

**MINISTRY OF HIGHER AND SECONDARY SPECIAL
EDUCATION OF THE REPUBLIC OF UZBEKISTAN**

**KARAKALPAK STATE UNIVERSITY NAMED AFTER
BERDAKH**



LABOUR LAW

**EDUCATIONAL-METHODOLOGICAL
COMPLEX**

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The Educational-methodological complex was approved by the Academic Council of Karakalpak State University named after Berdakh

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INTRODUCTION

The goals of the module "Labour Law": to acquire a set of general knowledge about the legal regulation of relations arising in the field of labour activity; get an idea of the main categories and concepts that reflect the special properties of legal relations in the sphere of labour; understand the importance of legal knowledge for subsequent practical activities.

The objectives of the module: mastering the theory of labour law by students; assimilation by students of the system of legal categories and concepts, including their branch refraction; clarification of the basic principles of legal regulation in the sphere of labour; analysis and assimilation of the content of regulatory legal acts regulating labour relations; acquisition by students of law enforcement skills, the ability to motivately defend a certain position when considering disputes in courts; the formation of human rights motivation among students, a humane attitude towards employees, the desire to resolve individual and collective labour conflicts in a pre-trial order, the promotion of student self-study through self-education.

Upon completion of the Labour Law module, the student must:

- know the subject and method of labour law; system of law and system of legislation; sources of labour law; basic principles of legal regulation of labour relations and other relations directly related to them; employment contract, the procedure for its conclusion, amendment and termination; types and modes of working time and rest time; financial responsibility of the employee and the employer; features of regulation of labour relations of certain categories of workers; labour protection requirements; labour discipline and work schedule; wages and regulation of labour; social partnership in the sphere of labour; ways to protect the labour rights of citizens and the procedure for resolving individual and collective labour disputes;

- have practical skills in solving practical problems using the current legislation, identifying errors and shortcomings in the work of state and other

law enforcement agencies, evaluating them and drawing a qualified opinion; resolve disputes arising on the implementation of the labour rights of employees, identify cases of violation of the labour rights of citizens, their legal assessment, give suggestions and recommendations for improving labour legislation;

- be able to analyze and interpret the sources of labour law; apply the norms of labour legislation to regulate the work of employees; conclude employment contracts; impose disciplinary sanctions; draw up orders to regulate the work of employees; draw up local acts arising from labour relations; determine the legitimacy of the decisions made on the regulation of labour relations.

1. EDUCATIONAL MATERIALS

1.1. Subjects according to the curriculum

№	Subjects (lecture and seminars)
1	The subject, methods, system and main functions of labour law. Labour legal relations. Labour and its role in society, the need for legal regulation of labour relations.
2	Collective agreements
3	Employment of the population
4	The concept of employment contract. Formalization of employment.
5	Changing the employment contract
6	The concept and general principles of termination of the employment contract. Termination of the employment contract at the initiative of the employee
7	Termination of the employment contract at the initiative of the employer
8	Termination of the employment contract in cases beyond the discretion of the parties. Dismissal.
9	Working time
10	Rest time
11	Paying for labour. Guaranteed and compensation payments
12	Labour discipline
13	Material responsibility of the parties to the employment contract
14	Labour protection
15	Labour disputes

1.2. Content of the subjects

The subject, methods, system and main functions of labour law. Labour legal relations. Labour and its role in society, the need for legal regulation of labour relations.

Specific features of the social protection policy of the Republic of Uzbekistan in the conditions of democratization of society, modernization and reform of the country. The concept of labour law and its place in the legal system. Tasks and functions of labour law in the conditions of transition to

market relations. The subject of labour law. Methods of labour law. The system of labour law. Principles of labour law. The concept of sources of labour law and their classification. General description of sources of labour law. Classification of regulatory legal documents according to their legal force. The ratio of labour legislation and international agreements. International legal documents as a source of labour law. The role of decisions of the Plenum of the Supreme Court of the Republic of Uzbekistan in the regulation of labour relations. Rules for the application of labour legal norms in time, territory and between persons.

The concept of legal relations related to labour. The main signs of labour-related legal relations. Content of labour-related legal relations, object and subjects of labour-related legal relations. Types and classification of relations directly related to labour legal relations.

Key words and phrases: labour law, labour-legal relations, sources of labour law.

Collective agreements

Concept and principles of social partnership. Social partnership system in the field of labour relations. Representation of employees and employers. Guarantees of activity of representative bodies. Drafting, purpose and basic principles of collective contracts and agreements. Negotiation procedure. Content of collective agreement. The procedure and stages of conclusion of collective agreements. Content of collective agreements. The procedure for drawing up collective agreements. Control of the implementation of collective agreements and collective agreements. Liability of the parties for non-fulfillment of the terms of collective contracts and agreements.

Key words and phrases: social partnership, collective agreement.

Employment of the population

Constitutional rights of citizens in the sphere of labour and their

guarantee. The Law of the Republic of Uzbekistan "On Employment of the Population" and the main principles of employment of the population. The concept and types of employment. Employment assistance centers and their functions. Unemployment benefit, its amount and payment periods. Additional guarantees given to certain categories of citizens in the field of employment and termination of employment contracts. Enforcement of employment laws and liability for violations of laws in this area.

Key words and phrases: employment, employment assistance center, unemployment benefit.

The concept of employment contract. Formalization of employment.

The concept of employment contract and its importance in realizing the rights of citizens to work. The difference between an employment contract and a civil law contract. Parties to the employment contract. Content and terms of the employment contract. Conclusion of an employment contract. Guarantees given in the conclusion of the employment contract and non-admissibility of illegal refusal of employment. General rules of employment. Documents required for employment. Workbook. Preliminary test for employment. Peculiarities of employment of certain categories of employees. Passing the competition, concluding labour contracts on the basis of placement. Formalization of employment. Workbook.

Key words and phrases: employment contract, employment, employment record, preliminary test.

Changing the employment contract

The concept and importance of changing the employment contract. The concept of working conditions, general rules for their determination and change. The right of the employer and the employee to change the working conditions. The concept and classification of transfer to another job. Changing the employment contract at the request of the employee. Transfer to another job at

the initiative of the employer. Change of workplace. Registration of changes to the employment contract.

Key words and phrases: employment contract, employment conditions, transfer to another job, change of workplace.

The concept and general principles of termination of the employment contract. Termination of the employment contract at the initiative of the employee

The concept of termination of the employment contract and classification of its bases. General grounds for termination of employment contract. Termination of the employment contract at the initiative of the employee. Features of termination of a fixed-term employment contract. Termination of the employment contract by agreement of the parties. Termination of the employment contract according to the grounds stipulated in the employment contract. Termination of the employment contract due to non-election for a new term (failure to participate in the competition) or refusal to participate in the election (competition).

Key words and phrases: employment contract, employment conditions, agreement of the parties, employee initiative.

Termination of the employment contract at the initiative of the employer

The concept of grounds for termination of the employment contract at the initiative of the employer. To warn employees about the termination of the employment contract. Negotiating the termination of the employment contract with the employee representative body. Liquidation of the enterprise, reduction of the number of employees (staff) and change in the nature of work as grounds for termination of the employment contract.

Termination of the employment contract on the basis of the employee's insufficient qualifications or becoming unfit for the work he is doing due to his

health condition. Regular and one-time gross violation of labour duties as grounds for termination of employment contract. Termination of employment contract with deputies. Termination of the employment contract concluded with the head of the enterprise, his deputies, the chief accountant due to the change of ownership. Termination of the employment contract when the employee has reached retirement age and has the right to receive state pension according to the law.

Key words and phrases: employment contract, employment conditions, warning, liquidation of the enterprise, reduction of the number of employees (staff), replacement.

Termination of the employment contract in cases beyond the discretion of the parties. Dismissal.

Procedure for termination of employment contract. Issuance of the employment book and a copy of the order on the termination of the employment contract. Severance pay. Terms of payment by the employer of the salary due to the employee when the employment contract is terminated. Dismissal. Liability for illegal termination of employment contract.

Key words and phrases: employment contract, employment conditions, severance pay, dismissal.

Working time

The concept and types of working time. International standards in the field of working time. Peculiarities of determining working hours in enterprises and organizations. The role of local regulations in determining working hours. Runtime mode is the way to define it. Accounting for working hours. Out-of-hours jobs.

Key words and phrases: working time regime, full-time working, reduced working time, night working time.

Rest time

Concept and types of rest time. Guarantees for employees in the field of rest time. International standards in the field of rest time. The basis and procedure for involving employees in work on holidays, weekends and after-hours. Concept and types of holidays. Annual work holidays, their types and duration. Procedure for granting annual leave. Calculation of length of service entitling to annual basic leave. Leave without pay. Concept and types of social holidays.

Key words and phrases: public holidays, overtime, weekly holidays, annual leave, unpaid leave, social leave.

Paying for labour. Guaranteed and compensation payments

The concept of remuneration and general principles of remuneration. Peculiarities of improving the legislation on payment of labour in the conditions of democratization of society, modernization and reform of the country. Tariff system, scope and its elements. Single tariff set. Labour compensation system. Paying for labour in case of departure from normal conditions. Terms of payment of wages. Withholding from wages.

The concept and types of guaranteed payments. Guarantees given during the performance of state or public duties. Guarantees given during the performance of tasks in the interests of the employer and the labour team. Guarantees given when the employee takes actions in the interests of society. Calculation of average salary. Concept and types of compensation payments. Reimbursement of business travel and travel expenses. Payment of expenses for the use of property belonging to the employee. Protection of the rights of employees in the payment of guaranteed and compensation payments.

Key words and phrases: uniform tariff, guaranteed payments, minimum wage, average wage, compensation payments, business trip

Labour discipline

The concept of labour discipline and methods of ensuring it. Rules of internal labour procedure. Obligations of employees and employers. Statutes and regulations on discipline for certain categories of employees. Incentive for work. Disciplinary liability and its types. Procedure and time limits for applying disciplinary sanctions. Additional sanctions applied to employees who violate labour discipline.

Key words and phrases: internal labour regulations, incentives, disciplinary liability, disciplinary punishment

Material responsibility of the parties to the employment contract

The concept of material responsibility and the conditions for the occurrence of material responsibility. The difference between material responsibility in labour law and property liability in civil law. The obligation of the parties to the employment contract to compensate for the damage caused. Material responsibility of the employer for the damage caused to the employee. The employer's obligation to pay the damage caused to the employee as a result of the illegal deprivation of the opportunity to work. Damage caused in connection with damage caused due to health damage of the employee. Damage caused by an employee's health injury or occupational disease. The obligation of the employer to pay damages in connection with the death of the breadwinner. The amount of damages to be paid in connection with the death of the breadwinner.

The concept of material responsibility of the employee. Conditions giving rise to material responsibility of the employee. Types of material responsibility of the employee. Employee's limited material responsibility and its limits. Full material responsibility of the employee and its types. The procedure for determining the amount of damage and its recovery. Peculiarities of judicial recovery of damages.

Key words and phrases: compensation for damage, damage to the health of the employee, material responsibility of the employee, determination of the amount of damage

Labour protection

The concept of labour protection. Norms and regulations in the field of labour protection and industrial sanitation. Organizational and legal forms of labour protection. Medical examination of employees. General, intersectoral and sectoral rules in the field of labour protection and industrial sanitation. Monitoring and investigation of industrial accidents. Control and inspection of the state of labour protection.

Key words and phrases: labour protection, medical examination, accidents

Labour disputes

Concept and classification of labour disputes. Bodies considering individual labour disputes. Consideration of labour disputes in the Labour Disputes Commission. Implementation of the decision of the Labour Court on labour disputes. Peculiarities of considering labour disputes in courts. Labour disputes heard directly in district (city) courts.

Deadlines for applying for labour dispute resolution and hearing in courts. Making a decision on disputes about the termination of the employment contract and the transfer of the employee to another job. Meeting the employee's requests for money collection. The procedure for consideration of labour disputes (conflicts) concerning the team.

Key words and phrases: individual labour disputes, labour disputes commission, collective labour disputes.

2. CASE TASKS

Case task 1.

Mr. Rahimov filed a complaint with the local government body that he had retired six months ago, but the non-budgetary pension fund department did not add five years of disability of the 2nd group to his work experience. The lawyer of the authority replied to Rahimov that he should contact the department of the extra-budgetary pension fund with this complaint.

- Is Mr. Rahimov's complaint justified?
- Is the length of service important in determining disability pensions?
- What is the procedure for complaining about the illegal actions of the off-budget pension fund department?
- Make a legal assessment of the case.

Case task 2.

Mrs. Rustamova brought a medical certificate about her pregnancy after six months of work. However, the head of the enterprise informed that this citizen will not be granted maternity allowance because she has not worked for a year yet.

- Make a legal assessment of the actions of the head of the enterprise.
- From when and for how long is the maternity allowance paid?

Case task 3.

Mrs. Chorieva applied to the non-budgetary pension fund department and requested to appoint a pension from the age of 54 according to the privilege given to women. However, the department of the non-budgetary pension fund stated that they cannot grant a pension from the age of 54 because the working experience of this citizen is 18 years. Mrs. Chorieva demanded that according to the Law “On the State Retirement Insurance of the Citizens” it is possible to

grant a pension in proportion to the seniority, and therefore she should be granted a pension in proportion to her seniority from the age of 54.

- Make a legal assessment of the situation.
- Is the demand of Chorieva reasonable?
- What are the conditions for granting a pension to women one year before the general age?

Case task 4.

Mr. Turaev appealed to the non-budgetary pension fund department and complained that meal allowances, awards and other social assistance funds were not taken into account when calculating the amount of his pension.

- Is Mr. Turaev's demand appropriate?
- What types of payments are taken into account when determining the amount of pension?
- What is the amount of the pension?

Case task 5.

Mrs. Vafoeva filed a complaint with the District Extra-Budget Pension Fund and stated that her pension money should be paid to her husband according to the power of attorney, as she left for long-term treatment, but the communication organizations did not pay the pension to her husband.

- Make a legal assessment of the situation.
- Is Vafoeva's complaint justified?
- What are the terms and procedures for pension payment according to the trust deed?

Case task 6.

As a result of investigations carried out by law enforcement agencies, it was found that Mr. Artikov was receiving an excessive age pension on the basis

of forged documents. This situation lasted for five years. It was wrongly calculated based on the presentation of false documents by Mr. Artikov.

- Make a legal assessment of the situation.
- What is the issue of responsibility for Mr. Artikov's submission of forged documents?
- Will the overpaid pension be collected properly?

Case task 7.

- Mrs. Yunusova applied to the non-budgetary pension fund department, saying that she is now 50 years old and has taught at school for 20 years, and asked for a preferential pension. However, the non-budgetary pension fund department did not satisfy her request on the grounds that Yunusova worked as a school director for five years and did not directly teach during these periods.

- Is the basis given by the off-budget pension fund department correct?
- What are the conditions for granting an age pension on a preferential basis?
- Make a legal assessment of the situation.

Case task 8.

Mr. Babaev appealed against the unjustified suspension of the II group disability pension. During the investigation of the complaint, it was found that Babaev was assigned a disability group for one year, and although this period had passed, Babaev did not come for re-examination.

- Is Babaev's complaint valid?
- What is the procedure for paying the disability pension if he could not come for a medical examination again for valid reasons?
- Make a legal assessment of the case.

Case task 9.

Mr. Akmalov concluded an employment contract with individual businessman Bokirov Murod Turaevich and started selling. After some time, the individual entrepreneur said that he would amend the employment contract by including a provision defining financial responsibility in the employment contract concluded with Akmalov. Akmalov objected to this situation and noted that he has not yet received an order to hire him, and that changes to the employment contract must be made with the consent of the employee. In response, Bokirov said that a special procedure for concluding employment contracts with private entrepreneurs has been established, and if he does not agree to these conditions, the employment contract concluded with him will be terminated.

1. Make a legal assessment of the case.
2. Evaluate the private entrepreneur as a subject of labour relations.
3. Make a general assessment of the procedure for changing the employment contract.

Case task 10.

Mr. Jo'liev became a group II disabled person due to an accident at work. He is 38 years old. Total work experience is 8 years. The department of the District Extra-Budget Pension Fund awarded Jo'liev a disability pension based on incomplete work experience.

- Has Mr. Jo'liev been assigned a pension correctly?
- What is the importance of length of service in determining disability pension?
- Make a legal assessment of the case.

Case task 11.

Mr. Ruziev filed a complaint with the Regional Department of Labour and Social Protection of the Population, stating that he was assigned II group disability due to his disability at work, at the same time, he was transferred to a lighter job, but he was being paid half of the disability pension for his work, and demanded full pension payment.

- Is Mr. Ruziev's demand appropriate?
- In what amounts are pensions paid to working pensioners?
- Make a legal assessment of the case.

Case task 12.

Mrs. Hakimova appealed to the citizens' self-government body and asked them to provide her with social assistance, stating that her husband's whereabouts have not been known for four years, that he has been sick for a long time, and that he has minor children.

- Is it possible to appoint a survivor's pension to Mrs. Hakimova?
- What other types of social assistance can Hakimova receive?
- Make a legal assessment of the case.

Case task 13.

The chairman of the board of "Asaka" bank gave the bank legal consultant the task of developing the collective agreement of the enterprise. When the project was ready, the project was discussed at the board meeting and approved by the chairman. The bank union opposed this situation and stated that in order to accept the collective agreement, it is necessary to agree with the representative body of the employees. In response, the manager of the bank said that there is no need to agree with the employees because the benefits and guarantees specified in the collective agreement are determined based on the bank's capabilities. After that, the representatives of the employees appealed to the Federation of Trade Unions. During the investigation organized by the Federation of Trade Unions of the Republic of Uzbekistan, it was found that this

collective agreement was concluded without meeting the requirements of the law. As a result of the investigation carried out by the district prosecutor's office, a presentation was made to the management of the enterprise with the demand to adapt the local documents to the current legislation.

1. Evaluate this case based on the relevant legal norms.
2. The role of local documents in labour relations.
3. Specify the procedure for concluding, changing and canceling the collective agreement.

Case task 14.

Mrs. Mahkamova applied to the non-budgetary pension fund department and stated that her husband died of a general illness at the age of 36, that she was self-employed for 10 years before his death, that she currently has 3 minor children under her care, and that she herself does not work anywhere. He asked them to appoint a politician. The non-budgetary pension fund department assigned pensions taking into account only minor children. Mrs. Mahkamova demanded that she be included in the circle of pensioners, taking into account the fact that she is currently busy with the education of minor children.

- Is Mrs. Mahkamova's request reasonable?
- Does the length of service have legal significance when assigning a survivor's pension?
- Make a legal assessment of the case.

Case task 15.

Mrs. Olimova applied to the district department of the Non-Budget Pension Fund, said that she received an old-age pension in 2019 and has been working since that year, and asked them to recalculate the amount of her pension by adding the period of work after the appointment of the pension to the length of service.

- Is Mrs. Olimova's request appropriate?

- Make a legal assessment of the case.

Case task 16.

Mr. Odilov applied to the district branch of the non-budgetary pension fund, saying that he has retired and is currently engaged in private business, not on the basis of an employment contract, and demanded that the pension be paid in full, not half.

- Is Mr. Odilov's demand appropriate?
- What is the procedure for paying pensions to working pensioners?
- Make a legal assessment of the case.

Case task 17.

Mrs. Butaeva stopped working when she turned 50 years old. His total work experience is 17 years. He applied to the Non-Budget Pension Fund Department, asking for a pension at the age of 58. The non-budgetary pension fund department did not grant a pension to this citizen, saying that he did not have the necessary work experience and that he did not apply for the pension in time.

- Are the actions of the off-budget pension fund department legal?
- Will a pension be granted if he does not have the necessary work experience?
- From what age is the pension paid in this case?

Case task 18.

6 months after the birth of her child, Mrs. Mamasiddikova applied to the self-governing body of citizens with a request to appoint a child care allowance. Citizens' self-governing body did not assign this allowance on the grounds that the child died six months after birth.

- Are the actions of the citizen self-government body correct?
- From when will child care allowance be paid to unemployed women?

- Should Mrs. Mamasiddikova's appeal for child care allowance be granted?

Case task 19.

Choreographer Saidova applied for a job at the Employment Assistance and Social Protection Center. He was recognized as unemployed in the prescribed manner. Saidova was sent to a music and art school in the district due to the minimum number of jobs established for employment in enterprises. In the school of music and art, they informed him that they had informed the Center for Employment Assistance and Social Protection of the Population about vacancies a month ago, but a qualified specialist was hired instead of this job a week ago. Unsatisfied with the school administration's answer, Saidova stated that she is disabled of the II group, and it is not legal to deny her employment. The administration of the educational institution considered Saidova's objection groundless and informed her that disabled people can work only in special educational institutions.

1. Make a legal assessment of the situation.
2. What action can be taken against Saidova?
3. How can unemployed persons get a job?
4. What privileges and guarantees are provided for disabled persons in the legislation on providing employment to the population? Explain the mechanism of their use.
5. Make a legal assessment of the actions of the administration of the educational institution.

Case task 20.

An employee of the enterprise, Kasimova, appealed to the head of the department and said that she was not paid maternity leave allowance, and the reason for this was that this employee was on maternity leave, but was still

working and getting a salary. Mrs. Kasimova asked to pay both salary and allowance.

- Will Mrs. Kasimova's appeal be granted?
- If an employee on maternity leave is working, what benefits can be given to him in the field of social security?
- Make a legal assessment of the case.

Case task 21.

Mrs. Tursunova applied to the head of the enterprise where she worked, asking them to extend the child care allowance for another year and, taking into account that her family's financial situation is not good, to pay the allowance for the third year as well. However, the head of the enterprise said that it is possible to receive this type of allowance only until the child turns two years old, and that the employee should be employed as soon as possible.

- Make a legal assessment of the actions of the head of the enterprise.
- For how long and by whom is child care allowance for working mothers assigned?
- What is the procedure for assigning and paying allowances related to child care?

Case task 22.

Valieva, an employee of the enterprise, was seriously ill and asked the enterprise for financial assistance to buy medicine. Because the collective agreement of the enterprise provided financial assistance in the form of money to the employees of the enterprise for treatment in medical or other sanatoriums. However, the enterprise's administration told Valieva that this aid money will be made from the labour compensation fund only if the enterprise has economic opportunities, and that they cannot pay this aid money due to the lack of surplus funds. The employee Valieva demanded from the administration of the enterprise that this assistance money was given to several employees before her.

- Make a legal assessment of the case.
- Is Valieva's demand legal?
- Are the norms of social security legislation violated in the actions of the enterprise's administration?
- If a dispute arises between the parties regarding the provision of this aid money, on the basis of which legislation will the dispute be resolved?

Case task 23.

Mr. Zakirov applied to the head of the "Orzu" health center with a referral from the Center for Employment Assistance and Social Protection of the Population, asking for employment. At the reception, Zakirov was told that he should meet with the personnel department with his documents. After a conversation with the head of the personnel department, Zakirov, told him that they would call him after 3-4 hours and took away his documents. After 4 days, Zakirov, who came to receive information on his own initiative, found out that the company's administration had hired another person for the position of plumber 2 days ago, and turned to the personnel department. Saying that the head of the personnel department is on vacation, the supervisors of the personnel department told Zakirov that the recruitment for the position of a plumber will be made on the basis of a competition, and Mr. Zakirov did not pass the competition in the previous interview. In response, Zakirov stated that he is a disabled person of the II group and emphasized that he should be provided with privileges in the legislation. Considering that the refusal of employment by the "Orzu" health center is illegal, he decided to appeal to the court.

1. Evaluate this situation based on the relevant legal norms.
2. Explain step by step the mistakes made by the subjects of the problem.
3. Who is responsible for recruitment?
4. Does the legislation provide for benefits and guarantees for the employment of disabled people? List them.

3. REVIEW QUESTIONS.

3.1. Questions for mid-term control:

1. Basic principles of population employment.
2. Tasks and functions of labour law in the conditions of transition to market relations.
3. The procedure for drawing up collective agreements.
4. Content of collective agreements.
5. Procedures and stages of conclusion of collective agreements.
6. Concept, importance and main purpose of collective contract and collective agreement.
7. Liability of the parties for failure to fulfill the terms of the collective contract and agreements.
8. Basic principles of collective agreement.
9. Content of collective agreement.
10. Collective contract and collective agreement as a form of social partnership.
11. Right of employer and employee to change working conditions.
12. Employers as subjects of labour law.
13. Control over the implementation of employment laws and responsibility for violations of laws in this area.
14. Change of workplace. The concept and types of other permanent employment.
15. Employment departments and their duties.
16. Additional guarantees given to certain categories of citizens in the field of employment.
17. Preliminary test in employment.
18. Registration of employment. Workbook.
19. Legal guarantees given to persons being dismissed.
20. Unemployed person and his legal status

21. Unemployment benefit, its amount and payment period.
22. Employment contracts on the basis of competition, on the basis of placement and other special types.
23. The network of labour legislation and the system of the science of labour law.
24. Concept, classification of sources of labour law.
25. The concept of principles of labour law.
26. Basic concept and institutions of labour law, their unity.
27. Difference of labour law from other areas of law.
28. Methods of labour law.
29. Guarantee of the rights of employees when working conditions are unilaterally changed at the initiative of the employer.
30. Employment contract as a basis for the creation of legal relations related to labour.
31. General rules for determining and changing the terms of the employment contract.
32. Conclusion of an employment contract for an indefinite period, for a certain period and for the time of performance of a certain work.
33. Registration of changes to the employment contract.
34. Changing the employment contract at the request of the employee.
35. Necessary and additional conditions of the employment contract.
36. Parties and content of the employment contract.
37. Form of employment contract. The difference between an employment contract and civil-legal contracts related to work.
38. Legal regulation of labour relations.
39. The concept of legal relations related to labour.
40. Content of labour-related legal relations, object and subject of labour-related legal relations.
41. Types of labour-related legal relations, their main features and their different characteristics from other legal relations.

42. Rules for the application of labour legal norms in time, territory and between persons.

43. Rules for the application of labour-law norms in time, territory and between persons.

44. Network principles and their classification.

45. The Labour Code of the Republic of Uzbekistan is the main source of labour law.

46. Constitution of the Republic of Uzbekistan as a leading source of labour law.

47. The role of decisions of the Plenum of the Supreme Court of the Republic of Uzbekistan in the regulation of labour relations.

48. Procedure for registering citizens as job seekers.

49. Representative bodies of employees and employers as subjects of labour law.

50. Employees as subjects of labour law.

3.2. Questions for final review control:

1. Labour law as a branch of law. The subject of labour law regulation.

2. Sources of labour law (concept, features, types). Local regulatory legal acts.

3. The concept of social partnership and its meaning. Principles of social partnership.

4. The concept, parties and content of the collective agreement. Order of conclusion.

5. The concept, parties and content of the employment contract. The difference between an employment contract and civil law contracts related to the use of labour (contract, assignment, copyright, etc.)

6. The term of the employment contract. The conclusion of an employment contract for an indefinite period. Fixed term contracts.

7. The procedure for concluding an employment contract. Form of employment.
8. Probationary period for employment.
9. Guarantees, restrictions and prohibitions in employment.
10. Documents presented at the conclusion of an employment contract.
11. Work book. The procedure for making entries, changing them, issuing a duplicate work book.
12. The concept and types of transfers to another job. Temporary transfers to another job. Payment for labour in translations.
13. Business trip. Guarantees and compensation for business trips.
14. Suspension from work. Legal consequences of suspension from work.
15. Grounds for termination of the employment contract and their classification.
16. Termination of the employment contract by agreement of the parties and in connection with the expiration of the employment contract.
17. Termination of the employment contract at the request and at the request of the employee.
18. Termination of the employment contract at the initiative of the employer in the event of liquidation of the organization, termination of the activity of an individual entrepreneur, reduction in the number or staff of employees. Preferential right to stay at work in case of reduction in the number or staff of employees.
19. Termination of the employment contract in connection with the discovered inconsistency with the position held.
20. Termination of an employment contract due to circumstances beyond the control of the parties.
21. Forms, systems and wages.
22. Guarantee and compensation payments.
23. The concept of working time. Types of working time.

24. Types of rest time (breaks during the working day, daily rest, days off, holidays).

25. Labour basic and additional holidays, their types. Length of vacation. Summation of vacations.

26. Social leave, their types and the procedure for granting.

27. Disciplinary responsibility of employees and its types.

28. Types of disciplinary sanctions. Terms of application of disciplinary sanctions.

29. Investigation and registration of accidents at work and occupational diseases.

30. Features of regulation of labour of civil servants.

31. Features of labour regulation of the head of the organization.

32. Features of the regulation of women's labour.

33. Features of the regulation of youth labour.

34. Features of the regulation of the work of disabled people.

35. Features of labour regulation of persons working on art-time.

36. Individual labour disputes. The procedure for establishing a commission on labour disputes and its competence.

37. Consideration of labour disputes by the court. Deadlines for applying to labour dispute resolution bodies.

39. Collective labour disputes. Their concept, order of resolution.

40 The concept of liability under labour law and its difference from other types of liability. Conditions for bringing an employee to liability for damage caused employer.

41. Limited material liability of employees.

42. Full liability of employees.

43. Liability of employees on the basis of a written agreement on full liability.

44. The procedure for compensation for damage caused to the employer.

45. Liability of the employer for violation of labour rights.

4. GLOSSARY

Labour law is a field of law that regulates labour and relations directly related to it.

Functions of labour law - form of implementation of the main tasks of labour law, external perspective.

Methods (styles) of labour law - a set of methods and ways of regulating labour relations.

Sources of law are a form of strengthening and expression of legal norms.

The principles of labour law are the basic guidelines that express the nature and characteristics of labour law.

Local regulatory act is a source of labour rights accepted by the employer within the enterprise, taking into account the consent of the representative body of employees.

Employee – an individual who entered into labour relations with the employer;

An employer is a legal entity or individual who enters into labour relations with an employee.

Employee - individuals entering into labour relations with the employer;

Legal relations are social relations regulated by legal norms.

Labour-related legal relations - an employment contract between an employee and an employer on the performance by the employee of a specific specialty, qualification, position in accordance with internal labour procedures, as well as an agreement on the performance of work for a fee on the basis of the conditions established by labour laws and other normative documents. is a based relationship.

Subjects of labour law are individuals and legal entities who are participants in social relations regulated by the norms of labour legislation and who have permanent labour rights and obligations and who exercise them.

Labour-related legal capacity is the ability to have subjective rights and obligations according to the norms of labour law.

Labour-related legal ability is the ability to exercise rights and obligations in accordance with the law through certain actions.

Delictual capacity is responsibility for the performance of obligations stipulated and imposed by labour legislation.

The collective negotiation commission is a special authorized commission formed by members of trade unions, other representative bodies of employees, representatives of the employer to conduct collective negotiations, as well as to develop a single collective agreement or collective agreement project.

Collective bargaining is a negotiation process focused on the discussion of issues that make up the content of collective contracts and collective agreements.

Collective agreement is a local regulatory act regulating labour and social economic relations within an enterprise, an organization, its full definition is given in Article 29 of the Labour Code of the Republic of Uzbekistan.

Collective labour agreements are normative acts that include obligations regarding the establishment of working conditions, employment and social guarantees for employees of a specific profession, sector, region, its concept is given in Article 29 of the Labour Code of the Republic of Uzbekistan.

Assistance in employment - assistance in employment of the population by the relevant bodies of the system of labour and social protection of the Republic of Uzbekistan.

Unemployed – a capable person from the age of sixteen to the age of receiving the right to pension, without a job or salary (labour income), registered with the local labour body as a job seeker, ready to work, to undergo vocational training or retraining, to improve their qualifications.

Acceptable work - work that does not require initial professional training for people who are looking for a job for the first time, without a profession

(specialty), and if it is not possible to find such a job, another paid work, including temporary work, is acceptable, taking into account their age and other characteristics is considered to be an incoming job. For persons deprived of work and wages (earnings), work suitable for their professional training, taking into account age, health condition, work experience and experience in the previous specialty, convenience of the new workplace in terms of participation in transport, is acceptable.

Unemployment benefit - a type of financial support for persons who have lost their jobs, are looking for work for the first time, and who want to resume work after a long (more than a year) break and are recognized as unemployed.

Employment contract - employment contract is an agreement between an employee and an employer to perform work for a specific specialty, qualification, and position for a fee based on the agreement of the parties, as well as the conditions established by labour laws and other normative documents.

The form of the employment contract is concluded in written form. The employment contract is concluded in at least two copies with the same force.

The parties to the employment contract are the employee and the employer.

The term of the employment contract – The employment contract is concluded for an indefinite period, for a certain period of not more than five years, for the time of performance of a certain work.

Content of the employment contract - The content of the employment contract is determined by the agreement of the parties. The content of the employment contract consists of a set of rights and obligations of the employee and the employer who enter into the relationship of this contract.

Documents for employment - passport or birth certificate and certificate of residence; employment record, military ticket or certificate of military service; document about information.

Labour book - the labour book is the main document confirming the length of service of an employee.

The initial test is to check the employee's ability to perform the assigned work; its term cannot exceed three months.

Formalization of employment - employment is carried out by order of the employer.

Change of employment contract - employment contract is an agreement between the employee and the employer to perform work for a specific specialty, qualification, position, subject to the internal labour procedure, as well as on the basis of conditions established by labour laws and other regulatory documents.

Labour conditions mean the sum of social and production factors in the labour process. Social factors: amount of wages, working hours, duration of vacation. Production factors: technical, sanitary, hygienic, household conditions.

Determination of working conditions – Working conditions are determined by labour laws and other normative documents, as well as by agreement of the parties to the labour contract.

Changes in working conditions are carried out in the order in which they were determined.

The term "transfer to another job" refers to the assignment of labour duties to an employee that are different from the labour functions stipulated in the labour contract.

Changing the place of work - changing the place of work, which is not stipulated in the employment contract, is not considered a change of the terms of employment, and it is not required to agree with the employee about it.

Transfer to another job is formalized by order of the employer.

Termination of the employment contract - Termination of the labour contract between the employee and the employer due to the occurrence of certain legal conditions.

Grounds for termination of the employment contract - 1) according to the agreement of the parties; 2) at the initiative of one of the parties; 3) at the end of the term; 4) according to circumstances beyond the discretion of the parties; 5) according to the grounds provided for in the employment contract; 6) the attitude of not being elected to a new term (failing to pass through the competition) or refusing to participate in the election (competition) with.

Termination of the employment contract at the initiative of the employee - the employee has the right to cancel the employment contract concluded for an indefinite period, as well as the fixed-term employment contract before the end of the term, by notifying the employer in writing two weeks in advance.

Fixed-term employment contract - The fixed-term employment contract is terminated at the end of its term. If the employment relationship continues even after the end of the term, and none of the parties has requested its cancellation within a week, the contract is considered to be extended for an indefinite period.

Termination of the employment contract due to circumstances beyond the discretion of the parties - termination of the employment contract due to circumstances beyond the discretion of the parties due to the occurrence of certain legal conditions, termination of labour legal relations between the employee and the employer due to circumstances beyond the discretion of the employee.

Formalization of the termination of the employment contract - The termination of the employment contract is carried out by the persons who have the right to hire, i.e. employers, and is formalized by order. On the day of termination of the employment contract, the employer must provide the employee with his employment record and a copy of the order on the termination of the employment contract.

Severance pay - when the employment contract is terminated at the initiative of the employer, when the employment contract is terminated in cases

beyond the discretion of the parties, the severance pay is paid. (with the exception of the termination of the contract due to the employee's failure to perform his work duties, cases of violation of the established rules regarding employment due to the fault of the employee (concealing the court's verdict on deprivation of the right to occupy a certain position or engage in a certain type of activity, submitting false documents, etc.);) The amount of severance pay cannot be less than the average monthly salary.

Reinstatement - when the employment contract is illegally terminated or the employee is illegally transferred to another job, the employer himself, the court or other authorized body restores him to his previous job.

Dismissal - When an employee comes to work under the influence of alcoholic beverages, drugs or toxic substances, the employee refuses to undergo a mandatory medical examination or does not comply with the recommendations of the medical commission based on the results of the examinations, the employer has the right not to employ him.

Working time is the time during which the employee must perform his work duties in accordance with the work order or schedule or the terms of the employment contract.

Normal period of working time - normal period of working time is working time not exceeding forty hours per week.

Short-term working time - fixed working time for certain categories of employees.

Part-time working time - working time determined by agreement between the employee and the employer.

Working hours regime - duration of daily working hours, start and end time of work, time of work breaks, number of shifts during the day, alternate working days and non-working days, order of employees to shift from shift to shift.

Night work time - work performed from 10:00 PM to 6:00 AM.

Overtime work - work performed outside of the daily work (shift) period set by the employee.

Breaks are the time given to the employee to rest and eat during the working day (shift). This time is not included in working hours.

Rest time is the time when the employee is free from work duties and cannot use it at his discretion.

Duration of daily rest time - the daily rest period between the end of work and the start of work on the next day (shift).

Rest days - employees have two days off per week in a five-day work week, and one day off in a six-day work week.

Holidays are non-working days off established by law.

Employment on weekends - as a general rule, working on holidays is prohibited. In special cases, by order of the employer, it is allowed to work on weekends with the condition of paying an additional fee.

Labour vacations are vacations given once a year for rest and restoration of working capacity, while maintaining the workplace (position) and average salary.

Leave without pay is a leave of up to three months without pay according to an agreement between the employee and the employer.

Salary is the share of the wage earner from the generated national income, and this share depends on the quantity and quality of his work, qualifications and professional skills.

The amount of remuneration for labour - the amount of labour remuneration is determined according to the agreement between the employer and the employee. The salary cannot be less than the minimum amount established by law.

Guarantees of payment of wages - The employer, regardless of his financial situation, must pay the employee for the work performed in the specified terms in accordance with the terms of the wage. The amount of wages

cannot be less than the amount established in the collective agreement or agreement.

The unified tariff scale is a system of calculating the wages established by the state, according to which it is necessary to determine the reasonable levels of remuneration for the work of employees of different categories depending on the complexity of the work and the qualifications of the employees, and to create a means of maintaining these levels.

The system of remuneration for labour in deviation from the normal conditions - for work outside working hours, work on weekends and holidays is paid in the amount of at least two parts.

Time of payment of wages - The time of payment of wages is determined by the collective agreement or other local regulatory document and cannot be less than once every six months.

Withholding from wages - As a general rule, with the written consent of the employee, and in the absence of such consent - withholding from wages may be based on the court's decision.

Guaranteed payer - a citizen is considered to be one of the constitutional guarantees established due to the fulfillment of his civil duty, socio-political rights and obligations, and they are unconditionally provided by all enterprises, institutions, and organizations.

Compensation payments - expenses incurred by the employee in connection with the performance of his duties are assumed to be fully covered by the employer. The purpose of compensation payments is to reimburse the material and monetary costs incurred by the employee in the interests of the employer, thereby preventing him from suffering property damage due to the proper performance of his duties.

Business trip - it is understood that the employee performs his duties in accordance with the order of the employer from the settlement where the enterprise is located to another settlement.

Labour procedure - The procedure in the enterprise is determined by the rules of the internal labour procedure approved by the employer in agreement with the trade union committee or other representative body of employees.

Ensuring labour discipline - Labour discipline is ensured by creating the necessary organizational and economic conditions for normal work with methods of incentives and rewards for honest work, and by applying punishment measures against dishonest employees.

Disciplinary sanctions - The employer has the right to apply disciplinary sanctions to the employee for violating labour discipline. They are: you are fine; a fine of no more than 30% of the average monthly salary. termination of employment contract

Procedure for applying disciplinary sanctions - Disciplinary sanctions are applied by persons (bodies) authorized to employ.

Material responsibility - compensation of damage caused by one party to the labour contract (employer or employee) to the other party in connection with the performance of duties in the field of labour

The occurrence of material liability is the consequence of damage caused by one party to the employment contract to the other party as a result of his illegal behavior (action or inaction).

The damage that must be paid to the employee - in connection with the performance of his labour duties or as a result of being illegally deprived of the opportunity to work, and in the case of the death of his breadwinner in connection with work, - any damage caused to his family members (the first part of Article 192) (this including moral damage) to be fully compensated by the employer

Actual direct damage is understood as the fact that the existing property of the employer (including the property rented by the employer from third parties) has actually decreased or deteriorated, as well as the need for the employer to make excessive payments.

Circumstances that exclude material liability - damage caused by force majeure, normal economic risk, last necessity or necessary defense

Labour protection - economic, legal, organizational measures to create safe and healthy working conditions for employees, to ensure technical, sanitary and hygienic conditions in production sites

Technical safety is a system of organizational measures and technical tools aimed at eliminating the effects of harmful factors of production

Industrial sanitation is a system of organizational measures and technical means aimed at preventing or reducing the harmful effects of production.

Labour protection requirements - requirements established by the Code, laws on labour protection and other regulatory documents, as well as technical standards

The employee's right to receive information about labour protection - the employer, when concluding an employment contract and transferring to another job, informs the employee about the working conditions, including the possibility of contracting occupational diseases and other diseases, the benefits and compensations provided to him in connection with this, as well as personal protective equipment to be provided

Medical examination - the employer organizes medical examinations of employees initially during the conclusion of an employment contract and later (during work) from time to time

A labour dispute is a labour dispute between an employer and an employee.

Individual labour disputes are disagreements between an employer and an employee arising from the application of labour laws and other normative documents, labour conditions stipulated in the labour contract.

Establishment of labour dispute commissions - In the collective agreement, if it has not been established, the agreement between the employer

and the trade union committee or other representative body of employees may provide for the establishment of labour dispute commissions. based on

Exemption of employees from court costs - Employees are exempt from paying court costs when they apply to court for claims arising from legal relations related to labour.

5. TEST TASKS

1. Determine which of the following is not considered a subject of labour law.

A) relations related to the financial responsibility of the parties to the labour contract

B) relations regarding the granting of childcare leave to a woman with a child under the age of three.

C) relations regarding the application of administrative punishment for violation of labour laws

D) relations regarding the fulfillment of the terms of the employment contract

2. Which body carries out state management in the field of labour?

A) Ministry of Labour and Social Protection of the Republic of Uzbekistan

B) Cabinet of Ministers of the Republic of Uzbekistan

C) President of the Republic of Uzbekistan

D) Prosecutor General of the Republic of Uzbekistan and subordinate prosecutors

3. Control over the exact and uniform implementation of labour laws in the territory of the Republic of Uzbekistan is entrusted to... Fill in the blanks.

A) Cabinet of Ministers of the Republic of Uzbekistan

B) President of the Republic of Uzbekistan

C) Chambers of the Oliy Majlis of the Republic of Uzbekistan

D) Prosecutor General of the Republic of Uzbekistan and subordinate prosecutors

4. The main ideas, guiding rules, which represent the state policy in the field of ensuring labour market activity, strengthened by the current laws are called... Fill in the blanks.

- A) Principles of labour law
- B) Sources of labour law
- C) Labour law system
- D) Labour law norms

5. The procedure for employing only citizens who are members of the trade union in the enterprise is... Fill in the blanks.

- A) is evaluated according to the employee's wishes
- B) is discrimination in labour relations
- C) is disciplinary action with discrimination
- D) is to give benefits to employees

6. Enlisting to work for the purpose of execution of the court's judgment of conviction... . Fill in the blanks.

- A) forced labour is considered
- B) if serving this sentence is temporary, it is not considered forced labour
- C) is not considered forced labour
- D) is illegal work

7. The general age for employment is .. age. Fill in the blanks.

- A) 16
- B) 21
- C) 20
- D) 18

8. Determine when the Labour Code of the Republic of Uzbekistan was made.

- A) January 1, 1996
- B) August 1, 1998
- C) May 1, 1996
- D) December 21, 1995

9. When will the labour regulations of the Ministry of Labour and Social Protection of the Population enter into force?

- A) Ten days will pass after being registered with the Ministry of Justice of Uzbekistan
- B) With the approval of the President of the Republic of Uzbekistan
- C) with the signature of the minister
- D) after consideration and approval by the ministerial board

10. Identify a person who is not a subject of labour relations.

- A) employee
- B) is a shareholder of the enterprise
- C) employee representative body.
- D) employer

11. Identify the person who is not an employer from the answers below.

- A) the owner of the enterprise, if he is the head
- B) head of the enterprise
- C) a citizen who has reached the age of 16
- D) persons who have reached the age of eighteen, in cases permitted by law

12. What is paid teamwork?

- A) Involvement of citizens in the activities of public organizations
- B) insect
- C) forced labour

D) Organization of temporary work for persons recognized as unemployed

13. Does the employee have the right to demand a change in working conditions?

A) no, not right

B) is entitled when it is time to transfer to another job

C) this requirement is the basis for dismissal

D) yes, right

14. Identify the answer that incorrectly states that work is not considered acceptable.

A) if the rejection of a job is based on unjustified reasons, such a job cannot be considered acceptable.

B) if the proposed job is far from the place of permanent residence and is not convenient in terms of transportation

C) if the salary in the offered job is less than the minimum amount established for this specialty and profession

D) If the work is related to changing the place of residence

15. How long is unemployment benefit paid to a person looking for work for the first time?

A) A maximum of 12 calendar weeks

B) A maximum of 13 calendar weeks

C) A maximum of 14 calendar weeks

D) For a maximum of 3 months

16. Conclusion of the collective agreement is the responsibility of the employees of the enterprise. Fill in the blanks.

A) obligation

B) the obligation to fulfill when the employer demands

- C) debt
- D) right

17. From the receipt of a written notification about the conclusion of a collective agreement, the other party must enter into negotiations within ... days. Fill in the blanks.

- A) six months
- B) two weeks
- C) one month
- D) seven days

18. Identify the parties to the collective agreement.

- A) employee representative body and employees
- B) employee and employer
- C) District governor and employer
- D) employee representative body and employer representative body, state administration or local government body in appropriate cases

19. The longest period of validity of the collective agreement is... . Fill in the blanks.

- A) limited, should not exceed 1 year
- B) limited, should not exceed 7 years
- C) unlimited
- D) limited, should not exceed 3 years

20. Which document may not determine the rights of trade unions and their elected bodies in their relations with state and economic bodies, employers?

- A) collective agreements
- B) the law

- C) employer's order
- D) charter

21. Before making decisions affecting the interests of employees, it is their obligation to consult with their representative bodies. Fill in the blanks.

- A) trade union representative
- B) employer
- C) labour team
- D) state management body in the field of labour

22. Who represents the employer on behalf of the company?

- A) officials of the administration
- B) Trade union representative
- C) Labour team
- D) founders

23. Defines the content and structure of the collective agreement. Fill in the blanks.

- A) parties
- B) representative bodies of the employer
- C) trade unions
- D) The owner of the enterprise

24. He does not have the right to check the fulfillment of the obligations stipulated in the collective agreement. Fill in the blanks.

- A) labour team
- B) trade union
- C) Relevant bodies of the Ministry of Labour and Social Protection of the Republic of Uzbekistan

D) employee

25. ... in accordance with the agreement of the parties participating in the negotiations, there may be bilateral and tripartite negotiations. Fill in the blanks.

- A) company charter
- B) charter of the enterprise
- C) collective agreements
- D) employment contract

26. Which type of collective agreements determines the general principles of policy making in agreement with regard to socio-economic issues?

- A) regional agreement
- B) sub-network agreement
- C) territorial agreement
- D) general agreement

27. When the enterprise is reorganized, it will employ persons discharged from military service. Fill in the blanks.

- A) trade union
- B) the owner of the enterprise
- C) district governor
- D) is his legal successor

28. The employee and the employer are considered to be parties to the employment contract. Fill in the blanks.

- A) subjects
- B) specialists
- C) sides

D) representatives

29. What are the main conditions defined in the agreement of the parties in the labour contract?

A) the day of the start of work

B) when the employment contract is concluded for a certain period, its validity period

C) compensation payments to the employee

D) enterprise or its division (branch name, legal entity)

30. What is the duration of employment contracts?

A) for a period not exceeding seven years

B) for a period not exceeding one year

C) the time to perform certain work can be set for five years

D) for an indefinite period, related to the performance of specific work and the term did not exceed 5 years

31. At least how many copies of the employment contract are drawn up?

A) one

B) two

C) three

D) four

32. From when does the labour contract concluded in accordance with the law come into force?

A) there is no such rule in the labour legislation

B) from the end of the probationary period

C) from the day the employee began to perform his work duties

D) comes into force from the moment of signing

33. How many days before the parties inform each other about the result of the preliminary test?

- A) 3 days
- B) 7 days
- C) two weeks
- D) one month

34. In order for the employer to change the working conditions on his own initiative... Fill in the blanks.

- A) must notify the employee three days in advance
- B) must notify the employee at least 2 months in advance
- C) must notify the employee at least two weeks in advance
- D) must notify the employee at least one month in advance

35. In order to change the working conditions on his own initiative, the employee must notify the employer at least ... before. Fill in the blanks.

- A) two weeks
- B) three days
- C) three weeks
- D) one month

36. Who draws up the labour contract with employees in the enterprise?

- A) Owner of the enterprise
- B) Trade union representative
- C) is the head of the enterprise
- D) Enterprise establishment

37. From when should the employee begin to perform his work duties?

- A) From the day specified in the collective agreement
- B) From the date of issuing the employer's order
- C) From the date of receipt of the consent of the trade union
- D) from the date specified in the employment contract

38. Who can be assigned a preliminary test when concluding an employment contract?

- A) To pregnant women
- B) to women with children under the age of three
- C) to persons who have concluded an employment contract with employees for a period of up to six months
- D) to employees who entered the workforce for the first time after military service

39. What is the minimum duration of the initial trial?

- A) has no minimum term
- B) should not be less than one day
- C) It should not be less than three months
- D) the minimum term is determined by the employer.

40. When the initial test is unsatisfactory, the employer shall... . Fill in the blanks.

- A) resigns with at least ten days notice
- B) has the right to immediate dismissal
- C) dismisses without notice
- D) one month prior written notice. Then he can be fired

41. At the request of the victim, how long after the end of the investigation, the employer must issue a statement about this accident?

- A) seven days

- B) one month
- C) three months
- D) three days

42. Who carries out public inspection of compliance with labour protection norms and rules?

- A) trade union
- B) labour team
- C) the employer
- D) the owner of the enterprise

43. The amount of moral damages charged to the employee from the employer should not exceed ... Fill in the blanks.

- A) 1 month's average salary
- B) from the average salary of 3 months
- C) from the minimum wage
- D) from the average salary of 6 months

44. According to ... pregnant women production standards, service standards will be reduced. Fill in the blanks.

- A) by order of the employer
- B) to the decision of the trade union
- C) to the employee's application
- D) to the medical report

45. Women who have children under the age of three, who work in institutions and organizations financially supported by the budget, have a reduced working time of no more than ... hours per week. Fill in the blanks.

- A) 30
- B) 32

C) 36

D) 35

46. How many hours a week should the normal working time not exceed?

A) from 40 hours

B) from 41 hours

C) from 35 hours

D) from 36 hours

47. What is the minimum period of leave for employees who are allowed to take entrance exams to enter higher educational institutions?

A) 36 calendar days

B) 30 calendar days

C) 24 calendar days

D) 15 calendar days

48. Employees who are studying vocational and technical knowledge are exempted from work for at least ... working days during the year. Fill in the blanks.

A) thirty

B) twenty four

C) thirty six

D) thirty five

49. An employee employed by the order of employment Fill in the blanks.

A) if the employee requests, it will be introduced and a copy will be given to him

B) introduced if the employer wishes

- C) is introduced and a receipt is obtained from him
- D) The trade union will introduce if presented

50. What is the procedure for applying the initial test?

- A) is used if the employer agrees
- B) is used with the agreement of the parties and it is indicated in the employment contract
- C) will be applied regardless of the wishes of the parties
- D) It is used depending on the situation of the work

51. An association of employees participating in the labour activities of the enterprise on the basis of an employment contract is called... Fill in the blanks.

- A) voluntary societies
- B) Representative body of employers
- C) Trade union
- D) Labour team

52. The main document confirming the employee's work experience is... Fill in the blanks.

- A) work book
- B) employment contract
- C) employer's order
- D) collective agreement

53. Recruitment is formalized with ... Fill in the blanks.

- A) Employment contract
- B) employer's order
- C) collective agreement
- D) Order of the trade union

54. To issue an order to hire an employee... Fill in the blanks.

- A) the employee's application for employment is the basis
- B) the referral of the district labour department is the basis
- C) The decision of the district governor is the basis
- D) is the basis of the employment contract concluded with the employee

55. Initial test for persons who are being hired for a period of up to six months... . Fill in the blanks.

- A) is not used
- B) will continue to be used
- C) is used if the employer wishes
- D) is used for 1 month

56. Women who have two or more children under the age of twelve or a disabled child under the age of sixteen are granted an additional paid holiday for a period of not less than ... Fill in the blanks.

- A) three working days
- B) five business days
- C) seven business days
- D) ten working days

57. Women are given pregnancy and maternity leave with a period of ... calendar days before giving birth. Fill in the blanks.

- A) eighty
- B) seventy
- C) ninety
- D) sixty

58. Until the age of the child, a woman is given an additional holiday without salary to take care of the child?

- A) one
- B) two
- C) three
- D) one and a half

59. Who should be covered by state social insurance?

- A) Certain categories of employees
- B) Working pregnant women
- C) Working women with children under the age of three
- D) All employees

60. Before the end of the initial trial period, each party has the right to terminate the employment contract by notifying the other party in writing ... days in advance. Fill in the blanks.

- A) 30
- B) 25
- C) 20
- D) 3

61. ... means the sum of social and production factors in the labour process. Fill in the blanks.

- A) Labour productivity
- B) labour principles
- C) Job duties
- D) Working conditions

62. How long after the date of submission of the employee's application to change the working conditions should be considered by the employer?

- A) 1 week
- B) 10 days
- C) 30 days
- D) 3 days

63. Transfer to another permanent job (change of the employee's work duties) ... may be allowed. Fill in the blanks.

- A) only with the consent of the trade union
- B) only with the consent of the labour team
- C) only with the consent of the employee
- D) only with the consent of the employer

64. Preferential circumstances for keeping employees at work can be provided in ... Fill in the blanks.

- A) in the collective agreement
- B) In the charter of the enterprise
- C) On the order of the employer
- D) in the trade union document

65. In the employee's work book about the fact that he worked on a substitute basis... . Fill in the blanks.

- A) is recorded
- B) written if the employer agrees
- C) It is written if the trade union offers it
- D) is recorded at the request of the employee

66. Determine when the Labour Code of the Republic of Uzbekistan came into force.

- A) on December 21, 1995
- B) April 1, 1996

- C) May 1, 1996
- D) from August 1, 1998

67. From the age of sixteen to the age of receiving the right to receive a pension, who does not have a job or salary (labour income), who is registered with the local labour body as a job seeker, training for work, profession or an able-bodied person who is ready to undergo retraining, to improve his qualifications is recognized as... Fill in the blanks.

- A) pensioner
- B) employee representation
- C) an employee
- D) is unemployed

68. Disciplinary punishment shall be applied within... Fill in the blanks.

- A) 1 month
- B) 1 year
- C) 10 days
- D) 6 months

69. What allowances are not paid from the state social insurance?

- A) Temporary disability allowance
- B) Pregnancy and childbirth allowance
- C) Allowance provided until the child is born and reaches the age of eighteen
- D) Burial allowance

70. If an unemployed person rejects an acceptable job offered to him twice... Fill in the blanks.

- A) the payment of unemployment benefits is cancelled
- B) payment of unemployment benefit is canceled after 3 months

- C) payment of unemployment benefit is canceled after 6 months
- D) payment of unemployment benefits will be canceled after 1 year

71. If an unemployed man under the age of thirty-five with up to three dependents refuses to participate in paid public work, he shall be... Fill in the blanks.

- A) payment of unemployment benefit is canceled after 6 months
- B) payment of unemployment benefit is cancelled
- C) payment of unemployment benefit is canceled after 3 months
- D) payment of unemployment benefit is canceled after 1 month

72. If an unemployed person has been sentenced to imprisonment or deprivation of liberty by the court's verdict... Fill in the blanks.

- A) the payment of unemployment benefits is cancelled
- B) payment of unemployment benefit is canceled after 3 months
- C) payment of unemployment benefit is canceled after 6 months
- D) payment of unemployment benefits will be canceled after 1 year

73. In case of termination of the employment contract due to guilty actions by the employee, the unemployment benefit may not be paid until ... Fill in the blanks.

- A) 6 months
- B) 3 months
- C) 10 days
- D) 1 year

74. How is permanent transfer formalized?

- A) trade union order
- B) employer's order
- C) consent of the labour team

D) consent of the owner of the enterprise

75. The basis for the termination of the employment contract at the initiative of the employer is provided for in the Labour Code. Fill in the blanks.

A) 3

B) 6

C) 8

D) 5

76. Termination of the employment contract with the employee during the period of temporary incapacity for work and on vacation at the initiative of the employer... Fill in the blanks.

A) it is impossible

B) it is possible

C) is not possible, except for points that occur in connection with the liquidation of the enterprise

D) in agreement with the trade union

77. One of the common grounds for terminating an employment contract is incorrectly stated in which answer?

A) according to the agreement of the parties.

B) at the end of the term

C) according to circumstances beyond the discretion of the parties

D) in connection with the death of one of the parties

78. When the employment contract is terminated due to the reduction of the number of employees (status), who will be given the preferential right to stay at work first?

A) there is no such rule in the labour legislation

- B) To technical staff
- C) employees with many years of work experience in this enterprise
- D) to persons who do not have independent wage earners in their family

79. In what cases is the employment contract not dependent on the discretion of the parties?

- A) when the employee who previously performed the same job moved to another job
- B) when his qualifications or health become incompatible with the work he is doing
- C) if the employee who previously performed the same job leaves the job
- D) if the employee is called to military or alternative service

80. Are the grounds (reasons) for terminating the employment contract written in the employment book?

- A) is not written
- B) It can be written at the request of the employee
- C) It can be written at the initiative of the employer
- D) It can be written at the request of the trade union

81. A pregnant woman with a child under the age of three may be dismissed from her job at the initiative of the employer... Fill in the blanks.

- A) there is no such rule in the labour legislation
- B) it is allowed if the employee agrees
- C) is not allowed
- D) is not allowed except in special cases

82. Disciplinary punishment must be applied no later than after receiving the disorder?

- A) 1 year

- B) 3 years
- C) 1 month
- D) 3 months

83. Which body is the first to deal with labour disputes in the institution?

- A) In the administration of the institution
- B) In the court of impartiality in the institution
- C) In the district court
- D) in the labour disputes commission of the institution

84. For what reasons cannot the employment contract be terminated?

- A) that the address of the enterprise has changed
- B) at the initiative of one of the parties
- C) at the end of the term
- D) according to circumstances beyond the discretion of the parties

85. What day is the day of termination of the employment contract?

- A) The day the employer's order was issued
- B) is the last working day of the employee
- C) The date of receipt of the consent of the trade union
- D) The day the employee received the work book

86. When must the employer provide the employee with his employment record and a copy of the order on the termination of the employment contract?

- A) 3 days after the termination of the employment contract
- B) 1 month after the termination of the employment contract
- C) On the day of termination of the employment contract
- D) 3 months after the termination of the employment contract

87. The time when the employee must perform his work duties in accordance with the work order or schedule or the terms of the employment contract is called... Fill in the blanks.

- A) Night working hours
- B) Rest time
- C) Emergency working hours
- D) Working hours

88. Indicate the category of employees for which the reduced working time is applied incorrectly.

- A) Employees with group I and II disabilities
- B) employees employed in jobs with unfavorable working conditions
- C) employees in special jobs
- D) employees who have reached the age of eighteen

89. In some branches of the national economy, the Disciplinary Law applies to certain categories of employees. Fill in the blanks.

- A) charter and orders
- B) charter and regulations
- C) regulations and orders
- D) charter, regulations and orders

90. What kind of document is accepted for disciplinary punishment?

- A) command
- B) decision
- C) order
- D) order

91. How long should the term of disciplinary punishment not exceed?

- A) three months
- B) six months
- C) nine months
- D) one year

92. For damages caused by one party to the employment contract to the other party as a result of his illegal behavior (action or inaction). will be responsible. Fill in the blanks.

- A) administrative
- B) financial
- C) contractual
- D) material

93. How long will the severance pay be paid?

- A) 1 month old
- B) 1 week old
- C) 2 weeks old
- D) 3 months old

94. How long should the enterprise administration file a complaint to the court about the damage caused by the employees to the enterprise?

- A) 3 months
- B) 1 year
- C) 6 months
- D) 1 month

95. Service fee is charged to the employee until the time of compulsory idleness. Fill in the blanks.

- A) 3 months
- B) 6 months

- C) 1 year
- D) 1 month

96. Who are the measures of financial responsibility of the parties to the labour contract applied to?

- A) employer
- B) employee
- C) labour team
- D) all answers are correct

97. The amount of lump-sum allowance given in connection with the death of an employee cannot be less than the average salary of the deceased.

Fill in the blanks.

- A) Six years
- B) Four years
- C) Two years
- D) One year

98. The amount of the one-time allowance given in connection with the damage to the health of the employee cannot be less than that of the victim.

Fill in the blanks.

- A) from six years of work
- B) from one year's salary
- C) from two years of work
- D) three years of work

99. The procedure and terms of payment of damages by the employer in connection with the injury to the employee's health or his death in connection with the performance of labour duties shall be determined by...

Fill in the blanks.

- A) Ministry of Labour and Social Protection of the Republic of Uzbekistan
- B) Federation of Trade Unions of Uzbekistan
- C) Government of the Republic of Uzbekistan
- D) Administration of the employing enterprise

100. To which body can an appeal be made against the decision to collect damage to the employer's property?

- A) to the prosecutor's office
- B) to the trade union
- C) to the relevant higher authority
- D) to court

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