

Impact of Digitalization on Labor Relationships

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Introduction. The processes of globalization today occupy a worthy place not only in the socio-economic life of all countries, but also in the daily life of all people.

These changes are particularly evident in the field of labor relations. Today we are witnessing the formation of the world labor market as a result of the impact of globalization processes on labor relations. According to scientific sources, “The process of globalization of the labor market is an important factor in boosting the economy. A system of agreed measures for the processing, distribution, exchange and sharing of labor within the global market In turn, it will increase employment, reduce unemployment, increase the competitiveness and quality of the workforce, provide labor, health insurance, vocational training and other social standards and norms”. [1]

In addition, it is natural that the process of digitization of the economy has a direct and indirect impact on labor relations. This is especially true in quarantine conditions. Because we all witness that the pandemic and the relationships associated with it have led to significant changes in labor relations. At the same time, we have seen that the form of remote work plays an important role in achieving the continuation of production, labor relations in quarantine conditions. This situation has led to the fact that the socio-economic development of a number of countries has to some extent saved them from falling into crisis. In Uzbekistan, remote work during quarantine and the development of its organizational and legal framework have played an important role in ensuring the effectiveness of this process.

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Today, the scientific analysis of the process of digitization of labor relations remains a topical issue in science. According to Sklyar M.A., K.V. Kudryavtseva, the use of digital technologies has a twofold effect on the growth of the labor force in the economy: first, the creation of jobs in the field of information and communication technologies; secondly, under the influence of digital technologies, jobs will be created in a number of sectors of the economy, primarily in the service sector.

In addition, the digitization process affects the structure of the labor market in the following areas:

- Influences the social and organizational reconstruction of business. At the same time, work teams are becoming more open to each other and are beginning to move to an online form of work;
- an international intelligence market is formed. This will expand the opportunities for high-minded people to work in the newest sectors of the economy;
- the scope and scope of people's employment will be expanded, including the abandonment of traditional full-time employment, the lack of connection to the permanent employment of employees, etc;
- use of new technologies. For example, from robots, autonomous vehicles, artificial intelligence,

the Internet, and so on. use. [5].

Today, the process of digitalization of not only the economy, but also public administration is underway in Uzbekistan. These relations confidently occupy their "niche" in the sphere of labor relations. So, by the Decree of the President of the Republic of Uzbekistan, dated October 31, 2019 No. PP-4502 "On measures to introduce the interdepartmental hardware and software complex "Unified National Labor System" from January 1, 2020, the Interdepartmental hardware and software complex "Unified National Labor System" was introduced. This complex was designed to ensure the implementation of electronic registration of labor relations between employers and employees, the formation of an electronic database on the structure (staffing) of employers, formation and maintenance of data on the labor activity of individuals in an electronic work book, the introduction of interdepartmental systematized and regular electronic data exchange, the formation of objective, transparent and up-to-date information on the quantitative and qualitative composition of personnel and employees, the provision of the necessary information from the database of this complex to interested organizations, а также формирование ежедневно обновляемого баланса трудовых ресурсов, возможность онлайн-регистрации граждан, выезжающих для осуществления временной трудовой деятельности за рубеж, creation of a database on citizens employed abroad on the basis of agreements, formation of forecasts of labor market development trends, etc. [6].

In conclusion, it should be noted that the digitalization of the economy is also leading to the digitization of labor relations. Pandemic conditions also contributed to the intensification of this process. It can be said that the digitization of labor relations is also a global process, which is irreversible. This process is also developing rapidly in Uzbekistan, which is a full member of the international community. In this regard, as noted by scientists in the scientific literature [7], it is a topical issue today – It is necessary to develop in our national labor legislation the procedures for the organization of remote work and the relevant norms aimed at regulating the work of remote workers, to reflect them in the legislation, especially in the new edition of the Labor Code. [8]. We believe that the new labor legislation embodies the relevant and effective legal framework for this process.

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