

**"STRAIGHTENING OUT THE BRAINS OF ONE HUNDRED":
DISCRIMINATORY POLITICAL DISMISSALS IN UZBEKISTAN**

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INTRODUCTION

Helsinki Watch is deeply concerned by dismissals from the workplace in Uzbekistan as a means of punishing and discouraging critical speech. Helsinki Watch representatives participated in a fact-finding mission to Uzbekistan in November and December 1992 to investigate reports of this and other violations of political and civil rights; this report is based on testimony taken during and subsequent to that mission.

In numerous public statements since becoming president of the Republic of Uzbekistan, Islam Karimov has expressed his intention to uphold international standards of human rights protection and to build a democratic state.¹ Sadly, however, his administration's commitment has been marred by serious violations of fundamental human rights, including freedom of speech, freedom of assembly, freedom of movement, and freedom from physical assault. (Helsinki Watch will be issuing a full report documenting these violations in the spring of 1993.) These abuses have been levelled particularly at members of the political opposition. In a speech before the Uzbekistan Supreme Soviet on July 2, 1992, President Karimov articulated his administration's attitude toward the opposition: "It is necessary to straighten out the brains of one hundred people in order to preserve the lives of thousands."

Discrimination in the Workplace

¹ With the dissolution of the Soviet Union in December 1991, the government of the Republic of Uzbekistan, like all signatories to the Minsk treaty creating the Commonwealth of Independent States, assumed the responsibilities of the Soviet Union to uphold the human rights provisions of the Conference on Security and Cooperation in Europe (CSCE) and other international human rights instruments to which the Soviet Union was signatory.

Discrimination in the workplace on the basis of political convictions is a violation of the fundamental right to free speech and free expression, enshrined in Article 19 (1 and 2) of the International Covenant on Civil and Political Rights (ICCPR). It guarantees that "everyone shall have the right to hold opinions without interference" and that "everyone shall have the right to freedom of expression; this right shall include freedom to seek, receive and impart information and ideas of all kinds." In addition, such acts violate the right to be free from discrimination on political grounds, guaranteed by Article 2(1) and Article 26 of the ICCPR. Article 29 of the newly adopted Uzbekistan constitution confirms that "everyone has the right to freedom of thought, speech and convictions."

Over the last year, at least four individuals who have or are believed to have expressed criticism of President Karimov or other public figures have lost their jobs and not been rehired as punishment for and deterrent to their political activities. These include, but are not limited to, leaders of the political opposition, primarily the banned Birlik (Unity) Popular Movement, and members of the Human Rights Society of Uzbekistan. For at least two others, political motives may have played a role in their being laid off or in their being unable to find alternate work.

Helsinki Watch is concerned about the dismissals first, because they are in direct violation of the fundamental right of free expression and freedom from discrimination; second, because the dismissals are punitive to the dependents of these individuals; and finally, because the dismissals have — and undoubtedly are meant to have — a chilling effect on freedom of expression throughout the republic.

The following individuals have been dismissed from their jobs over the last twelve months for political reasons:

1. Iadgar Obid: Poet and former consultant to the Writers' Union of the Republic of Uzbekistan. Member of the Birlik Popular Movement. Fired in March 1992.

2. Shukhrat Ismatullaev: Former associate professor, Toshkent (Tashkent) State University (TashGU). Co-chairman of the Birlik Popular Movement. Fired on September 25, 1992.

3. Marat Zakhidov: Former associate professor, Department of Applied Mathematics and Mechanics, Toshkent State University. Member of the Radical Party (Italy), the Party of Free Peasants of Uzbekistan, and the Human Rights Society of Uzbekistan. Fired on September 27, 1992.

4. Tohib Jaqubov: Former associate professor, Department of Algebra, Nizamiy Toshkent State Pedagogical Institute. Member of the presidium of the Birlik Popular Movement and a member of the board of the Human Rights Society of Uzbekistan. Fired on December 4, 1992.

The following individuals are believed to have been either fired or refused alternate work for political reasons:

1. Mikhail Ardzinov: Former deputy chief engineer, Republic Construction Trust. Deputy Chairman of the Human Rights Society of Uzbekistan. Fired on January 21, 1992.

2. Gulchekhra Nurullaeva: Poet and former secretary of the Uzbekistan Writers' Union. Former co-chairperson of the Birlik women's organization Tumaris. Fired on February 23, 1993.

In addition, Helsinki Watch believes that the arrest and incarceration of a number of political activists violate the right to be free from discrimination on political grounds, and are the functional equivalent of forcible unemployment.²

DISCRIMINATORY DISMISSALS

Iadgar Obid³

I am a poet. I was the poetry consultant to the Writers' Union of the Republic of Uzbekistan between 1973 and 1986. I went to Siberia for three years, but when I heard they were forming the Birlik Popular Movement in Uzbekistan, I returned in 1988 to work with Birlik and resumed my work at the Writers' Union.

The leadership of the Union looked unfavorably on my activity in Birlik. I'll tell you more about it when we meet in person. In short, when we created the Karabakh Committee (an adjunct to Birlik), their patience ran out. The Committee had a meeting on March 13, 1992. Twenty people from various political parties and organizations were taken in to the police and interrogated. They charged us and then let me go. The trial took place that same day. After the trial they indicated they were intending to rearrest me. The atmosphere was very tense.

I was fired that same week. When I got back from (my time in Tajikistan) I was not allowed back to work. The Writers' Union building was surrounded by police beginning March 14 and lasting about three days. At that time they began calling members of the Karabakh Committee in to the police station.

² At least four individuals active in alternative politics are currently in prison on politically motivated charges. Bobur Shakirov, a member of the organizing committee of the Milli Mejlis (National Council, a banned popular parliament), has been in a Tashkent jail without access to legal counsel since his arrest in August 1992. Khazratkul Khudoiberdiev, a member of the organizing committee of the Milli Mejlis and chairman of the Tashkent *oblast'* (region) chapter of the Birlik Popular Movement, has been in prison since mid-December, 1992. Both men are charged with violating Article 62 of the criminal code of the Republic of Uzbekistan ("attempted government overthrow"), which carries a maximum sentence of death. At least two other individuals (Otanazar Aripov and Olim Karimov, both members of Birlik) have also been charged with this violation.

Pulatjon Akhunov, deputy chairman of the Birlik Popular Movement, is now serving a year and a half prison term on charges of hooliganism and, according to unconfirmed reports, now may be facing additional (and, likely, fabricated) charges, lodged while he was in prison. Inamjon Tursunov, leader of the Farghona (Fergana) *oblast'* branch of the Democratic Party Erk, is now serving two years hard regime in prison for hooliganism, a charge which Helsinki Watch believes may be fabricated.

Abdulla Utaev, emir (chairman) of the banned Islamic Renaissance Party, was taken from his home in Tashkent in late December 1992. Although no independent confirmation has been available, Helsinki Watch believes Mr. Utaev may be in the custody of Uzbekistan law enforcement officials and that his disappearance may be politically motivated.

³ Helsinki Watch telephone interview, March 13, 1993.

Jomal Kamol, the chairman of the Writers' Union, gave the order for my dismissal. I never saw the order.

Mr. Obid sought and was granted political asylum in Azerbaijan, where he is currently living.

Shukhrat Ismatullaev⁴

I am a candidate of science, an associate professor, a laureate winner of the Lenin Komsomol prize for science, and the author of more than thirty scholarly works which have been published in Soviet and foreign publications. I am a consultant to the journal *Mathematical Review*, which is published in the United States, and am a member of the American Mathematical Society — one of only a few Uzbek mathematicians who have earned this honor, and one of the leading lecturers at the Mathematics Department at Toshkent State University.

The story of my dismissal is rather long. In April of 1991 the rector called me in to see him, and told me that he had received an order to fire me from work. I said then "I don't take care of my professional responsibilities, then there is a basis for such action, and please fire me." At the time it was said that of course there were no such grievances, that the command had come from above. I said I wouldn't ask for anything, and that I didn't even want to hear about the conditions. "If there is a basis for firing me, fire me; if not, don't." (The rector of the university) wrote a letter to the city council (I am a deputy) in which he asked for its consent to the dismissal. The city council maybe did not give its agreement, but for some reason the case stopped, and in April (1991) I was not fired.

In September 1992, I was asked to come to a meeting of the Academic Council of the university. (The issues) on the agenda (were) the socio-political situation in the Republic and strengthening labor and state discipline. I thought perhaps they were inviting me (to attend) as a deputy; above and beyond that I am a member of the council, the highest organ of the university. A half hour before the beginning of the council it became clear that the discussion here would be about the dismissals of myself and another deputy, Marat Zakhidov. When the council started, right away it was said that such-and-such events were developing in Tajikistan, a blood bath, and that in (our) republic there are forces that are also seeking an analogous path to these processes in Uzbekistan, that there is a group of people in the university who have these goals. One of them is Marat Zakhidov. A lot was said about him; the rector, Academician Tukhtamurad Juraev, spoke. He said "There is another such undesirable person: the enemy of the government Shukhrat Ismatullaev." The rector used just those words. The principal argument for calling us "enemies of the government" was the fact that Deputy Zakhidov published an appeal in the newspaper *Mustaqil Haftalik* (Independent Weekly) to the voters of the 36th district, who vote for our rector and the rector of the Technical University, deputies of the Supreme Soviet (of Uzbekistan). In his appeal he gave a short personal appraisal of both candidates.

⁴ Helsinki Watch interview, December 2, 1992.

Since I was the co-chairman of the Birlik Popular Movement, I was charged with not having prevented the publication of this appeal in Birlik's newspaper, *Mustaqil Haftalik*. That was the whole argument. Then several individuals made speeches. In the end they said that they supported the rector's proposal to dismiss Zakhidov and Ismatullaev from work. After five or six people spoke, I asked to speak in order to make some corrections. I said that first and foremost *Mustaqil Haftalik* is an independent newspaper, it is not an organ of Birlik, and that I couldn't have stopped it even if I had wanted to.

Then it was said that Zakhidov spends a lot of academic time on extracurricular things, including criticism of the president and so forth. I said that it was probably not possible to level such an accusation against me since I never divert any classroom time to extracurricular things. Then I asked the rector whether the administration had any comments or complaints about my execution of professional duties. He replied "No, there were no such comments to be made. However," he said, "if you speak about politics not during class but after class, during breaks, you might address that." Although I could comment in a general way about that, I said "No, I do not conduct political activities at the university."

After that a decision was reached to suspend us both immediately from conducting classes, and to turn [the matter] over to the corresponding councils [Soviets] — Supreme and City — since we are deputies, to ask for their agreement in dismissing [us] from work. Moreover, in their formulation [of the order] it was said that since blood is being spilled in Tajikistan and since representatives of the opposition are enemies of the state (this was said as a general statement, not only about us, but overall there was the concept of representatives of the opposition), it followed that they are enemies of the government and therefore they can't work in government institutions. After all, a government paying a salary to its enemies — it's not logical. The higher decision of the academic council was formulated on that basis.

After that, the statement of the academic council was handed over for discussion to the Commission of the Municipal Council on Legality and Law and Order. (In general, when the decision to fire a deputy from work or to bring him up on administrative or criminal charges is reviewed, the statements pass through this commission where supposed specialists assess it.) To make a long story short, no agreement to the dismissals was reached there. The discussion was stormy and the votes fell roughly like this: five for agreeing to the dismissals, and five for sending the deputy commission to the university to figure the whole matter out. In other words, no single proposition got more than half of the votes (a decision is made when they get more than half).

Now the next step in the review: the presidium of the city council. It should be noted that the decision of the commission is only a recommendation. The same arguments were raised in the presidium. There they all raced each other to support the proposal, and the decision to agree to the firings was agreed upon unanimously. One very important point: the chairman of the standing [postoiannyi] commission, Professor Pinkhasov, falsified the decision of the standing commission. I said that the commission had not given its consent, but he said that since the vote was five to five, and since among the "yes" votes was the

chairman's vote, and among the "no" votes (or those supporting a second review) was my vote (I am also a member of the commission), the commission considers it possible to consent to the dismissal. This, even though at the commission session it was made clear that there had been no consent.

Here is another curious point. It turns out that on August 15 the presidium of the city council, which had not allowed the proposal (with the request to dismiss) to get to the standing commission, itself gave permission for me to be brought up on criminal charges, a fact which I found out only about two months later: that there had been such a review, and that such consent had been given. This, even though by law it should have been with my participation, all the more so since it was an issue as serious as criminal charges.

This all happened on October 2; on October 12 (during that hiatus I had not been allowed to see any documents concerning my whole procedure) I was made acquainted with the order of my dismissal. It turns out that the order had been given on September 26, in other words, the very next day following the council (meeting). Even though it was stated that it is necessary to seek the agreement of the city council before receiving its consent, they already gave out the order.

I appealed to the Central Committee of the university trade union over a month ago but there has been no result yet. By law, it should have been reviewed in a month, but the case has still not been reviewed. The judge explains this by saying that they have asked for the appropriate documents at the university: the decision of the academic council and the order firing me from work. But the university is acting quite simply: it isn't sending any documents. They are also sitting there, too, not doing anything. This approach is inherent to our system. Let's say you were illegally sentenced to ten or fifteen days (in detention) or were fined 1,000 rubles; they are obliged to provide you with the decision of the court immediately, or at least by the next day. But our courts don't give out these decisions. In other words, you are deprived of the opportunity to protest the decision. You must protest within several days, but they don't give you the papers, you don't know the formulation, the phone number, you don't know anything. The ten days goes by and it's too late — the deadline has passed. In the same way the university is not giving out papers, and now this could drag on indefinitely.

The other side of the coin is that no one at the university hides any of this. Many of the people who participated in the academic council session have said to me in private conversations over the last few years "We are proud of you;" "Our people are lucky to have such sons;" "It's a good thing that we have you, Pulatov, Petrov, Ivanov;" "At least Uzbekistan won't fall prostrate in the mud in front of Ukraine, Lithuania, Moscow, Leningrad;" "If everyone had been silent the way we are being silent now, what would the world have thought of Uzbekistan? They would have compared us to cattle." In the best cases, these people were silent; some of them came forward, spoke out, supported (me). Now, after the academic council session, those same people are saying "We treated you piggishly, but on the other hand you have to understand the rector, too — after all, he was told "from there." That's the mentality.

Mr. Ismatullaev is currently facing charges of undermining the work of "government organs" (Article 62 of the criminal code of the Republic of Uzbekistan). Following his most recent interrogation at the Municipal Board of Internal Affairs, on February 23, Mr. Ismatullaev collapsed and was hospitalized. He is currently awaiting trial.

Marat Zakhidov⁵

I am an ordinary teacher, an associate professor at Toshkent State University in the Department of Applied Mathematics and Mechanics at Toshkent State University. I taught information technology, among other subjects. I worked there since 1974, before which I was a student and graduate student at Moscow State University in the Department of Mechanics and Mathematics. I used to be a member of the Communist Party. Today I cooperate with Crosslink International and Vision International, and am a member of the Radical Party, which is based in Rome, and of the banned Party for Free Peasants of Uzbekistan. This party does not function, however. I am also a member of the board of the Human Rights Society of Uzbekistan.

I was fired on September 27, 1992, the same day as Shukhrat Ismatullaev, who also teaches at TashGU.⁶ When Deputy Muhammad Solih resigned from the council of People's Deputies, his seat opened up. Two names were proposed: Akil Salimov, the former secretary of the Central Committee of the Communist Party for Ideology, and Rector Tukhtamurad Juraev. Salimov was a close friend of former President of Uzbekistan Rashidov. Once he was out, Salimov denounced him, but when he was rehabilitated he again came to his defense. He's no good [as a candidate.] Later his candidacy was removed anyway, I think. Juraev is a corrupt element. Nonetheless, he passed the vote. I was denounced as an enemy of the government, as being involved in anti-government activities. The order came from the leadership of the university, an order from above.

I was not even given the chance to speak out in my own defense. I was not offered alternate work, and I think it will be almost impossible for me to get other work. I did not turn to anyone to protest my dismissal. I knew it was pointless. Ismatullaev filed a suit, but I knew it would just be a waste of my time and nerves. It is terrible when they take away from you a crust of bread. I have to feed my family; I have two grown daughters and a ten-year-old daughter.

I was not fired for political reasons. In general I support the policy of the president. Why? Because I am for stability. I merely spoke out against the candidacies of two unworthy individuals. I am a watchdog. Those responsible for my dismissal are individuals surrounding the president.

Mr. Zakhidov is currently unemployed.

⁵ Helsinki Watch interview, March 10, 1993.

⁶ Mr. Ismatullaev states the date was September 25, not September 27, 1992.

Tolib laqubov⁷

I am an Associate Professor in the Algebra Department at Nizami Tashkent State Pedagogical Institute. I have worked there for the last twenty-nine years, including five years for graduate school and study fellowship at the Moscow State Pedagogical Institute. I taught mathematical logic, numerical systems and the theory of algorithms. I always worked with the Russian groups. It is important to understand this because they are considered the best: the Russian students, unlike the Uzbek students, were exempt from the obligation to spend four months each year picking cotton. I conducted the most serious courses. I have published ten articles in scholarly journals and two academic textbooks: one, in 1983, was published for students at pedagogical institutions, and the other one was given out for publication in 1988 and has been lying around at the typographer's ever since.

In February 1988 I became a member of the Birlik Popular Movement. That same year I began to be threatened by "the dark forces." After Shukhrat Ismatullaev's dismissal, it became clear that my turn was next. An associate professor called me in on Thursday, November 12, 1992. In a friendly conversation he said that it would be good if I relieved myself of my duties and moved to Jizak, where I am from, and that he and the other leaders of the Institute would help me find work there. It was clear that he had been put up to this. He and I had had the most friendly relations. After that conversation, I went to the rector (a former student of mine) to find out what was going on. He told me confidentially that in October the dean had come back in a rage following an appointment with Karimov in which Karimov had pointed me out and said he wanted me gone. The senior employees in the department told the dean not to do it, saying "the time will come when you will be ashamed for having acted so immorally." The associate professor said that the dean should at least sign a year contract with me (I had never had a contract before), and I left feeling heartened.

On Saturday they called me in to see the chairman of the department, Bakhadyr Tashpulatov. I get there, and there was the dean, the associate professor, and the chairman. The latter two are my former students. They repeat to me the same thing: go to Jizak and they will help me, or else I should sign a statement for the dean that I renounce all of my political activities. I said I would never do that, that I would go to the rector. I left quickly, and on November ninth I went to a meeting with the dean. The meeting was very genteel, and I stated that I was unclear about the origin of the [dismissal] order. He said, "No, it's not on our initiative," but gave me to understand that there was going to be a meeting soon about [employment] contracts, and that if the department votes against me the dean will be obliged to refuse to sign my contract — hinting at the fact that all of the department employees will be worked over. I left the dean knowing that pressure is being put on him, and he wants to fire me using the hands of the department workers.

⁷ Helsinki Watch interview, November 30, 1992.

At the next meeting, on November 11, five out of eleven people voted against me in a closed vote, but they kept me since I had the majority of the votes. Then the dean himself said that you can't vote for yourself, and proposed disqualifying my vote for myself, so the vote became five to five. So since the voting process had been violated, we had to do it again. A special social commission, in which the veterans' trade union participated, came to the conclusion that they cannot recommend signing a contract with me.

The work of the commission was transferred to the academic council at the Institute, which consists of about one hundred people. On November 19, the council unanimously voted to confirm the commission's decision. They stated that since Birlík opposed the government, I should not receive a government salary. The issue of my professional competence was never raised. I even began to question myself, thinking maybe they had some complaints, although I knew that I was one of the most respected lecturers. I asked the dean and the chairman of the department and the associate professor, and they all said that there couldn't even be a question of my professional incompetence.

Incidentally, in the summer of 1991, a KGB worker (he introduced himself) approached me and said that they would help me get my book published if I renounced my political views.

Mr. Iaқubov is currently unemployed. He has been subjected to interrogations by local law enforcement authorities in Toshkent on numerous occasions, although no charges have been brought against him.

POSSIBLY DISCRIMINATORY DISMISSALS

Mikhail Ardzinov⁸

I have worked for twenty-six years as an engineer, fifteen years of which I was deputy director of the Republic Construction Trust. I was fired on January 21, 1992. I'm a veteran, a specialist. I still have a long way to go to my pension — I'm fifty-five. Moreover, a lot of retired people work because they know someone, by pulling strings.

They couldn't get at me, either professionally or in any other way. When all this chaos started after independence, after the attempted August coup, they took advantage of this and got to me through lay-offs. Fine, but give me other work, as is required by law; but they don't give it. They laid off just me, the first time around. Later they laid off eight people, but found work for or offered new jobs to all of them except me.

I have sued them, and complained to my trade union. They say "We offered him work." They are lying — out-and-out lying. The trade union said they found no evidence of violations. The court concluded that I was fired legally.

I am deliberately not looking for a job now; if I do get a job, they'll say I already have work

⁸ Helsinki Watch interview, December 1, 1992.

and the issue will be dropped. In light of the illegality [of the matter], I am striving for legal restoration.

In July Mr. Ardzinov was held for nine days in administrative detention in the prison for special reception in Tashkent; no charges were brought against him. During his incarceration he began a hunger strike to protest what he identifies as his illegal arrest, and spent two days in the hospital following his release. At 2:30 a.m. on August 29, his apartment was damaged by a bomb attached to his door. Mr. Ardzinov reported to Helsinki Watch that in a private conversation with him the deputy chief of the municipal police, Lt. Colonel Muhammadjon Dekhqanov, acknowledged that the bomb had been planted at the instigation of individuals at his office.

Gulchekhra Nurullaeva⁹

I was elected a member of the presidium of Birlik in May of 1989. After that, we formed the women's branch of the movement, Tumaris. We used to meet in the offices of the Writers' Union, but eventually had to move. We kept moving from place to place because no one would allow Birlik members to use their space. As a result, in April 1992 Tumaris pretty much disbanded, although some women may still meet periodically.

I was elected secretary of the Writers' Union of the Republic of Uzbekistan in October 1991. I wrote four formal statements of protest to the president of the Writers' Union. The first was in response to the deaths of students in January 1992 (in Tashkent, shot by law enforcement officers during a riot to protest price increases). I also defended Abdumannob Pulatov and Vasila Inoiatova.¹⁰ I was brought a letter to sign to protest the fact that Birlik members were being held in jail. I signed. I was fired on February 23, 1993. The lay-offs at the Writers' Union began at the end of December 1992 when they let go about 100 of 140 members throughout the republic for economic reasons; almost none of them had any political affiliation. Then they dismissed me and two other people on the same day, two consultants, both with Birlik.

In January 1992 I decided to break with both Birlik and the Writers' Union; it was around the

⁹ Helsinki Watch interview, March 8, 1993.

¹⁰ Abdumannob Pulatov, chairman of the Human Rights Society of Uzbekistan and member of the central council of the Birlik Popular Movement, was kidnapped in Bishkek, Kyrgyzstan, by Uzbekistan law enforcement officials on December 8, 1992, and forcibly repatriated to Uzbekistan, where he was charged with violating Article 191-4 (2) of the Uzbekistan criminal code (protecting the "dignity and honor" of the president of the republic). On January 28, 1993, Mr. Pulatov was sentenced to three years of imprisonment, but was immediately released under amnesty. The charges apparently were falsified and numerous serious violations of due process took place in connection with his arrest and imprisonment. *See* Helsinki Watch press release, December 8, 1992.

Vasila Inoiatova, secretary of the central council of the Birlik Popular Movement and a member of the Human Rights Society of Uzbekistan, was charged with the same violation. On February 26, 1993, she was sentenced to two years of imprisonment, but also was immediately released under amnesty. Helsinki Watch believes the charges were brought against both Mr. Pulatov and Ms. Inoiatova for political reasons. *See* Helsinki Watch press release "Human Rights Observers Harassed at Trial of Uzbek Political Activist," March 1, 1993.

time Birlík members went on a hunger strike. I sent in statements of resignation to both of them, but both of them refused (to accept them). They didn't want to let me go. The first secretary of the Writers' Union called me in January 1992 and gave me a terrible tongue-lashing. The Writers' Union wanted me to come over to their side. The first secretary told me I must cut all ties to Birlík. I said no. From that time on I began not to be liked at the Union. I was fired only because of Birlík; my feminine intuition tells me that. They never do anything so openly. With the lay-offs, they found their moment to get rid of me.

Mr. Nurullaeva is currently unemployed.

RECOMMENDATIONS

To the Government of Uzbekistan:

- Guarantee free speech and freedom from discrimination on political grounds to all residents of the republic.

To Authorities at Tashkent State University:

- Release immediately all documents pertaining to the dismissals of Shukhrat Ismatullaev and Marat Zakhidov to the proper authorities at the university trade union, to the judge presiding over Mr. Ismatullaev's criminal case and to the defense and prosecution lawyers involved in the case.

To Authorities at Nizami Tashkent State Pedagogical Institute:

- Provide Tolib Iqubov with all documentation concerning his dismissal, and allow him to appeal the decision.

To Authorities at the Writers' Union of the Republic of Uzbekistan:

- Investigate allegations of the discriminatory dismissals of Iadgar Obid and Gulchekhra Nurullaeva, provide them with all documentation concerning their dismissals, and allow them to appeal the decisions.

To Authorities at the Republic Construction Trust:

- Investigate allegations of the discriminatory dismissal of Mikhail Ardzinov, provide him with all documentation concerning his dismissal, and allow him to appeal the decision.

* * *

This newsletter was written by Erika Dailey, a Helsinki Watch Research Associate. Alexander Petrov, a Helsinki Watch Associate, provided invaluable research support and Christina Derry, a Helsinki Watch Associate, supplied essential technical assistance. The newsletter was edited by Lois Whitman, Deputy Director of Helsinki Watch.

Helsinki Watch was established in 1978 to monitor domestic and international compliance with the human rights provisions of the 1975 Helsinki Accords. The chair of Helsinki Watch is Jonathan Fanton and the vice chair is Alice Henkin. Jeri Laber is executive director; Lois Whitman is deputy director; Holly Cartner is staff counsel; Erika Dailey, Rachel Denber and Ivana Nizich are research associates; and Pamela Cox, Christina Derry and Alexander Petrov are associates.

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Helsinki Watch is affiliated with the International Helsinki Federation in Vienna, Austria. Helsinki Watch gratefully acknowledges grants from the Carnegie Corporation of New York, the Nathan Cummings Foundation, the John Merck Fund, and the Rockefeller Family Associates in support of its work on human rights in the former Soviet Union.