

# Characteristics of Payment of Employees in Law Enforcement Agencies

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**Abstract:** His article describes the legal framework of labor relations in the Republic of Uzbekistan, as well as the specifics, goals and objectives, content and essence of remuneration of employees in law enforcement agencies. There are also theoretical and practical suggestions and recommendations for improving the existing regulations on remuneration of labor.

**Keywords:** Law enforcement agencies, labor relations, budget organization, money supply, customs service activities, internal affairs activities, remuneration, sources of funding, titles, salaries, surcharges and surcharges.

## I. INTRODUCTION

Today, in a market economy based on strong competition, law enforcement agencies play an important role in modernizing the economy, developing international economic relations and increasing the country's investment attractiveness and integration into the world economy, as well as the well-being and peace of the people. In this regard, one of the most important issues in the ongoing reforms of the state is to improve the work of law enforcement agencies and social support of their staff.

Therefore, as a result of gradual reforms in the budget system of law enforcement agencies in the Republic of Uzbekistan, it is important to improve the targeted and effective use of state budget funds, as well as the procedure for determining their salaries, pensions and other benefits. This is because economizing budget expenditures according to the most important cost classifications is one of the most pressing issues.

## II. LITERATURE REVIEW

As the President of the Republic of Uzbekistan Sh. Mirziyoyev noted, "... we all know that reform means renewal, change. For reforms to work, our leaders and people must first change. When a person changes, society changes. " It is necessary to further improve the system of efficient use of budget funds. Any program or project that is funded from the budget should have quality and quantity indicators, results-oriented indicators [1].

It should be noted that the remuneration of law enforcement officers is regulated by the Budget Code of the Republic of Uzbekistan.

Article 70 "Expenditures of the republican budget of the Republic of Uzbekistan" on defense, public order and security, funds allocated to the customs authorities, including military service, pensions and allowances to persons serving in the police, the National Guard, customs and their families Expenditures, as well as activities in accordance with the law, will be carried out at the expense of funds allocated to institutions, organizations and agencies financed from the national budget of the Republic of Uzbekistan.[2]

Therefore, it is important for law enforcement agencies to control the targeted and correct use of funds allocated from the budget for wages in accounting.

As wages play a major role in the structure of the population's income, it is especially important to ensure its growth in budget organizations. This underscores the need for law enforcement officers to take into account the specifics of their work in accordance with the requirements of the law, as well as to constantly improve internal control over the effective and targeted use of funds allocated from the state budget for remuneration of labor. requires.

Wages now play an important role in the economies of all countries. Economists have paid great attention to the content of wages and have given different approaches (Table 1).

Tariffs and approaches of economists to the concept of labor and wages

T/p	Authors	Interpretation of the authors of the literature on the subject
1.	D.Ricardo, T.Maltus	In the concept of "subsistence minimum" considers wages to be the same as the physiological minimum of means of subsistence
2.	N.A.Belyaeva	Wages are the main part of the funds allocated for consumption, which depends on the results of teamwork and represents the share of income distributed according to the quality of the amount of labor of workers.

3.	Sh.Sh.Shodmonov, U.V.G'afurov	Wages are the monetary expression of the share of workers and employees in the national product, depending on the quantity, quality and productivity of labor.
4.	A.A.Karimov, J.E.Kurbanbaev, S.A.Jumanazarov	Wages are the part of national income that is distributed among workers and employees in accordance with the quantity and quality of labor and used for personal consumption.
5.	M.I.Karimjonova	Salary of customs officers is a monetary allowance consisting of salary, rank salary, compensation and all overtime and additional payments established by law..

According to the above data, in our opinion, in the system of law enforcement agencies, the remuneration of employees engaged in service activities is expressed as a monetary provision.

In this regard, for the first time in our country, the Republic of Uzbekistan September 16, 2016 "On Internal Affairs." Law of the Republic of Uzbekistan No. ZRU 407 and 2018 The adoption of the Law of the Republic of Uzbekistan "On Amendments and Addenda to the Law on the State Customs Service" No. ZRU-502 of October 18 has played an important role in the activities of law enforcement agencies. These laws define the procedure for remuneration of law enforcement officers (Table 2).[3]

Table 2: Legal basis for remuneration of law enforcement officers

T/p	Customs authorities	Law of the Republic of Uzbekistan "On Internal Affairs" No. ZRU-407
1.	<p><b>Ensuring the mode of service transition</b></p> <p>The duration of working hours for customs officers may not exceed forty hours per week.</p> <p>If necessary, employees can be involved in the transition to the service in a reinforced or round-the-clock mode.</p> <p>The enhanced mode of service provides for the appointment of a service with a duration of no more than four hours per day outside working hours..</p>	<p><b>Service in law enforcement agencies</b></p> <p>The duration of working hours of law enforcement officers per week may not exceed forty hours.</p> <p>If necessary, law enforcement officers may be involved in the service on a reinforced or round-the-clock basis.</p> <p>The enhanced regime provides for the appointment of law enforcement officers to work no more than four hours a day outside working hours.</p>
2.	<p><b>Remuneration of customs officers.</b></p> <p>The types and amount of money supply to customs officers shall be approved by the President of the Republic of Uzbekistan.</p> <p>Customs officers are provided with money and food.</p>	<p><b>Remuneration of law enforcement officers</b></p> <p>The types and amount of benefits for law enforcement officers shall be approved by the President of the Republic of Uzbekistan.</p> <p>Police officers shall be provided with money and food in the manner and amounts established by law.</p>

Based on the above information, it should be noted that the relationship of remuneration of employees of law enforcement agencies is regulated by the Constitution of the Republic of Uzbekistan, the Labor Code and the Budget Code [4]. They also fulfill the obligations established by the internal regulations of the Ministry of Internal Affairs and the customs authorities, and enjoy the rights and freedoms. In this regard, it should be noted that law enforcement officers act as representatives of the state body in the performance of their duties in accordance with the requirements of the main tasks and areas of activity and are under state protection [5].

### III. ANALYSIS AND DISCUSSION

In today's globalized, highly competitive economy, the world is witnessing changes and trends in wages and minimum wages. The first and decisive factor in the problems is the question of the correct setting of its minimum norms for the survival of the people in the payment of this labor.

According to the European Union's statistics agency, the minimum wage in Luxembourg, the richest country in the European Union, is nine times that of Bulgaria, the poorest country in the bloc. It is said that the current minimum wage in Luxembourg is 1999 euros, while in Bulgaria it is 235 euros. The top five on the highest minimum wage, excluding Luxembourg, include Ireland at € 1,563, the Netherlands at € 1,552, Belgium at € 1,532 and Germany at € 1,498. The lowest rates were recorded in Romania at 275 euros, Latvia at 380 euros,

Lithuania at 380 euros and the Czech Republic at 407 euros.

The speech of the President of the Republic of Uzbekistan Shavkat Mirziyoyev at the joint session of the Oliy Majlis dedicated to the inauguration ceremony "We will resolutely pursue the path of democratic reforms on the basis of the New Uzbekistan Development Strategy" is important for the development of our country.

The strategy is to build a people's state through the development of a free civil society, justice and the rule of law - building a democratic state, developing the national economy and its growth rates at the level of modern requirements, fair social policy, quality education, spiritual and enlightenment reforms. covering important issues such as further strengthening the capacity of law enforcement agencies.

Looking back over the years, we can see that we have witnessed large-scale reforms. Changes in each area, applied modern practices, projects, human well - being and its all targeted measures aimed at enhancing its dignity have been implemented.

At the heart of the reforms being carried out by the head of our state, the social protection of our people is aimed at increasing their real incomes and rewarding their work.

We know that the division of wages into basic and additional is important to reveal the economic significance and legal nature of wages as a form of payment for labor. Remuneration is set by the state on a regular basis to meet the personal material needs of employees in accordance with the quantity and quality of work performed.

Taking into account the specifics of remuneration of law enforcement officers, their monetary benefits for basic salaries and surcharges can be classified as follows (Figure 1).

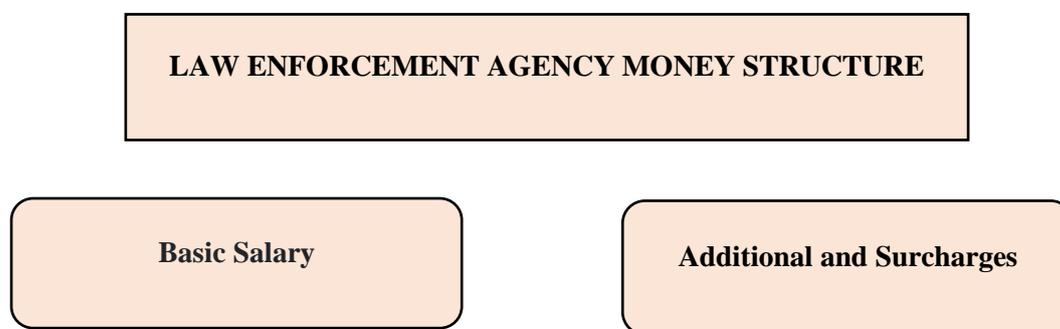


Figure 1. Compensation structure of law enforcement officers

The processes of accounting and remuneration of law enforcement officers (internal affairs and customs) are radically different from other budget organizations and other government agencies due to their complexity and specificity.

In accordance with the procedures established by the normative legal acts on remuneration of labor, the structure of cash benefits on the basic salary consists of salaries of positions and special titles of employees. We will also be able to classify and determine the payment of surcharges and surcharges to law enforcement officers as follows (Figure 2).

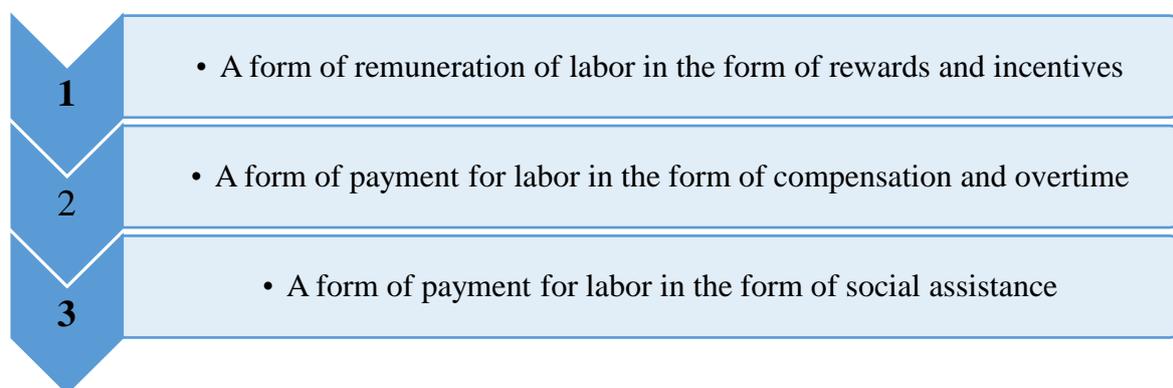


Figure 2. Classification of surcharges and surcharges in law enforcement agencies

Internal regulatory documents on the establishment and payment of all premiums and surcharges have been developed and systematized by law enforcement agencies. In addition, bonuses and incentives are determined and paid on the basis of the achievements of each employee at the end of their service.

Today, there is a need to use innovative digital information technologies to improve the work of customs

officers and their remuneration, especially in the customs authorities.

In this regard, a number of measures are being taken to create an informed software for the rating system of customs officers.

It should be noted that another peculiarity of the remuneration of law enforcement officers is that we can see it below (Figure 3).

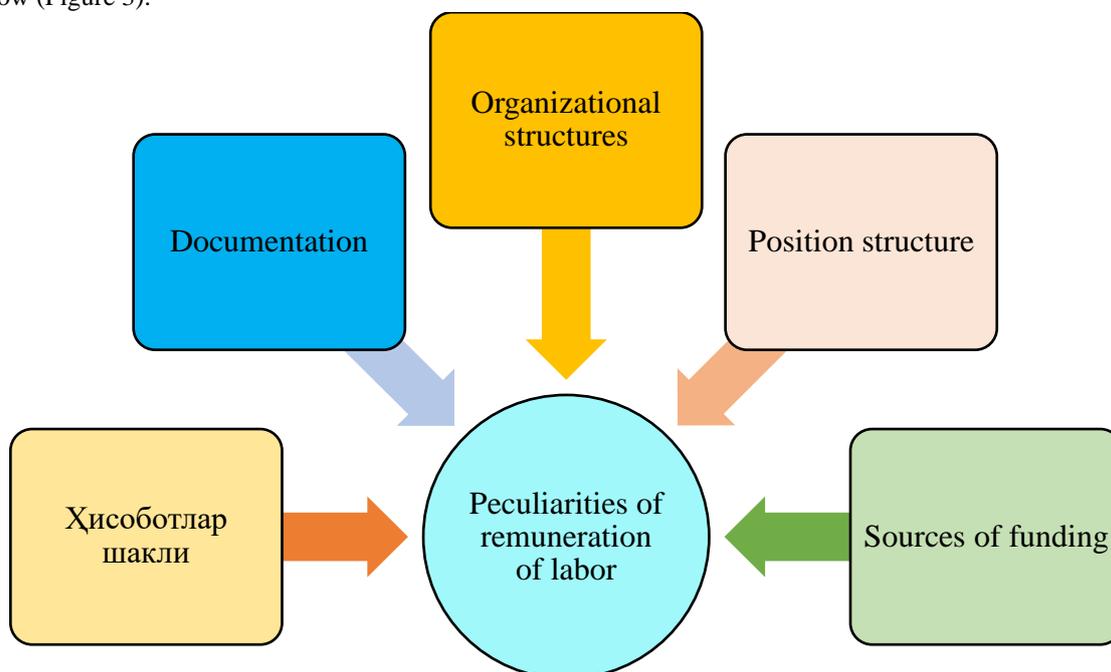


Figure 3. Peculiarities of remuneration of law enforcement officers

Employees admitted to the customs authorities are given special ranks. Special titles are announced on the basis of the order on personal content. Special ranks are also given to law enforcement officers. The procedure for awarding and depriving of special titles shall be established by the President of the Republic of Uzbekistan.

The next special ranks in customs bodies are given to the employees who have passed the established term of service, according to the rank of the position they hold.

There are specific differences in specific titles in law enforcement customs and internal affairs, the analysis of which can be seen below (Table 3).

Table 3: Analysis of the composition of special titles of law enforcement officers

№\p	Special titles of customs officers	Special ranks of law enforcement officers
1.	Staff of sergeants: - Junior sergeant of the customs service; -service sergeant; - Senior Sergeant of the Customs Service.	Composers: -safdor. Staff of sergeants: - junior sergeant, sergeant, senior sergeant.
2.	Officers: Junior Officers; - lieutenant of customs service; - Senior Lieutenant of the Customs Service; -Captain of the Customs Service. Senior officers: - Major of the Customs Service; - Lieutenant Colonel of the Customs Service; - Colonel of the Customs Service.	Officers: Junior officers: - lieutenant; - senior lieutenant; - Captain. Senior officers: - major; - lieutenant colonel; - Colonel.
3.	The composition of the generals: - Major General of the Customs Service; - Lieutenant General of the Customs Service; - Colonel-General of the Customs Service.	The composition of the generals: - Major General; - lieutenant general; - Colonel-General.

Special titles and remuneration of employees shall be determined and paid from the date of issuance of the personnel order on the basis of their positions.

#### **IV. CONCLUSIONS**

According to the above information, in the law enforcement agencies, the salaries of special ranks are determined by the rank and file, while in the customs bodies, the ranks of sergeants. We can see that the special titles and salaries for officers in terms of officers and generals have the same content and content.

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