

History of Transformation Processes in Trade Unions of Uzbekistan

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ABSTRACT

Significant difficulties in the practical work of trade union organizations often occur due to the powerful influence of employers on them, betting on discrediting trade unions in the eyes of workers, on splitting the trade union organization. The deprivation of the rights of trade unions to manage social insurance, the weakening of their functions in the field of labor protection and supervision, the observance of labor legislation due to the removal of the state technical inspection from trade unions, the continuing trend of reducing the legal framework for the activities of trade unions, an anti-union campaign in the media and other actions, as well as the economic situation, it certainly weakens the trade unions and their authority. This article analyzes and covers the history of transformation processes in the activities of trade unions in Uzbekistan.

Keywords: trade union, transformation process, primary trade union organization, labor legislation, labor protection and supervision.

Introduction. The importance of trade unions today is great. At the same time, we are increasingly seeing the offensive position of employers and government agencies seeking to weaken the trade union, or find ways to influence it in order to make it more malleable and compliant in addressing issues of observance of labor rights and interests of workers.

The number one problem for any organization operating in the market is the problem of its viability, the provision of its continuous development. The growing instability in the context of the growing financial crisis, the growing demands of workers for the quality of life, and others, are objective and universal. These are all hotbeds of tension, pushing trade unions to the very edge of social conflict.

For an organization to survive, it must:

- constantly monitor all changes in the external environment, sensitively catch them, prepare in time for possible changes.
- evaluate the organization's own potential, which primarily includes people - members of our trade union organizations (this also applies to trade union leaders, assets), financial condition, material base, etc. This allows you to analyze the internal conditions, the internal environment of the organization.

Deprivation of the rights of trade unions to manage social insurance, weakening of their functions in the field of labor protection and supervision, over observance of labor legislation due to the withdrawal of the state technical inspection from trade unions, the continuing trend of reducing the legal framework for the activities of trade unions, anti-union campaign in the media and other actions, as well as the situation in the economy, of course weaken the trade unions and their authority [1]. Significant difficulties in the

practical work of trade union organizations often occur due to the powerful influence of employers on them, betting on discrediting trade unions in the eyes of workers, on splitting the trade union organization.

Theoretical basis. The study of the literature on the subject was divided into two groups: the first group, the works created by historians during the years of independence, the second group, the study of foreign literature. The first group conducted a number of analytical studies on the activities of trade unions during the years of independence. Of particular interest among the published scientific literature are monographs on the recent history of Uzbekistan, published by the scientific team of the Institute of History of the Academy of Sciences of Uzbekistan. Although these publications do not specifically study the activities of trade unions, they analyze the processes associated with the transition to market relations, reforms in this area, the stages of development of trade unions in the context of the work done in the national economy. The literature created by historians is primarily based on Sh.M. Rakhmatullayev's research can be included. It should be noted that the author studies only three socio-demographic processes in the valley - Andijan, Namangan and Fergana regions, the development of entrepreneurship in the field of economic issues and the general features of the valley.

Results and discussions. In the new market relations, more and more often the authorities and many employers seek to make decisions on the most important social and labor issues without the participation of trade unions, without taking into account their opinion, grossly violating the law. The responsibility of the trade union committees to their members of the trade union in such a

situation increases immeasurably. In turn, the authority of a trade union organization is formed in its actions, in everyday work in the interests of its members of trade unions. The question of increasing the efficiency of the work of trade union organizations, their authority is the main urgent issue of today [2].

Speaking about this, one cannot fail to highlight the role in all this of the chairman of the trade union committee, the leader of the trade union organization, his influence on the effectiveness of the organization's work, his dedication, literacy, skill, and organizational skills.

In 1990, the republic's trade unions adopted the Declaration on the Establishment of the Federation of Trade Unions of Uzbekistan, and its organizational formalization was completed in 1991 with the adoption of the Federation's Charter. Currently, the Federation of Trade Unions of Uzbekistan unites 14 branch trade unions, the Republic of Karakalpakstan, 12 regions, the city of Tashkent, more than 6.1 million members of trade unions. From the first days of independence, in the new political, socio-economic conditions of the republic, special attention was paid to the development of non-governmental non-profit organizations. In particular, one of the first laws adopted during the years of independence was the Law "On Trade Unions, Guarantees of Their Rights and Activities" [3], which defined the legal status of trade unions, one of the most popular public organizations in the country. In accordance with the policy documents adopted at the Congress of the Federation, the activities of trade unions have also changed. The transformation process of trade unions is important in the development of the country, and in accordance with the socio-

economic development of the new Uzbekistan, the tasks facing trade unions are being updated. The Law on Trade Unions, adopted by the Legislative Chamber of the Oliy Majlis on October 24, 2019 and approved by the Senate on November 30, 2019, was signed by the President and entered into force. The law is aimed at regulating relations in the field of realization of the right of citizens to join trade unions, the formation of trade unions and the organization of their activities. A trade union is a voluntary public association formed on the basis of its charter, formed to represent and protect the labor and other socio-economic rights and interests of citizens, related to the general professional interests of citizens by their activity or type of education. The law ensures that the rights of state bodies, their officials, and employers' unions are respected. It is not allowed to interfere in the activities of trade unions, to demand the submission of any documents on their activities, to terminate the activities of trade unions on the initiative of state bodies, their officials, employers. In addition, the law provides for state support for trade union activities, guarantees of property rights of trade unions, guarantees for employees elected to trade union bodies and not dismissed from production, guarantees for trade union elected and dismissed employees, trade union bodies, additional labor guarantees are provided for elected employees. The new law regulates the procedure for the formation, reorganization and termination of trade unions, their associations, subdivisions and primary trade union organizations, the economic basis for the activities of trade unions, their associations, divisions and primary trade union organizations. At the same time, social partnership in the field of labor and its basic principles, aspects of social partnership in the field of labor, norms of commissions on social and labor issues, as well as forms of social partnership in the field

of labor have been strengthened. The law serves to further strengthen the protection of the rights and interests of employees, to create favorable conditions and guarantees for trade unions in addressing socio-economic issues, to improve the mechanisms of cooperation between trade unions and employers, public authorities.

Today the problem of the number of trade union members is significant for our affiliates. In the conditions of a decrease in trade union membership, the issue of improving its quality becomes important - the transition from a trade union member - a consumer of services - to a trade union member - "motivated", active, a generator and engine of ideas.

A developed organization is a dynamic system that works for the future, and not only "here and now", with a high degree of organization, actively exchanging experience. Defining a development perspective is usually associated with change. It can be small, local at the level of the trade union committee, or it can capture the entire organization as a whole [4]. In any case, change is always quite difficult for most people to perceive, because change is an imbalance. We have to change something both in ourselves and in the organization.

All this becomes possible only when the asset is convinced of the need for changes, further growth and development of the organization. Planning for long-term development is based on an analysis of the organization's activities, an assessment of its capabilities, the search for new types and forms of work, effective interaction and mutual influence with the external environment. The main thing in this is to consciously seek and use for your own benefit any favorable factors and coincidences of circumstances.

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