

## **Additional Guarantees and Privileges for Minors**

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### **Abstract**

In the law, a minor is someone who has not yet reached the age of majority. In many countries, a person becomes an adult at age 18, therefore, a minor is a person who is 17 years old or younger. Today in modern society we can see the country which can be so powerful that they give opportunity to the minors additional guarantees and privileges. This article describes about additional opportunities for the minors.

**Keywords:** minors, guarantees, privileges.

Minors - citizens under 18 years of age according to the current legislation of the Republic of Uzbekistan. The task of raising youth is a state duty, and a constitutional obligation of citizens. The Constitution of the Republic of Uzbekistan provides for the rights of citizens, such as education, work, recreation, and ownership. In the Constitution of the Republic of Uzbekistan, the legal capacity of children between the ages of 14 and 18 is determined; they can independently, without the consent of their parents, adoptive parents and sponsors:

- 1) their salary, stipend, or disposal of income;
- 2) a work of science, literature or art, exercise the copyright of an invention or other legally protected result of one's intellectual activity;
- 3) making deposits in credit institutions and disposing of them in accordance with the law;
- 4) it is indicated that they have the right to conclude small household transactions and other transactions, they conclude other transactions with the written consent of their parents, adoptive parents or guardians. According to consent, 16-year-old may be declared fully negotiable. Minors in labor relations, they are equal to older employees, but labor protection, working hours, vacations, etc. benefits from additional labor conditions. In the Labor Code of the Republic of Uzbekistan, the guarantees for the employment of persons under the age of 18, their labor rights, etc. are specified. Additional rights are guaranteed by special legal norms in criminal proceedings of minors. Under the Cabinet of Ministers of the Republic of Uzbekistan, regional, city and district hakims, commissions dealing with minors have been established.

According to Article 77 of the Labor Code of the Republic of Uzbekistan, a minor, that is, a person under the age of 18, is allowed to start working at the age of 16. Also, minors who have reached the age of 15 are allowed to work. When:

Students of general education schools, secondary special, vocational educational institutions who have reached the age of 15 years - written consent of one of their parents or one of the persons replacing the parents, i.e. guardian or sponsor with;

it is allowed to hire them so that they can do light work that does not harm their health and spiritual and moral development, and does not disrupt the educational process. These rules are

also defined in Convention No. 138 of the International Labor Organization "On Minimum Age".

Forced to hire:

It is worth noting that refusing to hire 15- and 16-year-old minors who have graduated from general secondary and special secondary vocational education institutions for vacant jobs is an illegal act. Because according to the labor law, in particular, the decision of the Cabinet of Ministers No. 965 dated December 5, 2017, they are among the persons who need social protection, who have difficulty finding a job and cannot compete on equal terms in the labor market, and for them, the minimum number of jobs in the enterprise must be determined.

A minor cannot be involved in all types of work. In accordance with Article 241 of the Labor Code, it is prohibited to use the labor of persons under the age of 18 in other jobs with unfavorable working conditions that may harm the health and safety and morals of this category of employees.

Benefits granted to minors during work:

After a minor is hired, he has equal rights with adult employees. Only in the field of labor protection, working hours, vacations and other working conditions are they given additional benefits. For example, when it comes to working hours, reduced working hours are applied to minors, and working hours are limited to 36 hours per week for employees aged 16 to 18, and 24 hours per week for persons aged 15 to 16. is defined as non-increasing. Nevertheless, regardless of whether a minor works in the above-mentioned reduced daily working hours, his labor is paid in the amount of full daily working hours.

If a minor works during his free time from studying, the working time during the academic year is 18 hours for 16 to 18-year-olds and 15 to

For 16-year-olds, it cannot exceed 12 hours. In this case, the remuneration for the work of minors is determined in proportion to the time worked or according to the product produced.

Persons under the age of 18 are prohibited from engaging in night work between 22:00 and 06:00, overtime work outside the time specified in the employment contract, and work on weekends. Another issue of interest to minors is work leave. Employees under the age of 18, unlike older employees.

An annual leave of 30 calendar days is granted. They can use this vacation before 6 months from the start of work, as well as during the summer or any other time of the year that is convenient for them. Annual vacations for minors working and studying in educational institutions must be adjusted by the employer for the time of exams and laboratory-examination sessions according to their wishes.

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