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Artificial Intelligence Adoption and Employee Productivity: The Mediating Role of Digital Competence

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ABSTRACT

This article examines the legal foundations for the protection of the rights of minors. It explores approaches to ensuring young people's rights to education, healthcare and employment. Particular attention is paid to guaranteeing minors' access to quality education, protecting their health, and ensuring their right to receive medical services. The article also examines the legal conditions governing the involvement of minors in employment relationships and the legal provisions aimed at protecting underage workers. Furthermore, it puts forward proposals aimed at improving the effective protection of minors' rights and ensuring the exercise of their legitimate right

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AI Minors constitute an important social group that plays a decisive role in shaping the future of society. Ensuring the rights and freedoms of minors, protecting their interests, and providing appropriate conditions for their development are among the fundamental responsibilities of a rule-of-law state. From an early age, every child is recognised as a full-fledged subject of human rights, and their rights are guaranteed by the state. The protection of minors' rights is established not only by international legal norms but also by the Constitution of the Republic of Uzbekistan and other regulatory legal acts. In particular, the rights to education, healthcare and employment play an important role in the comprehensive development of young people.

In the Republic of Uzbekistan, human rights, including the rights of minors, are guaranteed by the Constitution. The Constitution identifies ensuring children's rights and legitimate interests, as well as creating the necessary conditions for their physical and moral development, as one of the important priorities of state policy. Article 79 of the Constitution serves as a constitutional provision guaranteeing the rights of young people. According to this article, the state ensures the protection of young people's personal, political, economic, cultural and environmental rights. This provision imposes specific obligations on the state to ensure the practical realisation of young people's rights. Relations concerning

the protection of minors' rights are regulated by the Law of the Republic of Uzbekistan "On Guarantees of the Rights of the Child", the Family Code, the Labour Code, the Law "On Education", and other regulatory legal acts. In addition, the Republic of Uzbekistan adheres to the principles and provisions established in international instruments, including the Convention on the Rights of the Child. These documents establish the principle of giving priority consideration to the rights and interests of the child and recognise the protection of children's rights to education, healthcare and protection as fundamental principles.

The effective protection of minors' rights is not solely the responsibility of state authorities; it is also a duty of families, educational institutions and society as a whole. Parents or persons acting in their place bear primary responsibility for ensuring the rights and interests of children. Educational institutions also play an important role not only in ensuring children's right to education but also in developing their legal awareness and providing a safe environment.

Young people's right to education serves as a foundation for securing a respectable place in society in the future. By ensuring minors' right to education, opportunities are created for them to acquire knowledge, develop their abilities and obtain professional qualifications in the future.

The state legally guarantees the establishment of the necessary conditions for general education, the operation of educational institutions and children's access to educational opportunities. Article 50 of the Constitution of the Republic of Uzbekistan establishes that everyone has the right to education. This provision is of particular importance in providing legal protection for minors' right to education. Education is one of the principal factors in developing a child's knowledge and skills, promoting their moral development and enabling them to establish a достойable position in society in the future. This article establishes the constitutional basis for minors' right to education and places an obligation on the state to create appropriate guarantees in the field of education. Respecting minors' honour and dignity, preventing discrimination against them and establishing a safe educational environment are also among the important aspects of protecting children's rights.

A child's development is not limited solely to access to education. Creating the necessary conditions for a healthy life, as well as for physical and psychological development, is another important aspect of protecting the rights of minors. Protecting the health of minors is one of the essential conditions for their normal development. Every child has the right to have their health protected, receive medical assistance and enjoy the conditions necessary for healthy development. Article 48 of the Constitution of the Republic of Uzbekistan stipulates that "Everyone has the right to health protection and to qualified medical care." This constitutional provision serves as an important legal foundation for protecting the health of minors. Article 48 also provides that the state shall take measures to develop the healthcare system, including its public and private sectors, as well as various forms of medical insurance.

The right of minors to work is also an important component of human rights. Through employment, individuals have the opportunity to meet their economic and social needs and develop professional skills. However, since minors have not yet fully matured physically and psychologically, their engagement in employment requires special legal regulations and guarantees. When exercising the labour rights of minors, their age-related characteristics must be taken into particular consideration. The primary responsibilities of children are to receive education, improve their knowledge and develop in a healthy manner. Therefore, the employment of minors must not adversely affect their educational process, health or overall development. The labour legislation of the Republic of Uzbekistan establishes special

guarantees for underage employees. These guarantees are not intended to restrict minors' right to work; rather, they are designed to protect their rights and legitimate interests.

In conclusion, children, as the future of society, are individuals who require special attention and protection. Protecting the rights and legitimate interests of minors is one of the important responsibilities of a rule-of-law state. Ensuring the rights of minors should not remain merely a matter of legal provisions; it also requires the effective implementation of these provisions in practice. Therefore, in protecting the rights of minors, cooperation between families and educational institutions, alongside state authorities, is of great importance. Improving children's legal literacy and fostering their legal awareness are among the key priorities in this area.

Further strengthening the legal guarantees of minors' rights and improving their practical implementation are essential for the development of society. Since children's rights to education, healthcare and employment are closely interconnected, they should be protected not separately but as part of a unified system.

To achieve this, it is advisable to take the necessary measures to expand access to free legal counselling for minors and strengthen measures aimed at ensuring children's safety in educational institutions. It is also necessary to broaden children's opportunities to seek assistance concerning their rights and further improve mechanisms through which minors can safely and confidently report their problems. Ensuring that children know their rights and are able to exercise them effectively remains an important responsibility.

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