

THE CONCEPT OF WORKING TIME AND ITS TYPES IN UZBEKISTAN

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Annotation: This article is about the most important aspects in legal system for every person who works for government. It is illustrated with examples and articles from Labor Code and constitution of the Republic of Uzbekistan.

Key words: Criminal Code, employee, employment contract, period of working, working hours, Labor Code.

The concept of working time is defined in Article 114 of the Criminal Code of the Republic of Uzbekistan.

The concept of working time is defined in Article 114 of the Criminal Code of Republic of Uzbekistan. In the use of working time, the time actually worked by the employee, as well as some (periods of idleness through no fault of the employee) that are included in the working time, even if the employee was not busy with performing the specified work within the period of working time, donation, dismissed and later reinstated ,etc periods are equal to working time and employee is paid for this time in the prescribed manner.

Working time is the time when an employee must perform his work duties in accordance with the work order or schedule or the terms of the employment contract. The following types of working hours are provided for according to the Labor Code of the Republic of Uzbekistan:

Working time

1. *Normal*
2. *Shortened*
3. *Incomplete*

The requirements to comply with the norms of working hours established by legislation apply to all enterprises, regardless of form of ownership, as well as to the individuals who use the labor of hired employees.

For example: in enterprises that operate on the basis of a five day work week with two days off, usually such a regime is introduced, in which

employees are engaged in eight-hour daily work. In most cases, in enterprises whose activity is based on a six-day work week with one day off, five days of seven hours and one day of five hours are defined.

Reduced working hours.

For some categories of employees, taking into account their age, state of health, working conditions, specific characteristics of work tasks and other circumstances, a reduced period of working time is determined without reducing the remuneration for work.

The list of such employees is provided for in the second part of Article 116 of the Labor Code of the Republic of Uzbekistan, according to which, reduced working hours are granted to persons under the age of eighteen, disabled persons 1 and 2 groups, who have children under the age of three, at the expense of the budget. It is defined for women working in financially supported institutions and organizations, employed in jobs with unfavorable working conditions, and employees in jobs of a special nature.

According to Article 14 of the Law of the Republic of Uzbekistan "On Labor Protection" (new version), certification of workplaces on working conditions- working conditions, work process at workplaces assessment of compliance with the requirements of regulatory documents and regulatory legal documents in the field of technical regulation on labor protection issues of weight and density and their danger in terms of injury, harmful production factor and dangerous production is a set of activities to determine the factor.

The specific procedure for attestation of labor is specified in the regulation "On the procedure for attestation of workplaces regarding the risk of injury of working conditions and equipment.

Employees in jobs with a special tone include employees whose work involves high levels of emotional excitement, mental stress, and nervous tension. Their list and the limit of the period of reduced working hours are approved by the decision of the Cabinet of Ministers of the Republic of Uzbekistan No.133, adopted on March 11, 1997, and all medical workers and pedagogues who are allowed to engage in medical or pedagogical activities it is required the period of time does not exceed 36 hours per week.

Part time work

Part time work covers part time working days or part time working weeks. An employee's work schedule is considered part time only if the duration of the working day and the number of working days per week are reduced. During a part time working day, the norm of the working time

period is reduced, that is, the employee works less time than the time specified in the internal procedure or work schedule of this enterprise.

For example: when the normal period of working time is valid, instead of eight hours, the employee, say, only six, five, four hours and even less.

Part time working hours are determined by agreement of the parties to the labor contract. In a part time working week, the number of working days.

Part time working time is a part of normal or reduced working time, the duration of which is determined based on agreement between the employee and employer, and in proportion to the time for which the salary was earned the employee is paid and in case of work, it is paid according to the fixed price for the work actually performed.

Working time mode

In Labor law, working time regime means the distribution of working time for employees with a specific calendar period (day, week, month.)

The concept of working time regime includes the following components: the duration of the daily working time, the start and the end of time, the time of work breaks, the number of shifts during the day, and the alternation of working days and non-working days, employees the order of transition from shift to shift rules of internal labor procedure in the enterprise, etc.

The working time regime for employees is determined in the local regulatory documents of the enterprise; it is determined by the agreement of parties to labor contract. The set working regime, on the one hand, ensures the fulfillment of the tasks assigned to the enterprise, and on the other hand, the observance of the working time period set for each employee in the legal documents, local regulatory documents or labor contract implies that it will be done.

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