter fund (charter capital) of 50 percent or more (hereinafter referred to as "state bodies and organizations"), and establishes the procedure for organizing their activities.

#### **Chapter 1. General Provisions**

1. Internal control units shall carry out their activities in accordance with legislation, decrees and resolutions of the President of the Republic of Uzbekistan, resolutions of the Cabinet of Ministers, as well as this Model Regulation.

2. Internal control units shall be responsible for taking measures to timely identify and prevent corruption manifestations in state bodies and organizations, eliminate their causes and conditions, prevent conflicts of interest, and foster an intolerant attitude towards corruption.

#### **Chapter 2. Organization of Activities of Internal Control Units**

3. The organization of activities of internal control units shall be carried out jointly by the Anti-Corruption Agency of the Republic of Uzbekistan (hereinafter referred to as the "Agency") and state bodies and organizations.

4. Internal anti-corruption control units of state bodies and organizations, in their activities, shall be directly subordinated and accountable to the head of the organization; in business entities with a state share in the charter fund (charter capital) of 50 percent or more – to the supervisory board (in the absence of a supervisory board – to the head of the enterprise).

Heads and employees of internal control units of territorial divisions and constituent organizations of state bodies and organizations shall be appointed by the heads of state bodies and organizations at the republican level, and their activities shall be coordinated by them.

5. Electronic registries of heads and employees of internal control units shall be maintained on the "E-anticor.uz" electronic platform, reports on anti-corruption work shall be submitted in electronic form, anonymous surveys shall be conducted, and the results thereof shall be published for the public.

### **Chapter 3. Requirements for Responsible Positions of Internal Control Units**

6. The following minimum requirements for work experience and professional competence shall be established for responsible positions in internal control units:

higher education in "law," "economics," "finance," "taxation," "audit," "systems analysis," "management," or "information technology";

at least 4 years of work experience in the relevant specialty – for the position of head of the internal control unit, and at least 3 years – for managerial staff, with priority given to experience in compliance and anti-corruption;

possession of a certificate confirming completion of special training courses in the anti-corruption field.

Specialists holding such certificates shall be included in the candidate pool for internal control units maintained by the Agency.

### **Chapter 4. Coordination of Appointment to and Dismissal from Positions of Heads and Employees of Internal Control Units, as well as their Disciplinary Prosecution**

7. Coordination with the Agency of appointments to positions of heads and employees of internal control units shall be carried out on a competitive, open, and transparent basis, on an alternative basis, in order to select and appoint the most suitable candidates with high qualifications, work experience, and professional competencies for vacant positions.

Coordination with the Agency of dismissals of heads and employees of internal control units shall be carried out to ensure the independence and impartiality of these units.

8. State bodies and organizations shall provide information to the Agency on the commencement and results of the competition stages.

Documents confirming the compliance of candidates with general qualification requirements shall be submitted. The Agency shall be notified of the date and time of the competition at least 3 days before it begins.

9. Appointment to positions of heads and employees of internal control units of state bodies and organizations shall be carried out in accordance with the Regulation on the Procedure for Conducting a Competition for Occupying a Position in the State Civil Service, approved by Decree of the President of the Republic of Uzbekistan No. UP-95 of June 19, 2025, this Model Regulation, and other legislative acts.

In business entities with a state share in the charter fund (charter capital) of 50 percent or more, heads of internal control units shall be hired based on an open competition conducted jointly with the Agency, and the conclusion of the commission based on the competition results shall be coordinated with the Agency.

10. The issue of dismissal of heads and employees of internal control units shall be coordinated with the Agency.

For this purpose, the head of the state body or organization shall submit to the Agency a submission for the dismissal of the head or employee of the internal control unit. The submission shall indicate the reasons and motives for the employee's dismissal, and shall be accompanied by documents confirming them (the employee's statement, information on violation of internal labor regulations, etc.).

11. If the Agency deems the reasons and motives for dismissing the head or employee of the internal control unit to be insufficient, including in the presence of information about their persecution, an interview shall be conducted with the head or employee of the internal control unit on this matter.

12. The following shall constitute grounds for the Agency to refuse coordination of the issue of dismissing the head or employee of the internal control unit:

when the reasons for dismissal are found to be insufficient;

when it is established that they have been persecuted for failing to perform tasks falling outside the scope of their assigned duties and responsibilities, or for performing the tasks and duties assigned to them.

13. The submitted documents shall be reviewed by the Agency within three working days, following which a letter on coordination of the dismissal of the responsible employee of the internal control unit, or on refusal to coordinate it, stating the reasons for the refusal, shall be sent to the respective state body or organization.

14. The issue of holding employees of internal control units disciplinarily liable shall be carried out in coordination with the Agency.

The head of the state body or organization shall submit to the Agency a submission for holding the employee of the internal control unit disciplinarily liable.

15. The submission shall include the following information:

the circumstances that constitute the basis for disciplinary action and their description;

materials of the internal investigation into the identified violation or deficiencies;

the employee's explanatory note, or an act of refusal to provide it;

the proposed type of disciplinary sanction.

16. The following shall constitute grounds for the Agency to refuse coordination of the issue of holding the head or employee of the internal control unit disciplinarily liable:

when the reasons for disciplinary action are found to be insufficient;

when it is established that they have been persecuted for failing to perform tasks falling outside the scope of their assigned duties and responsibilities, or for performing the tasks and duties assigned to them;

when the type of disciplinary sanction contradicts applicable law.

17. The submitted documents shall be reviewed by the Agency within three working days, following which a letter on coordination of holding the responsible employee of the internal control unit disciplinarily liable, or on refusal to coordinate it, stating the reasons for the refusal, shall be sent to the respective state body or organization.

## **Chapter 5. Application of Key Performance Indicators to the Activities of Heads and Employees of Internal Control Units**

18. Key performance indicators (KPIs) shall not be applied to the activities of heads and employees of internal control units.

Allowances arising from KPIs shall be applied to the maximum amount established for the relevant position.

19. Issues of reducing the KPIs for the activities of heads and employees of internal control units shall be carried out with the consent of the Agency.

20. The head of the state body or organization shall submit to the Agency a submission for reducing the KPIs for the head and employees of the internal control unit.

21. Grounds for reducing KPIs shall include:

violation of internal labor regulations;

improper performance of official duties or imposition of a disciplinary sanction;

incomplete implementation of the internal anti-corruption control system or its inefficient functioning;

failure to take measures to identify and eliminate corruption risks.

22. The supporting documents submitted by the state body or organization shall be reviewed by the Agency within three working days from the date of their submission, following which a letter on coordination of the reduction of KPIs for the head and employees of the internal control unit, or on refusal to coordinate it, stating the reasons for the refusal, shall be sent.

## **Chapter 6. Tasks and Functions of Internal Control Units**

23. The primary objective of internal control units is to implement and develop, within state bodies and organizations, as well as their territorial and structural divisions (hereinafter referred to as the "organization system"), an anti-corruption system that meets the requirements of the international standard ISO 37001:2025 "Anti-corruption management systems," to timely identify corruption manifestations and eliminate their causes and conditions, to prevent the commission of corrupt acts, to enhance the legal awareness and culture of employees to foster an intolerant attitude towards corruption, to organize preventive

anti-corruption measures, and to ensure the implementation of documents in the anti-corruption field.

24. The primary tasks of internal control units are as follows:

timely identification and prevention of corruption manifestations, elimination of their causes and conditions;

elimination of corruption factors in the provision of public services, prevention of petty corruption, including through digitalization and reduction of bureaucracy;

conducting anti-corruption expert reviews of departmental legal acts and submitting proposals to abolish identified corruptogenic norms;

taking measures to prevent conflicts of interest in public procurement, conducting preventive studies of public procurement;

regularly submitting electronic reports to the Agency on the anti-corruption work carried out;

cooperating with other organizations engaged in or participating in anti-corruption activities;

compiling a list of corruption risks in the relevant sector and field, ensuring the development and approval of measures to eliminate them;

submitting proposals to establish situational centers to enable internal anti-corruption control and identify corruption risks in state bodies and organizations;

conducting awareness-raising and informational work to foster an intolerant attitude towards corruption in the workplace, prevent conflicts of interest, and ensure compliance with ethical rules;

submitting proposals to disseminate and implement positive anti-corruption practices.

25. To fulfill their primary tasks, internal control units shall perform the following functions:

develop draft internal departmental documents aimed at implementing anti-corruption measures in the system of state bodies and organizations;

develop anti-corruption measures for state bodies and organizations and submit them to the head of the organization for approval;

develop proposals to eliminate identified corruptogenic norms in legal acts and internal departmental documents concerning the activities of state bodies and organizations;

assess draft anti-corruption measures developed by state bodies and organizations for compliance with the organization system's anti-corruption policy, their acceptability, and relevance, and provide opinions thereon;

submit specific proposals to the Agency to further effectively organize and improve anti-corruption activities in state bodies and organizations;

assess corruption risks in state bodies and organizations, develop action plans to mitigate identified risks based on the assessment results, and create a list of positions with high corruption risk within the organization;

collect information on the status and trends of corruption offenses in other public authorities to assess the likelihood of similar offenses being committed by state bodies and organizations;

analyze communications received from the organization's employees via special information channels regarding corruption risks and offenses, and ensure their review in accordance with the established procedure;

control the accurate and complete recording of information on service investigations of corruption facts in the registry of service investigations maintained in the state body or organization, or in another relevant document registering such investigations;

participate in analyzing conflicts of interest in public procurement and in the process of verifying the reliability of any legal or natural person entering into contractual relations with the organization (except for labor relations);

provide explanations and recommendations to employees of state bodies and organizations on anti-corruption matters;

analyze the performance results of special information channels designed for reporting corruption facts and communicate the analytical findings to the organization's employees;

monitor and control the implementation of tasks assigned to the organization under state anti-corruption programs;

ensure that the anti-corruption system within the state body or organization system complies with the requirements of the international standard ISO 37001:2025;

participate in developing the anti-corruption component of training plans for improving the qualifications of employees of state bodies and organizations;

develop training materials on corruption prevention for employees of state bodies and organizations, including those holding positions with high corruption risk;

control the conduct of anti-corruption training for all employees of the state body or organization according to the training plan, as well as their participation in such training;

participate in anti-corruption awareness-raising activities among employees and citizens;

ensure that information posted on the "Anti-Corruption" section of the official website of the state body or organization, as well as on its pages in social networks, is kept up to date;

monitor and control compliance by employees within the system of state bodies and organizations with the legislation of the Republic of Uzbekistan in the anti-corruption field and the organization's internal anti-corruption documents;

initiate and participate in internal investigations of corrupt acts within the system of state bodies and organizations;

review the impartiality and acceptability of decisions adopted by ethics commissions regarding conflict of interest resolution;

develop recommendations for improving the anti-corruption system based on the results of monitoring, internal investigations, and control measures;

organize conferences, meetings, seminars, competitions, and other events aimed at organizing anti-corruption work and enhancing the legal literacy of employees, in cooperation with the structures (persons) responsible for anti-corruption in the system of state bodies and organizations;

conduct checks to assess the compliance of the activities of state bodies and organizations with their internal anti-corruption documents and international standards;

conduct surveys among the public and employees to identify corruption manifestations and risks in the activities of state bodies and organizations;

control the proportionality and sufficiency of sanctions imposed on persons held disciplinarily liable for violating anti-corruption requirements and norms;

analyze information on the results of internal investigations into corruption facts within the organization in order to further improve the anti-corruption system;

monthly, within the first ten days of the following month, submit to the Agency and the head of the state body or organization a monthly report on the work done and measures taken in the anti-corruption field;

participate in the development of measures aimed at enhancing the legal awareness and culture of the population, fostering an intolerant attitude towards corruption in society;

send requests to competent authorities of foreign states for necessary information in accordance with the organization's anti-corruption tasks defined by law, and participate in responding to their requests;

develop proposals to engage foreign specialists to improve anti-corruption measures in state bodies and organizations;

cooperate with law enforcement authorities in carrying out measures to eliminate corrupt acts or investigate corruption offenses;

within their competence, conduct direct expert reviews and assessments of major investment projects;

jointly with the internal audit service, review the legality of public procurement of fixed assets and submit relevant written conclusions to the procurement commission;

control the adoption by state bodies and organizations of all types of internal orders and decisions, including minutes of commissions and councils established by resolutions, decrees, and orders of the President of the Republic of Uzbekistan, through the "E-qaror" system (publication therein);

identify bureaucratic procedures and corruption factors in the performance by state bodies and organizations of functions related to the provision of public services;

prepare information and analytical materials on bureaucratic barriers and corruption factors existing in the public service delivery sphere and system, develop and submit proposals to eliminate corruption factors, including through digitalization of the sector;

organize the activities of situational centers to enable internal anti-corruption control and identify corruption risks in state bodies and organizations, and develop proposals for their improvement;

conduct anti-corruption expert reviews of departmental legal acts, and based on the results, take measures to eliminate identified corruption factors or submit proposals to the head of the state body or organization to repeal them.

26. Assigning to employees of internal control units tasks that do not arise from their functions shall not be permitted.

27. Internal control units, in carrying out their assigned tasks, shall be subordinate and accountable to the Agency.

28. The tasks and functions of internal anti-corruption control units and their employees shall be approved by the employer in coordination with the Agency.

## **Chapter 7. Rights and Obligations of Internal Control Units**

29. Internal control units shall have the right, to perform their assigned tasks:

to request from employees of the organization in which they operate analytical materials, conclusions, statistical and other information on matters within their competence;

to seek and receive necessary assistance from the organization's employees within the scope of their official duties;

to conduct internal investigations on identified corruption offenses in the activities of employees of state bodies and organizations;

to submit proposals to the management of state bodies and organizations for improving the anti-corruption system;

to provide, within the scope of their activities and competence, written instructions, assignments, and recommendations to employees of the organization system;

to participate in meetings of state bodies and organizations concerning corruption issues;

to conduct inspections, request documents, and obtain written explanations from employees.

30. Internal control units shall have the following obligations:

to properly and effectively perform the tasks assigned to them by this Regulation and other legislative acts;

to strictly comply with the requirements of legislative acts and not to exceed the limits of their competence;

to immediately report directly to the higher authority, the Agency, and other law enforcement authorities regarding the detection of signs of a crime, particularly corruption facts, within the system of state bodies and organizations;

to submit memoranda to the organization's management regarding the violation of the state body's or organization's anti-corruption policy or the anti-corruption section of ethical rules;

monthly, within the first ten days of the following month, to submit to the Agency and the head of the state body or organization a monthly report on the work done and measures taken in the anti-corruption field.

31. Employees of internal control units shall participate in training courses or specialized seminars/training sessions intended for employees working in the anti-corruption field. Such training courses or specialized seminars/training sessions may be organized by the organization or by the Agency.

## **Chapter 8. Final Provision**

32. Persons found guilty of violating the requirements of this Regulation shall be held liable in accordance with legislative acts.

## APPENDIX 2

to the Order of the Director of the Anti-Corruption Agency  
of the Republic of Uzbekistan dated March 28, 2026 No. 84

### LIST

#### **of Departmental Normative Legal Acts Recognised as Abrogated**

1. Order of the Director of the Anti-Corruption Agency of the Republic of Uzbekistan dated September 6, 2021 No. 27 "On Approving the Model Regulation on the Activities of Internal Anti-Corruption Control Structures" (Registration No. 3319, September 8, 2021) (National Database of Legislation, 08.09.2021, No. 10/21/3319/0856).

2. Paragraph 1 of the Appendix to the Order of the Director of the Anti-Corruption Agency of the Republic of Uzbekistan dated April 11, 2025 No. 69 "On Introducing Amendments to Certain Departmental Normative Legal Acts of the Anti-Corruption Agency of the Republic of Uzbekistan" (Registration No. 3619, April 23, 2025) (National Database of Legislation, 01.05.2025, No. 10/25/3619/0399).