



THEORETICAL-METHODICAL ISSUES OF THE CONCEPT OF LABOR COMPENSATION FUND

Ergashev Sarvar Khudoynazarovich

Independent researcher at Tashkent International University of Chemistry, Uzbekistan

ABSTRACT

In this article, the concepts of labor payment and wage fund are studied from a theoretical, methodological and legal point of view. Based on the studies, an author's definition of the concepts of the wage fund and the wage fund was formed, and its content was written. This article states that the payment of wages in enterprises can be the basis for applying various benefits for the purpose of taxation in the financial account.

KEYWORDS: Payroll fund, salary fund, financial account, tax account.

INTRODUCTION

Settlement with employees is a broad concept, which includes settlements for employee wages, vacation, sick leave, business trip payments, and many other payments. The main issue in this regard is the salary of employees, since the productivity of an economic entity is directly related to the effective use of labor and the system of paying it. That is, the better the financial condition of the entity, the higher the employee's salary and other payments. However, it should also be taken into account that paying a good employee a good salary ensures a good financial condition of the entity. Therefore, there is a direct relationship between these two concepts. The forms of regulation of labor relations in our country have changed for the better. The enterprise has the right to form its own system and form of remuneration, based on the characteristics of the enterprise itself. In the last stages of the implemented economic reforms, a number of systematic works were carried out on settlements with employees. In particular, the new edition of the Labor Code, which entered into force in 2023, is a clear, comprehensive example of this. The Labor Code serves as a legal basis covering all aspects, from the processes that serve as the basis for paying employees to their payment. Therefore, this document should not have any gaps or shortcomings to one degree or another. Otherwise, the employee's rights may be violated.

THE MAIN FINDINGS AND RESULTS

In general, the concept of remuneration for employees' labor is expressed in the form of wages, which has been interpreted differently in regulatory legal documents and numerous scientific works.

In scientific sources, we often find studies conducted by scientists and their conclusions based on their results in order to more accurately describe the essence of labor remuneration. Therefore, below we will try to form a general conclusion by citing the opinions of several scientists on this concept.

According to experts, the labor remuneration fund is the sum of the company's funds spent on payments to its workforce over a certain period of time (both in cash and in kind)[1]. This source states that the composition of the labor compensation fund is as follows: basic salary, additional payments, incentive and compensation payments, other payments.

At the same time, it is stated that the composition of the wage fund includes monthly wages, bonuses, material assistance and additional payments for vacation.

Another source states that the composition of the wage fund is as follows [2]:

- salary of employees, taking into account regional coefficients and various allowances in the form of seniority;
- additional payment for work in dangerous and harmful conditions, systematic bonuses based on the results of work performed;
- payment of vacation pay and travel allowances;
- additional payment for additional working hours;
- reimbursement of expenses related to the organization's activities;
- payment of sick leave within the first three days.

In most enterprises, the labor compensation fund includes one-time bonuses, financial assistance due to difficult family conditions, compensation for treatment and travel, non-refundable debts; insurance premiums, expenses for gifts, benefits paid by the social insurance fund are not included [3].

In the article of N.Haydarova from local studies, it was noted that the wage fund should be determined on the basis of the plan for the budget organization and the wage fund should be divided into funds in the plan and in the report. According to it, the amount of funds provided in the budget organization's cost estimate for the payment of wages to employees in a certain period of time is the planned fund of wages, and the amount of wages actually calculated for employees in and out of state for a certain period is the reported fund of wages. It is said that wages are divided into basic and additional wages depending on the time of payment, quantity and quality of work performed (Khaydarova, 2023).

In this article, the author explained the wage fund in a narrow sense and emphasized that it consists of basic and additional labor wages. In our opinion, it would be appropriate to express opinions on what exactly should be included in the wage fund in budgetary organizations. At the same time, the author did not dwell on the issue of the wage fund or the labor fund, and it remains unclear which of them the issue under study refers to.

According to A.K. Nazarov, the wage fund includes the sums paid to all employees (permanent, seasonal, temporary employees) for their work, as well as sums paid to employees for their non-working time (regular and additional work leave, payment to donors, for the performance of state duties (military meetings, emergency meetings, etc.), i.e. main and the sum of additional wages constitutes the wage fund (Nazarov, 2012).

According to A.V. Mongush, the salary fund is the amount of money necessary for the payment of wages, compensation and incentives, spent over a certain period of time (Mongush, 2021).

From this opinion, we can see that the approach is expressed taking into account only the wage fund, but, in our opinion, this author ignored the formation of the wage fund.

As O.N. Ganyuta states, wages are a monetary assessment of the labor costs of an employee who contributed to the creation of the value of the product produced by the enterprise. The wage fund represents the total amount of funds spent by the enterprise on payments to the workforce

over a certain period of time. The wage fund primarily includes wages and bonuses, in addition, it includes various additional payments (incentives, compensation) and other payments (for example, accrued for time not worked, but legally payable) (Klimova, 2009).

From the study of scientific research, we can see that the wage fund is classified depending on the type and activity of enterprises. Therefore, in our opinion, it is advisable to plan the wage fund or labor compensation fund based on the characteristics of the industry.

Although there are no norms in the regulatory documents regarding the payroll fund and its composition at enterprises, there is a system of norms related to payroll, indicators calculated in relation to it. Therefore, in our opinion, it is advisable for not only state-owned enterprises, but also all entities to form and approve a payroll fund.

In particular, Articles 243, 467, 483 of the Tax Code of the Republic of Uzbekistan state that there are privileges in relation to the general payroll fund (Code, 2025).

CONCLUSION

When it comes to a payroll fund, what indicators are taken to use this privilege? If the composition of the payroll fund, its essence is not specified in any document. Therefore, in this matter, the business entity needs a clear representation of the payroll fund both for the tax authorities and for the tax authorities. This also creates the need to clarify and to some extent approve the composition of the payroll fund.

Based on the studies, the following conclusions were reached:

The wage fund consists of the sum of the basic and additional wages paid to the employee for fulfilling his work obligations. This includes wages, bonuses and bonuses according to the tariff. The wage fund is the addition of other payments to the wage fund that do not depend on the performance of the employee's obligations, including additional incentives, social benefits, and compensation.

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