



## Uzbekistan In The New Era Of Trade Union Development (2016-2020)

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### ABSTRACT

This article provides a comprehensive and comparative analysis of the activities of trade unions in Uzbekistan, in particular, the systemic measures taken by the federation in the field of social protection.

### KEYWORDS

Trade union, development, labor protection, strategy, public health, social protection, guardianship, sponsorship, network, federation.

### INTRODUCTION

The level of development of each state and society is determined by the level of living standards created by the population, the attention paid to social protection, the enjoyment of the fruits of their labor and the degree of organization of labor protection.

Renewed Uzbekistan is very different from yesterday's Uzbekistan. The judiciary, social sectors, banking and finance, science and education are experiencing significant qualitative changes in our country. So, huge changes, transformations and renewals are taking place in the entire state structure. From

this point of view, the structure of the Republican Federation of Trade Unions, which is the main link in the social protection of the population, is undergoing significant changes and innovations.

## MATERIALS AND METHODS

The Law on Trade Unions was adopted in 1992, which is the legal basis for trade union activities. The viability of each law is determined by the relevance of each era to the students it places before the people. Therefore, in 2001 and 2016, amendments and additions were made to the Law of the Republic of Uzbekistan "On Trade Unions". However, the adaptation of trade unions of the Republic to the conventions of the International Labor Organization, further expansion of opportunities for trade unions, simplification of their state registration. The Law "On Trade Unions in Uzbekistan", which is being updated due to the need to establish social partnership and public control in the field of labor, was adopted in a completely new version, openly and openly with the participation of the general public. Currently, the Federation of Trade Unions of Uzbekistan unites more than 5.5 million members of 14 branch trade unions, the Republic of Karakalpakstan, 12 regional trade unions of Tashkent city.

On January 28, 2020, the General Agreement on socio-economic issues for 2020-2022 between the Cabinet of Ministers of the Republic of Uzbekistan, the Council of the Federation of Trade Unions of Uzbekistan, the Conference of Employers of Uzbekistan was submitted for implementation. For the first time in history, the Prime Minister signed the General Agreement by the government. On

June 16, 2017, for the first time in the history of trade unions of Uzbekistan, the "Forum of Trade Unions of Uzbekistan" was held. In order to , create an effective system of support for business entities in our country, to strengthen the guarantees of protection of rights and legitimate interests, many enterprises and organizations are involved in trade unions, to ensure their social protection through collective bargaining. During 2016-2020, as a result of advocacy work in enterprises and organizations where trade unions were not formed, more than 880,000 employees, individual entrepreneurs were admitted to trade union membership.

In January 1, 2020, there are a total of 32,848 primary trade unions in the system of member organizations of the Federation of Trade Unions of Uzbekistan, of which 31,642 operated in enterprises, organizations and institutions, 104 in higher education and 1,100 in secondary special education.

Today, the activities of trade unions in the development of draft regulations in the field of social labor, informing employees about the content of the adopted laws, improving their legal culture and ensuring the protection of labor rights are improving. The experts also visited European and CIS countries, in particular, Italy, Russia, Georgia, Moldova, Azerbaijan, Turkey, Kazakhstan and Kyrgyzstan, increase staff knowledge and study foreign experience.

One of the most important areas of social labor relations is the issue of employment. In 2016-2018, 625.5 thousand new jobs were created and the employment rate increased. One of the most important tasks of trade unions is to ensure the timely and full payment of salaries

and equivalent payments to employees. For example: through the efforts of trade union bodies of the Republic in 2016-2020 to employers, local executive bodies, banks, As a result of the execution of 822 appeals to legal inspections, the prosecutor's office and the judiciary, a total of 111.1 billion unpaid wages were recovered.

Another important link in the activities of trade unions is the issue of ensuring the rights and interests of persons in need of social protection through collective bargaining. In particular, within the framework of collective agreements and contracts for 2016-2020, 319,084 needy employees, people with disabilities and their families received financial assistance worth 64.3 billion soums.

316,113 people of retirement age received assistance in the amount of 146.9 billion soums, 63,032 families with children aged 2 to 3 received 21.4 billion soums in financial assistance, 9,329 students received 33.5 billion soums. 32,157 employees were provided with interest-free loans worth 129.7 billion soums, 299,670 children from low-income families were provided with school supplies worth 42.2 billion soums, 892,592 employees were retrained by employers. qualifications were changed, 30,055 women with children were given reduced working hours. In cooperation with the World Bank and the International Labor Organization, 386 banners on the prevention of child labor and forced labor were developed and installed in crowded places.

The trade unions of Uzbekistan have also been effective in the field of labor protection for 2016-2020. In particular, during this period, employees of the labor protection service of the association studied the activities of 15,769

enterprises, primary organizations in the institution and identified 61,803 shortcomings in the field of labor protection. 9,185 applications were submitted to employers, of which 8,767 identified shortcomings were eliminated.

## CONCLUSION

In conclusion, the Federation of Trade Unions of Uzbekistan has been renewed both organizationally and qualitatively over the past five years. It can be said that the association has transformed from a formal structure of the enterprise or institution into a literal link of social protection of the population.

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