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Ismoilov Shukhrat Shafolat o'g'li
Student of the Faculty of Economics, Termez State University, Termez, Uzbekistan

Tulakov Ulugbek Toshmamatovich
Senior teacher Termez State University, Termez, Uzbekistan

Rustamov Dostonbek Jamshid ugli
Researcher of Tashkent State University of Economics, Tashkent, Uzbekistan

Khurramov Azizbek Mukhiddin ugli
Researcher of Samarkand Branch of Tashkent State University of Economics, Samarkand, Uzbekistan

Corresponding Author:
Ismoilov Shukhrat Shafolat o'g'li
Student of the Faculty of Economics, Termez State University, Termez, Uzbekistan

Modern labor relations and forms

Ismoilov Shukhrat Shafolat o'g'li, Tulakov Ulugbek Toshmamatovich, Rustamov Dostonbek Jamshid ugli and Khurramov Azizbek Mukhiddin ugli

Abstract

Annotation: The International Labor Organization defines unstable employment as limited in duration, covert and / or fraudulent employment relationship with an employer, unstable working conditions (low wages, insecurity, lack of access to social protection and inability to protect one's labor rights).

Keywords: Labor market, production, division of labor, type of work activity, hired labor, labor resources.

Introduction

Currently, the following unstable forms of employment are distinguished:

- Temporary employment - this is a contract, urgent contract, labor activity under a specific work contract, seasonal employment, one-day work, etc. Temporary use of employees is more common in industrial enterprises, agriculture, trade, finance and insurance services. Those who are temporarily employed usually do not have legal guarantees of dismissal, allowing employers to save on wages and social benefits, the cost of improving working conditions. Temporary employment serves to reduce the unemployment rate when their supply exceeds the demand for labor resources in the labor market;
- full-time employment (full-time employment, part-time employment). In this form of unstable employment, working hours are less than full-time employment during the working day. This can be in the form of an incomplete work day, week, month or year. This type of employment allows employees to engage in other activities, such as studying, doing housework, and raising children.
- However, full-time unemployment is often mandatory, explained by the lack of vacancies, and occurs as a result of enterprises shifting part of their employees to part-time work (week, month) during economic crises. This can be called one of the forms of hidden unemployment. It should also be borne in mind that the application of full-time employment can help employers reduce costs and maintain their jobs and market position;
- Not being fully engaged in work during working hours. This form of employment means that the employee's labor potential is not fully utilized during working hours. This is due to the lack of orders from customers, temporary absence of the employee from the workplace (illness, paid or unpaid leave at the initiative of the employer, the search for a new job by the employee, etc.).
- "Division of labor" (between two or more employees). In this form of employment, working hours, wages, days off, vacations, social payments and benefits are also distributed among them.
- This type of "work week distribution" is called an "alternative work week". Employers use it when they have difficulty finding employees to perform routine tedious work operations. That is, the employee performs the same work operations for one week, and the next week is engaged in another type of work activity.

Main part

Leased (borrowed) labor is the "borrowing" of labor by a person on the basis of a contract with a private personnel agency and "leasing" to the employer (Figure 1). In this case, due to the conclusion of an urgent employment contract with the person, there is no guarantee of his

employment. At the same time, his wages are lower than those of a full-time employee. This form of employment is beneficial for the employee to be able to freely determine

the working time and its duration, saving the costs incurred by the employer labor for permanently.

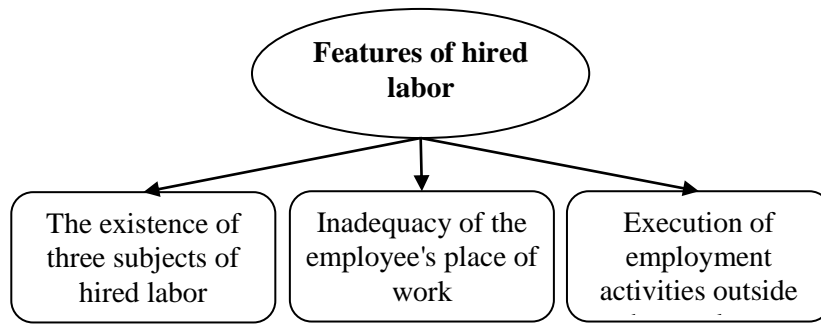


Fig 1: The main features of hired labor

The employee is registered with the employment agency, and in practice it is sent by the agency to carry out employment activities in favor of third parties (employers, employees of the employee). Such employment is also referred to as agency employment.

The employer has to use the hired labor in the following cases:

- Insufficient number of employees;
- the need to implement a new project;
- the emergence of overcrowding in production;
- Seasonal characteristics (especially in agriculture) and so on.

In this form of employment, a contractual employment relationship is established only between the employee whose labor is borrowed and the agency whose labor is borrowed.

However, the employee carries out his / her labor activity on the basis of instructions from the user of his / her labor, which is authorized by the agency, which in part assumes the function of the employer.

In this case, the employment agency undertakes the following:

- concluding an employment contract with the employee;
- opening a personal bank account;
- salary calculation;
- Execution of personnel documents.

However, there is no guarantee of employment in hired labor, as this contract can be terminated at any time by the employer. In such contracts, it is absolutely unknown who will comply with the terms and conditions of labor activity, the establishment of wages, the rules of labor protection.

In general, the working conditions of a hired laborer working in an enterprise are more severely uninteresting than those of a permanently employed employee. Most importantly, a collective agreement does not apply to an employee engaged in hired labor.

For the relative regulation of hired labor

- informing those wishing to engage in this type of activity about the nature of such forms of work, the negative consequences of their use;
- Collective bargaining agreements provide for restrictions on the employment of employees on a contract basis for work that can be performed by permanently employed personnel;

- Establish the necessary social guarantees for employees laid off due to redundancies (this should be done so that employers do not find it costly to lay off employees);
- Establish a high level of compensation for laid-off employees so that employers do not use hired labor.
- Employers should also be informed about the negative consequences of the use of hired labor: the loss of qualified personnel, the decline in product quality, the possibility of litigation with dismissed employees, and so on.

At the same time, trade unions, in cooperation with employers, should pay serious attention to the analysis of the use of labor resources in the enterprise. If employees are working longer hours than specified in the collective agreements, this should become a necessity for the employer to create new permanent jobs.

Working remotely

This is a labor activity performed at a distance from the employer, using information and communication technologies. The main feature of this form of employment is the establishment of a virtual "distance economic relationship" between the employer.

This form of employment is beneficial in that the employer does not require excessive costs to create conditions for the employee's and does not impose responsibility for labor protection and duration of working hours.

Forms of telephony can include doing work at home away from the employer, self-employment, remote entrepreneurship, and more.

This form of employment is beneficial to the employee by saving time and transportation costs to get to work, choosing the most optimal time for him to carry out labor activities.

Information and communication technologies have made it possible for employers to accurately determine working hours, as well as the duration of the task. As a result, they were able to hire staff based on the time actually required for the production assignment. In addition, the new technology also serves to eliminate the traditional costs associated with short-term hiring of various employees. Because with the help of these technologies it was possible to calculate the number of required labor resources and on this basis to attract the required number of employees to work and they can accurately calculate wages.

In today's world of high-cost rental of production and service premises, the transfer of some functions to remote

operation in enterprises and organizations can save a considerable amount of money. Employees also want to work in their own homes, as this significantly reduces the cost of meals for them.

Studies in developed countries have shown that today, most people aged 26-42 have higher education and are most likely to engage in remote work. In particular, if 45.0% of remote employees are small and medium businesses, in large companies it is 29.0%.

The "distance relationship" between the employer and the employees is an integral part of the process of decentralization of labor activities in time and space. It also serves to shape a flexible virtual labor market.

Outstaffing (from the English words "out" and "staff" - "staff") - is the performance of an employee's duties outside the state of his enterprise - on the basis of an employment contract with the employer of the enterprise or organization outside the workplace. Companies use this form of employment to optimize production processes, to establish flexible labor relations with employees.

The main purpose of the outstaffing service is to solve problems related to optimizing the number of staff. The use of this form of employment provides employers with the following opportunities:

- optimization of personnel management for enterprises that do not have special personnel management services;
- optimization of the personnel service of the enterprise;
- Improving the scope of enterprise accounting;
- reducing the number of staff in the state;
- waiver of the employer's obligations on social and labor relations with employees;
- ensuring that the number of employees is commensurate with the actual workload;
- efficient allocation of budget funds;
- avoidance of legal obligations to employees;
- cost savings for hiring, paying salaries, making various social payments, preparing reports;
- Not having to lay off their employees.

In outstaffing, employers have the opportunity to regulate the number of employees while maintaining the current number of employees. This gives companies the opportunity to focus on developing their core business. Outstaffing is especially effective in optimizing the number of administrative staff and in carrying out project work.

Conclusion

Today, outstaffing services are developed by specialized companies in developed countries. In particular, there are more than 2,000 companies in the United States that offer such services. 7 million a year through outstaffing in the EU. People are employed, the turnover of the outstaffing market in this country is 80 billion per year. More than a dollar. 10 million a year through outstaffing. In the European Union, the figure is 7 million a year.

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