

# Social Assistance and Social Services for Citizens during the Quarantine Period from a Pandemic (On the Example of Uzbekistan and International Experience)



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**Abstract:** *The article considers the state policy of social protection of the population in the Republic of Uzbekistan. Methods of legal regulation of social security law. The system of social security law is analyzed. The history of formation and development of social security in the Republic of Uzbekistan is studied. Attention is paid to the rights of social security during the period of quarantine from a pandemic, and international legislation and experience are comparatively analyzed. The article deals with the main characteristics of the legal regulation of remote workers' labor; the concept and features of remote labor as a subject of labor law. The authors analyzed the relationship of an employment contract with a remote employee with other labor contracts. Legal acts in the field of regulating the work of remote workers in the context of a pandemic have been studied. Features of concluding an employment contract with a remote employee. Electronic interaction during the pandemic period, which is under the control of the employer; - interaction between the employer and the employee is carried out using public information and telecommunications networks.*

**Keywords :** *principle, law, social security, citizens, law, experience, quarantine, need, conditions, law, labor, remotely, law, pandemic, Internet*

## I. INTRODUCTION

The process of economic development in Uzbekistan inevitably affects the existing social and labor relations under the conditions of quarantine from coronavirus. In "Strategies Action 2017-2021 of the year" noted that the emerging socio-economic policy should be based on the solution of fundamental problems: first, the creation of equal opportunities for people; second, the formation of motivation for innovative behavior; and third, radical improvement of economic performance primarily on the basis of productivity growth, social protection of the population, having little family to spend it is judicial-legal reform, etc.

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But as we can see, the crisis from the pandemic today requires new innovative methods of application in the field of labor, such as skilled workers.

The methodological basis: historical, logical analysis method. The work also uses such special research methods as technical-legal and forecasting methods. During the implementation of this principle carried out in the country a humane policy of contributing new content to people's lives. In particular, the program for building affordable housing in rural areas based on updated standard projects adopted in response to people's needs has changed people's views on life and work. In accordance with the program, standard and multi-storey houses with a total area of more than 3.5 million square meters were built in cities and villages in 2017. A program for the construction of 945 multi-storey residential buildings in cities in 2017-2020 has been developed. In Tashkent, the Republic of Karakalpakstan, regional centers and major cities, 50,000 affordable apartments in multi-storey buildings will be built for low-income families. However, it is incorrect to assume that ensuring the welfare of the population is limited only to solving housing issues. Over the years, dozens of other problems have accumulated in the social sphere that have hindered people's normal lives. Social security law is a set of legal norms that regulate by a specific method public relations regarding the distribution of a part of GDP (gross domestic product) by providing the population with monetary payments by the competent authorities in the order of social insurance and social security.

## II. METHODOLOGY

As components of the methodology, the author used General scientific methods, which involve the study of all phenomena and processes in their development, interconnection and interdependence, as well as special methods. In particular, the methods of dialectical materialism, system analysis, analysis and synthesis, logical, historical, comparative-legal, formal-legal were used.

## III. DISCUSSION

In compliance with its international obligations, the provisions of human rights instruments and the recommendations of various UN Charter and Treaty bodies, Uzbekistan has identified a number of priority areas in the field of human rights.



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Among them is the creation and improvement of robust legislative and institutional framework of continuous educational system, the formation of a new clear system of working with complaints on illegal activities of officials, development of civil society institutions, implementing a wide outreach, international cooperation.

An important principle of the constitutional development of Uzbekistan is the continuity of the reforms that have been initiated, the steady dynamic progress towards improving and modernizing the state and society, towards building a rule-based democratic state and creating a strong civil society. The law Republic Of Uzbekistan "About social services for the elderly, persons with disabilities and other socially vulnerable categories of the population». The analysis of the concept of "social security" is inextricably linked with other concepts used by legal science – "social protection", "social rights", "social insurance", etc. When considering the concept of "social protection", it is established that its content consists of such concepts as "social rights", "state activity to implement the goals and objectives of social policy", etc.

Any object of knowledge based on system analysis can be considered as an independent element of the system or as an element of a more complex system. Social rights as objectively existing entities are guaranteed by the state in legal norms. Constitutional and legal knowledge of social rights and the practice of implementing its constituent principles give an impetus to the development of sectoral legal knowledge. Since the permanent resident of Uzbekistan delivered his annual address to the country's Parliament on January 24, he focused on the social problems of the population. This year, we will have to create an integrated and effective system of work with older people, especially with single people, and their social support. It is also necessary to review the amount of social payments allocated to them.

A separate program for social adaptation of pupils of "Mehribonlik" houses will be developed, in particular, providing them with jobs, and in the future – with housing. It is very important for us that such children constantly feel the care and attention of the state and society. It is necessary to review the payment of benefits for disability, burial, in connection with the loss of a breadwinner, compensation for industrial injuries. The law "on social insurance" is necessary. The Cabinet of Ministers was instructed to develop a Concept of social protection of the population, providing for priority tasks in these areas. Also, according to various estimates, in Uzbekistan from 12% to 15% of the low-income population is 4-5 million people. A poverty reduction Program will be developed with the assistance of international experts. People need to create conditions for the implementation of their business initiatives and simultaneously provide new jobs (in 2020-500 thousand). Salaries, pensions, scholarships and benefits will increase faster than inflation. There will be less bureaucracy when receiving social payments – agencies will work on the principle of "one window" and require a minimum of documents from citizens. For example, a pension can be issued by presenting one document – a passport. They will adopt laws on social insurance and on the basics of social entrepreneurship. In General, the new system should work so that citizens can apply for social benefits in one Department, which will prepare all the necessary documents and resolve the issue on the same day. In addition, a system will be created in which citizens will only need to present their passport to get a pension. For this purpose, it is necessary to transfer the state

archive Fund to an electronic data Bank. Foreign experience: The COVID-19 coronavirus pandemic has forced many States in different parts of the world to take measures ranging from self-isolation of patients or people who came into contact with them to the closure of some or many businesses and institutions, etc. These steps are deprived of some of the workers access to jobs. That is, additional actions are required to protect employment and social protection of workers affected by quarantine measures. This is something that even governments that have sharply different approaches to the economy and social problems understand. CHINA's Government during the epidemic made it mandatory for businesses to pay wages to employees who were unable to perform their official duties due to illness or being in quarantine. At the same time, medium-sized and small companies were exempt from paying social contributions from February to June 2020, and for large companies, the deductions were reduced by half from February to April 2020. The Spread of COVID-19 has put the task of protecting workers not only to the Chinese authorities, but also to the leadership of their main overseas opponent - the United States, despite the traditionally underdeveloped social protection system in this country. On March 14, the house of representatives of the US Congress passed the law "on priority environmental protection". to protect families from coronavirus" (Families First Coronavirus Response Act). Given that the law is supported by both parties and that President trump has already promised to approve it, we can expect that the document will pass through the Senate, be signed by the President, enter into force in the near future and will be valid until the end of 2020. According to this law, employees who are sick with the coronavirus or are unable to perform their official duties due to quarantine measures, will have to receive 100% of their salary (but no more than \$ 511 per day) for two weeks. A part-time employee will get paid for as many hours as they would have worked in the same two weeks. An employee who takes care of a family member who is sick or quarantined, or a child who is closed down due to school/kindergarten, receives a two-week leave of absence with 2/3 of their salary (but not more than \$ 200 per day). At the end of these two weeks, these groups of employees can receive an additional vacation of up to ten weeks - with the retention of their jobs and 2/3 of their salary (but no more than \$ 200 per day). Employers are provided with tax deductions for an amount equal to these payments. The law applies to the public sector and to private enterprises with up to 500 employees. The Ministry of labor is also given the right to exempt small businesses (with a staff of up to 50 people) from this law, if its application threatens the survival of the enterprise. In comparison with the measures adopted by many other countries, the law on priority protection of families looks incomplete; but in the case of the United States, this is a serious expansion of social protection mechanisms. FRANCE measures of additional social protection of employees in connection with the coronavirus epidemic are being introduced gradually, in accordance with the aggravation of the situation and the expansion of quarantine measures. The government encourages employers and employees to maximize opportunities for distance employment.



However, in cases where it is impossible to work remotely due to objective circumstances, employees receive leave. Back on January 31, the Council of Ministers adopted a resolution according to which employees transferred to the self-isolation regime due to contact with carriers of the coronavirus or due to staying in the epidemic zone receive sick leave.

The salary is maintained in the amount prescribed by law for such a vacation (50% of the average monthly earnings; increased if additional conditions are met), for a period of up to three weeks. Recently, due to the worsening situation, the French government was forced to close some of the enterprises. In these cases, the following rules apply: the employment contract is suspended, but not terminated. Employees are paid 70% of their gross salary, that is, about 84% of their net salary (minus deductions to social funds), but not below the minimum wage. If an employee combines simple work with professional training, he / she will receive 100% of the salary-net. The ceiling is 4.5 minimum wage. And employers receive a government subsidy, which, however, only partially covers these costs (just over 7 euros per person per hour). NEW ZEALAND Quarantine measures and related social protection measures are also being implemented in countries that we rarely think about. The New Zealand government announced that from March 16, citizens returning from abroad (except for nearby Oceania countries), or returning from China, South Korea, Iran and Italy earlier than this date, or who came into contact with a confirmed carrier of coronavirus, will have to comply with the self-isolation regime for two weeks. If because of this regime, they will not be able to perform their official duties, then they receive leave for the period of self-isolation. Their employers will apply for a state subsidy (NZ \$ 585 per week for a full-time employee and NZ \$ 350 per week for a part-time employee) and pay this amount to employees during their stay in self-isolation. This subsidy does not cancel, but is additional to regular leave payments and sick leave payments provided for by law. Citizens who go on a foreign trip after March 16 and go into a self-imposed isolation regime on their return are not eligible for the subsidy. There are additional conditions. For example, if an enterprise is registered in New Zealand, is physically located there, and employs workers in formal employment, while the company's revenue has decreased by at least 30% due to the epidemic, but it makes every effort to pay employees at least 80% of their salary-it can also qualify for a subsidy of the same amount, in order to fully spend it on employee benefits. State institutions cannot apply for such a subsidy. At the same time, they will have to pay employees subjected to the regime of self-isolation, their normal salary in full. ITALY on March 14, the government and social partners signed a joint Protocol to regulate measures aimed at combating and curbing the spread of COVID-19 in the workplace. Earlier, the government adopted a resolution on the immediate allocation of 25 billion euros to combat the economic consequences of the epidemic - a total of 325 billion euros: - for the health system; - for the temporary suspension of household payments (for water, heat, electricity); - to subsidize rent; - to work at universities and research centers. The country has also taken the following measures: - temporary suspension of social security and social assistance contributions; - 15-day parental leave for employees with dependent children under 12 years of age - 50% of the basic salary; - a lump sum payment of up to 600

euros if necessary for child care; - easing requirements for - extended parental leave for employees with dependent disabilities - up to 15 days per month (in March and April); such employees are entitled to remote work; - mandatory transition to remote work for civil servants; - tax-free bonus of 100 euros for each day of work at their usual place in March (for services that operate under quarantine); - private sector employees who have been diagnosed with COVID-19 or who are in forced quarantine are considered to be on sick leave; - for the self-employed, taxes and contributions are suspended; - self-employed workers are paid a monthly allowance of 500 euros for three months in municipalities affected by the COVID-19 epidemic; - a one-time payment of 600 euros for small businesses, agricultural workers and entertainment workers; - suspension of the transfer of taxes and social security contributions by enterprises; - a tax rebate for enterprises: 60% of the rent and 50% of the sanitary measures costs; - the government guarantees loans of up to 5 million euros for small and medium-sized enterprises for 9 months. The Italian government said mortgage repayments would be suspended across the country, and the banking lobby said lenders would offer a moratorium on debts to small firms and households struggling with the economic effects of the virus. GERMANY the Government has adopted a new financial package providing support to German companies. And it has relaxed the rules for entering into short-term contracts to help employers. Germany's center-left coalition has agreed to increase public investment by 12.4 billion euros by 2024 and make it easier for companies to receive subsidies to support workers who have been moved to shorter working hours. Germany has authorized its state Bank (run by the government, not the Central Bank), KfW, to provide companies with \$ 610 billion to mitigate the effects of the epidemic. Simplified requirements will be introduced for receiving benefits/compensation for part-time work (up to 12 months, and possibly up to two years in the future): - the required number of employees in companies that suffered from job loss and went into part-time employment has been reduced to a minimum of 10% (the former norm is one third of employees); - extending part-time compensation to temporary workers; - full reimbursement of social security contributions by the Federal Employment Agency; - fully paid sick days, in some cases for at least six weeks. Paid to employees who are diagnosed with coronavirus and quarantined or who are told by their employer to stay at home. If employees are dismissed because the company loses money due to an epidemic if there is no money available, then those who quit are entitled to unemployment benefits. They are also entitled to severance pay if the social compensation plan has been agreed with the labor Board or trade Union. Employees must be paid during quarantines or temporary work breaks established by the employer - regardless of whether they can actually work from home. Usually, if a person is unable to work because of illness, the employer must pay him full salary for six weeks (legal sick pay). An exception applies if the illness was caused by disregard for the requirements of the authorities. If a person is quarantined at the request of the authorities and therefore loses the opportunity to demand a salary from the employer, he receives compensation from the state in accordance with the law "on protection against diseases".



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DENMARK the Ministry of Finance announced a number of measures, including compensation for organizers of major events canceled due to the virus, and extending the deadline for companies to pay value-added tax. The tax Ministry announced initiatives worth DKK 100 billion (EUR 13 billion) aimed at keeping Danish companies afloat.

A tripartite agreement has been concluded at the national level to mitigate the inevitable financial and labour market consequences. So, if employees are threatened with dismissal, the government has pledged to cover 75% of the monthly salary of a full-time employee, up to the limit of 23 thousand Danish crowns (3,100 euros) per month, and the remaining 25% is paid by the company. For part-time employees, the government offers to cover up to 90% of their salary, up to a limit of 26 thousand Danish crowns (3,500 euros) per month. So far, the agreement has covered private enterprises that would otherwise have to lay off at least 30% of their staff or more than 50 people. The new salary compensation scheme, adopted on March 15, will come into force on March 9 and will be valid until June 9, 2020. Parents can take up to 52 weeks of leave to care for a seriously ill child under the age of 18. Ordered to pay full sick leave, in some cases for at least six weeks, to employees who have been diagnosed with COVID-19 if they are quarantined or ordered by their employers to stay at home. The agreement in the sphere of hotel business is supplemented by the government's obligation to cover up to 90% of the salary of employees of the hotel and restaurant sector for dismissed employees (adopted on March 17). The UK Government has proposed a package of public spending and tax incentives worth 12 billion pounds to mitigate the effects of the epidemic. (The country has a publicly funded universal national health service (NHS), accessible to all residents.) In addition, the government has created a new Fund to help those in need (500 million pounds) and States that it will provide any additional resources needed for healthcare. The COVID-19 response Fund was established (initially in the amount of 5 billion pounds) for the following tasks: - treating patients with coronavirus, including maintaining staff in medical institutions; - funding actions of local authorities to support social services and vulnerable groups; - funding to create conditions for other public services; - additional funding (40 million pounds) The national Institute for medical research and the Department of health and social care to provide rapid research on COVID-19 and enhance the capacity and capabilities of diagnostic testing and surveillance, with the assistance of public health England. This decision follows the 91 million pounds that the government has already promised to allocate for the international response; - fulfilling a commitment of up to 150 million pounds to the IMF - to contain the disaster and provide emergency assistance, to stop further transmission of infection, including to the UK, and to support vulnerable countries in their response to the outbreak. Local authorities can provide support to economically vulnerable segments of the population and households. The government expects that most of the funding for this purpose will be used to provide additional tax incentives to local councils. In the UK, sick pay (sick leave) will now be available from day one instead of day four for eligible people diagnosed with COVID-19 or for those who are unable to work because they are self-incarcerated in accordance with the law. Employees of businesses can also claim leave due to an emergency situation involving a dependent (spouse,

partner, child, grandchild, parent, or someone else whose care depends on the employee). The amount of free time to do this should be reasonable, depending on the specific case. The employer can pay for this time, but is not required to do so. Self-employed people and people with incomes below the minimum wage (118 pounds per week), who have a COVID-19 or are in self-isolation in accordance with government guidelines, can apply for a universal minimum social security payment for the duration of the outbreak. The requirements for receiving this payment will be temporarily relaxed (for example, the current requirement to visit a job center is temporarily not applied). Eligible people over the age of 25 who have been affected by COVID-19 or are in self-imposed isolation in accordance with government recommendations will receive an ESA of £ 73.1 per week from the first day of illness, rather than from the eighth day. For small and medium-sized businesses and employers seeking statutory sick pay (SSP) in connection with COVID-19, the reimbursement will cover up to two weeks of sick leave per employee released from work because of COVID-19. In addition, the smallest 700 thousand enterprises will be provided with a cash grant of 3,000 pounds from the local authorities. In world practice there are three ways that governments can help people and businesses during a pandemic: National governments can allocate funds to local governments to mobilize clinics and medical personnel in affected areas, as China and Korea have done.

Governments can provide timely, targeted and temporary funds to people and businesses most affected by the effects of the pandemic.

Governments are also called upon to ensure the continuity of economic activity in the country. All ministries and authorities (Ministry of Finance, tax, customs administration, etc.) should be able to provide services to citizens, taxpayers and importers, relying as much as possible on electronic and remote technologies. Problem solving practices In the present context, all governments are thinking about ways to provide for the basic needs of people in forced isolation and about measures to quickly restore the economy after the pandemic (so that businesses do not go bankrupt and workers can return to their jobs as quickly as possible). Monetary policy measures: analytical framework An important role for this purpose is played by the tools available for implementing anti-crisis programs, which can be financed from their own budgets, or, if possible, from grants from international organizations (such as the world Bank, IMF, UN). This is especially important for those countries where a large number of people are below or close to the national poverty line, and which may face increased poverty due to the pandemic, which will have negative consequences for the economy in the future. The anti-crisis measures of many countries are based on the Strategy of providing the entire population with a universal basic income. For example, the United States has announced \$ 1,200 for each citizen and Japan is considering paying families cash at a basic level. France, Japan and Korea provide private leave subsidies to take care of children during school closures.

France offers paid sick leave to people directly affected by the effects of the virus, who are forced to stay at home. Uzbekistan: the first social package of measures In Uzbekistan, 5 days after the first cases of coronavirus infection were identified, a large-scale package of measures was approved to combat the spread of coronavirus infection, support entrepreneurship, employment, including the implementation of infrastructure projects, ensure the sustainable functioning of economic sectors and expand social support for the population.

Along with General economic measures and measures to support entrepreneurship, exports, inform the population, ensure food markets and financial stability, special attention is also paid to measures for social protection and food supply. In particular, the program includes the following important points:

- parents (persons replacing them, guardians, curators) who are quarantined due to a coronavirus infection or suspected infection, as well as persons caring for their child under the age of 14, are paid temporary disability benefits in the amount of 100% of the average salary;
- increases by 10% the number of recipients of benefits – families with children under the age of 14, care for a child up to the age of 2, and financial assistance;
- timely payment of wages to employees of pre-school, General secondary, specialized secondary and higher educational institutions, sports and cultural institutions funded from the state Budget and suspended their activities is ensured;
- a simplified system of issuing temporary disability documents to the population is being introduced;
- during the period of suspension of activity of preschool educational institutions and secondary schools parents (or persons in Loco parentis, guardians, Trustees) of pupils of preschool educational institutions and primary school pupils of secondary schools are provided annual leave (including those who worked less than 6 months), regardless of the schedule for using annual leave. - employers can transfer employees, especially pregnant women, the elderly, people with disabilities and those suffering from chronic diseases, with their consent to remote working methods, flexible working hours or to work at home. New measures to support the population and business are being prepared On March 30, President of Uzbekistan Shavkat Mirziyoyev considered a new package of measures, which includes specific tasks to strengthen social protection for the elderly, disabled and low-income families living alone, saturate the market with food and medicines, prevent rising prices for them, prevent a decrease in the working capital of business entities and provide them with additional benefits, a decision on which should soon be taken. Approaches to social assistance: targeting or universality In the context of developing countries, including Uzbekistan, the problem of combating coronavirus is complicated by the fact that there is a high level of informal employment in these countries. A significant number of people do not work for official employment or practice subsistence farming. Even in the formal sector, the problem of providing employers with liquidity (through loans or grants) so that they can pay their employees in times of crisis remains relevant. For the informal sector, this problem is much more complicated. Therefore, these countries have no choice but to strengthen their social protection systems to help their populations during a pandemic.

Strengthening social protection in these conditions raises the question of determining the amount of assistance for certain categories of the population. For example, in some countries, the amount of aid for each person is defined as 10% of the monthly GDP per capita. Governments can determine these figures, largely depending on whether such assistance is targeted (when only certain people can receive it) or universal (when all categories of the population can receive it). Due to the fact that the total amount of funds allocated for the assistance program is limited, the amount of assistance per person is higher if the targeted approach (method) of implementing the program is applied.

At the same time, in the world practice there are certain rules regarding the choice of the method of implementation of programs:

- in countries with a low proportion of the poor and near-poor (less than 50%), a targeted approach will significantly increase the effectiveness of social security programs, or the fiscal burden to achieve the same level of support becomes less. However, this is only possible if these countries have systems for quick and cheap targeting (accurately identifying people who need help). In this case, the key is to create a list of recipients of assistance remotely, which is more secure during a pandemic.
- in countries with a high proportion of the poor or near-poor and in countries where targeting is not possible, universal transfers are likely to be more effective in preventing large numbers of people from falling below the poverty line. Universal transfers can be much more practical if the income of most people in a country is drastically reduced (even temporarily) during the quarantine, and if they have few savings/assets. In this case, the benefits of targeting are drastically reduced compared to the costs of risking large numbers of people becoming poor. In Uzbekistan, where the share of the population below the poverty line is not very large, it will be more effective to use a targeted approach (9.6% at the level of the line of 3.2 dollars and 36.6% at the level of 5.5 dollars). here, one of the options is to use geographical targeting aimed at administrative units with a large number of poor people (for example, the Andijan, Surkhandarya, Syrdarya regions and the Republic of Karakalpakstan). Moreover, at the moment there is also information on the state of the share of the poor population in the regions of the country, which can be used in the distribution of funds. For this purpose, there is the necessary infrastructure of communication with administrative units, represented by the mahalla Institute, which can provide the Central government with information about poor households, or solve issues of equal distribution of funds between households. It is advisable to start addressing these issues from the poorest regions of the country. The logistics of money transfers is also important in terms of minimizing human contact in the context of a pandemic. In international practice, the method of transferring money from one person's phone account to another's is used, and therefore, the money in the accounts can be used for exchange. The system of issuing coupons to the most vulnerable categories of the population can also help solve issues of social support for the poor, so that they can buy products for free or at low prices.

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Government support for charitable activities of the population, international organizations and donors also plays an important role in supporting efforts to ensure the protection of the marginalized and disadvantaged segments of the population. In conclusion, it should be noted that the combination of the social protection program with other programs of population support encourages an increase in efficiency from the implementation of these programs. And a new important point I would like to note is that Uzbekistan has been accepted as an associate member of the International social security Association (ISSA).

Membership in the Association gives our country the right to be represented by the Ministry of employment and labor relations at events organized by It for the exchange of experience and best practices, as well as to use its services.

ISSA Secretary General Marcelo abiramia Caetano, welcoming Uzbekistan's accession to the Association, said that this decision had received the full approval of its governing body-the Bureau. The work in this direction was carried out jointly with the Ministry of employment and labor relations of Uzbekistan.

The Association was founded in 1927 under the auspices of the International labour organization (ILO). It brings together institutions and administrative structures dealing with various types of social protection of countries from all over the world. Currently, ISSA members are 320 institutions from 150 countries. Its headquarters are located in Geneva (Switzerland).

ISSA develops and provides its members with professional guidelines, professional standards, research and analysis to help develop a dynamic social security system and policy.

The ISSA General Assembly is considered the largest international forum in the social sphere. It discusses the most pressing issues and promising directions for the development of national social systems, taking into account current world trends.

**That is, after the end of the quarantine, it will be necessary to return to the previous order of labor regulation and the proposed order should not be used in the future without the consent of the employee and the employer.**

Another common feature of new forms of employment is the mandatory consent of two parties to the employment contract: both the employee and the employer.

According to article 285 of the Labour code PY<sub>3</sub> During the period of quarantine, the employer must pay a temporary disability allowance, and in the case of remote work, the full salary (if the amount of work remains the same). If the amount of work is reduced, then the employee's remuneration is paid in accordance with the hourly remuneration rate based on the tariff rate established before the employee is transferred to remote work. Temporary disability allowance due to quarantine of employees

is paid in the amount of 60 to 100 percent of earnings, depending on the length of payment of state social insurance contributions by the employee (total length of service), the number of dependent minor children and other circumstances. The minimum amount of temporary disability benefits may not be less than 35.2 percent of the minimum wage established by law, and must not exceed the earnings from which the benefit is calculated.

Thus, according to article 16 of the Decree of the President of the Republic of Uzbekistan "On priority measures to mitigate negative impacts on sectors of the economy coronavirus pandemics and global crisis" № up-5969 dated 19 March 2020, parents (or persons in Loco parentis, guardians, caregivers) of children under 14 years of age, quarantined in connection with infection of coronavirus infection or suspected infection, and persons caring for a child of the persons quarantined, benefits for temporary disability in the amount of 100 percent of the average

wage. Labor legislation does not provide for separate requirements and restrictions when hiring remotely. However, the employee must provide the necessary documents required for employment. According to articles 165 and 167 of the Labor Code of the Republic of Uzbekistan, an employer is obliged to release an employee from work with the retention of his place of work (position) for the duration of performing state or public duties. While performing these duties, the employee retains their average earnings. The procedure for granting guarantee payments is determined by the collective agreement, but it cannot be lower than the average employee's salary. In accordance with the requirements of article 96 Of the labor code of Uzbekistan, the transfer to another permanent job is executed by an order of the employer. The basis for issuing an order to transfer to another permanent job is changes made to the employment contract concluded with the employee. According to article 88 of the Labor code of Uzbekistan, changes in working conditions are made in the order in which they were established. In contrast to remote workers, the legislation reflects the peculiarities of the legal regime of work of homeworkers.

Homeworkers are persons who perform work on the production of goods or services on the orders of an employer in accordance with the concluded employment contract at their place of residence or in other premises belonging to them or their family members.<sup>3</sup>The organization of home-based labor, therefore, is a form of cooperation in those industries in which the technological process allows the production of certain types of components, semi-finished products, products and work at home. Thus, an additional agreement to the employment contract, as well as an order issued on the basis of the changes made, is required to establish a remote method of work, flexible working hours or work at home for the period of quarantine.

### IV. CONCLUSION

The necessity of legislative consolidation of the systems of accounting of working hours and remuneration of labor is substantiated. A proposal has been formulated: for certain types of distance work, in agreement with the employer, the employee is required to independently keep records of the time worked, prevent overworking, and develop a standard of working time. The main theoretical and practical conclusions and recommendations can be used in the rule-making process and in legal application. Once again, we would like to note the importance and relevance of mandatory medical examinations in the context of a pandemic.



Every citizen should have an ethical, medical and legal culture. This is why the ILO document "Ethical guidelines for medical examinations during a pandemic" should be put into effect.

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