
**EUROPEAN INTERNATIONAL JOURNAL OF MULTIDISCIPLINARY
RESEARCH AND MANAGEMENT STUDIES****VOLUME03 ISSUE04**DOI: <https://doi.org/10.55640/eijmrms-03-04-11>

Pages: 65-70



**INTERACTION OF THE REPUBLIC OF UZBEKISTAN WITH THE INTERNATIONAL LABOUR
ORGANIZATION (ILO) ON LABOR ISSUES*****Sitora Shoislomova****Lecturer Of Tashkent State University Of Law, Tashkent, Uzbekistan*

ABOUT ARTICLE**Key words:** international act, representative body of workers, trade union, Declaration, Convention, International Labour Organization.**Received:** 08.04.2023**Accepted:** 13.04.2023**Published:** 18.04.2023**Abstract:** The research focuses on the role of trade unions as a representative body of workers in the enterprise, the relevance of this topic, the legal framework for the activities of trade unions, including international acts on their activities, the activities of trade unions in the Republic of Uzbekistan, and analyzes international standards and norms in the sphere of rights and guarantees of the activities of trade unions at the enterprise, the issues of international cooperation, in particular the positive aspects of Uzbekistan's interaction with the ILO to protect the rights of workers to the right to freedom of association, were studied.

INTRODUCTION

The sovereignty of each State is manifested not only in the conduct of domestic, but also an active and independent foreign policy. The possibilityx [1] of Uzbekistan establishing diplomatic, consular, trade and other relations with foreign states, exchanging authorized representatives with them, concluding international treaties, membership in international organizations in order to ensure the highest interests, welfare and security of the state and the people has its own national legal foundations. After achieving State independence, the Republic of Uzbekistan became a full member of a number of international universal and regional organizations. Partnership relations of our state with international organizations are one of the most important directions of our foreign policy. Because cooperation with international organizations is a stage that creates opportunities for multilateral relations or diplomacy. In addition, they serve as an important effective tool in solving global or regional problems.

MATERIALS AND TECHNIQUES

In the process of research, general scientific and special methods of scientific knowledge were used: systemic, comparative-legal, analytical, logical, legal, etc. This made it possible to provide a certain degree of reliability and validity.

RESEARCH RESULTS

The International Labour Organization (ILO) is one of the international organizations with which the Republic of Uzbekistan is actively cooperating today. The ILO was established in 1919, and since 1946, in accordance with an agreement concluded with the UN[2], it has been acting as its specialized agency. Uzbekistan has been a full member of the International Labour Organization since July 13, 1992.

During the hundred-year activity of the ILO, it has adopted about 190 conventions and 200 recommendations [3] on the right to work and its provision. And from this point of view, the ILO occupies a leading place in the development of international standards on the legal regulation of international labor relations.

A lot of work is being done in our country to recognize and introduce into national legislation the provisions and norms recognized by the international community to ensure human rights and interests. The fact that more than 80 international human rights[4] instruments have been ratified so far clearly demonstrates the scale of the reforms being carried out in this area. Because international labor standards are norms and regulations reflecting many years of experience and achievements in the field of labor regulation. It is the conventions adopted by the ILO that are recognized as minimum standards relating to the use of labor, the creation of safe and favorable working conditions, labor protection, protection of the interests of employees and employers, and many other issues.

Our country's cooperation with the ILO has its own peculiarities. This circumstance is primarily related to the structure of this organization. The ILO management system is based on the tripartite principle, which has no analogues in the UN. All its organs are built on the tripartite principle. Representatives of the government, trade unions and entrepreneurs participate in them.

The main directions of partnership relations between the Republic of Uzbekistan and the ILO are implemented on the basis of the technical cooperation program concluded between the parties. "The cooperation program is based on awareness of the difficulties and problems of today's international and national socio-economic development"[5]. Its main goal is to assist in the further development of reforms in the social and labor sphere of Uzbekistan. Currently, the ILO, on the basis of the technical cooperation program [6] adopted for 2021-2025 between it and the Government of Uzbekistan and social partners in the country, is implementing partnerships based on the tripartite principle of the organization.

Partnership relations between the Republic of Uzbekistan and the ILO are manifested in institutional cooperation and constant dialogues, rulemaking, accession to the main ILO documents, participation in international ILO programs, organization of scientific forums and seminars and other similar forms.

ANALYSIS OF RESEARCH RESULTS

To date, Uzbekistan has ratified 18 conventions and one ILO protocol. Each of the ratified conventions sets certain tasks and obligations for our State. Therefore, measures are being implemented to gradually introduce the provisions of these conventions into our legislation and implement the tasks set out in them. To do this, first of all, the necessary legislative framework in the field of labor, employment and social protection of the population has been created and is constantly being improved. The Labor Code, laws on trade unions, on ensuring employment, labor protection, compulsory social insurance against industrial accidents and occupational diseases, social protection of disabled people, children's rights, combating human trafficking and a number of other laws have been adopted. Uzbekistan consistently implements a model of a socially oriented transition to a market economy based on the five basic principles it has chosen – the priority of the economy over politics, the main reformer state, ensuring the priority of the law, conducting a policy of strong social protection, a gradual transition to a market economy.

Over the 31 years of independence in Uzbekistan, the number of people employed in the economy has increased by more than 3.5 times, the number of unemployed, counted according to the ILO methodology, amounted to about 9 percent in relation to those employed in the economy. As a result of the implementation of the state program for 2021, more than 980 thousand new jobs have been created in our country, including for graduates of professional colleges. These circumstances correspond to the ratified ILO Conventions No. 47 "On the forty-hour working week", No. 52 "On paid leave" and No. 103 "On Maternity Protection" [7].

It should be noted here that annually more than 60% of the state budget is allocated to the development of healthcare, education and other areas of social protection of the population. Over the years of independence, per capita expenditures aimed at social protection of the population have increased more than fivefold.

Uzbekistan, by ratifying Conventions No. 29 "On forced labor", No. 105 "On the elimination of forced labor", No. 138 "On the minimum age for employment" and No. 182 "On measures to prohibit and eliminate severe forms of child labor", not only legislatively banned forced labor, but consistently implements in this regard the direction of the National Action Program.

The educational reforms implemented in Uzbekistan and recognized by the international community, which provide for compulsory 12-year education of children in the country, are a strong mechanism for preventing child labor.

The measures implemented in Uzbekistan testify to the fulfillment of international obligations and ILO standards. To develop cooperation with the ILO, the country's Decent Work Program for Uzbekistan for 2021-2025 is being implemented in the country [8].

The term "decent work" has entered scientific circulation as a result of the implementation of the global goals of the International Labor Organization, although problems related to the content of this concept have been discussed for centuries. Thus, the works of foreign scientists – M. Weber [9], J. K. Galbraith [10], A. Maslow [11] and others - are valuable in the aspect of the development of decent work research.

Today, the concept of decent work has not been definitively established and is in development. The development of separate concepts of interpretation of the concept of "decent work" is observed in the developments of Russian scientists B. Genkin, R.P. Kolosova, A.I. Rofe, Yu.G. Odegov, etc [12]. among the scientists of economists of the Republic of Uzbekistan, K.H. Abdurakhmanov, G.K. Abdurakhmanova, and others were engaged in decent work issues. For example, the well-known scientist on personnel economics R. P. Kolosova, exploring the problems of modern labor relations, defines decent work as such, which "is respected by society, satisfies the individual in its moral, material, qualitative, quantitative and substantive characteristics, does not harm health and contributes to the development of human abilities" [13]. A fairly active scientific activity on the study of the conceptual foundations of decent work is carried out by specialists of the School of Labor Economics at the Tashkent State University of Economics, as well as the Academy of Sciences and the Ministry of Employment and Labor Relations of the Republic of Uzbekistan under the leadership of Doctor of Economics, Professor Academician of the Academy of Sciences Abdurakhmanov K.Kh., whose works highlight the problems of decent work and identify promising areas conducting scientific research in this field, namely: development of national priorities of social and labor policy, taking into account the requirements of decent work, the economic importance of decent work, etc [14].

A significant contribution to the development of theoretical and applied aspects of decent work has been made by the International Labour Organization, which proposes to define this concept as "effective work in good and safe conditions, giving the employee satisfaction, the opportunity to fully demonstrate their abilities, skills and skills, work with decent pay and fair distribution of the fruits of progress, work when the rights workers are protected"[15].

According to Professor G.K.Abdurakhmanova [16], "decent work is an opportunity for the full realization of human rights and freedoms to work in an innovative economy based on the principles of equality, security, social partnership and integration, development and human dignity; labor activity that meets the socially necessary requirements and interests of the parties to social and labor relations, contributing to sustainable human development"[17].

CONCLUSION

And so, social dialogue, social protection, the right to work and employment are indispensable components of sustainable development and should be at the center of policy for sustainable growth of the entire economy. These are the four pillars on which the Country's Decent Work Program has been formed.

Sustainable development means that the needs of the current generation must be met without compromising the ability of future generations to meet their needs. Sustainable development has three aspects - economic, social and environmental, which are interrelated, equally important and must be solved together.

So, we have a goal - sustainable development. There are different approaches, models and tools to it, which are formed in accordance with national conditions and priorities for achieving sustainable development in its three dimensions.

Decent work, poverty eradication and environmental sustainability are the three main challenges of the twenty-first century. The economy must be productive to meet the needs of a growing population. Society should be inclusive, providing decent work opportunities for all, reducing inequality and effectively eliminating poverty.

REFERENCES

1. Конституционный Закон Республики Узбекистан от 31.08.1991 г. Об основах государственной независимости Республики Узбекистан. «Ведомости Верховного Совета Республики Узбекистан», 1991 г., N 11, ст. 246
2. Agreement between the United Nations and the International Labour Organisation. Official Bulletin of the ILO, Vol. XXIX, 15 November 1946, No.4. <http://www.ilo.org/public/english/bureau/leg/agreements/nu.htm> Информационная система по международным трудовым стандартам Международной Организации Труда. URL.: <https://www.ilo.org/dyn/normlex/en/f?p=1000:12030::NO::>
3. SHOISLOMOVA, S. (2022). THE EXPERIENCE OF DEVELOPED COUNTRIES IN REGULATING THE USE OF REMOTE PERSONNEL LABOR. World Bulletin of Management and Law, 17, 48-51.
4. SHOISLOMOVA, S. (2022). ORGANIZATION OF REMOTE WORK AS A SPECIAL FORM OF LABOR. World Bulletin of Management and Law, 17, 52-56.
5. Указ Президента Республики Узбекистан «Об утверждении национальной стратегии Республики Узбекистан по правам человека» №УП-6012 от 22.06.2020г. Национальная база данных законодательства, 23.06.2020 г., № 06/20/6012/0953
6. SHOISLOMOVA, S. (2022). CONDITIONS FOR THE OCCURRENCE OF DISCIPLINARY RESPONSIBILITY OF THE EMPLOYEE. World Bulletin of Management and Law, 16, 146-151.
7. Shoislomova, S. (2022). LEGAL REGULATION OF THE DISCIPLINARY RESPONSIBILITY OF THE EMPLOYEE. World Bulletin of Management and Law, 15, 119-124.
8. Современный рынок труда и трудовые отношения: актуальные проблемы и эмпирические исследования: Сборник трудов. М.: ТЕИС, 2008. 102 с.
9. Shoislomova, S. (2022). Features of Disciplinary Measures in the Labor Legislation of Foreign Countries. INTERNATIONAL JOURNAL OF BUSINESS DIPLOMACY AND ECONOMY, 1(4), 58-61.
10. Шоисломова, С., & Бурханходжаева, Х. (2021). Правовое регулирование дисциплинарной ответственности работника. Общество и инновации, 2(11/S), 384-393.
11. Страновая программа программа по достойному труду на 2021-2025гг. URL.: <https://uzbekistan.un.org/ru/145863-sotrudnichestvo-mot-i-uzbekistana-razvivaetsya-uverenno-podpisana-programma-dostoynogo-truda>
12. Galbraith, J. K. The New Industrial State. ДжонГэлбрейт. Новое индустриальное общество. Перевод на русский язык: Л. Я. Розовский, Ю. Б. Кочеврин, Б. П. Лихачёв, С. Л. Батасов. М., 2004.
13. Shoislomova, S. (2022). EXPERIENCE OF THE CIS COUNTRIES IN REGULATING THE USE OF REMOTE PERSONNEL LABOR. PEDAGOGICAL SCIENCES AND TEACHING METHODS, 2(18), 71-78.
14. Шоисломова, С. С. (2022). Процессуальные особенности привлечения работника к дисциплинарной ответственности по законодательству зарубежных стран. Science and Education, 3(5), 1864-1871.

15. Шоисломова, С. С. (2022). Понятие и виды дисциплинарных взысканий в трудовом законодательстве Республики Узбекистан. *Science and Education*, 3(3), 1184-1192.
16. Saidovna, S. S. (2022). ZARAR UCHUN ISH BERUVCHINING MODDIY JAVOBGARLIGI TURLARI, XODIMGA YETKAZILGAN: XORIJIY QONUNLARNING QIYOSIY HUQUQIY TAHLILI. O'ZBEKISTONDA FANLARARO INNOVATSIYALAR VA ILMIY TADQIQOTLAR JURNALI, 2(14), 869-884.
17. Шоисломова, С. (2022). International standards of legal regulation of working hours. *Общество и инновации*, 3(11/S), 184-191.