

ISSUES OF PROTECTION OF LABOR RIGHTS OF EMPLOYEES IN CIVIL PROCEEDINGS

Tadjibaev Bobur Ganisherovich

Law Enforcement Academy graduate listener

ANNOTATION

the legal basis for protecting the labor rights of workers in civil proceedings, the procedural status of workers and other participants in the consideration of labor disputes, their rights and obligations, judicial practice in cases of labor disputes, the legislation of the CIS countries on the consideration of labor disputes was studied and proposals were developed to improve legislation in order to effectively protect the labor rights of workers in civil proceedings.

Before expressing an opinion on the protection of the labor rights of employees, first of all, the legal relations of Labor, their subjects, the rights of employees, their protection form and understanding concepts like Styles depends on them it is necessary to understand the aspects slightly. The concept of Labor Relations is described in some legal literature as "a legal attitude to Labor is a legal attitude to the application of employee labor in an Enterprise, Institution, Organization." In order to more fully illuminate the concept of labor relations, it is given the following: "there is a -based relationship between an employee and an employer about the performance of the employee's Labor function for a fee, subordination of the employee to the rules of the internal Labor order, and the employer executes the norms of labor law, collective agreement, agreements" can be described as . The range of subjects of Labor Relations is wide-ranging, and the direct subjects of such relations are the employee and the work many other entities are also involved in the organization of Labor, the regulation of Labor Relations, without being the employer (employees and employers are representative bodies, local and other government agencies, etc.). Each of them occupies a specific legal position. Organization of Labor Relations, by the state bodies with special powers (which are not considered subjects of labor relations) are also involved in this area, although they do not have direct labor rights and obligations in their regulation and their legal status is due to the relevant laws and other law regulated by documents. The most numerous

subjects of labor relations are attended by Citizens (employees). Zeroth, to labor at the moment the main majority of the decent population realize their human potential by hiring and working, earn income and make a living. Not every citizen can become a subject of Labor Law (Labor contractual relations), and for this, labor law and, in some cases, legislation on other branches imposes certain requirements on the citizen and applies to these requirements only if it meets (criteria) will a citizen be able to obtain the status of an employee, become a subject of employment contractual relations. In enterprises and organizations, regardless of the form of ownership hired (concluded an employment contract) working citizens employees is referred to as. An employee, it is from a position that he works, functions or occupies in a particular enterprise on the basis of recruitment (conclusion of an employment contract) regardless, (from guard to Hired CEO) is made up of any citizen. In the new edition of the Labor Code of the Republic of Uzbekistan in connection with its adoption, we can see that some concepts related to labor relations have been given a broader definition. In particular, in the code in the old Ed. to the concept of an employee "Citizens of the Republic of Uzbekistan who have reached the specified age (Article 77) and entered into an employment contract with an employer, as well as a foreign El citizens and stateless persons may be subjects of Labor Relations". In Article 19 of the code in the new edition to the concept of employee a somewhat broader definition is given, according to which the right to work is who has the ability and the ability to behave, has reached the specified age as well as Uzbekistan, which has entered into an employment contract with the employer Citizens of the Republic, as well as foreign citizens and stateless persons, can be employees. The right of a person to work as a novelty in this norm and it can be admitted that there is a capacity for treatment. In its place, to have labor rights and obligations capacity (right to work) as well as the possession of the rights of a citizen (individual) to work through his actions and to carry them out, to receive labor obligations for oneself and the capacity to perform them (work-related treatment capacity) Equally for all citizens of the Republic of Uzbekistan are recognized. Foreign citizens, stateless persons, if otherwise in the legislation or international treaty of the Republic of Uzbekistan unless provided for by the rule, the same as the. the right to work and

the right to be treated by the citizens will have. Employee's right to work and treatment capacity it is ten it occurs at the same time from the moment of reaching the age of six. While the concept of the employer as one of the other main subjects of Labor Relations is not given a generalized definition in the codes of the old and new editions, however, it is indicated who will be the employer. In the new code, the scope of these subjects is indicated in some way grouped, depending on their common signs, as opposed to the old code. For example, in the old code, enterprises, including their if the individual structural divisions are indicated in a group grouped together, the new Code provides for organizations and their branch, representative office and the structural divisions are listed separately. Also, if the old code specifically states individuals and individual entrepreneurs, the new code defines individuals as a common subject in a group, and Article 19 states In Part 4, 3 categories of individuals are listed separately < BR >

Basic labor rights of employees in our new legislation significant changes can be seen in the reflection. Article 14 of the old code contains 9 Main articles of employees while the rights are specified, Article 21 of the new code lists 12 basic rights, employees have the following rights in labor relations: conclusion, Amendment and termination of the employment contract in the manner and conditions established by this code and other laws; employer with work stipulated in the employment contract provision by; to the place of work corresponding to the requirements of labor protection to have; salary on time and in full volume in accordance with its qualifications, complexity of Labor, quantity and quality of work performed get; limit the duration of working hours, in some professions and to set reduced working hours for employees in categories, weekly weekends, non-working holidays, also provided by issuing annual Labor holidays rest; having working conditions that meet safety and hygiene requirements, as well as working conditions in the workplace and full and reliable about labor protection requirements information retrieval; training, retraining and professional development in accordance with labor legislation, other legal acts on Labor, an employment contract; merger into trade unions and other organizations to represent and protect their labor rights, freedoms and legitimate interests; obtaining information about the

collective agreements and the collective agreement, as well as the fulfillment of their terms, including through their representatives; compensation and compensation of moral damage caused to the employee in connection with the performance of labor duties in the manner prescribed by labor legislation; own labor rights, freedoms and legitimate interests protection by all means not prohibited by law; the resolution of labor disputes in the manner prescribed by this code, other laws. This article is not reflected in the old legislation, however in practice, it can be seen that the category of basic rights of existing employees has been expanded. In particular, in the manner prescribed by the legislation, as well as in the terms conclusion, Amendment and termination of an employment contract; employer with work stipulated in the employment contract provision by; to the place of work corresponding to the requirements of labor protection to have; it can be indicated that the team has the rights to obtain information about the agreements and the collective agreement, as well as the fulfillment of their terms, including through their representatives. In addition, in Part 2 of Article 21 of the code, the employee is subject to labor legislation, other legal acts on Labor other rights in accordance with the documents and the employment contract it is especially noted that there is no such norm in the old code, which should be taken into account. At the same time, the rights of employees in labor law and the Institute for the protection of legitimate interests new norms it should be recognized that it is enriched with. Because, such rules the old labor code is not particularly reflected, the mechanisms for its implementation are not covered

REFERENCES

1. Ўзбекистон Республикаси Конституцияси. Қабул қилинган сана 30.04.2023, Кучга кириш санаси 01.05.2023. <https://lex.uz/docs/6445145>
2. Ўзбекистон Республикасининг Фуқаролик процессуал кодекси. Қабул қилинган сана 22.01.2018, Кучга кириш санаси 01.04.2018. <https://lex.uz/docs/3517337>
3. Ўзбекистон Республикасининг Меҳнат кодекси (эски тахрир) Қабул қилинган сана 21.12.1995, Кучга кириш санаси 01.04.1996 Хужжат кучини йўқотиш санаси 30.04.2023. <https://lex.uz/docs/142859>

4. Ўзбекистон Республикасининг Меҳнат кодекси (янги таҳрир).

Қабул қилинган сана 28.10.2022, Кучга кириш санаси 30.04.2023.

<https://lex.uz/docs/6257288>

Ўзбекистон Республикасининг Маъмурий суд ишларини юритиш тўғрисидаги кодекси, Қабул қилинган сана 25.01.2018, Кучга кириш санаси 01.04.2018. <https://lex.uz/docs/3527353>