

PROTECTION OF LABOR RIGHTS OF EMPLOYEES

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ANNOTATION

The employee is other than the one provided for in these MK or other laws self-defense of performing work or actions even in cases has the right to refuse in order to do. The employer, the representatives of the employer, the employees themselves he does not have the right to make money on his own protection. Employer, representatives of the employer to the self-defense of employees does not have the right to monelik. (MK 532-m Also in Article 534 of the CC, the law on Labor, other legal acts on labor, as well as the scope of competent state bodies carrying out state control and inspection over compliance with the rules of labor protection is defined. Among the authorized state bodies carrying out state control and inspection in this direction, the Ministry of employment and Labor Relations of the Republic of Uzbekistan, the prosecutor's office, the competent state bodies on compliance with the requirements for the unbiased conduct of work in certain areas of activity (state energy control, state sanitary and epidemiological supervision, state control over compliance with industrial, nuclear and In addition, although MKda is not specified separately, The representative for Human Rights (Ombudsman), representatives for the protection of women's Rights also carry out state control and inspection in order to protect the labor rights of certain employees based on their competence and areas of activity can perform. In accordance with article 539 of the CC, labor legislation, other legal acts on Labor and labor protection public control over compliance with the rules of implementation "on public control"of the Republic of Uzbekistan In accordance with the law, public control is carried out by the subjects. Citizens of the Republic of Uzbekistan, citizens ' self-government bodies, as well as NGOs, the media are subjects of public control over compliance with labor legislation, other legal acts on Labor and labor protection regulations. Compliance with labor legislation, other legal acts on Labor and labor protection rules public control over public councils, commissions and other public organization in accordance with legislation can also be done by structures. Trade unions are special subjects of public

control over compliance with labor legislation, other legal acts on Labor and labor protection regulations.

The resolution of labor disputes in the protection of labor rights of employees is one of the most important and basic processes is. It is worth noting that the resolution of labor disputes is complicated due to the difference in the status of the employee and employer. Officer being in subordinate status, it is not always ready to provoke a dispute with the employer. The reason is that the dispute was provoked then deprived of the opportunity to continue Labor Relations while their rights are being violated for the existence of the possibility of being, refrain from taking any action against it. This determines the hidden nature of violations in labor-related relations. At the same time, the concept of labor disputes can be attributed to the fact that in the process of Labor Relations occurs between the employer and the employee, as well as it is defined as disagreements that are considered and resolved by the competent authorities controlling the labor sector. Article 541 of the MK defines it as follows according to, between the employer and the employee or employees (their representatives) and among employers (their representatives) there is a law on Labor, other legal acts on Labor and labor protection rules, on issues of applying an employment contract, as well as the establishment or existing of new labor terms unregulated disagreements on the issues of changing the terms of Labor are labor disputes. Labor disputes are individual, depending on the composition of the subject or it can be collective. On the following issues between the employer and the employee unregulated disagreements are individual labor disputes: labor legislation, other about labor application of legal documents and labor protection rules, employment contract; setting new conditions of individual labor for the employee or the existing individual terms of labor (including labor remuneration). Individual labor disputes also include the following disputes: the dispute between the employer and the person who was previously in a labor relationship with the employer in question; employment contract with the employer and the employer in question a dispute between a person who has expressed a desire to form, if the employer refused to hire this person. Between employees (their representatives) and employers (their representatives) : setting new labor conditions or existing labor

conditions (including remuneration) on change issues; agreed with representatives of employees in accordance with the collective agreements, the collective agreement, as well as the legislation other legal documents about labor to be accepted without on matters of composition and modification; labor legislation, other about labor legal documents and labor protection rules unregulated disagreements over application issues are collective labor disputes. To the nature of the claim, depending on the method of settlement of labor disputes and may have an undisputed character.

Individual and collective with the nature of the claim disputes are considered in the bodies that consider labor disputes. On the basis of the voluntary consent of the parties at any stage of consideration of labor disputes of the nature of the claim, they are in order to achieve a mutually acceptable solution, the procedure for eliminating the dispute with the help of a mediator can be applied. Setting new labor conditions and existing labor conditions changes (including remuneration), collective bargaining agreements, collective bargaining agreements, or employees in accordance with legislation internal, which is accepted in agreement with representatives collective and individual labor disputes arising on the issues of drawing up, changing documents are of an undisputed nature disputes that have (disputes about interest) are included in the sentence. Collective and individual with undisputed character labor disputes through the use of reconciliation-mediation procedures or conflict regulation procedures with the assistance of a mediator is solved. The procedure for considering individual labor disputes (individual labor disputes of the nature of the claim) is established in the CC, and the procedure for hearing cases at the stage of hearing labor disputes in court is also established in the civil procedural code of the Republic of Uzbekistan. Setting new employment conditions for an employee or existing individual labor on changing the terms of Labor disputes (individual labor with undisputed character disputes) settled by the employer and the trade union committee are. Labor disputes according to their characteristics include a number of it is established by the authorities that the review will be resolved, and in this case it is fast and correct by which organ they are considered to determine the time and saving of funds, the dispute is timely it is seen

and serves to make a decision on legality. In accordance with article 545 of the current CC, individual labor disputes are considered by commissions on labor disputes as well as by courts. The employee has the right to appeal to the commission on labor disputes or directly to the court at his own choice in order to resolve the labor dispute.

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