
SPECIAL CONDITIONS OF PAYMENT FOR LABOR

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| Abstract: | Keywords |
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| The wages of employees working under reduced working hours shall be paid in full in the amount established for normal working hours. The rule stipulated in the first part of this article shall not apply to cases provided for in the second part of Article 415 of this Labor Code of the Republic of Uzbekistan, when the remuneration for the labor of persons under the age of eighteen working during the school year during their free time from school is carried out in proportion to the time worked or based on the products produced. | |

Introduction

The remuneration for the labor of employees working part-time (part-time working day, part-time working week, combination of part-time working day and part-time working week) is carried out in proportion to the time worked or based on the products actually produced.

When working in several professions (positions), expanding the scope of services, increasing the volume of work, an additional payment is determined and paid to the employee's salary in the main position for the following:

for employees of organizations not financed from the budget - in the amount of wages for work actually performed in several professions (positions);

for employees of budgetary organizations - in the amount of no more than fifty percent of the tariff rate (salary) for work in several positions.

When the duties of a temporarily absent employee are assigned to his full-time deputy without being released from the main job, no additional payment is made.

When an employee who is paid by the hour performs work requiring different qualifications, his work is paid for work of higher qualification.

When an employee who is paid by the piecework performs work requiring different qualifications, his work is paid for work performed according to the estimates of the work performed.

In cases where employees who are paid for their work by the piece rate, taking into account the nature of the production, are assigned to perform work that is tariffed lower than the ratings assigned to them, the employer must pay them the difference between the ratings.

The collective agreement or employment contract may provide for the retention of the employee's previous salary during the period of mastering a new production (product).

Overtime work shall be paid in the amount of at least two contributions.

The collective agreement, an internal document adopted by the employer in agreement with the trade union committee, or an employment contract may provide for higher amounts of additional payments for overtime work.

At the employee's request, instead of increased payment for overtime work, additional rest time may be provided for, corresponding to the duration of the time worked overtime. In this case, overtime work shall be paid in the amount of one contribution, and rest time shall not be paid.

For work on weekends or non-working holidays, the following shall be paid at least two times the following:

to part-time workers - at least two times the part-time work rate;

to employees paid for their work at daily and hourly rates - at least two times the part-time or hourly rate;

to employees paid on a salary basis - at least one time the part-time or hourly rate in addition to the salary for each day or hour worked.

A collective agreement, an internal document adopted by the employer in agreement with the trade union committee, or an employment contract may provide for higher amounts of additional payments for work on weekends or non-working holidays.

Work on a weekend or non-working holiday may be compensated by granting another day off at the employee's request. If work on a weekend or non-working holiday is compensated by granting another day off, payment for such work shall be made in the amount of at least one contribution, and no payment shall be made for the day off.

If an employee worked on generally established days off (Saturday or Sunday in a five-day work week or Sunday in a six-day work week) in accordance with the schedule or employment contract, and the days off were granted to him on other days of the work week, he shall be paid for work on generally established days off in the amount of one contribution.

For work on non-working holidays, regardless of whether this work was performed according to the schedule or the employee was involved in work on a non-working holiday in accordance with Article 210 of this Code, he shall be paid at least two contributions or, at the employee's request, shall be compensated by granting another day off and paying one contribution.

In the following cases, remuneration for work at night shall be made at least one and a half times the normal rate:

in the time-based system of remuneration for labor - with the application of a coefficient of 1.5 or more for each hour of work at night;

In the work-based system of remuneration for labor - a full-time wage and additional payment in the amount of fifty percent or more of the hourly tariff rate (salary) of a part-time worker with the appropriate category (qualification) are paid.

Increased payment for night work is not included in the tariff rates (salaries).

The exact amount of additional payment for night work, as well as for work in a multi-shift regime, is determined by the collective agreement, internal documents adopted by the employer in agreement with the trade union committee, or in the employment contract.

In case of failure to fulfill labor standards, labor (position) obligations through the fault of the employer, payment for labor is made in an amount not less than the average wage calculated in proportion to the time actually worked by the employee.

In case of failure to fulfill labor standards, labor (position) obligations due to reasons beyond the control of the employer and the employee, at least two-thirds of the tariff rate (salary) calculated in proportion to the time actually worked by the employee shall be retained.

In case of failure to fulfill labor standards, labor (position) obligations due to the fault of the employee, payment of the normalized part of the salary shall be made in accordance with the volume of work performed.

For idle time due to the fault of the employer (temporary suspension of work due to economic, technological, technical or organizational reasons), remuneration shall be paid in the amount of the employee's average salary.

For idle time due to reasons beyond the control of the employer and the employee, remuneration shall be paid in the amount of at least two-thirds of the tariff rate (salary) calculated in proportion to the idle time.

No remuneration shall be paid for idle time due to the fault of the employee.

The employee must immediately notify his immediate supervisor or other representative of the employer of the beginning of the idle time caused by the breakdown of equipment and other reasons that make it impossible for the employee to continue performing his labor duties.

For certain categories of employees (heads of organizations, their deputies, chief accountants, employees engaged in work with harmful and (or) dangerous working conditions, work in adverse natural and climatic conditions, those working on a position-sharing basis, etc.), specific features of remuneration for labor are established in accordance with Section VI of this Code.

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