

## STEPS OF IMPROVING THE LABOR LEGISLATION OF THE REPUBLIC OF UZBEKISTAN AND INTERNATIONAL EXPERIENCES

**Ismoilov Khudoyor Sul-tonboy o'g'li**

*The student of Khorezm school of law*

**Otayeva Shakhlo Shavkatovna**

*The student of Khorezm school of law*

**Abstract:** *This article provides a brief overview of the stages of improvement of labor legislation in the Republic of Uzbekistan, as well as the influence of international experiences on the activity of the labor legislation of Uzbekistan and their interactions.*

**Keywords:** *labor, labor code, ILO (International Labor Organization), international experience.*

Improvement of labor legislation in the Republic of Uzbekistan and further development of its activity by law. All regulatory legal documents on labor in the Republic of Uzbekistan - Resolution of the Cabinet of Ministers No. 258 of July 6, 1995 "On the introduction of a new labor register in the Republic of Uzbekistan", Labor Code of the Republic of Uzbekistan (1996), on "Labor Protection" Law of the Republic of Uzbekistan, Decision No. 349 of the Cabinet of Ministers of the Republic of Uzbekistan dated May 10, 2018 "On additional measures to eliminate forced labor in the Republic of Uzbekistan", December 31, 2018 "Ministry of Employment and Labor Relations of the Republic of Uzbekistan Resolution No. 1066 on measures to improve the activity of the Republic of Uzbekistan and other regulatory legal documents are aimed at ensuring the rule of law in the implementation of labor activities in the Republic of Uzbekistan, as well as comprehensive protection of the interests of citizens in labor activities. Labor laws protect the interests of workers. It is also produced in order to strengthen their protection.

In the Legislative Chamber of the Oliy Majlis, the Committee on Labor and Social Affairs, in cooperation with the Parliamentary Commission on Ensuring Citizens' Guaranteed Labor Rights and the Council of the Federation of Trade Unions of Uzbekistan, organized a roundtable discussion on "Labor protection in agriculture, industry and trade: national and international experience, future plans".

Conventions of the International Labor Organization (ILO) ratified by Uzbekistan are also important.

In this regard, the Decent Work program for 2017-2019, signed between the Republic of Uzbekistan and the International Labor Organization, as well as the additional measure on the implementation of the conventions of the International Labor Organization ratified by the Republic of Uzbekistan in 2018-2020, approved by the decision of the Cabinet of Ministers on May 31, 2018 "On events" document is important.

The main way to improve the system of protection and provision of labor rights of citizens in order to ensure strict compliance with the rules of labor and labor protection, labor hygiene in industry and trade, agriculture, construction and all other economic and social spheres. The following are defined as problems. In addition to traditional methods, the introduction of an effective mechanism for consultative and methodological assistance to employers based on warning, address and non-standard approach aimed at identifying, analyzing and preventing factors that lead to violations of labor legislation, etc. In fact, the experience of the Republic of Uzbekistan in labor legislation is also being presented to the international community, including: the experience of Uzbekistan was heard at the regional session of the International Labor Organization on Europe and Central Asia on July 2, 2020.

The new Labor Code, scheduled to enter into force on April 30, 2023, is important because it aims to regulate the existing gaps, shortcomings and unclear situations in labor relations, as well as new institutions in labor relations.

For more than a quarter of a century, the current labor code has been considered a priority law in labor relations and has served to regulate the relations between the employer and the employee.

However, it should be noted that in some places, as a result of limiting the rights and freedoms of employers while protecting the rights of employees, it has had a negative impact on the development of business entities.

Also, due to the need to introduce new necessary mechanisms based on the interests of the state and society when the time comes, there were cases of circumventing the rules defined as "not allowed" and "impossible" in the Labor Code, as well as the rights and interests of employees. .

#### NEW LABOR CODE...

So, can the implementation of the new labor code eliminate the above situations?

In our opinion, there are sufficient grounds to overcome the existing problems.

First, the state, as the main reformer, is renewing legal mechanisms to ensure the rule of law in labor relations, and the balance between all employees and the employer, regardless of the form of ownership.

It should be emphasized that, taking into account the wide scope of labor relations, inter-sectoral reforms were carried out first. As an example of this, legislation and regulatory documents aimed at regulating education, medicine, and special sectors of production, as well as protection of those in need of social protection, have been developed.

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