

LABOUR LAW

Labour law is an aggregate of legal norms regulating labour relations of workers and employees and some other relations relevant to application of labour.

It regulates public relations arising during application of labour of workers and employees in the process of their collective working activity and also citizens working on the base of labour agreement.

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This branch of law determines the order of acceptance for a job, move and discharge, length of working time, rate and forms of payment, binding rules on protection of labour, the order of settlement of labour disputes.

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Special role belongs to **trade-unions**.

They represent interests of workers and employees on production, labour and common life.

Trade-unions enter into appropriate relations with administration of an enterprise, an organisation on control over implementing labour legislation.

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Labour Law regulates relations between state bodies controlling over protection of labour, performance of labour legislation, etc. For instance, protection of groups with special needs (with disabilities, infants and others), security, insurance.

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Fundamental principles of Labour Law:

1. Right to labour/work. Constitution of the Republic of Kazakhstan, free choice of working place.
2. Important principle is social security for every citizen.
3. Maintenance of working order.
Subordination, common order/rules, schedule. Rights ← Duties.

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4. Protection of labour. Conditions meet requirements of security and hygiene, plus health protection. Right to rest. Special attention – infants and women.
5. Right on maternity provision in old age and in case of illness is guaranteed with social insurance of workers/employees, disability compensation, pensions, other forms of social security.