

REMOTE WORK: A MODERN FORM OF EMPLOYMENT AND ITS LEGAL ASPECTS**U. Shomurodov**

Teacher at the Academy of Labour and Social Relations of the Republic of Uzbekistan

Law Student at the Academy of Labour and Social Relations of the Republic of Uzbekistan

Abstract. This article analyzes the role of remote work in the modern labor market and the issues of its legal regulation. The study highlights aspects such as the remote form of employment, the rights and obligations of employees and employers, working hours, supervision, technical support, and occupational safety. Examples from international practice, including the European Union, the United States, and South Korea, are provided, and legal proposals for regulating remote work in Uzbekistan are presented. The article is significant in protecting employee interests, creating a transparent labor system for employers, and adapting to the requirements of the digital economy.

Keywords: Remote work, telework, labor law, employee rights, employer obligations, occupational safety, international experience, digital economy.

Introduction

In recent years, remote work has become widespread throughout the world and has emerged as a serious competitor to the traditional form of employment. In Uzbekistan as well, working from home or any other location has become common in fields such as IT, marketing, services, education, and others. However, along with the expansion of remote work, the issue of its legal regulation has also become increasingly relevant.

Remote work refers to the performance of work by an employee outside the permanent workplace through the use of the internet and information technologies. In this form of employment, the labor contract differs from a traditional employment contract: it is necessary to clearly define working hours, rest periods, salary calculation, provision of technical equipment, and procedures for submitting work results.

Today, one of the biggest problems is the extension of working hours beyond established limits. Since many employees work from home, they are often forced to remain “constantly available” for work. In European countries, in order to prevent such situations, the “right to disconnect” — norms prohibiting employers from disturbing employees outside working hours — has been introduced. The need for a similar approach is also growing in Uzbekistan.

The issue of supervision in remote work is also important. Employers have the right to evaluate employee performance; however, this process should not interfere with the employee’s private life. The legal boundaries for the use of monitoring software must be clearly established.

Another important aspect is occupational safety and health protection. Employees working from home are also required to comply with technical safety regulations. If an accident occurs during remote work, it may be recognized as a workplace accident. This, in turn, requires insurance, compensation, and official investigation procedures.

Remote work has many advantages: it saves time, increases productivity, and allows employees to work in comfortable conditions. However, if legal foundations are insufficient, problems such as disputes, disagreements over wages, and excessive monitoring may arise.

Legal Protection and Limitations of Remote Work**Legal Protection****Freedom in Choosing the Workplace**

Remote work provides employees with the freedom to choose their workplace. This creates convenience in balancing personal life and family responsibilities.

Flexible Working Hours

An employee may adapt working hours according to their own schedule. Within the framework of legal norms, the completion of tasks and work performance are considered the main criteria.

Protection of Mental Health

In foreign practice, particularly within the European Union, employees are protected through the “Right to Disconnect,” which prevents them from being engaged in work outside official working hours. Such labor regulations protect the mental and physical health of employees.

Provision of Technical and Information Resources

In remote work arrangements, employers may create legal guarantees by providing employees with the necessary technical equipment, as well as compensating internet and other work-related expenses.

Result-Oriented Performance Evaluation

In remote work, employee efficiency is assessed based on work results. Personal monitoring and restrictions related to working hours must comply with legal standards.

Legal Limitations and Risks

Lack of Legal Regulation

In the current labor legislation of Uzbekistan, there is no separate article specifically regulating remote work. Therefore, employees’ rights regarding working hours, work performance, supervision, and technical support are not clearly guaranteed.

Violation of Working Time Boundaries

Working from home may place employees in a state of being “constantly available for work.” If legal norms are insufficient, it becomes difficult to distinguish between work and personal life.

Limited Supervision and Risk of Privacy Violation

Employers have the right to monitor work efficiency; however, there are insufficient clear legal mechanisms protecting employees’ private lives.

Occupational Safety and Health Issues

Legal mechanisms are not sufficiently clear regarding workplace accidents or work-related injuries that occur while working from home.

Technical Support and Compensation of Expenses

If employers do not adequately provide technical equipment, internet access, and other necessary resources, employees’ rights may be violated.

CONCLUSION

Remote work is increasingly becoming an integral part of the modern labor market. In many countries around the world, this field is clearly regulated by law. For example, in the European Union, the “Right to Disconnect” — the employee’s right not to respond to work-related communications outside working hours — is legally protected and serves as an important factor in maintaining employees’ mental health. In the United States and South Korea, strict legal limits have been established regarding the monitoring of remote employees: employers are allowed to supervise only work-related processes, while interference in employees’ private lives is prohibited.

This international experience demonstrates that, in regulating remote work, it is essential to guarantee employees’ rights clearly, establish standards for working hours, and ensure transparency in monitoring mechanisms.

In the context of Uzbekistan, the following proposals may be advanced in order to further strengthen the legal framework of remote work:

Adoption of a separate normative legal act on remote work.

Such a document should define remote work, hybrid work, and home-based work, clarify the differences between them, and determine the procedures for their application.

Introduction of the “Right to Disconnect” mechanism.

Employees should be legally guaranteed the right not to respond to phone calls, emails, or messages outside working hours.

Development of minimum occupational safety standards for remote work.

The procedures for documenting accidents occurring in home-working conditions should be clearly established.

Introduction of a unified system for compensating technical equipment and internet expenses.

International practice, particularly in Germany and Canada, demonstrates that employers are legally required either to provide the necessary technical equipment for home-based work or to reimburse related expenses.

Creation of an online labor dispute resolution platform.

It would be advisable to develop a digital platform for the rapid and transparent resolution of disputes arising from remote work relationships.

In general, remote work is an inevitable form of labor in the modern era. Proper legal regulation of this sphere ensures the protection of employees' interests while providing employers with clear and stable labor relations. If approaches consistent with international standards are implemented, a new labor system that is convenient, safe, and responsive to the requirements of the digital economy will be formed in Uzbekistan's labor market.

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