

FORMALIZING THE SHADOW LABOR MARKET TO ENSURE SOCIAL JUSTICE AND LABOR RIGHTS

Khalimbetov Farkhad Bagibekovich

Senior Lecturer, Tashkent State University of Economics

fxalimbetov@tsue.uz

ABSTRACT

This article will scientifically analyze the issues of social justice and the formalization of the hidden labor market in terms of the point of ensuring labor rights. It is suggested that the prevalence of the secret labor market is the reason for the weakening of legal guarantees in labor relations, the violation of the mechanism of social protection. As effective mechanisms for solving this problem, scientific and practical proposals will be put forward to improve the legal and regulatory framework, strengthen economic stimulus measures, and systematically implement institutional reforms.

Keywords: Social justice, labor rights, hidden labor market, informal labor, economic efficiency

INTRODUCTION

Social justice is a set of principles aimed at ensuring equal and fair distribution of economic, social and legal opportunities for all individuals in society. Social justice is a set of principles aimed at ensuring equal and fair distribution of economic, social and legal opportunities for all individuals in society. But the secret labor market is a segment of the labor market in which Labor Relations are carried out outside the formal legal and institutional framework. In IT, labor relations between an employee and an employer may not comply with regulatory rules. These situations occur to varying degrees and are commonly referred to as “informal labour” (informal labour). Informal labor is labor between an employee and an employer

the contract was not officially concluded, the requirements of labor law were not observed the type of labor that is carried out in the case of.

Signs of informal labor:

1. The contract was not officially concluded, the requirements of labor law were not observed the type of labor that is carried out in the case of.

Signs of informal labor:

1. The contract was not officially concluded, the requirements of labor law were not observed the type of labor that is carried out in the case of.

Signs of informal labor:

1. Absence of a written contract-the worker is not officially hired, no the agreement is not confirmed on paper.

2. There are no social guarantees - pension, labor leave, sick leave, rights such as labor protection are not secured.

3. Non-guaranteed labor remuneration - the employer may delay the salary or

may not pay.

4. Does not fall into statistics - such workers are subject to official labor market statistics

Causes of informal labor:

1. High unemployment rate.

2. The desire to avoid taxes and social payments.

4. Causes of informal labor:

1. High unemployment rate.

2. The desire to avoid taxes and social payments.

4. Legal literacy in legal causes of informal labor:

1. High unemployment rate.

2. The desire to avoid taxes and social payments.

4. Legal literacy in legal information and concepts.

Causes of informal labor:

1. High unemployment rate.

2. The desire to avoid taxes and social payments.

4. Legal literacy in legal information and concepts.

5. Illegal practice of the employer

Negative consequences of informal labor:

1. Violation of labor rights (non - availability of seniority, defenselessness, lack of material assistance)

2. Impact on tax revenues (social, income tax)

3. Impact of the state on development plans and economic indicators (GDP, budget, employment)

In order to ensure social justice and labor rights, it is necessary to analyze the need to formalize the clandestine labor market.

• **Analysis and results**

• *** Analytical approach:** on the basis of ILO (International Labor Organization) and UN documents, formalization policies were studied.

• *** Analytical approach:** on the basis of ILO (International Labor Organization) and UN documents. Analysis and results. Analytical approach (2024-2025 yillarda 34.8 % dan 32.9 % ga)2.

• *** Empirical examples:** current research on the hidden labor market in the economy of Uzbekistan

• It is of great importance in Uzbekistan from the point of view of ensuring economic and social stability. It is of great importance in Uzbekistan from the point of view of ensuring economic and social stability. Reducing the share of the hidden economy is the main priority, through which it is planned to attract tax revenue.

Although in recent years the activities of electronic employment contracts, the “Unified Register of Social Protection”, employment centers have been strengthened, there are problems with issues of increasing the share of official employment.

Deliberative conclusions and recommendations

According to the principles of sustainable development, the formalization of clandestine Labor provides the following advantages:

1. Social justice: workers ' rights are protected, access to social insurance, pensions and medical services is expanded.
2. Economic efficiency: tax revenues increase, economic statistics determine.
3. Good governance: increased control over the labor market, spurring the fight against corruption.
4. Intergenerational justice: reducing the hidden economy creates a stable financial framework for future generations.

- However, this process requires changing several systems at the same time: tax relief, incentives to formalize employment, simplification of labor legislation, expansion of social services. However, this process requires changing several systems at the same time: tax relief, incentives to formalize employment, simplification of labor legislation, expansion of social services.

- The presence of a secret labor. However, this process requires changing several systems at the same time: tax relief, incentives to formalize employment, simplification of labor legislation, expansion of social services.

- The presence of a secret labor market is a serious threat not only to economic, but also to social stability.

- Its formalization brings positive results and certain obligations at the same time:

- Labor rights guaranteed (employment contract, working hours, rest, labor protection).

- Social protection appears (pension seniority, sick leave, pregnancy and child care benefits).

- Wages are legally approved, the possibility of obtaining a bank, loan and mortgage is expanded.

- The right to resolve labor disputes through the court arises. Reduced risk of fines and liability

- Wages are legally approved, the possibility of obtaining a bank, loan and mortgage is expanded.

- The right to resolve lab Wages are legally approved, the possibility of obtaining a bank, loan and mortgage is expanded.

- The right to resolve labor disputes through the court arises. Reduced risk of fines and liability (by the tax and Labor Inspectorate).

- Access to government benefits and subsidies appears. Personnel stability increases.

- The reputation and investment attractiveness of the organization increases.

- Tax revenues increase, the budget is strengthened.

- Employment statistics will be clear, social policy will be effectively planned.

- Poverty reduction and social equality are ensured.

- The social insurance system stabilizes

Liabilities:

For employers

* Tax and social payments

(JShDS, social tax, pension funds).

* Reporting and documentation abilities:

For employers

* Tax and social payments

(JShDS, social tax, pension funds).

* Reporting and documentation.

• Legal procedure for dismissal of employees.

* Labor discipline and obligation to comply with formal rule.

RECOMMENDATIONS

1. Develop incentive policies (tax incentives, subsidies) to formalize employment.
2. Mechanisms of “soft transition” for the clandestine sector (simplification of employment contracts, free legal services).
3. Information campaigns about the growth of Labor culture and the benefits of formal employment.
4. Strengthening statistical monitoring and the use of digital technologies in the identification of hidden economic activities.

REFERENCES

1. 1Q.X. Abdurahmanov, A.B. Xayitov, A.M. Akbarov Mehnat iqtisodiyoti va sotsiologiyasi da rslk Toshkent – 2012 121-bet
2. <https://www.gazeta.uz/en/2025/02/12/unobserved-economy-uzbekistan/>
3. Asqarova M., Jo'raev T. Norasmiy bandlikni rasmiylashtirishda davlat dasturlarining o'рни, Iqtisodiyot va ta'lim, Toshkent, 2021.