

ORGANIZATION OF INCLUSIVE WORK

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Abstract

The article considers the issues of organizing inclusive work, labor management, division of labor, proper organization of workplaces and work, labor planning, formation of labor discipline, as well as the importance of labor standards in the organization of labor. This includes consideration of the possibility of active participation in the labor market of people with disabilities, low-income groups and other social groups. The situations mentioned in the article are considered in general terms, and by taking anti-discrimination measures against social groups and creating an environment of equality among employees, each person and organization contributes to the creation of a just society. If you are interested in labor management, sociology and economics, this article is for you.

Keywords: Labor, inclusive labor, labor organization, management, distribution, planning, discipline, labor standards, social groups, labor market, discrimination, equality.

Introduction

Preface

Inclusive work provides each person with the opportunity to work based on their physical, social, emotional, mental, linguistic and intellectual potential. Inclusive work performs the following tasks in the enterprise:

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| ❖ Creates comfortable and safe conditions for every person with disabilities. |
| ❖ Provides equal opportunities for training and development to all employees. |
| ❖ Increases employee diversity by bringing different perspectives and innovation to the company. |
| ❖ Creates a positive work environment. Each employee feels more confident. |
| ❖ The corporate image is improved. The organization's reputation as socially responsible grows. |
| ❖ The range of choices in the workforce will expand. Talented employees come from a wide variety of groups. |
| ❖ Productivity is increased by increasing employee loyalty. |
| ❖ Activities are carried out in accordance with the law, and the risk of employee discrimination is reduced. |



Research Methodology

The research methodology is aimed at studying the inclusive labor market and identifying obstacles to its development. Qualitative and quantitative methods are used: document analysis, surveys, statistics. The main sources are official documents, reports of international organizations and scientific articles.

Data is collected through surveys and interviews with experts and workers, after which they are analyzed. The result of the research is the identification of problems and proposals for improving inclusiveness in the labor market.

Literature Review

The following literature is available on the topic of "inclusive work" and will help us gain deeper knowledge in this area:

1	"Inclusive Employment: A Global Concern"	This article examines the global importance of inclusive employment and highlights the need to provide persons with disabilities with access to quality employment opportunities.
2	"Inclusive workplaces: A review and model"	This study reviews the existing literature on inclusive workplaces and proposes an inclusion model that can help organizations increase diversity.
3	"Inclusive Employment: Advancing Economic Opportunities at the Base of the Pyramid"	A report published by the International Finance Corporation (IFC) highlights the economic opportunities and benefits of inclusive labor for the private sector.
4	"Inclusivity in the Labor Market"	This working paper, published by the International Monetary Fund (IMF), examines four key principles of an inclusive labour market: access, equality, protection and voice.
5	"Inclusive employment: barriers and ways to overcome them"	The article examines the barriers to inclusive employment and ways to overcome them, including an analysis of the problems of employment of people with disabilities.
6	"Unleashing Excellence through Inclusion: Navigating the Engagement-Performance Paradox"	This study examines the impact of an inclusive work environment on employee engagement and performance and suggests ways to achieve better results through inclusion.

Workplaces and their proper organization

Work is the tasks and duties performed by employees. Proper organization is important for increasing the efficiency of the organization. Clearly defining the duties and responsibilities of each position helps employees understand what they are doing. Simplifying work processes and clearly organizing the connections between jobs saves time and reduces errors. Workplaces should match the skills and knowledge of employees, which increases motivation and improves results. Working conditions and hours are also important and contribute to a healthy working environment. Workplaces should fit into the organizational structure, ensuring effective communication and cooperation. Properly organized workplaces have a significant impact on the success of the organization.

General labor rate

This is an indicator that determines the amount of work that an employee must complete in a specified time. Standards play a key role in increasing labor productivity, planning labor processes, and fair remuneration of employees. The standard is usually determined taking into account the type of work performed, the method, the level of technology, and the qualifications of the employee. This indicator ensures production stability and increased labor organization.

Labor management

Labor management is understood as the process of increasing labor productivity through the effective use of human resources and their proper planning, organization, motivation and control.

The main tasks are: determining the need for labor, selecting and placing personnel, their training and development, improving working conditions, determining the wage system and motivating employees.

Formation of labor discipline

This is the process of ensuring that employees' behavior during the work process, compliance with procedures and actions comply with the requirements of the organization. This process is carried out in the following main areas:

- Establish clear work procedures – document working hours, breaks, arrival and departure times, as well as internal rules.
- Informing employees – regularly explaining to employees the internal labor regulations, organization requirements, disciplinary measures.
- System of incentives and punishments – rewarding employees who observe labor discipline, and applying disciplinary measures to violators.
- Set an example – demonstrating a disciplined work style in practice by managers and experienced employees.

Properly formed labor discipline ensures order, responsibility, mutual respect and efficiency in the organization.

The essence of the inclusion model

The main idea of this model is to create favorable conditions for each person to become an integral part of society and fully realize their potential. Inclusion is about ending discrimination, ensuring equal rights and recognizing the value of diversity.

In practice, this model is applied in areas such as education, the labor market, health care and social services, and aims to expand coverage of vulnerable groups such as people with disabilities, women, the poor and migrants.

4 Key Principles of an Inclusive Labour Market

These principles serve as a foundation for creating an inclusive and fair working environment.



Equal Opportunity

This principle means that every person – regardless of gender, age, disability, racial or national origin, religion or social status – is given the same rights and opportunities for employment, growth and development. This is especially important for groups that have previously been ignored in the labour market (e.g. people with disabilities or migrants). Organizations must strictly adhere to this principle in processes such as recruitment, training and promotion.

Non-Discrimination

This principle implies taking strict measures against discriminatory practices in labour relations by employers and society. Discrimination can take many forms: hiring women for lower wages, refusing to hire people with disabilities, neglecting young employees, discrimination on the basis of religion or race, etc. The International Labour Organization and the laws of many countries strictly prohibit such situations.

Adapted working conditions

This principle means that working conditions should be comfortable, safe and accessible for all employees, especially for people with disabilities. For example:

Ramps, lifts, special equipment for the disabled;

Convenient working hours for women returning from maternity leave;

Easier workload for older people;

Language courses or assistance with translation for migrants experiencing language barriers.

This allows employees to fully realize their potential.

Encourage active participation

In an inclusive labor market, all groups, especially those previously excluded from the labor process, are encouraged and supported to actively participate. To do this:

Staff training and retraining courses,

State subsidies or tax breaks,

Social protection and motivation programs will be introduced.

For example, mechanisms such as employment quotas for people with disabilities, attracting women to STEM fields, and providing startup grants to young people will increase their activity in the labor market.

When these four principles work together, a stable and fair labor system is formed in society, economic activity increases, and every citizen gets the opportunity to realize their full potential.

The Global Importance and Economic Opportunities of Inclusive Work

Applying inclusive work principles around the world creates greater social cohesion and stability in societies and organizations. It enables employers to attract people with diverse talents and skills. As a result, organizations become more creative, flexible, and open to new approaches.



According to the International Labor Organization (ILO), there are more than 1 billion people with disabilities in the world, and 80 percent of them are of working age. However, only 20 percent of them are employed. Inclusive work increases global productive power by creating opportunities for them.

According to an analysis by McKinsey & Company, racially and ethnically diverse companies performed 35 percent better in terms of revenue, while gender-diverse companies performed 15 percent better. This shows that inclusion improves economic performance.

The World Economic Forum in Davos reports that achieving gender equality could increase global gross domestic product (GDP) by \$12 trillion by 2025. This confirms the direct positive impact of inclusive work on the global economy.

According to a study by Harvard Business Review, inclusive organizations are 1.7 times more open to innovation. Employees from different social backgrounds bring new ideas and approaches, which helps organizations develop.

The ILO report for 2020 notes that economic losses due to gender inequality in the global labor market amount to \$7 trillion per year. These figures once again emphasize the need for the widespread implementation of inclusive work.

In general, inclusive work activates vulnerable groups of society, expands their participation in economic life and gives everyone the opportunity to fully realize their potential. Therefore, it is important that the modern labor market is organized on the principles of inclusiveness.

Inclusive Labor Laws Around the World

Here are some of the international legal systems and principles:

International Labor Organization (ILO) Conventions

– Convention 111 – prohibits discrimination in employment and occupation. – Convention 159 – guarantees vocational rehabilitation and employment opportunities for persons with disabilities. – Conventions 100 and 111 guarantee equal pay and working conditions based on gender equality.

European Union Law

– In the European Union, inclusive labor is regulated by the “European Social Charter” and the “Charter of Fundamental Rights of the European Union.” – Equal opportunities for people with disabilities, women, and migrants are a legal obligation.

US Law

– ADA (Americans with Disabilities Act, 1990) – protects the employment rights of people with disabilities. – Equal employment opportunity laws prohibit discrimination based on race, sex, age, nationality, religious beliefs, and other characteristics.

Canada

– Employment Equity Act – promotes equality in the workplace for women, people with disabilities, indigenous peoples, and groups that differ from the majority.

Other developed countries

– Countries such as Australia, Japan, South Korea, and Brazil also have specific laws protecting the labor rights of people with disabilities, women, and ethnic minorities. In general, inclusive labor laws around the world are based on human rights and aim to protect the right of every person to work on an equal basis. These laws ensure social justice, economic activity, and stability in society.

Barriers to inclusive work and solutions

Discrimination and stereotypes:

Factor: Discrimination based on race, gender or ethnicity.

Solution: Conduct educational activities and campaigns to ensure equal rights and eliminate stereotypes.

Lack of education and skills:

Factor: Limited educational and training opportunities for some groups.

Solution: Introduce vocational training, refresher courses and encourage them with subsidies.

Inadequate working conditions:

Factor: Insufficient adaptation of workplaces for people with disabilities and other groups.

Solution: Provide special work equipment, ramps and flexible work schedules.

Social and cultural barriers:

Factor: Cultural and linguistic barriers for ethnic minorities, migrants and women.

Solution: cultural adaptation programmes, language courses and promotion of gender equality.

Lack of social protection and incentives:

Factor: Inadequate social protection systems for low-income groups.

Solution: Strengthen social protection and incentive systems, introduce subsidies and tax breaks.

Pay Inequality:

Factor: Gender pay gap.

Solution: Create a system of equal pay and bonuses, and implement transparent policies.

These solutions will help create an inclusive labor market and provide equal opportunities for all groups.

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