

**CONCEPTUAL FOUNDATIONS OF LABOR RELATIONS AND THEIR  
IMPROVEMENT IN OUR COUNTRY**

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**Abstract:** *This article provides information on labor relations, labor legislation and the conceptual basis of their improvement in our country.*

**Key words:** *labor law, national labor law, labor code, minimum wage, working hours, vacations, overtime pay, unemployment protection, protection from dismissal.*

Acceleration of improvement of labor legislation due to rapid processes in the field of social and labor,

1. It seems appropriate to develop the concept of national labor legislation taking into account the prospective development of the national economy.

2. It is necessary to clearly define the scope of the Labor Code.

Currently, TC (minimum wage, working hours, holidays, overtime, unemployment protection, protection from dismissal, etc.) and other social laws (pension and health insurance, labor protection and industrial injuries, etc.)

3. Taking into account the wide spread of non-standard forms of employment, it is necessary to introduce the concepts of temporary and seasonal workers, home workers, remote workers, etc. into the labor legislation. At the same time.

it is necessary to extend to them all the social guarantees provided by the law for permanent employees.

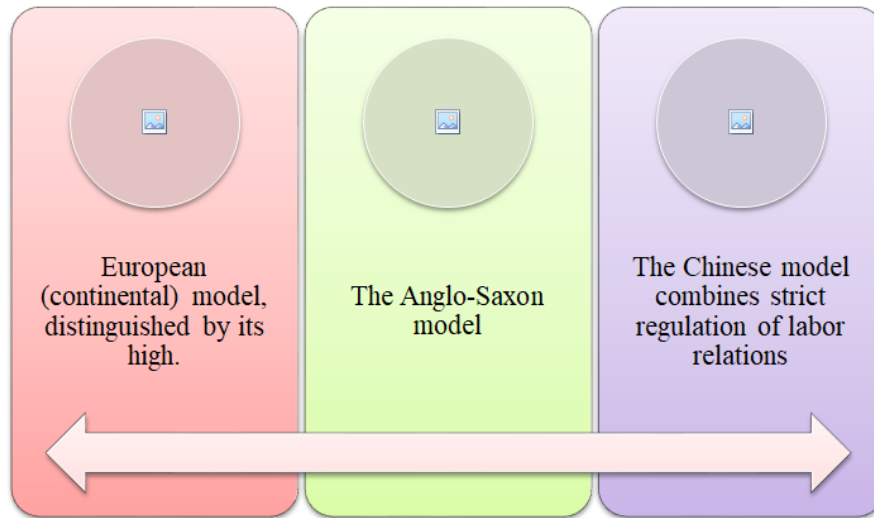
4. It is necessary to include the concept of "conditional labor" in the labor legislation,

This not only exists, but is quite widespread in Uzbekistan's labor markets, especially in the informal sector.



Currently, researchers distinguish three models of regulating labor relations:

**Models of regulation of labor relations**



- European (continental) model, distinguished by its high.

The level of legal protection of the employee, strict labor law standards aimed at maintaining existing jobs;

- The Anglo-Saxon model (Great Britain, USA, Australia, New Zealand) is characterized by a further convergence of labor and civil relations.

- The Chinese model combines strict regulation of labor relations, relatively high social protection of workers in the public sector and the complete absence of private and legal regulation of concession networks;

It is necessary to pay attention to the detailed study of the problems related to the labor contract, the main institution of labor law. Today, the opportunities of the employment contract are not fully used. Based on the specific features of the employment contract, the purpose and opportunities for legal registration and observance of the interests of the parties to labor relations is the organization of work. In this regard, there is a need for:

- a) giving definitions of the concept of "employment contract",
- b) identify and determine the differences between employment contracts and civil legal contracts;
- b) to determine the circumstances of concluding civil-legal contracts
- c) determining the scope of social guarantees for employees who perform work under a civil-legal contract, but did not participate in its conclusion;
- d) strict definition and expansion of mandatory content requirements

It is an employment contract that provides for the description of the employee's labor functions and other important working conditions not provided for by the current labor legislation. This measure seems necessary because not all employers have detailed information.

- e) it is necessary to eliminate contradictions that arise in practice when concluding fixed-term labor contracts.



f) it is necessary to develop measures and deadlines for gradually stopping the maintenance of labor records. In this case, it is necessary to determine the list of documents,

g) it is necessary to resolve issues related to passing the trial period; for this, it is necessary to include a requirement that the employer must confirm with objective evidence the reasons why the employee did not pass the test;

z) development of the regulatory framework for labor regulation.

The following should be reflected in this methodology:

First, the model structure of the labor resources, employment and employment balance of the Republic of Uzbekistan. In order to eliminate possible difficulties in determining the future, this sample structure should reflect the name of the indicators, their calculation algorithm, the balance of the report, the estimate (for the current year) and the balance of the forecast (for the next year).

Also, in the lines of the model structure: the number of labor resources, that is, the number of economically active and economically inactive population by types; labor supply and demand and the difference between them (balance "+" or "-") by types; there should be a level of employment of the population in the cross-section of categories.

Second, the scheme of providing information for the formation of the balance of labor resources, employment and employment of the population. In this scheme, it is advisable to clearly indicate the content (name) of the information, the name of the ministry and office providing the information, the period of providing the information, and where it is being provided.

Third, the organizational scheme for developing the balance of labor resources, employment and employment of the population. The scheme should include the name of the measures, implementation stages and deadlines, as well as organizations responsible for implementation, and should be in the following four areas:

- formation of information base;
- development of the balance sheet;
- development of forecast balance;
- their application in practice.

After the model structures and schemes mentioned above have been developed and approved, the official ministries and agencies of the republic should develop a report balance of labor resources, employment and employment of the population in the Republic of Uzbekistan based on these structures and schemes.

Also, in addition to the balance sheet, it is necessary to develop a forecast balance sheet for the next year of labor resources, employment and employment of the population by the official ministries and departments:

- population forecast indicators (demographic forecast);
- reporting balance of labor resources, employment and population employment;
- forecast parameters of development of socio-economic and economic network of the republic and regions;



- forecast indicators of graduates of educational institutions entering the labor market;
- information on the assessment of personnel needs in the networks of state and economic management bodies is used.

In conclusion, it can be said that through the development of the above-mentioned methodology and its implementation, a comprehensive, qualitative and objective analysis of labor resources, employment and employment of the population, young people entering the labor market for the first time, employment ground is created for raising the level. This allows to use in the development of projects of the program of creation of jobs and employment of the population every year, and to increase its effectiveness in practice.

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