

RIGHTS AND OBLIGATIONS OF EMPLOYERS AND EMPLOYEES, AND THEIR LEGAL RELATIONS*Habibjonov Izzatbek Dilshodjon ugli**Student at Alfraganus University*izzatbekhabibjonov@gmail.com

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Annotation: This research is aimed at a comprehensive study of the legal relations between employers and employees, as well as their rights and obligations. It analyzes the legal framework regulating labor relations in the country, particularly within the scope of the Labor Code of the Republic of Uzbekistan, focusing on aspects such as mutual obligations of employers and employees, employment contracts, working hours, rest periods, wages, and labor protection. In particular, it substantiates that fair and lawful treatment of employees by employers, and the conscientious fulfillment of duties by employees, are defined by legal norms. Moreover, based on a comparative analysis with international labor standards, existing gaps in national labor legislation and possible ways to improve them are identified. The study also analyzes, using practical examples, the mechanisms for preventing and resolving labor disputes, as well as the current state of labor rights protection.

Keywords: employment contract, employer, employee, legal relations, rights and obligations, labor dispute, working hours, labor protection, labor legislation, and wages.

Introduction

The stable development of the labor market in the Republic of Uzbekistan and the strengthening of legal relations between employers and employees based on the principles of social justice represent one of the key directions of current reforms. Today, the economic and social transformations occurring in society demand the formation of new, advanced legal mechanisms to regulate labor relations. According to the State Committee of Statistics, by the end of 2023, the employed population in the country reached 14.2 million people, of which 6.1 million were hired workers. This further emphasizes the relevance of employer-employee relations and the need to regulate them on a legal basis. In particular, differences between the private and public sectors, measures for social protection in the workplace, procedures for concluding and terminating labor contracts, wage systems, and legal mechanisms for resolving labor disputes require in-depth legal analysis.

The labor law reform process in the country is given a special place in the “Uzbekistan – 2030” strategic program. The strategy defines the development of human capital, the creation of decent working conditions, and the strengthening of social protection for citizens as priority areas of state policy. Specifically, Goal 3 of the strategy — “Developing Human Capital” — outlines clear tasks such as increasing the official employment rate to 80% by 2030, digitalizing labor relations, and guaranteeing workers’ rights. Additionally, by 2025, it is planned to fully implement the new Labor Code, introduce an electronic system for labor contracts, and strengthen employee social insurance and labor protection. These approaches, on one hand, establish clear legal and ethical standards for

employers, and on the other hand, guarantee fair treatment for employees in return for their labor. In particular, it is necessary to analyze how legal norms related to hiring, contract termination, incentives, and disciplinary measures are applied in practice.

Based on the above, this topic holds not only academic but also practical significance today. Legal problems in labor relations lead to violations of employee rights and increase social tensions. In 2022 alone, the Ministry of Employment and Labor Relations of the Republic of Uzbekistan received more than 19,000 appeals related to labor disputes. This indicates that legal relations between employers and employees either lack a sufficient legal foundation or are being improperly applied in practice. Specifically, issues such as the failure to properly conclude employment contracts, violations of working and rest time regulations, and insufficient attention to labor protection measures are sources of numerous problems. Through this research, the main legal documents, practical experiences, and international standards defining the mutual rights and obligations of employers and employees will be studied, and recommendations for improving these relations in the context of Uzbekistan will be developed. Furthermore, the legal impact of labor market reforms under the “Uzbekistan – 2030” strategy will be analyzed.

Literature review

1. A.A.Alisherovich – “The Rights and Obligations of Employers and Employees, Their Legal Relations, and the Regulation of These Relations by Legislative Acts”.¹

In his research, A. Alisherovich conducted an in-depth analysis of the legal obligations of employers toward employees and the legal liability mechanisms in cases where these obligations are not fulfilled. He reviewed the amendments made to the Labor Code of the Republic of Uzbekistan during 2020–2021, noting in particular that employers' responsibilities have increased regarding the creation of suitable working conditions, social protection of employees, payment of wages, and provision of labor leave. Referring to 2022 statistical data, the author argues that the decrease in the number of legal disputes in the workplace indicates a growing sense of employer responsibility toward legal obligations. For instance, while 8,450 labor disputes were officially registered in 2020, this number dropped to 5,900 in 2023. This suggests an improvement in the legal culture between employers and employees. The researcher also examined the role of the employer in drafting employment contracts and studied the employee's right to file legal claims in cases of contractual violations.

2. F. Jumayev – “Human Rights and the Improvement of National Legislation in Uzbekistan”.²

In his scientific research, F. Jumayev examines the mechanisms for protecting employees' labor rights through the judiciary. The study presents statistics on the number of employees who filed claims in civil courts between 2020 and 2023, identifying the main reasons for their complaints as delayed wage

¹Alisherovich, A. A. (2025) The Rights and Obligations of Employers and Employees, Their Legal Relations, and the Regulation of These Relations by Legislative Acts. *Tadqiqotlar*, 64(4), 236-239.

² F.Jumayev “ Human Rights and the Improvement of National Legislation in Uzbekistan.” *Международный журнал теории новейших научных исследований* 2.10 (2024): 173-176.

payments, unlawful dismissal, and cases of workplace discrimination. In 2020, 36% of the claims submitted to courts were related to reinstatement, while by 2023, this figure had decreased to 21%. According to the researcher, this trend indicates an increase in employees' legal awareness, as well as a strengthening of state labor law policy. He also assessed the effectiveness of court decisions regarding reinstatement, showing that, as of 2022, 89% of the 4,120 court rulings had been enforced. This, in turn, reflects the real opportunities available to employees for restoring their violated rights.

3. U. Uzoqov – “The Parties to a Collective Agreement, Its Structure, and Its Content”.³

In his research, U. Uzoqov analyzed the practice of contractual legal relations between employers and employees, using examples from large organizations and corporations. He compared the differences between public and private enterprises during the period of 2020–2024, particularly assessing the legal precision of contract clauses and the effectiveness of mechanisms aimed at preventing labor disputes. Based on a 2023 survey conducted among 40 major organizations, the study found that the corporate sector has accelerated the transition to electronic contracts with employees. For instance, in 2020, such contracts accounted for 12% of the total, whereas by 2023, this figure had reached 47%. This shift has played a crucial role in ensuring legal clarity, strengthening mutual trust between the parties, and preventing conflicts. Uzoqov also emphasizes the importance of internal labor regulations and regular legal awareness training for employees.

4. N. Mallayev – “The Role of Lawyers in Resolving Labor Disputes”.⁴

In his research, N. Mallayev analyzed the main factors that lead to labor disputes and examined the legal and economic measures for resolving them. He presented a statistical analysis of labor disputes that occurred across various sectors (industry, services, agriculture) during the period from 2020 to 2023, explaining how the number of disputes correlates with economic growth, inflation rates, and wage balance. According to the research findings, in 2021—a year marked by high inflation—conflicts related to wages increased by 18%. The researcher also evaluated the effectiveness of labor inspections conducted quarterly and found that enterprises under consistent inspection experienced three times fewer labor disputes. In the first half of 2024, a total of 1,340 labor inspections were carried out, revealing 870 violations, 92% of which were resolved on the spot. This indicates a strengthening of the legal regulation of labor relations. The study interprets economic stability as one of the essential foundations for maintaining labor peace.

Methodology

In this scientific study, the topic of "the rights and obligations of employers and employees, and the legal relations between them" was thoroughly analyzed, and several research methods were employed based on a scientific-analytical approach. In particular, using the statistical analysis method, the current state of labor relations in the Republic of Uzbekistan was examined through numerical

³ U.Uzoqov “The Parties to a Collective Agreement, Its Structure, and Its Content.” Intellectual education technological solutions and innovative digital tools 3.32 (2024): 44-47.

⁴ N.Mallayev “The Role of Lawyers in Resolving Labor Disputes.” ИКРО журнал 14.01 (2025): 297-300.

indicators. Data from the State Statistics Committee, the Ministry of Employment and Labor Relations, and other official sources were utilized to analyze indicators such as the number of hired employees, the number of labor disputes, the share of workers employed under contracts, and cases of labor law violations. By the end of 2023, the number of hired employees had reached 6.1 million, and more than 19,000 appeals regarding labor disputes had been recorded, highlighting the relevance of these relations. This statistical analysis helped to identify the scope, problematic aspects, and potential solutions of legal labor relations.

Furthermore, the comparative legal analysis method was extensively used in the study. Through this, the current Labor Code of the Republic of Uzbekistan and related normative legal documents were compared with the labor legislation of foreign countries, particularly Germany, France, South Korea, and the Russian Federation. The comparative analysis made it possible to identify differences in the protection of employee rights, the procedures for concluding and terminating employment contracts, employer liability, and the resolution of labor disputes. Based on foreign experience, shortcomings in Uzbekistan's legislation were identified, and proposals were developed to address them. Thus, the research was both theoretically and practically grounded and enriched with scientifically based recommendations aimed at improving legal relations.

Analysis and results

Germany's labor law is anchored in the German Civil Code (BGB) and the Works Constitution Act (BetrVG). According to 2023 data from the Federal Statistical Office (Destatis), around 44.4 million people are employed, with over 60% working under collective agreements. German law mandates that employers provide written employment contracts and comply with minimum wage laws (currently €12.41/hour as of 2024). Statutory working hours are capped at 48 hours per week. Employees are entitled to 20 days of paid leave annually (for a 5-day workweek). In 2022, approximately 1.9 million employment-related disputes were registered, primarily involving wage delays and unfair dismissals. Trade unions play a pivotal role, with over 6.2 million members in 2023, representing about 14.6% of the workforce. The employer is obligated to ensure workplace safety, health protection, and regular social insurance contributions (averaging 21.6% of gross salary). Germany's dual system of worker participation—through both trade unions and works councils—enhances employees' influence on company decisions. Statistical trends show rising demands for flexible work schedules and remote work rights post-COVID-19, with 28% of workers in 2023 engaging in hybrid or remote formats. Compliance with EU labor standards ensures protection against discrimination and reinforces both parties' rights in the employment relationship.

France is renowned for its strong labor protection, governed by the French Labour Code and supported by a tradition of powerful trade unions. In 2023, the employment rate stood at 68.1% (INSEE), with roughly 29 million individuals employed. French law mandates a 35-hour workweek, and overtime is strictly regulated. Employers must provide written contracts, adhere to strict termination procedures, and respect collective agreements. According to DARES statistics, about 90% of private sector employees are covered by collective bargaining agreements. Minimum wage (SMIC) increased to €11.65/hour gross in 2024. Employment tribunals handled nearly 150,000 labor disputes in 2022, with wrongful termination and unpaid wages being most common. Paid annual leave stands at 25 days for full-time employees, while maternity leave spans 16 weeks. As of 2023, union density is relatively low (around 8-10%), but the coverage of labor agreements remains high. Employers must also contribute to

health, unemployment, and retirement schemes—constituting around 45% of gross wages. Recent labor reforms introduced flexibility in hiring through short-term contracts, with 87% of new hires in 2022 on temporary terms. Digital transformation and remote work adoption are accelerating, with 34% of employees regularly working from home in 2023, requiring updated employer obligations and safety considerations.

South Korea has seen substantial shifts in labor law enforcement and employment practices over the past decade. As of 2023, the employment rate was 63.1% with around 28 million people in the labor force (Statistics Korea). South Korean labor law stipulates a 52-hour maximum workweek (40 hours regular + 12 hours overtime). The minimum wage was KRW 9,860 per hour in 2024, a 2.5% increase from the previous year. The average annual number of working hours per employee in 2022 was 1,915, higher than the OECD average, indicating potential overwork issues. Statistically, small and medium enterprises (SMEs) employ nearly 88% of the workforce, where labor standards compliance is weaker. Workplace accidents in 2022 affected 108,379 individuals, with 882 fatalities, showing a need for stronger employer accountability under the Occupational Safety and Health Act. Labor unions are growing in influence, with a 14.2% unionization rate in 2023. In terms of disputes, 158 strikes were recorded in 2023, often related to wage stagnation and contract terms. Employers are legally obligated to provide severance pay equal to one month's salary per year worked. Rising youth unemployment (7.2%) also highlights growing dissatisfaction with temporary, low-security jobs, challenging the balance of employee rights and employer flexibility.

Russia's Labor Code (2001) governs employment relations, stipulating clear obligations for both parties. As of early 2024, the economically active population was approximately 74 million, with an employment rate of 59.3% (Rosstat). Statutory working hours are 40 per week, and overtime is compensated at 1.5 to 2 times the normal rate. Minimum wage rose to 19,242 RUB/month in 2024. Russian employers are required to conclude written employment contracts and make mandatory contributions to pension, social, and medical insurance funds (around 30% total). Labor inspections conducted by Rostrud found that 16% of employers violated contract or wage payment rules in 2023. Formal employment covers about 72% of workers, but informal employment remains significant, particularly in rural and construction sectors. There were 115,000 labor dispute claims filed in court in 2022, mostly concerning unlawful dismissals and salary arrears. Union membership has declined to around 20% of the workforce, though major unions retain influence in state enterprises. Paid annual leave is set at a minimum of 28 calendar days. Russia has faced growing challenges in protecting migrant worker rights, who constitute about 6 million of the workforce. Compliance with labor law remains uneven, prompting government efforts to digitize employment records to increase transparency.

Employment contracts are a crucial aspect of labor relations, and all four countries mandate written agreements. In Germany and France, the law enforces strict notice periods (ranging from 1 to 3 months) and severance obligations based on tenure. South Korea mandates severance pay but offers more employer flexibility in contract termination. Russia provides strong protections on paper, but in practice, enforcement varies. Statistically, over 75% of German contracts are permanent, while France shows a high rate of fixed-term contracts among youth (57% of under-25s in 2022). South Korea leads in precarious employment, with nearly 33% of workers on temporary or part-time contracts. In Russia, terminations often occur without due process in informal sectors. Disputes over unfair dismissals comprised 35–40% of total labor court cases in Germany and France in 2023, while South Korea and

Russia both reported increasing conflict in non-standard employment. This shows a growing disconnect between legal protections and actual practices. The data reveal that stronger enforcement mechanisms and clear contractual terms lead to greater job security and fewer disputes. Worker protection is closely linked with the legal rigidity or flexibility governing terminations and employment continuity.

Each country imposes legal limits on working hours, yet practical realities differ. According to OECD data, Germany and France both average fewer than 1,400 working hours annually per worker (2023), indicating strong adherence to work-life balance. France's 35-hour week and Germany's adoption of part-time models contribute to this. South Korea, by contrast, reported 1,915 hours/year—one of the highest among OECD nations. Russian workers logged an estimated 1,850 hours/year. Paid leave entitlements vary: Germany and France offer 20–25 paid days plus public holidays; Korea mandates 11 paid days for new employees (increasing with tenure), while Russia grants 28 days. However, actual usage of leave is low in Korea and Russia due to workplace culture or employer resistance. In Germany, 85% of eligible workers used all their leave in 2023; in South Korea, only 62% did. These patterns affect employee well-being, productivity, and retention. Increasing demand for flexible work is evident across all nations: France (34%), Germany (28%), Korea (22%), and Russia (19%) of employees worked remotely part-time in 2023. This reflects shifting expectations of work-life integration and necessitates updates in employers' obligations regarding digital labor rights, monitoring, and home-based ergonomics.

Statistical comparisons show wide wage disparities. Germany's average monthly gross wage was €4,300 in 2023, while France's stood at €3,300. South Korea reported KRW 3.8 million (€2,650), and Russia's was about RUB 68,500 (€680). Social contributions as a share of payroll are highest in France (45%), followed by Germany (35%), Russia (30%), and South Korea (23%). Union membership also varies: France (~10%) and Germany (~15%) show low density but high collective agreement coverage (above 70%). Russia has higher formal unionization but lower practical bargaining power, especially in private firms. South Korea's unionization is rising, but many unions face legal restrictions. Wage disputes are a common legal issue: 2022 data show 68,000 wage-related claims in Russia, 47,000 in South Korea, and over 90,000 combined in France and Germany. Employers' obligations to ensure fair pay, minimum wage compliance, and equal remuneration remain central issues. Gender pay gaps persist in all four nations—ranging from 6.8% (France) to 31.4% (South Korea). Legislative reforms and union action aim to close these gaps, but progress is uneven. Transparent pay scales, job classification systems, and collective bargaining are statistically linked to more equitable wage outcomes.

Statistical analysis across Germany, France, South Korea, and Russia highlights both convergence and divergence in employer-employee legal relations. EU states emphasize contractual stability, strong leave policies, and high collective agreement coverage. South Korea and Russia face challenges in enforcement and worker protection, particularly for precarious workers and migrants. Across all nations, post-pandemic trends—like remote work, digital monitoring, and flexible contracts—require new legal frameworks. The rate of labor disputes, ranging from 150,000 annually in France to over 100,000 in Russia, underscores the importance of accessible legal mechanisms. Employer obligations are expanding from traditional wage and safety compliance to include mental health, digital rights, and work-life balance. Policymakers increasingly rely on statistical evidence to reform labor codes—e.g., France's unemployment insurance recalibration based on contract length, or Germany's push for equal

digital work treatment. Globalization and AI-driven labor shifts will further redefine legal obligations. Countries with effective data collection (like Germany and Korea) show better policy response. A cross-country comparison reveals that a combination of enforceable rights, active union involvement, and responsive legal systems fosters healthier and fairer labor relations.

Conclusion

In conclusion, the analysis of employer and employee rights and obligations, as well as the legal relations between them, demonstrates that effective regulation of labor relations is a fundamental component of social stability and economic development. In Uzbekistan, statistical data show that over 6.1 million people are employed as hired workers, with more than 19,000 labor-related complaints registered in 2023. These figures underscore the need for continued improvement in labor law enforcement, especially regarding employment contract regulation, dispute resolution mechanisms, and workplace safety. By employing scientific methods such as statistical and comparative legal analysis, the research revealed key challenges and potential areas of reform within Uzbekistan's labor legal framework.

The comparative analysis of international experiences—specifically those of Germany, France, South Korea, and the Russian Federation—provides valuable insights into diverse approaches to labor law. Germany and France prioritize collective bargaining, structured labor agreements, and comprehensive social protections. South Korea faces challenges with long working hours and high rates of precarious employment, but has advanced mechanisms for severance and union development. Russia maintains formal labor protections, though enforcement gaps persist, especially in informal sectors. These case studies highlight the importance of strong institutional frameworks, legal clarity, and enforcement capacity to safeguard workers' rights and maintain a balanced employer-employee relationship.

Based on the findings, it is evident that Uzbekistan can benefit from selectively adopting best practices from these countries, particularly in areas such as digitalization of employment records, protection of temporary workers, and improvement of employer accountability mechanisms. Strengthening labor inspections, promoting transparent employment contracts, and enhancing dispute resolution procedures can contribute significantly to building a fairer and more effective labor market. Ultimately, the study contributes not only to the theoretical understanding of labor law but also offers practical recommendations for legal reforms aimed at harmonizing employer and employee interests in the context of both national and global labor dynamics.

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