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Resolution of the President of the Republic of Uzbekistan, dated 20.08.2018 No. ПК-3913

Date of entry

20.08.2018

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OF THE PRESIDENT OF THE REPUBLIC OF UZBEKISTAN DECISION

ON MEASURES TO IMPROVE THE STRUCTURE OF LABOR BODIES AND STRENGTHEN THE SYSTEM OF PROTECTION OF LABOR RIGHTS AND LABOR PROTECTION OF CITIZENS

It should be noted that despite the measures taken to protect the labor rights of employees and strengthen their labor protection, it is still not possible to eliminate the problematic issues that hinder the preservation of work ability and health of citizens, to ensure their safety, and to support balanced labor relations between employers and employees. .

In the last three years, the number of unfortunate incidents in production amounted to 1,214, of which 241 resulted in death, and more than 21,000 people reported violations of labor rights and forced labor. These problems are especially acute in the informal sector of the economy.

The organizational structure of the State Labor Legal Inspectorate of the Ministry of Employment and Labor Relations of the Republic of Uzbekistan and State Inspectorates of Labor Protection and Labor Conditions Expertise, the effectiveness of the exercise of powers and their activities as a whole, as well as the professional qualification and level of their inspectors, systematically address the issues of labor rights and labor protection of citizens. does not allow a comprehensive solution.

In order to further strengthen the capacity of labor bodies in ensuring safe working conditions, protecting the labor rights of citizens, preventing and completely eliminating forced labor, providing advice and assistance to employees and employers within the framework of labor relations, and increasing the effectiveness of the Ministry of Employment and Labor Relations of the Republic of Uzbekistan. :

1. The State Labor Inspectorate of the Ministry of Employment and Labor Relations of the Republic of Uzbekistan (hereinafter referred to as the Inspection) shall be established on the basis of the State Labor Legal Inspectorate of the Ministry of Employment and Labor Relations of the Republic of Uzbekistan and State Inspectorates of Labor Protection and Labor Conditions Expertise.

2. The following should be defined as the main tasks of the inspection:

implementation of state control and inspection of compliance with the requirements of legislation in the field of labor protection and safe working conditions by organizations regardless of their organizational and legal forms;

constant analysis of the state of labor protection in the country, the causes of industrial injuries and occupational diseases, and development of ways to eliminate them;

systematic analysis of compliance of labor agreements and local documents, orders of employers on labor relations issues with legislation;

protection of the rights of subjects of labor relations provided for in the legislation on labor, public employment and labor protection and implementation of constant monitoring;

implementation of state control over the quality of attestation of workplaces according to working conditions;

See previous edit.

implementation of state control over the observance of the legislation on the rights of persons with disabilities regarding the unhindered use of social infrastructure facilities for persons with disabilities, as well as the creation of conditions for the use of all types of transport, transport communications, public means of communication and information;

(The seventh letter of paragraph 2 is edited by the Decree of the President of the Republic of Uzbekistan No. PF-26 of November 29, 2021 - National Legislative Data Base, 30.11.2021, No. 06/21/26/1111)

together with interested ministries, agencies and public organizations, to organize measures to prevent forced labor and to completely eliminate it, including by holding guilty officials accountable in accordance with the law;

providing advice and practical assistance to employees and employers, including business entities, on the issues of implementation and compliance with the legislation on labor and labor protection, carrying out preventive work on the prevention of accidents and injuries in production;

carrying out extensive information-explanation activities among legal entities and individuals on the necessity of observing labor rights of citizens, labor protection and ensuring safe working conditions;

participate in the development and implementation of state programs, normative legal documents and other documents in the field of labor relations and labor protection, as well as proposals and measures to ensure the rights of citizens to appropriate and safe working conditions.

3. Note that:

the limited period of inviting the Inspection staff to carry out inspections by control and law enforcement bodies is a maximum of 10 working days per month;

The inspectors of the inspection with higher legal education are equal to the employees of the legal service of state bodies and organizations, and the procedure for awarding them the titles of judicial bodies is applied.

4. On the basis of appeals of individuals and legal entities to the inspection, written appeals of state tax service bodies, without prior agreement with specially authorized bodies, non-planned brief on compliance with the legal requirements on population employment, labor and labor protection by organizations regardless of their organizational and legal forms. be given the right to conduct temporary inspections.

Note that:

the period of conducting inspections should not exceed one working day:

In the course of the inspection, the financial and economic aspects of business entities, as well as they are not allowed to interfere in any other activity unrelated to the subject of the inspection.

See previous edit.

5. The main direction of the Ministry of Employment and Labor Relations of the Republic of Uzbekistan is to provide services to the unemployed population in the form of a limited liability company in order to provide employment, vocational training, social protection of the unemployed population, as well as advance training of citizens going abroad for temporary employment in the established order. Accept the offer to establish the monocenter "Thank you for your work" as an experiment in the Yashnabad district of Tashkent city.

(Paragraph 5 is edited by the decision of the President of the Republic of Uzbekistan No. ПК-4804 dated August 11, 2020 - National database of legislation, 12.08.2020, No. 07/20/4804/1173)

6. Vocational training center for unemployed citizens in Tashkent under the Ministry of Employment and Labor Relations of the Republic of Uzbekistan (hereinafter referred to as the Center) Organization and coordination of the work of vocational colleges under the Ministry of Employment and Labor Relations and vocational training centers organized under them. and be designated as the main institution responsible for educational and methodological provision.

In the structure of the center, the Department of Vocational-Technical Education, which is financed from extra-budgetary funds, should be organized in the composition of 5 staff units. The salary level of the director of the center should be equal to the salary level of the head of the department of the Ministry of Employment and Labor Relations of the Republic of Uzbekistan, and the salary level of the employees of the department for the organization of vocational and technical education.

7. The following:

The updated organizational structure of the Ministry of Employment and Labor Relations of the Republic of Uzbekistan is in accordance with Appendix 1;

The structure of the limited number of management employees of the central apparatus of the Ministry of Employment and Labor Relations of the Republic of Uzbekistan consisting of 60 people is in accordance with Appendix 2;

The structure of the Ministry of Employment and Labor Relations of the Republic of Karakalpakstan in accordance with Appendix 3;

The model structure of the main employment departments of the regions and Tashkent city is in accordance with Appendix 4.

The sample structure of district (city) employment assistance centers should be approved in accordance with Appendix 5.

8. The program of measures "Safe and Protected Labor" - "Road Map" for the implementation of the following important tasks should be approved in accordance with Appendix 6:

Improvement of labor rights and freedoms of citizens, legal basis for labor protection in accordance with the conventions and recommendations of the International Labor Organization;

taking measures to introduce international standards and safety methods and labor protection management system in the republic, including the concept of "Elimination of Injury Protection", Labor Management System;

On measures to improve the structure of labor bodies and strengthen the system of protection of labor rights and labor protection of citizens

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ADDENDUM 6 "Safe and protected work" action program "ROAD MAP"

To radically strengthen the activity of the Republic's Scientific Center for Population Employment and Labor Protection, as well as to increase the professional level of employees of labor bodies by introducing modern methods to their activities;

raising the awareness of the population and employers on the issues of labor protection and protection of labor rights, ensuring constant communication with the population.

9. The Minister of Employment and Labor Relations of the Republic of Uzbekistan should be given the right to set personal bonuses in the amount of twice the salary of their position to the employees who provide the highest indicators of efficiency in their activities from extra-budgetary funds.

See previous edit.

10. The buildings and structures of the Yashnobod Polytechnic Vocational College located at 331 Parkent Street, Yashnobod District, Tashkent city, along with the adjacent areas, for the location and operation of the "Ishga Merka" monocenter, which provides services to the unemployed population, and organizes the activities of the Republic of Uzbekistan Employment and be given free of charge to the Ministry of Labor Relations with the right of operational management.

(Paragraph 10 is edited by the resolution of the President of the Republic of Uzbekistan No. PK-4804 dated August 11, 2020 - National database of legislation, 12.08.2020, No. 07/20/4804/1173)

11. Ministry of Higher and Secondary Special Education of the Republic of Uzbekistan:

The students of the 3rd level vocational college transferred to the Ministry of Employment and Labor Relations will be suspended from studying in these educational institutions until September 1, 2020, and they will be included in the contingent of students of the vocational college located nearby and having similar educational directions;

Together with the Vocational Training Center, these buildings and facilities with their adjacent areas should be handed over within a month, and the Ministry of Employment and Labor Relations should accept them and ensure their purposeful use.

12. The Ministry of Employment and Labor Relations of the Republic of Uzbekistan, in agreement with the Ministry of Finance, should approve the program for the repair and technical equipment of the regional head offices of Employment in 2018 at the expense of the funds of the fund for the promotion of work of employees of labor bodies and strengthening of the material and technical base.

13. The second-seventh lines of paragraph 1 of the decision PK-3001 of May 24, 2017 "On measures to organize the activities of the Ministry of Employment and Labor Relations of the Republic of Uzbekistan" of the President of the Republic of Uzbekistan, as well as the 1-6 appendices of this decision, are in force. be considered lost.

14. The Ministry of Employment and Labor Relations of the Republic of Uzbekistan together with the Ministry of Justice and other interested ministries and agencies within two months:

make suggestions about changes and additions to the legislation resulting from this decision;

to harmonize the legal documents adopted by them with this decision.

15. The Deputy Prime Minister of the Republic of Uzbekistan - Minister of Finance J.A. will oversee the implementation of this decision. Kochkorov and the Minister of Employment and Labor Relations of the Republic of Uzbekistan Sh.D. Let Kudbiev be responsible.

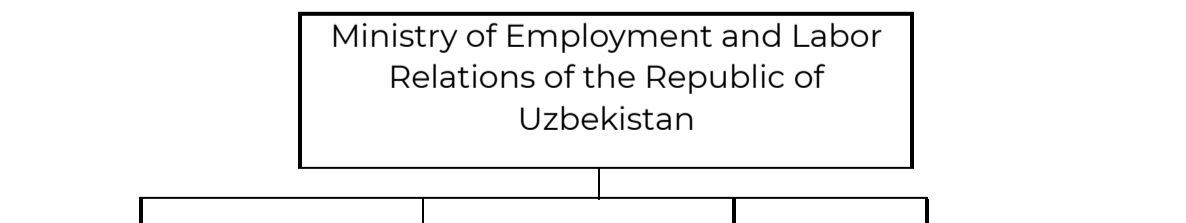
President of the Republic of Uzbekistan Sh. MIRZIYOEV

Tashkent city,
August 20, 2018
PK-3913-son

SUPPLEMENT 1 to the decision of
the President of the Republic of
Uzbekistan dated August 20, 2018
No. PK- 3913

Ministry of Employment and Labor Relations of the Republic of Uzbekistan

ORGANIZATIONAL STRUCTURE



On measures to improve the structure of labor bodies and strengthen the system of protection of labor rights and labor protection of citizens

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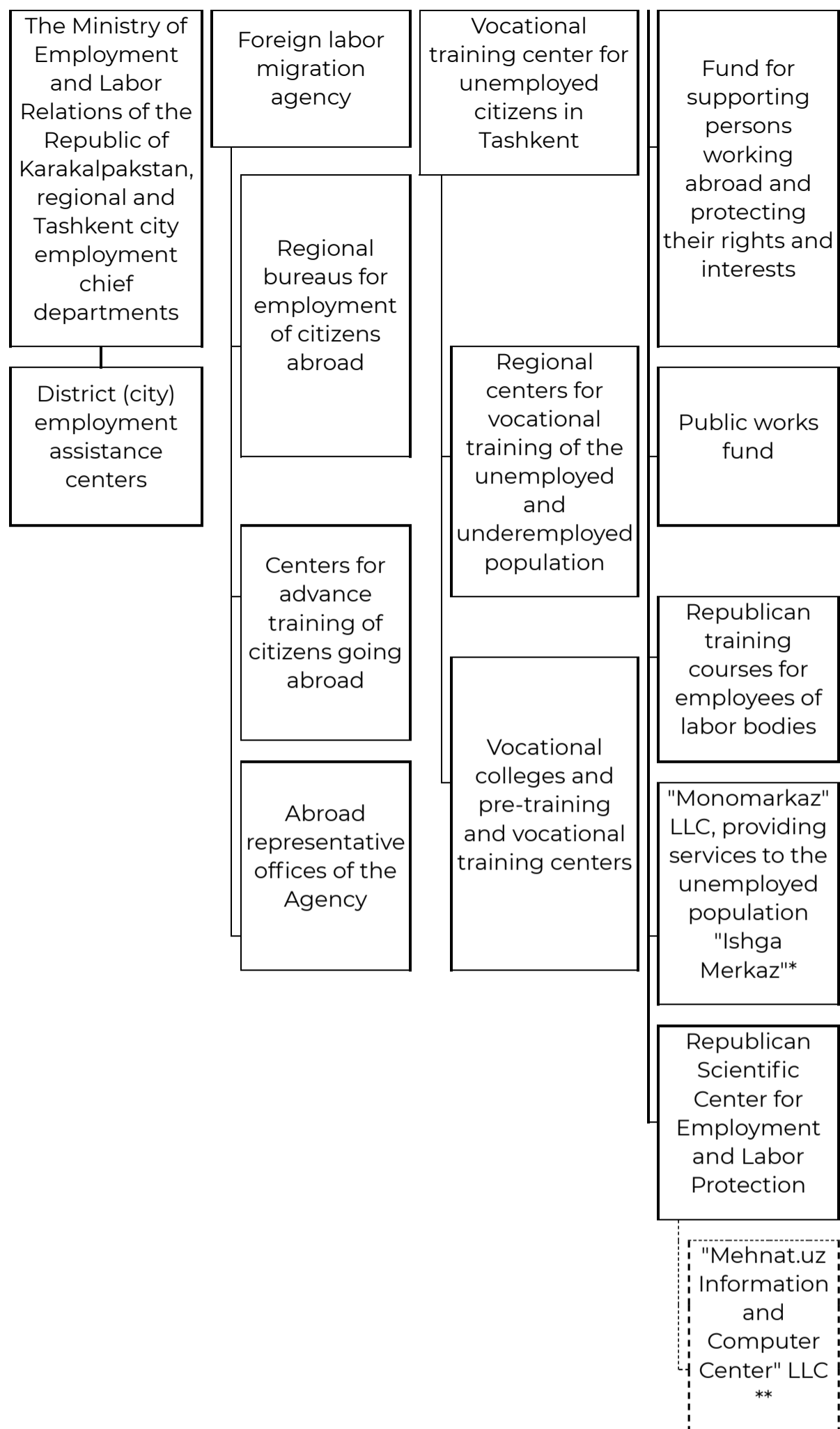
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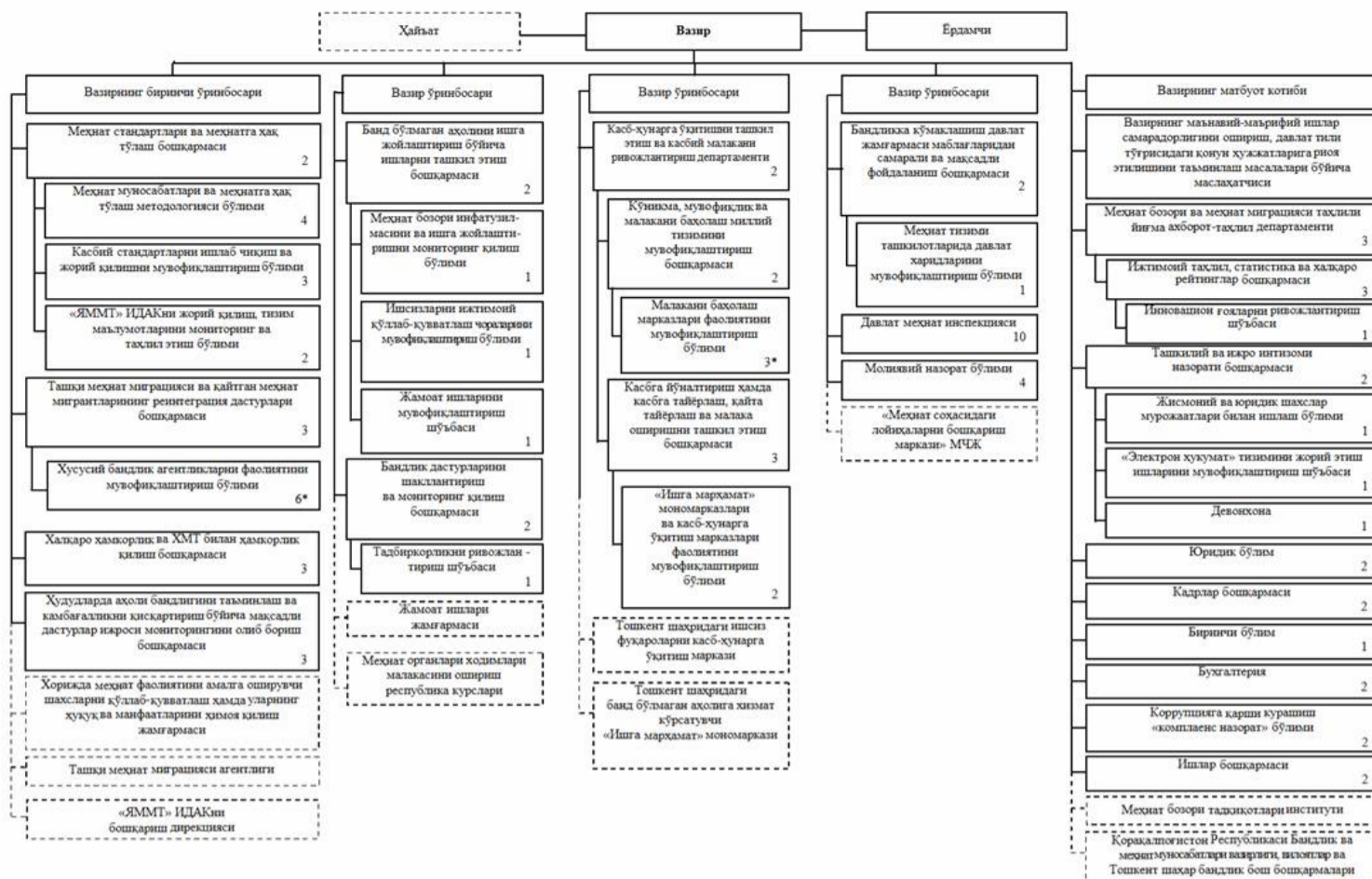
* It is financed by the Foreign Labor Migration Agency from the funds of the Fund for the Support of Persons Working Abroad and the Protection of Their Rights and Interests.

** He is the founder of the Republican Scientific Center for Employment and Labor Protection.

ADDENDUM 2 to the decision of the President of the Republic of Uzbekistan dated August 20, 2018 No. PK- 3913

See previous edit.

Central apparatus of the Ministry of Employment and Labor Relations of the Republic of Uzbekistan
EXTENSION



On measures to improve the structure of labor bodies and strengthen the system of protection of labor rights and labor protection of citizens

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The number of management employees - 94 people, the number of production employees - 12 people, the number of junior specialists and service workers - 26 people.

(The text of the 2nd appendix is edited by the decision of the President of the Republic of Uzbekistan No. ПК-5140 of June 8, 2021 - National Legislative Information Database, 09.06.2021, No. 07/21/5140/0538)

APPENDIX 3 to the decision of the President of the Republic of Uzbekistan dated August 20, 2018 No. PK- 3913

See previous edit.

Ministry of Employment and Labor Relations of the Republic of Karakalpakstan

EXTENSION



The number of administrative staff is 21 people.

Number of production workers - 6 people.

* The deputy of the State Labor Inspectorate for legal issues is entrusted with the function of jurisprudence.

** It is financed from the funds of the Public Works Fund.

*** It is financed by the funds of the Agency for Foreign Labor Migration.

(The text of Appendix 3 is edited by the decision of the President of the Republic of Uzbekistan dated August 11, 2020 No. ПК-4804 - National database of legislation, 12.08.2020, No. 07/20/4804/1173)

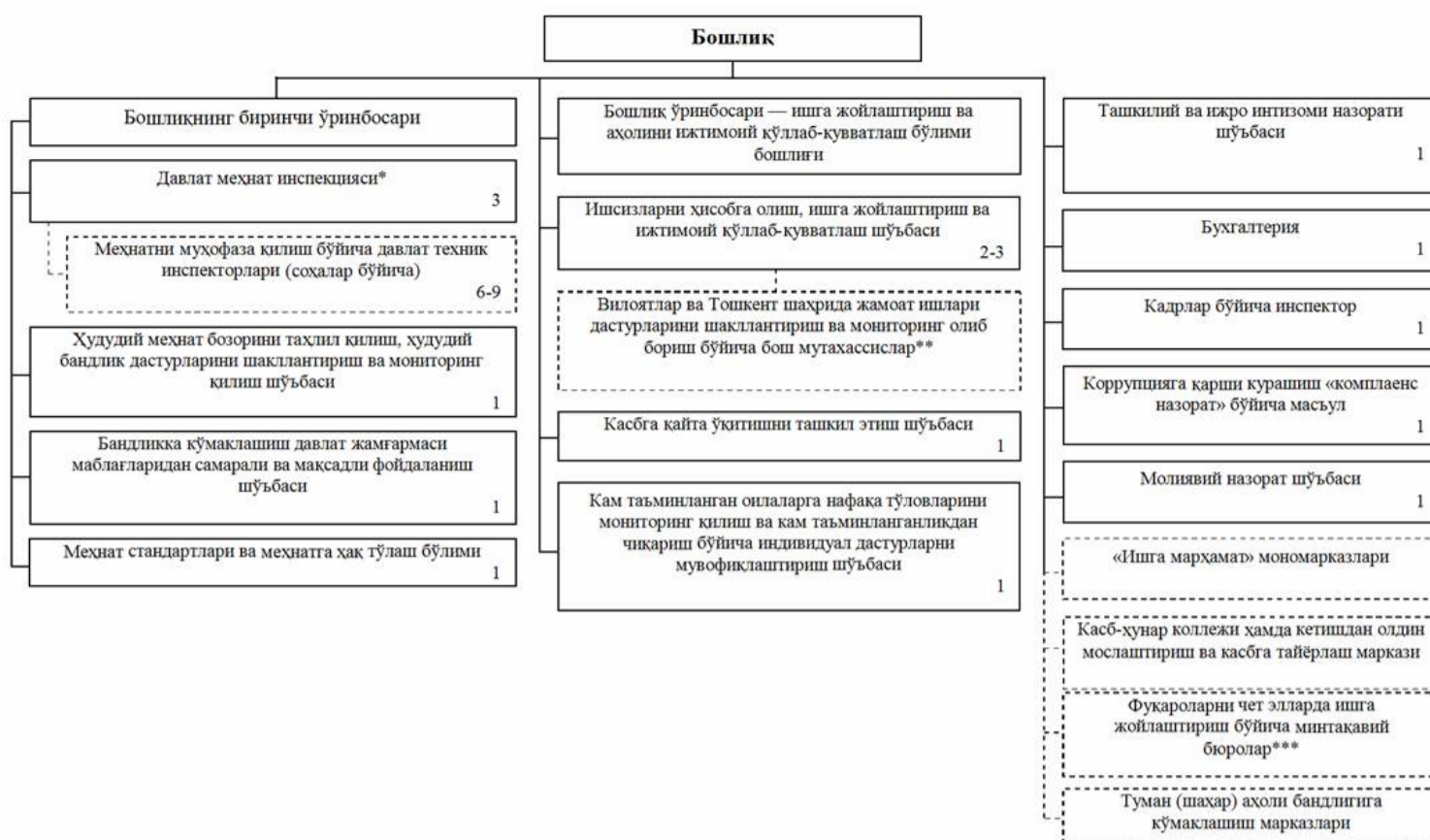
ADDENDUM

4 to the decision of the President of the Republic of Uzbekistan dated August 20, 2018 No. PK- 3913

See previous edit.

Main employment departments of provinces and Tashkent city

MODEL STRUCTURE



On measures to improve the structure of labor bodies and strengthen the system of protection of labor rights and labor protection of citizens

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The number of administrative staff is 17-18 people.

Number of production workers - 6 - 9 people.

The total number of administrative staff is 244 people.

The total number of production workers is 86 people.

* The deputy head of the State Labor Inspectorate for legal issues is entrusted with the function of legal adviser.

** It is financed from the funds of the Public Works Fund.

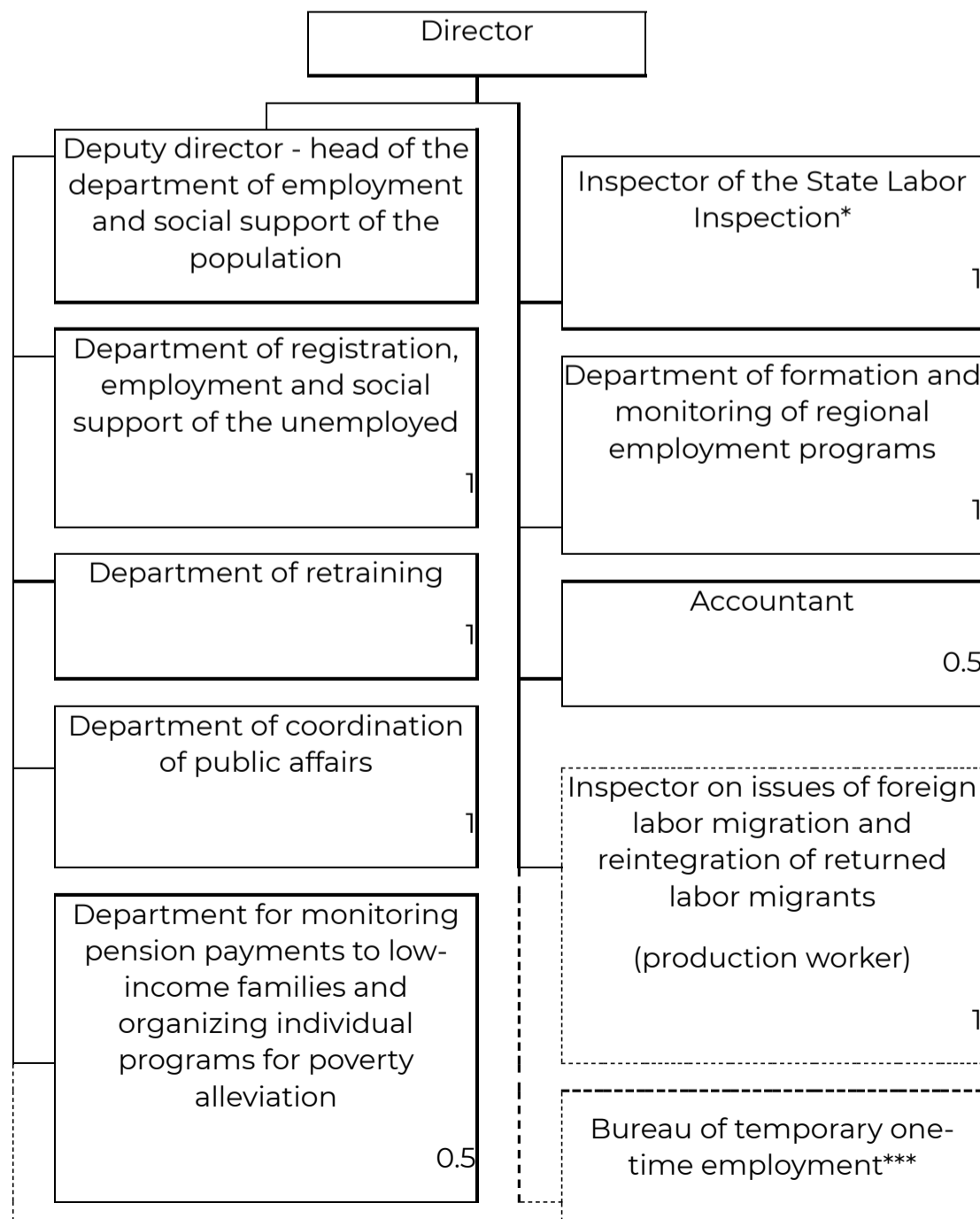
*** It is financed by the funds of the Agency for Foreign Labor Migration.

(The text of the 4th appendix is edited by the decision of the President of the Republic of Uzbekistan dated June 8, 2021 No. ПК-5140 - National database of legislative information, 09.06.2021, No. 07/21/5140/0538)

SUPPLEMENT 5 to the decision of the President of the Republic of Uzbekistan dated August 20, 2018 No. PK- 3913

Tuman (city) population employment assistance center

SAMPLE STRUCTURE



Employment inspectors**

(production workers)

The number of administrative staff is 8 people.

* The legal counsel function is loaded.

** The number of employment inspectors (production workers) is determined based on the number of labor resources according to the norms determined by the decision of the Cabinet of Ministers of the Republic of Uzbekistan. At the same time, one inspector will be permanently attached to the unemployment registration, employment and social support department of the state unit.

*** Temporary one-time employment bureaus. Employment assistance is organized at the expense of additional employees financed from the State Fund.

ADDENDUM

6 to the decision of the President of the Republic of Uzbekistan No. PK-3913 of August 20, 2018

Program of measures "Safe and protected labor".

"ROAD MAP"

T/r	Measures name	Implementation mechanism	Performance periods	Responsible executors
I. Improvement of the regulatory framework				
1.	Development of draft laws on the accession of the Republic of Uzbekistan to the Conventions of the International Labor Organization: "On tripartite consultations to assist in the application of international labor standards" (No. 144, May 19, 1978); "On the accession of the Republic of Uzbekistan to the additional statement to the Convention on Forced or Compulsory Labor" (No. 29, November 9, 2016).	Draft law	for three months	Republican Interdepartmental Commission for the Implementation of International Labor Organization Conventions Ratified by the Republic of Uzbekistan (T. Norboeva, Sh. Kudbiev, K. Rafikov)
2.	Development of justified proposals and draft laws on the accession of the Republic of Uzbekistan to the Conventions of the International Labor Organization: "On Labor Inspection in Industry and Trade" (No. 81, April 7, 1950); "About Labor Inspection in Agriculture" (No. 129, January 19, 1972).	Draft law	March 2019	Republican Interdepartmental Commission for the Implementation of International Labor Organization Conventions Ratified by the Republic of Uzbekistan (T. Norboeva, Sh. Kudbiev)
3.	Development of the draft Law "On Amendments and Additions to the Code of Administrative Liability of the Republic of Uzbekistan" aimed at establishing and strengthening liability for repeated violations of labor legislation, including failure to properly formalize labor relations by the employer.	Draft law	October 2018	Ministry of Employment and Labor Relations (E. Muhitdinov), Ministry of Justice (N. Zhuraev)
4.	To develop and approve the Regulation on the State Labor Inspection of the Ministry of Employment and Labor Relations.	Draft decision of the Cabinet of Ministers	in two months	Ministry of Employment and Labor Relations (E. Muhitdinov), Ministry of Justice (N. Zhuraev)

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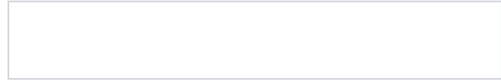
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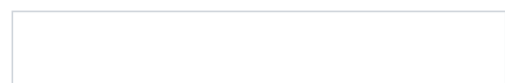
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<p>5. The following: "About republican courses for improving the skills of employees of labor bodies"; Development and approval of Regulations "On the procedure for improving the skills of employees of labor bodies, including inspectors of the State Labor Inspectorate."</p>	Executive decisions	in two months	Ministry of Employment and Labor Relations (E. Muhitdinov), Ministry of Higher and Secondary Special Education (I. Majidov)
II. Measures to strengthen the system of protection of labor rights and labor protection of employees			
<p>6. Developing and approving measures for Uzbekistan's participation in the "Vision Zero" concept of the International Organization for Social Security (ISO), aimed at the implementation of the seven "Golden Rules" that help employers to reduce the indicators of industrial injuries and occupational diseases, including :</p> <p>leadership based on loyalty to the stated Concept principles;</p> <p>identification of risks of injury and occupational disease in production and control of relevant risks;</p> <p>setting goals for reducing industrial injuries and occupational diseases and developing relevant programs;</p> <p>creation of a system of labor safety and hygiene by achieving a high level of organization;</p> <p>ensuring safety and hygiene at workplaces when working with devices and equipment;</p> <p>improving personnel skills by developing professional skills;</p> <p>investments in personnel and their motivation.</p>	Executive decisions	During 2018-2019	Ministry of Employment and Labor Relations (E. Mukhitdinov), Federation of Trade Unions of Uzbekistan (B. Makhmadaliev), "Sanoatgeocontechnezarat" DI (O. Yunusov), "Uzdavenenergonozorat" DI (U. Egamberdiev)



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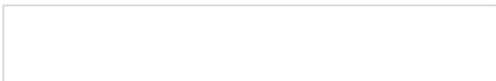
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7.	<p>Development and implementation of measures for wide implementation of the Labor Protection Management System in economic sectors and social sector enterprises and organizations. here:</p> <p>to implement a single set of measures to establish policies, goals and procedures in the field of labor protection at certain employers;</p> <p>to reduce the impact of dangerous and harmful production factors and risks, and on this basis to encourage the increase of labor productivity;</p> <p>aimed at developing and approving a model regulation on the labor protection management system.</p>	Executive decisions	During 2018-2019	<p>Ministry of Employment and Labor Relations (E. Mukhitdinov), Federation of Trade Unions of Uzbekistan (B. Makhmadaliev), "Sanoatgeocontechnazarot" DI (O. Yunusov), "Uzdavenenergonozorat" DI (U. Egamberdiev)</p>
8.	<p>Development and implementation of the "Preventive assistance on labor protection issues" program, including:</p> <p>to provide methodological and consultative assistance to employers and employees on issues of labor protection and prevention of unfortunate incidents in production;</p> <p>aimed at providing employers and employees with information on the most effective means and methods of compliance with labor legislation and other legal documents covering labor law norms.</p>	Executive decision	During 2018-2019	<p>Ministry of Employment and Labor Relations (E. Muhitdinov), Federation of Trade Unions of Uzbekistan (B. Makhmadaliev)</p>
9.	<p>Revision and improvement of labor protection management system, labor safety standards in organizations, requirements for their development.</p> <p>implementation, evaluation and improvement of labor protection management system and safety standards in organizations that include others.</p>	Executive decision	During 2018-2019	<p>Ministry of Employment and Labor Relations (E. Muhitdinov), Federation of Trade Unions of Uzbekistan (B. Makhmadaliev)</p>



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10.	Establishing transparent online mechanisms for examination of workplace attestation documents regarding working conditions and the risk of injury of tools and equipment.	Executive decision	During 2018-2019	Ministry of Employment and Labor Relations (E. Muhitdinov), Federation of Trade Unions of Uzbekistan (B. Makhmadaliev)
11.	Development and implementation of measures to radically strengthen the activities of the Republican Scientific Center for Employment and Labor Protection as the main scientific and practical institution in the field of employment, labor protection and labor rights of employees.	Executive decision	in 2018	Ministry of Employment and Labor Relations (E. Muhitdinov)
12.	To introduce cameral control mechanisms to the activities of the state labor inspection bodies to protect citizens' labor and to observe and protect labor rights, especially in cases of employer concealment of vacancies, by obtaining statistical data.	Executive decision	in 2018	Ministry of Employment and Labor Relations (E. Muhitdinov)
III. Improving the skills of State Labor Inspectorate employees and encouraging their work				
13.	Developing and approving educational plans and programs of republican courses for improving the skills of employees of labor bodies, including: Candidates for employment at the State Labor Inspectorate must undergo a two-week mandatory induction training course; It is considered that employees of the State Labor Inspectorate will be trained in training courses at least once every three years.	Executive decision	in two months	Ministry of Employment and Labor Relations (E. Muhitdinov)
14.	Sending employees of labor bodies, including employees of the State Labor Inspectorate, to internships at the International Training Center of the IMT in Turin (Italy), higher education institutions and training organizations of other foreign countries for training and training in the field of employment assistance, labor relations and labor protection.	Executive decision	according to the agreed schedules	Ministry of Employment and Labor Relations (E. Muhitdinov)

IV. Conducting explanatory work between the population, employees and employers, as well as holding international conferences in the field of labor protection and protection of labor rights of employees.

15.	Holding an international conference in Tashkent with the participation of the Director General of the ILO and other international organizations on the issues of fair labor, labor protection and protection of labor rights.	Order of the Cabinet of Ministers	December 2018	Ministry of Employment and Labor Relations (E. Muhitdinov), Federation of Trade Unions of Uzbekistan (B. Makhmadaliev)
16.	Holding the international exhibition and seminar "Occupational safety and its protection - 2019", where the Ministry of Employment and Labor Relations and the International Organization of Social Security will consider the possibility of signing a memorandum of understanding and mutual cooperation on promoting the Concept of "Elimination of Injuries".	Order of the Cabinet of Ministers	2019 year	Ministry of Employment and Labor Relations (E. Muhitdinov), Federation of Trade Unions of Uzbekistan (B. Makhmadaliev)

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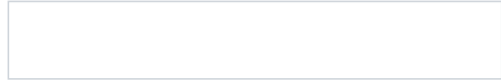
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ADDENDUM 6 "Safe and protected work" action program "ROAD MAP"

<p>17. Carrying out extensive explanatory work on the issues of labor protection and protection of labor rights. including:</p> <p>posters, pamphlets. prepare videos and distribute them among employers and employees, organize reports, debates and seminars, exhibitions on the issues of labor protection and protection of labor rights, demonstrating the practical application of labor hygiene rules and safe work methods;</p> <p>organization of television and radio broadcasts, newspaper articles on issues of labor protection of citizens and protection of labor rights;</p> <p>Making suggestions on including the hours of study on "Labor hygiene" and "Safety technology" subjects, as well as other relevant subjects, in the curriculum of general education schools;</p> <p>labor protection for non-governmental non-profit organizations, people working in agriculture, especially seasonal work, together with active citizens. organizing meetings and discussions on the issues of not allowing forced labor and its complete abolition.</p>	Executive decision	since 2018	Ministry of Employment and Labor Relations (E. Muhitdinov), Federation of Trade Unions of Uzbekistan (B. Mahmataliev), Chamber of Commerce and Industry (I. Jasimov). MGRK (A. Khadjaev)
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