



IMPROVING THE ROLE OF TRADE UNIONS IN PROTECTING EMPLOYEES' LABOR RIGHTS

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Annotation. *This article discusses the problems of the role of trade unions in protecting employees' labor rights, labor protection, and resolving labor disputes, as a result of studies on the role and further strengthening of the powers of trade unions. These studies, in turn, require a new approach to the protection of employees' labor rights and socio-economic interests. The current law does not sufficiently protect the rights and interests of trade unions, does not provide guarantees for their activities, and the specific features (forms, methods, means) of public control by trade unions are not specified in regulatory legal acts. This can be the basis for creating a new draft law and filling this gap by relying on the following sources, including national legislation and practice, the experience of foreign countries, and international legal instruments in the field.*

Key words: *trade unions, labor rights, labor protection, labor disputes, national legislation.*

INTRODUCTION

Trade unions are one of the most popular and largest public organizations in the country. Today, 14 sectoral trade unions have more than 32.4 thousand primary organizations, uniting more than 5.1 million workers and laborers. Improvement of legislation and relations in the field of labor, labor protection and other socio-economic spheres - created the need to improve the legislation related to trade unions.

The draft law of the Republic of Uzbekistan "On Trade Unions" was developed by a group of deputies of the Legislative Chamber of the Oliy Majlis in order to regulate social relations in the field of organizing trade unions and their activities, and exercising the rights of citizens to join trade unions. The draft law was developed based on three main sources, namely national legislation and practice, the experience of foreign countries, and international legal instruments in the field.



RESULTS AND ANALYSIS

Ensuring the rights of trade union members to work and rest, organizing their social protection, promoting the health of employees, and facilitating their voluntary leisure activities form the basis of the work carried out by trade unions. Of course, all of this work is carried out in accordance with the articles of the collective agreement concluded with the management: What is the purpose of a trade union? How can it protect the labor rights of employees? Trade unions strive to ensure that citizens exercise their right to join a trade union without any restrictions or obstacles, and to strengthen the unity and solidarity of the trade union movement. They protect the rights of every trade union member, regardless of their profession, position, race, nationality, sex, age, religious beliefs, and social origin, to work and receive a fair wage, to freely choose a job and profession, and to create working conditions, to rest, and to be protected from unemployment.

In each enterprise, employers and their associations, along with representing and protecting the legitimate rights and interests of trade union members, participate in the formation of state programs on labor protection issues and in investigating industrial accidents and occupational diseases.

Trade unions may submit proposals to the employer on the suspension of work in cases of threat to the life and health of employees, as well as on the elimination of violations of labor protection requirements.

The activities of trade unions, along with studying the state of labor protection, monitoring the fulfillment of employers' obligations on labor protection stipulated in collective agreements and agreements, participate in the development of draft normative legal acts on labor law and labor protection issues and normative acts in the field of technical regulation, and carry out public control over their implementation.

In each organization, regardless of whether it is a budgetary or non-budgetary organization, it is determined that the activities of trade unions should be organized in a way that takes into account the interests of permanent employees. In particular, trade unions play a significant role in organizing the health of employees and their family members, ensuring the effectiveness of recreation, treatment in sanatoriums and resorts, developing physical education and sports, increasing its popularity, and introducing gymnastics for employees during working hours.

CONCLUSIONS AND PROPOSALS

Improving the role of trade unions in protecting the labor rights of employees is becoming the most relevant topic today. In developing a new draft law on the protection of labor rights of employees, the legislation in the field of regulating the activities of trade unions was studied, and the causes and solutions to a number of problems in the



field were analyzed. The current legislation does not sufficiently protect the rights and interests of trade unions, does not provide guarantees for their activities, and the specific features (forms, methods, means) of public control by trade unions are not defined in regulatory legal acts. Taking into account the problems identified as a result of the study, a number of proposals were developed to eliminate them. Including:

- which, in turn, requires a new approach to the protection of labor rights and socio-economic interests of employees;
- eliminating existing bureaucratic obstacles to the registration of trade unions in the future;
- putting an end to unnecessary time losses during the registration process;
- regulating issues related to registration not with subordinate legislation, but with directly applicable norms.

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