



## "EMPLOYEE BENEFITS" (IAS 19) ISSUES OF PRACTICAL APPLICATION OF THE STANDARD

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### **Abstract**

This article contains information about the labor activity of employees, their rights and freedoms, as well as information about the content and essence of the 19 standard of BHXS.

**Keywords:** employee, labor, salary, employment, legislation, working hours, hygiene, law, audit

Currently, there is a tendency to create a single economic space in any economic sphere, which prohibits the application of single rules. A program is being developed and implemented to provide information in financial statements, thereby improving its analyticality, and gradually changing the laws governing accounting for investment projects in accordance with international standards.

Labor relations in the Republic of Uzbekistan are regulated by labor laws, community agreements, as well as community agreements and other local regulatory documents.

Employment legislation, taking into account the interests of employees, employers, the state, ensures the effective functioning of the labour market, ensures the conditions of true and safe work, protects the rights and health of employees, promotes the growth of productivity, improves the quality of work, and thus improves the material and cultural standard of life of all people.

Public administration in the field of labor is carried out by the Ministry of Labour and Labour of the Republic of Uzbekistan and its regional bodies.

To check and control compliance with labor legislation and labor protection regulations, the following are the following:

- 1) government agencies and their inspections, which are specially represented;
- 2) town sleeps.





In accordance with the Constitution of the Republic of Uzbekistan, everyone has the right to work, to choose a free job, to work on the basis of true labor conditions, and to be protected from unemployment in accordance with the law.

Each employee:

- receive a fee of less than specified in the law on the first consent of a single tariff set;
- set a fixed working time, reduce the working day for a number of professions and jobs, rest provided by providing weekly weekends, holidays, as well as paid annual leave;
- work in conditions that meet safety and hygiene requirements;
- vocational training, retraining and advanced training;
- compensation for damage to health or property in connection with work;
- unite into trade unions and other organizations that represent the interests of employees and labor groups;
- get social security when you grow old, lose your ability to work, lose your child, and other cases referred to in the law;
- protection of labor rights, including judicial protection and obtaining qualified legal assistance;
- has the right to reinforce their interests in labor disputes related to communities.

To assist individuals desiring to benefit the worldwidework of Jehovah's Witnesses through some form of charitable giving, a brochure entitled Charitable Planning to Benefit Kingdom Service Worldwide has been prepared. According to this decision, a wide range of initiatives will be undertaken in our country to provide foreign investors with the necessary information environment and expand access to international financial markets by accelerating the transition to international standards of financial reporting (hereinafter referred to as MHXS), as well as to improve the system of preparing specialists in the fields of accounting and audit by international standards.

The 19th BHXS is designed to describe how employee income information should be considered and disclosed. The 19th "Employee Income" BHXS is known for its issues of accounting for pension programs on specified contributions. In the past, this accounting was quite complicated, but after changing the standard in 2011, it became simple and logical.





Since then, a number of amendments have been made to the standard, but the IASB did not make the 19th BHXS amendment in 2018.

The purpose of the 19th International Standard of Accounting is to take into account employees' income and to set the order in which information is covered.

This standard requires organizations to recognize:

- (a) when an employee serves for a future fee - an obligation; and
- (b) Expenses incurred when an organization spends economic benefits caused by a service provided by an employee in exchange for employees' income

This standard should be used by the employer to take into account employees' income, except for the income of employees with the 2nd MHXS "Action-Based Payment".

Employee income includes:

(a) Short-term earnings from employees such as the following, which are expected to be fully cooled within twenties from the end of the annual reporting period in which employees provide relevant services:

- salaries, salaries and social security contributions;
- paid annual work leave and paid work incompetence;
- i goods or services);

(b) Income after work, such as:

- pension payments (e.g. one-time payments on penalties and retirement);
- (v) other long-term income from employees such as:
  - paid leave for long-term work, such as additional leave or creative leave for long-term service;
  - rewards for the anniversary or other long-term service fees;

(g) Dismissal benefits.

Instead, it should be said that employment legislation, taking into account the interests of employees, employers, the state, ensures the efficient operation of the labour market, ensures the conditions of true and safe work, protects the rights and health of employees, promotes the growth of productivity, improves the quality of work, and thus improves the material and cultural standard of life of all people. An employee can provide the organization with full employment, partial employment, permanent, one-time or temporary service. For these standard purposes, the concept of employees also includes directors and other management staff.





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