

INTERNATIONAL STANDARDS ON LABOR ACTIVITY OF FOREIGN CITIZENS.

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ABSTRACT.

This article is based on the international regulation of labor relations of migrant workers on the basis of conventions and international agreements established by international standards recognized by many countries around the world. The article provides information on the rights and obligations of employees.

KEYWORDS: International Labor Organization, UN, Public Benefit, Civil Law Regulation, CIS, International Labor Conference, Labor Migration, Convention, Employees.

In almost all the literature, as well as in the scientific work of legal scholars, it is recognized that the most visible source of international labor standards are the normative legal acts adopted by the United Nations (UN). The UN is an organization that plays an important role in classifying not only human labor rights, but all inalienable rights. In particular, the rules in the field of labor are reflected in the two universal documents of the United Nations. They are the Universal Declaration of Human Rights of December 10, 1948 and the International Covenant on Economic, Social and Cultural Rights of December 19, 1966. Also, the normative legal acts of the International Labor Organization are the main documents regulating labor relations. In particular, the Charter of the ILO, 8 founding conventions, namely, Convention No. 29 on Forced Labor, Convention No. 98 on the Right to Collective Bargaining and Association, and Equal Remuneration Convention No. 100 concerning the Elimination of Forced Labor, Convention No. 100 concerning the Abolition of Forced Labor, Convention No. 111 concerning Discrimination in Labor and Employment Convention 182, Recommendations, Declarations and Covenants on the Worst Forms of Child Labor. In the next places are the territorial normative legal acts. Convention No. 111 on Discrimination in Labor and Employment, Convention No. 138 on the Minor Age, Convention No. 182 on the Worst Forms of Child Labor, Recommendations, Declarations and They are pacts. In the next places are the territorial normative legal acts. Convention No. 111 on Discrimination in Labor and Employment, Convention No. 138 on the Minor Age, Convention No. 182 on the Worst Forms of Child Labor, Recommendations, Declarations and They are pacts. In the next places are the territorial normative legal acts.

Today, the International Labor Organization and its conventions play an important role in regulating the labor activities and protecting the rights of international workers around the world. The Republic of Uzbekistan has also ratified these conventions.

International Labor Organization(ILO) is a specialized agency of the United Nations. It was established in 1919 as an international commission under the League of Nations to develop conventions and recommendations on labor laws and working conditions. The International Labor Organization has 187 member countries. The Republic of Uzbekistan became a member of the International Labor Organization in 1992. It has ratified 14 conventions, including 8 main conventions. It brings together governments, entrepreneurs and workers on an equal footing to develop measures to protect and improve working conditions, ensure full

employment and improve living standards, and encourage cooperation between entrepreneurs and workers. Structure of the International Labor Organization International Labor Conference; administrative council; International Labor Office; tripartite committees; consisting of regional and special conferences. Headquartered in Geneva.

Recommendations in this direction are also accepted by the ILO. In particular, ILO Recommendation No. 86 stipulates that states in their bilateral agreements must conclude individual employment contracts for migrants in accordance with the requirements of standard employment contracts. The Agreement between the Government of the Republic of Uzbekistan and the Government of the Republic of Korea on Temporary Labor Activity of Citizens of One State in the Territory of another State was signed on March 23, 2011 and entered into force on March 1, 2012. strengthening diplomatic relations and developing economic ties, the temporary employment of citizens of one state in the territory of another state is an important area of cooperation. International conventions and other international agreements developed within the framework of the International Labor Organization play a special role in this area. To date, this international organization has prepared 189 international conventions and legal documents. The ILO recommendations provide for the inclusion of the following information and norms in a standard employment contract: name, surname, place and year of birth, marital status, citizenship of the migrant worker; country of permanent residence; the nature of the work and the place of its performance; labor functions and professional category of the migrant; the amount of wages paid for work performed on normal, night and weekend days; the order of payment of salaries, bonuses and bonuses; the amount of money withheld on labor; term of employment contract, terms of its extension and cancellation; conditions and terms of stay in the country of immigration; the order of reimbursement of travel expenses of the migrant and his family members; working conditions; the procedure for reviewing and resolving disputes, etc. However, these recommendations also provide for a translation of the employment contract into a language understood by the migrant and a copy of it.¹

International agreements signed by the Republic of Uzbekistan and conventions of the International Labor Organization ratified by Uzbekistan play an important role in regulating labor relations.

Ratification of these conventions will serve to ensure the rule of law in the field of labor and further strengthen control over its implementation, to bring the work on ensuring the rights of citizens in the field of labor and employment to a qualitatively new level.

Migrant workers play a special role in the formation of the international labor market. The International Labor Organization's 1975 Convention on Migrant Workers includes this category of persons who are: It is said that he is a connected person. In the Agreement on Cooperation in the Field of Labor Migration and Migrant Workers, Social Security within the CIS, signed in 1994, a migrant worker (worker) is a party permanently residing in the country of origin and legally entering (storona vyezda) persons engaged in paid activities in the country):².

Everyone is entitled to at least six working days of paid annual leave after one year of uninterrupted work in accordance with the International Labor Organization's Convention on Paid Holidays. has the right. Persons under the age of sixteen, including students, are entitled to annual paid leave equal to at least twelve working days after one year of employment. . The

¹Private International Law: Textbook / Team || yfd, dots. Under the general editorship of I. Rustambekov. –T.: TDYU, 2019. - 343 p.

²Private International Law: Textbook / Team || yfd, dots. Under the general editorship of I. Rustambekov. –T.: TDYU, 2019. - 343 p.

period of paid annual leave is multiplied by the length of service, subject to the conditions provided for in the national legislation of the ratifying States of the Convention.³

Discrimination in the field of work in the regulation of international labor relations was also touched upon. The term "discrimination" includes:

(a) Any discrimination based on race, body color, sex, religion, political opinion, nationality or social origin, which leads to the loss or deterioration of equality of treatment or opportunity in the field of labor or employment; or put the column;

(b) Distinguish, in consultation with the relevant employers 'and workers' organizations and other relevant authorities, which may result in the loss or damage of other equal treatment or opportunities in the field of labor or employment, as determined by the relevant member of the organization; avoid or put aside. Discrimination, exclusion or preference for a particular job based on specific requirements is not considered discriminatory. For the purposes of this Convention, the terms "work" and "types of work" include the opportunity to learn a trade, to have a job and certain types of work, and to have working conditions⁴.

Each member of the Organization shall, through methods appropriate to national conditions and practices, declare and implement a national policy aimed at promoting equal treatment and opportunity in order to eliminate any discrimination in this area in respect of work and employment; undertakes to increase. Any action against a person who has participated in or is suspected of participating in activities that undermine the security of the State shall not be considered discrimination if that person has the right to appeal to the competent competent authority in accordance with national practice.⁵

Special measures for protection or assistance provided for in other conventions and recommendations adopted by the International Labor Conference shall not be considered discrimination. Each member of the organization, in consultation with the relevant organizations of employers and workers, shall take special measures to meet the needs of persons who are generally considered to be in need of special protection or assistance, depending on gender, age, physical disability, family obligations or social or cultural level. may not be considered discriminatory⁶.

Unjustified dissolution or temporary ban by the administrative body of the organizations of workers and employers shall not be permitted. Workers 'and employers' organizations have the right to form federations and confederations, as well as the right to join them, and each such organization, federation or confederation has the right to join international organizations of workers and employers.⁷

In the exercise of their rights under this Convention, foreign nationals, employers and their respective organizations, as well as other persons or communities engaged in employment, shall respect the national legislation of the Republic of Uzbekistan. The National Legislative System of the Republic of Uzbekistan shall not be prejudicial to the guarantees provided for in this Convention and shall not restrict the application of these guarantees.⁸

The CIS has signed a number of multilateral agreements regulating issues in the field of labor relations. In particular, the Agreement on Cooperation in the Field of Occupational Safety (1994), the Agreement on the Procedure for Investigating Occupational Accidents of Employees Outside the State of Permanent Residence (1994) , Agreement on Cooperation in

³Resolution of the Oliy Majlis of the Republic of Uzbekistan, No. 84-I of May 6, 1995

⁴Posting of the Oliy Majlis of the Republic of Uzbekistan, on 30.08.1997 № 499-I

⁵Posting of the Oliy Majlis of the Republic of Uzbekistan, on 30.08.1997 № 499-I

⁶Posting of the Oliy Majlis of the Republic of Uzbekistan, on 30.08.1997 № 499-I.

⁷Law of the Republic of Uzbekistan, No. ZRU-412 of 25.10.2016

⁸Law of the Republic of Uzbekistan, No. ZRU-412 of 25.10.2016.

the Field of Social Protection of Migrant Workers and Labor Migration (1994), On Guarantees of Citizens' Rights in the Payment of Compensation, Alimony and Social Benefits to Families with Children gi Agreement (1994) and others⁹.

Each member of the Organization shall, in the event of the entry into force of the Convention on the Elimination of All Forms of Discrimination against Women, undertakes to implement a national policy aimed at the gradual increase to the age corresponding to the full level of physical and mental development¹⁰.

National legislation may allow persons between the ages of thirteen and fifteen to work in light jobs or to be hired if:

a) is not harmful to their health and development;

(b) Does not prejudice their attendance at school, their participation in vocational guidance or vocational training programs approved by the competent authorities, or their ability to use the education they have received. Workers shall enjoy appropriate protection against any discriminatory action aimed at restricting the freedom of association in employment. Such protection is applied more responsibly to the following intended actions:

a) stipulation of non-participation in a public association or renunciation of the right to be a member of a trade union in the employment of an employee;

b) damage or dismissal of an employee due to his membership in the association and participation in the activities of the association outside working hours, or during working hours with the consent of the employer¹¹.

Workers 'and employers' organizations shall enjoy appropriate protection against any interference by each other or by each other's agents or members in the formation, operation and management of their organizations. In particular, it is intended to facilitate the establishment of workers 'organizations under the auspices of employers' or employers 'organizations, either through the allocation of funds to workers' organizations, or otherwise by the control of employers 'or employers' organizations. actions intended to be supported for the purpose of yish are considered intervention actions¹². In order to regulate the conditions of employment through collective bargaining agreements, if necessary, to promote and encourage the full development and effective use of the mechanism of voluntary negotiations between employers or employers 'organizations and workers' organizations measures will be taken in accordance with national conditions¹³.

In short, as a result of the research of international organizations, regardless of their legal status, the foundations of the International Labor Organization have been formed, which are defined in the normative legal acts. But the opinions of classical and modern jurists differ on how they are enumerated and substantiated in sequence. Under the influence of today's globalization, it is natural that these theoretical views will change.

⁹Private International Law: Textbook / Team || yfd, dots. Under the general editorship of I. Rustambekov. –T .: TDYU, 2019. - 343 p.

¹⁰Law of the Republic of Uzbekistan No. ZRU-140 of 04.04.2008.

¹¹Law of the Republic of Uzbekistan, No. ZRU-412 of 25.10.2016.

¹² Collection of Legislation of the Republic of Uzbekistan, 2016, No. 43, Article 496.

¹³Law of the Republic of Uzbekistan, No. ZRU-412 of 25.10.2016.

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