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**THE MECHANISM OF REGULATION OF INNOVATIVE  
FORMS OF SOCIAL AND LABOR RELATIONS IN THE  
INNOVATION ECONOMY**

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**Abstract:** This article discusses the need for the formulation of innovative forms of social and economic relations, tables and tasks, degrees, synergy and institutional rights and trends.

**Keywords:** social and labor relations, regulation, innovation, government regulation, collective bargaining, innovative forms of social and labor relations, enforcement, institution.

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In the modern economy, the regulation of innovative forms of social and labor relations can develop in several areas: market self-regulation, government regulation and collective bargaining regulation.

Understanding the limits of state regulation of innovative forms of social and labor relations implies a recourse to the category of "self-regulation". In our study, self-regulation is understood as an independent and initiative activity of workers and employers (subjects of innovative forms of social and labor relations), as well as non-state economic institutions to establish rules of conduct and monitor their

observance. Government regulation due to the need to ensure the solution of the following issues:

- firstly, to ensure the public interest ("the theory of public choice");

- secondly, to maintain certain sectors of the economy and stabilize competition between pressure groups (Chicago regulation theory);

- thirdly, to increase the degree of efficiency of resource allocation in the sphere of production and consumption and streamline the process of obtaining by the public authorities a political rent-income dividend.

Thus, government regulation ensures the interests of employees

and employers of distance and agent labor relations, support for new sectors of the economy, increasing the efficiency of the distribution of labor resources between business areas, organizations. Outside government regulation may be self-regulation.

In Uzbekistan, the problem of regulating social and labor relations, and in particular, the regulation of innovative forms was addressed quite recently and already when a growing imbalance in the interests of workers and employers, the state, threatening the further socio-economic development of the country, became apparent. As we have already noted, the modern field of innovative forms of social and labor relations is quite mosaic.

The specificity of the "format" of new social and labor relations, as well as the general socio-economic conditions for their development in the country, will also determine the specifics of legal, economic, and organizational measures to regulate them.

Under regulation of innovative forms of social and labor relations we understand the impact of the subject of regulation on constituent objects of social and labor relations (guarantees and terms of employment, labor organization, remuneration) in order to ensure their orderliness, balance the interests of business and employees and improve the quality of working life, maximize positive effects. The sustainability and effectiveness of state regulation of innovative forms

of social and labor relations in the economy will depend on finding new norms, forms, mechanisms, and methods of interaction between various subjects about the special equipment. The result of regulation can be both a change in the scale, structure, dynamics, and qualitative characteristics of innovative forms of social and labor relations (balance of "security-efficiency", "flexibility and security").

Among researchers, a holistic understanding of the concept of regulating non-standard, innovative forms of social and labor relations has not yet emerged [2, 3, 5].

One of the conditions for ensuring the balance of new forms of labor relations in the aspect of "flexibility-security" is the strengthening of their state regulation by legal and economic methods. The state regulation of innovative forms of social and labor relations is, on the one hand, the result of multiple interactions between the subject and the objects of regulation, on the other hand, constant process of exposure and correction of behavior of the subjects of these relations.

Solving the problems of regulating these forms of labor relations implies the development of new principles and regulatory measures, including on the basis of the assimilation and practical application of existing foreign experience. However, the problems of importing institutions and possible institutional traps should be taken into account. In this case, the priority in choosing forms

and methods of regulation should be to ensure a balance of decent work conditions for employees and the interests of modern business and society.

The analysis shows that with the advent of innovative forms of social and labor relations essential the importance of the flexibility factor. So, shifting emphasis from employment protection to ensuring the efficiency of the labor market has led to a reassessment of the components of state regulation of labor relations, including legislation on employment protection, the unemployment insurance system, regulation of private employment agencies, active employment programs, etc. Secondly, the situation of workers and the degree of their social protection often deteriorates compared to employees of "traditional" labor relations. Thirdly, the very model of "traditional" labor relations [4] is put into question, especially when applying the lean labor format. It should be noted that developed countries (USA, Australia, Germany, Austria, the Netherlands, etc.), despite the initial rejection of new flexible forms of labor relations by trade unions, still take into account the increasing role of flexibility of social and labor relations in the conditions of innovative development of the economy. Recognition of the importance of regulating innovative forms of labor relations abroad is reflected in the creation of mechanisms and institutions for

regulating both contingent labor and distance employment; in the development of the regulatory framework; in the allocation of funds for the creation of research centers and organizations involved in monitoring and studying the problems associated with new forms of employment, etc.

The principles of a decent work program depend on the economic policies of the states, first of all, the degree to which they want to work and to seek employment. This is not about the case, but about the work of the International Labor Organization in the Global Employment Program. According to the International Labor Organization (ILO), the number of employees covered by unprotected forms of employment in the world is \$ 1.53 billion. one person. This is more than half (50.1%) of the total number of employed people. For this reason, experts from the International Labor Organization recommended evaluating the decent workforce in 11 countries for decent work [1].

The main tasks in regulating innovative forms of social and labor relations are: giving the necessary vector of development of innovative forms of social and labor relations by creating an effective mechanism for their regulation, choosing the basic principles of regulation and forming a scientifically and economically sound program (recommendations) for their development in our country, taking into account the experience of

foreign countries in the regulatory process.

Innovative entrepreneurship is a modern form of labor relations and can be implemented both as a joint-stock company and a small enterprise as an individual entrepreneur. Particularly, there are advantages and disadvantages of innovative entrepreneurship as small infrastructure - small innovation enterprise [1].

The mechanism of regulation of innovative forms of social and labor relations is considered by us from the standpoint of an open system and includes the purpose and objectives of regulation; levels, subjects, principles and subjects of regulation; The new composition of institutional and organizational, socio-economic, information and analytical blocks, new regulatory tools. It should allow to maximize the positive effects of the development of new forms of social and labor relations and reduce the risks of their subjects.

For the mechanism of regulation of innovative forms of social and labor relations, the main subjects will be employers, hired employees and the state, which in the process of interaction have the ability to make conscious decisions regarding preparation of personnel, recruitment, employment, work organization, labor incentives, etc. By essence, the mechanism of regulation of innovative forms of social and labor relations includes the whole range of socio-economic relations between these subjects, as well as legal,

organizational and psychological techniques and methods that ensure their functioning in the system of social and labor relations. It should be noted that the key value of the regulatory process in innovative forms of social and labor relations is precisely its multisubjectness. It is clear that it is impossible to effectively influence their development in the case of the implementation of regulation by only one entity (by the state), while not using the potential of other participants in the regulatory process. The effectiveness of regulation of distance and agent forms of labor relations will depend on the coherence of actions of all subjects of this process. However, in our opinion, in a given period of time in the emerging political, economic and socio-cultural conditions, the priority role in regulation (from among various subjects) should be with the state, which defines strategic goals, develops laws, programs, projects related to structuring innovative forms of social and labor relations. At the same time, the possibilities of their self-regulation are somewhat limited.

Improving the mechanism for regulating new forms of social and labor relations of the labor force should involve the definition of levels of regulation.

1. Global (international) level. At this level, the subject regulation of innovative forms of social and labor relations is favored first of all by the International Labor Organization, governments, international

organizations, etc. Conventions and Recommendations MOT are adopted, setting guidelines for regulating new forms of labor relations as a whole, as well as from blocks at the national level.

2. National level. The entities that regulate at this level will be departments and ministries, regional authorities, representative offices of employees and employers, etc. The importance of this level is due to the fact that the level of clarity and literacy and clarity of the policy of regulating new forms social and labor relations will depend on the efficiency and quality of their duties at lower levels of regulation.

3. Regional level of regulation of service stations. The subjects of regulation of social and labor relations at the regional level are local authorities, as well as branches, branches of large companies, and territorial unions of trade unions. In the conditions of the rapid spread of distance and agent social and labor relations and given the high regional differentiation of their distribution, special requirements should be placed on the regional level of management. It is at this level that the "new" labor relations will be "actually" regulated, labor disputes will be settled, the policy of creating an effective labor market, the implementation of decent work programs will be pursued.

4. The micro level of regulation is one of the most important, because it is at this level that employers choose which profile of new forms

of social and labor relations will correspond to the stage of developing their business and maintaining high competitiveness. Employees at this level carry out their work activities, choose the type of employment, the organization of labor and the workplace, the wage model. Ensuring the safety of workers, the promotion of labor, the possibility of participation in social dialogue, the availability of benefits and guarantees from the organization, the term of the employment contract, etc. are of great importance. The quality of the working life of an employee and the effectiveness of the organization's work depend on how clearly and correctly social and labor relations are built at the local level.

In the structure of the regulatory mechanism should be highlighted Institutional, organizational, socio-economic and informational and analytical components, the interrelation of which, together with their interaction, determines specific measures to regulate innovative forms of social and labor relations:

1. Institutional and organizational component - there is a combination of bodies and institutions, enterprises and institutions of various subjects (both state and non-state) involved in the regulation of innovative forms of social and labor relations, as well as the mechanism of their interaction in the process of organizing and regulating innovative forms of social - labor relations. The functions of this component of the regulation of new

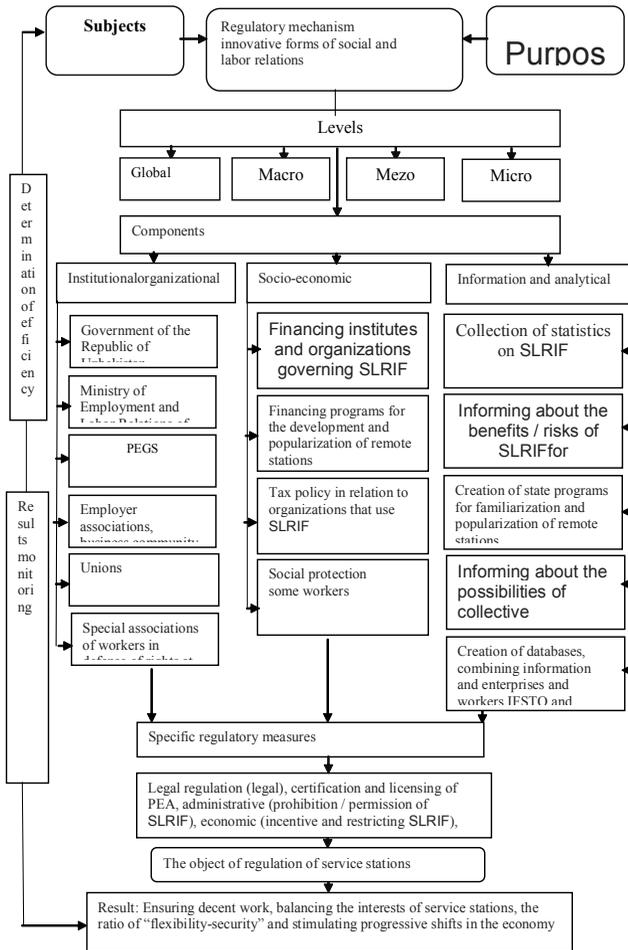
forms of social and labor relations are the adoption of relevant legislation, legally formulating, permitting (prohibiting), stimulating (restraining) certain new forms of labor relations and creating relevant institutions that monitor and control social and labor spheres. This component of the mechanism requires careful study of foreign experience, since Uzbekistan does not yet have special legal acts regulating "non-standard" forms of labor relations.

2. The socio-economic component involves the development of specific measures of social and economic support (restriction) and support of the regulatory processes of innovative forms of social and labor relations (financing of institutions and organizations involved in the regulatory process, research of new forms of social and labor relations; programs of special taxation of employers using new forms, protection and support of employees, their status and rights, determination of insurance contributions, etc.). This component of the mechanism is still poorly developed. The socio-economic component occupies an important place in the mechanism of regulation of innovative forms of social and labor relations, along with its other elements. Its basis is a set of social

and economic measures, within which there is both stimulation of the development of innovative forms of social and labor relations, and the containment of certain negative effects of their use. In terms of improving this component, attention should be paid to the following aspects:

- implementation of the policy of protection of various categories of workers included in social and labor relations of an innovative nature;
- taking into account in the development of tax policy issues of support for employers who apply modern forms of technical service;
- determination of the size of the authorized capital of a private employment agency (PRA);
- development of a system of fines for employers who violate the regulatory parameters of the conditions and labor protection of subjects of innovative forms of technical service stations;
- Consideration in the corporate social policy of the interests of employees, teleworkers, etc.

3. Information and analytical component of the mechanism for regulating the new forms of technical service stations. In the context of rapid changes in the modern social and labor sphere, special attention should be paid to: the collection of statistical data on innovative forms of social and labor Figure. 1.



**The components of the mechanism of regulation of innovative forms of social and labor relations**

The relationship and interaction of the regulatory mechanism components described above determines specific measures to regulate innovative forms of social and labor relations. Direct measures include measures that directly affect the possibility of developing new forms of technical service stations, the dynamics of growth or reduction in the number of employees, and the direction of regulation. This category should

include, for example, legislative measures (certification and licensing of PEA); administrative concerning the permission / prohibition of specific forms of technical service stations in Uzbekistan (legalization (prohibition) of the tripartite model of labor relations and activities of private employment agencies, legalization of remote social and labor relations, including e-balance), etc.

We take indirect measures as measures that do not have a direct impact on the development of new forms of social and labor relations, but they form certain prerequisites and possibilities for their future distribution. These include economic (stimulating and limiting the innovative forum of social and labor relations (SLRIF)); psychological and informational (government programs for the promotion of distance employment among the population and employers, etc.) measures. These measures, affecting various socio-economic aspects of the life of citizens, affect the process of regulating social and labor relations.

It is important that it is necessary to analyze not only the quantitative side of the components included in the mechanism, but also the qualitative filling of the mechanism, i.e. the degree of involvement in solving the problem of regulating innovative forms of social and labor relations and the degree of effective combination of several activities.

All the above allows us to present the components of the mechanism

for regulating innovative forms of special relativity (Figure. 1). The most important role in the regulation of innovative forms of technical service stations in the republic should be played by the State Employment Service at the regional level. However, it is worth noting that, within the framework of this institution, attention has not yet been paid to remote work, E-lance, etc. These forms of social and labor relations "fall out" from the field of view of the most important formal institutions for regulating labor relations. There are no contacts between the State Service of Emergency Situations and the PEA in terms of the directions for the exchange of information base and cooperation.

Organizations representing the protection of the interests of workers in the implementation of their work activities in the format of new forms of technical service stations should be actively involved in the work on regulating these forms. The FNPR and other trade union organizations should develop an effective system of interaction with each other in order to develop a unified program for the protection of rights and guarantees of workers in non-standard forms of employment in order to prevent a decrease in the level of protection of Russian workers.

**Measures to improve the institutional and organizational component of the mechanism for regulating innovative forms of social and labor relations, in our opinion, should be as follows:**

1. Inclusion of the main institutions (ministries, departments, organization services, trade unions, employers' unions) in the regulation of innovative forms of technical service stations. At the same time, it is necessary to ensure the coherence and efficiency of interactions between the institutions for regulating innovative forms of social and labor relations, the responsibility of the employer in the framework of new forms of labor relations, their control, etc.

2. Creation of organizations representing the interests of workers and employers within certain types of innovative forms of technical service stations (teleworking agencies, E-lancers, borrowers' organizations, etc.).

3. Expansion of the functions of the State Service of Emergency in the regulation of new forms of technical service stations (involvement of the public employment service in disseminating information about employment opportunities within the distant form of technical service stations to the public, collecting data, conducting research, calculating development forecasts for this segment of the labor market, coverage of competitive activities achieving decent work conditions, etc.).

4. Improving the coherence and efficiency of interaction of actions between all administrative and other bodies involved in the regulation of innovative forms of social and labor relations.

5. Modernization and improvement of the system of information interaction between the institutions participating in the regulation of social and labor relations, the

development of a single mechanism of interaction in the exchange of information, decision making.

Improving the efficiency of the enforcement and operation of institutions for regulating innovative forms of social and labor relations. The informational and analytical component of the organizational and economic mechanism in the field of regulating innovative forms of social and labor relations is an important element of it, since its main task should be quality and constant monitoring of the labor market, creating current and future picture of the development of the proliferation and development of new orientation, and in the future, and accompany the processes of regulation of new forms of technical service stations.

The information and analytical component of the mechanism for regulating innovative forms of social and labor relations in the republic is not worked out at all. Therefore, in this case, it is worth paying attention to the following:

1. Establishment of research centers involved in monitoring distance employment, extra work in the republic.

2. Implementation of programs to familiarize with the possibilities of participation in innovative forms of social and labor relations in the country.

3. Creation of programs (surveys) and implementation of feedback with employees interested in solving various social and labor problems in the field of new forms of technical service stations.

One of the most important tasks for creating a high-quality system of

state monitoring and control of the regulation of innovative forms of social and labor relations is, first of all, the problem of forming a list of key indicators that should be constantly monitored by national and regional authorities. Such a list should fully cover various aspects of the application of innovative forms of social and labor relations (in terms of labor organization, ensuring its safety, employment, wages, labor protection, access to collective bargaining, terms of temporary contracts, etc.) ), which in turn will help to identify problem areas and predict possible risks in the future. The improvement of the statistical base in this area should make it possible to calculate the following indicators: the share of employed labor to the equivalent of full employment, the number of persons performing work at home in general, and teleworkers, in particular; the average monthly accrued wages of these categories of workers in the whole country and in the regions; educational and vocational qualification structure of participants in innovative forms of social and labor relations; a

comparative rating of regions and industries in which new forms of social and labor relations are used, etc. It is possible to calculate the integral indicator of decent work for subjects of new forms of technical service stations.

The set of measures to regulate SLRIF, in our opinion, should include:

1. Legislative regulation of innovative forms of technical service stations - i.e. the decision on the recognition of the legality of the new forms of service use of borrowed labor and the development of a program for their effective

regulation.

2. Permission / prohibition of new forms of service stations, depending on their influence on the state of the social and labor sphere, the labor market, the degree of protection of the rights of workers.

3. Stimulation and development of new forms of special relativity, positively affecting on the development of the economy as a whole, business, increasing its flexibility and competitiveness.

4. Stimulation of formation of conditions for creation in the republic decent work for workers.

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