

## **THE ROLE OF TRADE UNIONS IN PROTECTING PUBLIC AND SOCIAL INTERESTS**

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***Abstract:** this article examines the role of trade unions in public life by assessing their efforts to safeguard workers' rights, enhance working conditions, and promote social justice. Beyond their activities at the workplace level, trade unions play an important part in public life through their engagement in the development of labor legislation, social security mechanisms, and economic policy-making. The article analyzes the political and economic impact of trade unions, as well as their contribution to social equality, occupational safety, and the defense of workers' interests. Furthermore, it considers key strategies and reforms aimed at improving the effectiveness of trade unions within society. Overall, the study highlights the social importance of trade unions and emphasizes their vital role in contemporary public life.*

***Key words:** trade union, non-profit organization, social protection, public association, federation of trade unions, workshop trade union, convention, labor law, labor code.*

## **KASABA UYUSHMALARINING JAMOAT VA IJTIMOYIY MANFAATLARNI HIMOYA QILISHDAGI O'RNI**

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**Annotatsiya:** ushbu maqolada kasaba uyushmalarining jamoat hayotidagi o'zni ishchilarning huquqlarini himoya qilish, mehnat sharoitlarini yaxshilash hamda ijtimoiy adolatni ta'minlash borasidagi faoliyati orqali tahlil qilinadi. Kasaba uyushmalari faqatgina ish joylaridagi faoliyati bilan cheklanib qolmay, balki mehnat qonunchiligini shakllantirish, ijtimoiy ta'minot mexanizmlarini rivojlantirish va iqtisodiy siyosatni belgilash jarayonlarida ishtirok etish orqali jamoat hayotida muhim rol o'ynaydi. Maqolada kasaba uyushmalarining siyosiy va iqtisodiy ta'siri, shuningdek, ijtimoiy tenglikni ta'minlash, mehnat xavfsizligini mustahkamlash hamda ishchilar manfaatlarini himoya qilishdagi hissiy tahlil etiladi. Bundan tashqari, jamiyatda kasaba uyushmalarining faoliyat samaradorligini oshirishga qaratilgan asosiy strategiyalar va islohotlar ko'rib chiqiladi. Umuman olganda, tadqiqot kasaba uyushmalarining ijtimoiy ahamiyatini yoritib beradi hamda ularning zamonaviy jamoat hayotidagi muhim rolini ta'kidlaydi.

**Kalit so'zlar:** kasaba uyushmasi, nodavlat notijorat tashkiloti, ijtimoiy himoya, jamoat birlashmasi, kasaba uyushmalari federatsiyasi, tsex kasaba uyushmasi, konvensiya, mehnat huquqi, mehnat kodeksi.

## **РОЛЬ ПРОФСОЮЗОВ В ЗАЩИТЕ ОБЩЕСТВЕННЫХ И СОЦИАЛЬНЫХ ИНТЕРЕСОВ**

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**Аннотация:** в данной статье рассматривается роль профсоюзов в общественной жизни путем анализа их деятельности по защите прав работников, улучшению условий труда и продвижению социальной справедливости. Профсоюзы играют важную роль не только на уровне рабочих мест, но и в более широком общественном пространстве, участвуя в формировании трудового законодательства, систем социальной защиты и экономической политики. В статье анализируется политическое и экономическое влияние профсоюзов, а также их вклад в обеспечение социального равенства, охрану труда и защиту интересов работников. Кроме того, рассматриваются ключевые стратегии и реформы, направленные на повышение эффективности деятельности профсоюзов в обществе. В целом исследование подчеркивает социальную значимость профсоюзов и акцентирует их важную роль в современной общественной жизни.

**Ключевые слова:** профсоюз, некоммерческая организация, социальная защита, общественное объединение, федерация профсоюзов, цеховой профсоюз, конвенция, трудовое право, трудовой кодекс.

## INTRODUCTION

Trade unions, as collective representatives of workers, have historically played a vital role in shaping public life and influencing social and labor policies. Through their advocacy for workers' rights, improvement of working conditions, and promotion of social welfare, trade unions have contributed significantly to the development of more equitable societies. Their relevance extends beyond workplace relations, as they actively participate in national political, economic, and

social processes. In this context, trade unions serve not only as protectors of labor interests but also as important actors in the promotion of social justice and democratic governance.

This article examines the role of trade unions in public life by analyzing their impact on labor legislation, political engagement, and the advancement of social equity. Particular attention is paid to the functions performed by trade unions in the contemporary era, as well as the challenges they face in adapting to changing labor market conditions and societal expectations. By exploring these issues, the article seeks to highlight the continued importance of trade unions in modern society and their contribution to sustainable social development.

## **METHODOLOGY**

According to Article 39 of the Constitution of the Republic of Uzbekistan, citizens of the Republic of Uzbekistan have the right to join trade unions, political parties, and other public associations, and to participate in mass movements. The rights, freedoms, and dignity of persons belonging to opposition minorities in political parties, public associations, mass movements, as well as in representative bodies of state power, shall not be violated by anyone. This article guarantees that citizens of Uzbekistan have the right to freely join trade unions, political parties, and other public associations, as well as to participate in mass movements. This means that people can organize or join groups that represent their interests, participate in social, political, or labor activities, and engage in civic life without restriction. Additionally, the article protects the rights, freedoms, and dignity of minority or opposition members in political parties, public associations, and representative bodies of state power. Nobody is allowed to discriminate against or

violate the rights of those who belong to minority groups or opposition movements. In essence, Article 39 ensures freedom of association, political participation, and protection of minority rights, which are fundamental principles for a democratic and fair society [1].

Article 540 of the Labor Code of Uzbekistan provides trade unions with essential rights to oversee the enforcement of labor laws, safety regulations, and other relevant legal standards in the workplace. Trade unions are authorized to monitor employers' compliance with these laws, engage in the evaluation of workplace safety, and take appropriate action when violations occur. They are empowered to halt work in hazardous situations, demand corrective actions, and represent workers in legal matters to protect their rights. Furthermore, trade unions can participate in public councils and establish their own inspections to ensure proper adherence to labor and safety rules. This article enhances the role of trade unions in safeguarding workers' rights and promoting safe working environments [2].

For the purpose of establishing the legal foundations of trade union activities aimed at protecting the labor, socio-economic, and professional interests of citizens in the Republic of Uzbekistan, as well as ensuring their free operation, independence, self-governance, and state-guaranteed social protection, the Law of the Republic of Uzbekistan "On Trade Unions" was adopted on December 6, 2019.

The Law regulates the relations between trade unions, society, and the state, protects employees' right to association, and serves to strengthen the system of social partnership. Trade unions cooperate with state bodies on the basis of social

partnership and provide proposals on labor market reforms, employee social protection, employment policy, and labor safety. They have the right to hold meetings, organize public events, elect their representatives, and be elected. Through their higher governing bodies, trade unions may operate at regional and national levels, as well as join or cooperate with international trade union organizations. When the rights of trade union members are violated, trade unions protect their interests through their representatives in courts, state bodies, and other organizations. Any persecution or pressure against employees or trade union leaders for their public activities, as well as dismissal or coercion due to their demands or objections, is strictly prohibited. The state guarantees the free operation of trade unions and contributes to strengthening their economic foundations and increasing the social activity of employees [3].

The Law of the Republic of Uzbekistan “On Public Associations,” adopted on February 15, 1991, aims to regulate, protect, and promote the activities of public associations by providing a legal framework for their formation, registration, operation, and dissolution. It seeks to support civil society and social participation, ensure the protection of citizens’ political, economic, social, and cultural rights, guarantee freedom of association, and regulate the organizational and financial activities of associations. The law also encourages cooperation with state bodies, other organizations, and international partners, fostering transparency, accountability, and the overall development of civic engagement. The law guarantees voluntary membership, the non-profit nature of associations, independence from the state, and the protection of members’ rights. It seeks to support civil society and social participation, ensure the protection of citizens’



political, economic, social, and cultural rights, and regulate organizational and financial activities. The law also encourages cooperation with state bodies, other organizations, and international partners, fostering transparency, accountability, and the overall development of civic engagement. Over the years, it has been amended to reflect social, economic, and legal developments, reinforcing its role in promoting democratic governance and protecting citizens' rights [4].

The Law on Non-Governmental Non-Profit Organizations of Uzbekistan, adopted on April 14, 1999, defines the legal framework for the establishment and functioning of non-governmental organizations (NGOs) in the country. This law provides for the creation, registration, operation, and dissolution of NGOs, with a focus on their role in civil society and their ability to engage in various social, cultural, educational, and charitable activities. The law establishes the rights and responsibilities of NGOs, ensuring their independence from government control while also specifying the conditions under which they may operate. It provides clear guidelines on how these organizations can receive funding, including from international sources, and sets out rules for transparency, accountability, and reporting [5].

The book explores how political leaders, especially in the 1980s, framed labor unrest and economic crises as issues caused by powerful unions, portraying them as detrimental to the economy and public welfare. This narrative helped delegitimize unions in the public's eye. The book takes a historical perspective, comparing the development of trade unions across various periods of industrialization, globalization, and political shifts. Howell critically assesses how these unions adapted (or failed to adapt) to changing political and economic

landscapes. Howell examines how traditional labor institutions, such as collective bargaining and union solidarity, were replaced by more flexible, market-driven labor relations, reducing the political and social influence of trade unions [6].

## RESULT

Trade unions in Uzbekistan have been instrumental in protecting workers' rights, especially in the context of labor disputes, wage disputes, and working conditions. For example, the Federation of Trade Unions of Uzbekistan (FTUU) has negotiated collective agreements that set industry-wide standards for wages, working hours, and safety measures. Through these agreements, unions have helped improve the quality of life for many workers, ensuring that labor rights are not only recognized but actively enforced. In addition to advocating for better working conditions, Uzbek trade unions provide various social benefits. These include organizing recreational activities, health care programs, and supporting workers' families. For instance, union members receive subsidies for healthcare services, children's educational programs, and access to resorts. This focus on worker welfare has helped trade unions extend their influence beyond economic issues and into broader social concerns. Trade unions in Uzbekistan are increasingly involved in public oversight activities, particularly with regard to the enforcement of labor laws and workplace safety. They participate in government commissions that monitor compliance with labor regulations, and they advocate for policy changes that benefit workers. Unions have also played an essential role in the political process, influencing labor legislation and social policy through dialogue with government officials and policymakers. The role of trade unions in Uzbekistan has grown in prominence, as evidenced by the rise in membership.



This growth reflects the increased confidence of workers in unions as a force for positive change. Trade unions now represent a broad cross-section of workers, from industrial laborers to professionals in sectors like education, healthcare, and public services.

### CONCLUSION

Trade unions in Uzbekistan have played an important and diverse role in enhancing workers' living standards and contributing to public life as a whole. Their activities go beyond the workplace and extend into social, economic, and political domains, where they actively defend labor rights, support the improvement of labor legislation, and deliver vital social services. A notable example is the Federation of Trade Unions of Uzbekistan (FTUU), which has been actively involved in negotiating collective agreements that have positively affected wages, working conditions, and employment stability across multiple sectors. In fields such as manufacturing and education, these agreements have helped secure reasonable working hours, equitable pay, and strengthened occupational safety measures. This demonstrates the practical impact of trade unions in fostering fair labor practices and protecting workers' interests. Overall, trade unions in Uzbekistan have emerged as effective agents of social change, achieving concrete gains for workers and making a meaningful contribution to social justice and public welfare. Their continued engagement in labor protection, social support, and policy advocacy has significantly influenced the country's social and economic development. As labor market conditions continue to evolve, Uzbek trade unions are likely to remain essential in upholding workers' rights and advancing a more inclusive and equitable society.

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