



SALARIES AND LABOR RELATIONS

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Abstract:

In the article, wages, economic content of wages, principles of distribution of created products and income, forms and systems of wage organization, forms and types of wages, economic content of labor relations, payment of wages, function of wages, wage rate, time and hourly wages are mentioned.

Keywords: wages, nominal and real wages, amount of labor, factors affecting wages, labor market, wage rate.

Introduction

Salary is money paid for work; the changed form of value, the price of labor power (provided labor service). The value and price of labor power is directly expressed about the work. The salary level is negotiated in the labor market.

An employee does not sell his labor in the labor market, but his labor power. Salary is a monetary assessment of work, which is paid by employers (enterprises, institutions, entrepreneurs) to workers for performing a certain amount of work of a certain quality during a certain period of time. Salary is the main source of income for a salaried employee.

Salary is the main source of income of a hired employee, a form of economic realization of the right of ownership to his working ability. At the same time, for the employer, wages paid to hired employees are one of the elements of production costs. The employer buys labor resources for use as one of the factors of production.

The labor market is a market where labor is traded. Participants of the labor market are employers, employees and various intermediaries between them. Various intermediary firms, organizations and agencies form the infrastructure of the labor market. Labor power is offered to the market by its owner as a special commodity. Recruiters enter the labor market with demand. Labor can be traded directly between the buyer and the seller or with the participation of intermediaries. This work is done by the labor exchange or employment agencies. The sale of labor is formalized in the form of an employment contract. In the labor market, the agreed price of labor between the seller and the buyer of labor power is the wage.



The demand for labor is inversely proportional to its price, i.e., the amount of wages, that is, if the wages increase, the demand for labor decreases, if it decreases, the demand for labor increases. The supply of labor in the labor market is in direct proportion to wages. In the conditions of material need, the desire to work hard and earn more money increases the labor supply.

If the demand for labor exceeds the supply in the labor market, there will be a labor shortage, and if the supply of labor exceeds the demand, unemployment will occur. The division of the labor market into types depends on its nature and scope. The labor market can be open or hidden. Depending on its scale, the labor market consists of local-regional, national and global markets. Due to the fact that labor resources are distributed in accordance with the international distribution of material resources in the conditions of globalization, the world labor market develops rapidly. In the national labor market of countries with strong economies, the supply of migrant labor is growing rapidly, and the demand for it is also increasing due to its low price. In 2000, the number of people on Earth who did not work in their country of birth was 80 million. There were more than one person. The expansion of the international labor market leads to the growth of the foreign diaspora in developed countries (for example, in 2002, the number of Chinese in the United States was more than 15 million).

In the conditions of the market economy, based on the quantity and quality of work, mainly time-based and work-based systems are used. The amount of wages received by an employee in the form of a time wage depends on the time worked, that is, the amount of wages does not depend on the level of labor productivity and intensity. The salary is measured by the amount of the product produced by the employee during a certain period of time. One of the forms of working wages is piecework wages. In this case, the scope of work for a team or individual employee is determined in advance, and the total fee is agreed upon. After the work is completely completed, the salary is paid to the end. This form of salary is often used in construction. In addition to these, in most countries there are rewards for work achievements in addition to salary. These are vaktbay reward, ishbay reward systems, and the reward system from the material incentive fund allocated from the profit earned in the enterprise, which determines the level of wages paid to labor.

The main task of wages is to ensure the living and working conditions of the employee who is a direct participant in production and his family members. The labor theory of value considers labor power to be a separate commodity.

Therefore, this theory considers wages as a modified form of the value of labor power, which is a commodity, that is, its expression in money, and defines it as the value of the means of subsistence necessary for the reproduction of labor power. Looking at wages as a monetary expression of the value of labor power does not take into account the influence of supply and demand factors on wage levels in the labor market. In the labor market of economically developed countries, the average level of real wages is much higher than the minimum subsistence level. In the conditions of a market economy, a number of market factors (demand and supply changes in the market of goods and services, changes in the price of demand for labor, changes in the price of consumer goods and services, etc.) and non-market factors affect the amount of wages. shows, as a result of which a certain level of remuneration for labor is created.

In conclusion, it should be said that in order to correctly understand the content of wages, first of all, it is necessary to have an idea about the principles of distribution of the created national product. The intermediary role of the state in the labor market can also significantly affect labor relations. In particular, he takes on the tasks of searching for and recommending job vacancies and creating a general program for job placement. The state system of education and retraining of workers allows to quickly adapt to the changing demands of the market.

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