



## Protecting the Labour Rights of Young People as a Special Area Body Field

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**Abstract:** It covers a set of issues related to the support of youth employment and explains the different sections of labor law, such as employment contracts, working hours, as well as time off. At the same time, information was provided on occupational safety and health procedures and restrictions, as well as important provisions of the regulations on occupational safety and health in international agreements.

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The Constitution of the Republic of Uzbekistan guarantees the right of citizens to work in fair and safe conditions. These guarantees are very important, especially for teenagers.

The exercise of these rights in practice may be affected by complying with the requirements of the relevant regulations. Occupational health and safety is a system of social, economic, social, technical, sanitary and hygienic measures aimed at ensuring the safety, health and ability to work of a person acting in accordance with the relevant regulations and other normative documents.

In the law of duty, the term of protection of duty is used in a broad and narrow sense. In a broad sense, this term covers a range of issues related to the maintenance of the obligation, and the various sections of the law of duty (contract of employment, employment and rest) and a set of legal norms. These include the prevention of unjustified refusal of employment, the restriction of dismissal and transfer of employees to other jobs, the establishment of working hours and many other favorable working conditions.

In the narrow sense, the term "job protection" refers to the standards and norms established for the purpose of creating safe and healthy working conditions for employees, providing them with technical, sanitary and hygienic conditions at production sites, economic, legal, and regulatory measures to ensure the development and implementation of standards.

Occupational safety also includes technical safety and industrial sanitation. Technical safety refers to a system of laxatives and technical elements aimed at sorting out the effects of harmful factors of production. Industrial sanitation is a system of saline and technical measures aimed at preventing or reducing the harmful effects of production.

Regulations on labor protection, regardless of the type of ownership, apply to all enterprises and enterprises, cooperatives, all citizens employed on farms or in the case of members May 6, 1993,

employees of enterprises. to the protection of the duties of all citizens assigned to other persons, as well as to other activities that are carried out for the benefit of the state and society.

The Regulation of the Republic of Uzbekistan "On Protection of Obligations", adopted on May 6, 1993 [1], was adopted on September 22, 2016 in a new edition. Article 5 of the same regulation sets out the objectives of the state policy of the Republic of Uzbekistan in the field of labor protection, and the priority of the life and health of the employee in relation to the results of the enterprise is one of the main principles of this policy.

The legal basis of the protection of the duty is the Constitution of the Republic of Uzbekistan, the Regulation of the Republic of Uzbekistan "On the protection of the duty", the article "Protection of the duty" of the Republic of Uzbekistan (Articles 211-223) and other provisions; technical safety, sanitation and hygiene, prevention procedures, standards, specifications, resolutions of local authorities, developed directly at the enterprises and enterprises, with the representative bodies of employers and employees-representatives; local normative documents related to protection.

Bilateral and multilateral agreements of Uzbekistan, as well as international treaties to which Uzbekistan is a party or a party, are also important facts of the legislation that protects the obligation [2]. According to Article 211 of the Labor Code, protection of duty is an important component of the relationship of duty, from which important rights and obligations are exercised for both the employer and the employee.

Article 212 of the Labor Code stipulates the obligations of employees in the field of protection of duty, which states that must immediately notify his / her immediate supervisor (foreman, foreman, site manager, etc.) of any unforeseen incident in the course of work or in connection with it; Strict adherence to the requirements for the protection of the duty is the duty of the employee, and non-compliance with it leads to disciplinary action and disciplinary action. It is the employer's responsibility to verify compliance with the requirements for the protection of the obligation and to provide it with the necessary conditions.

The planning and implementation of work related to the protection of duties in enterprises, the management of this area by the employer is prohibited in conjunction with the economic impartiality of enterprises.

The rules of protection of duty are an integral part of the rules of protection of health in a certain area, improvement of conditions of duty. Mandatory protection work is carried out continuously throughout the production process, from the design, construction and commissioning of the enterprise. The definition of standards in the field of duty protection is determined by the regulations [3].

Article 9 of the Regulation on Obligation Protection stipulates that enterprises and facilities must comply with the requirements of protection of obligations in the design, construction and operation, preparation and adjustment of production facilities.

In addition to the above, preventive measures aimed at ensuring a healthy and safe work environment include the need for technical safety services in enterprises (Article 18 of the Regulation on Occupational Safety and Health). Milk (other equivalent foodstuffs), vaccine-prophylactic food, carbonated salt water (for workers in hot shops), special clothing, special footwear in accordance with the established norms. and other personal protection and hygienic things are provided for free.

The system of such cases, the norms of their issuance, the procedure and conditions of their provision are determined by public contracts and agreements, if they are not concluded, in accordance with the norms established by the regulations, by agreement of the employer with the employee's representative body.

Acquisition, storage, washing, cleaning, repairs, disinfection and decontamination of personal protective equipment of employees is carried out at the expense of the employer. State funds are allocated for the purposes of protection of the obligation and their full and purposeful use is controlled by the state and the public. Failure to fully or improperly use the funds allocated by the enterprise for the protection of the obligation is considered a gross violation of state and financial discipline. Employees in enterprises are compulsorily insured against unhappy gifts and occupational diseases at the expense of employers.

The Law of the Republic of Uzbekistan "On protection of duty", the Regulation "On protection of public health" [4], "On sanitary control" [5], "On nature protection" and others which are set out in the normative documents developed on the back. The issues of compulsory protection of persons (women, adolescents, etc.) who belong to different groups of employees are regulated by special statutory documents to which they belong.

The issues of protection of labor and improvement of production conditions are included in the public contract of the enterprise, in agreement with the branches and other local norms. The Law of the Republic of Uzbekistan "On protection of duty", the Regulation "On protection of public health" [4], "On sanitary control" [5], "On nature protection" and others which are set out in the normative documents developed on the back.

The issues of compulsory protection of persons (women, adolescents, etc.) who belong to different groups of employees are regulated by special statutory documents to which they belong. The issues of protection of labor and improvement of production conditions are included in the public contract of the enterprise, in agreement with the branches and other local norms. The legislation provides for additional protection of persons under the age of eighteen in need of social protection and their inability to compete equally in the labor market.

First of all, graduates of educational institutions under the age of eighteen must be booked in advance and all enterprises and organizations, regardless of their form of ownership, must hire young people under the age of eighteen. to enterprises that have not opened their places it should be noted that economic remedies are being considered. In addition, current regulations strictly limit the admission of persons under the age of eighteen to jobs that may adversely affect the moral and educational aspects of their financial responsibilities, and require them to be hired at the lowest possible level. Should be taken into account.

Recruitment of young people who have never worked before, if they have reached the age of sixteen, their passports, military service documents (conscription) upon completion of the medical examination, it is determined that the suitability for the assigned task is determined, and the company is hired by concluding a written contract of employment. Persons under the age of fifteen must present a birth certificate at the time of employment, a certificate from the place of employment, and a written consent stating that they are not opposed to the employment of their parents or other substitutes. Employees of this tribe also undergo a preliminary medical examination and after it is determined that they are suitable for the assigned task, the employer is recruited by concluding a contract of duty and issuing an order of the employer on employment

Pursuant to Section 2 of Article 77 of the Labor Code of the Republic of Uzbekistan: - It is allowed to hire in order to perform light work in their free time, which does not harm their health and development and does not disrupt the learning process.

In this case, the student's birth certificate, certificate of employment, written consent of the parent or their successor is required, and after such a person undergoes a medical examination, a written contract of employment is concluded and the employer has the right to hire. I will be hired.

The Ministry of Labor and Social Protection of the Republic of Uzbekistan №7 and the Ministry of Health of the Republic of Uzbekistan on May 30, 2001 №1 approved the system of work prohibiting the use of labor under unfavorable conditions and persons under 18 years of age. This act was registered by the Ministry of Justice of the Republic of Uzbekistan on June 9, 2001 under the number №1040. An employment contract may not be concluded with persons under the age of 18 for employment in these jobs. Before hiring a person under the age of eighteen, the employer must provide them with guidelines on the conditions of work, safety measures and rules, and not leave them unattended. During the period of employment, the employer may not transfer employees under the age of eighteen to perform work that, even with their consent, has a negative impact on heavy and harmful work, their upbringing.

Pursuant to Article 247 of the Labor Code of the Republic of Uzbekistan, parents (guardians), as well as bodies exercising control over the protection of the duty and commissions dealing with the work of minors, if they are less than eighteen years of age, have a job. Inflict damage to their health or otherwise cause them harm. Compliance with such a requirement is mandatory for the employer, which does not take into account the wishes of the employee under the age of eighteen. However, in order to fully guarantee the rights of minors at the time of termination of the contract of employment with the initiative of the employer, the employer must agree in advance with the employment authorities at the location of the enterprise. The statutory legislation provides for additional guarantees and benefits for employees under the age of eighteen, including working hours, rest time, and wages. In addition, see Article 242 of the Code of Conduct. The norm of weekly working hours is not more than 24 hours for employees aged sixteen to eighteen years, and not more than 24 hours for employees aged fifteen to sixteen years.

In short, the rights and freedoms of young people, who are the backbone of our country, is one of the most important areas, in which special attention is paid to the protection of the duties of young people. This is because every country is trying to create conditions for young people to work in a decent profession, in fair working conditions.

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5. Source, T., Adolat, 1993, p. 105, no.