



PROTECTING HUMAN RIGHTS IN THE NEW WORK ENVIRONMENT UNDER DIGITAL TRANSFORMATION

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ABSTRACT

This article examines the legal mechanisms for protecting human rights in the context of digital transformation, focusing on new working conditions. Digitalization profoundly affects labor processes, introducing remote work, platform-based services, and the gig economy, which create both opportunities and new legal challenges. The study analyzes key issues such as labor rights protection, personal data security, social guarantees, gender equality, and cybersecurity. It also highlights international experiences from the European Union and the United States as models for legislative improvements. The article argues that modernizing national legislation and implementing targeted legal mechanisms are essential to ensure effective protection of employees' rights, promote economic efficiency, and maintain social justice in Uzbekistan's evolving digital economy.

Digital transformation today deeply affects all sectors of society and the economy. Information technologies and digital infrastructures are fundamentally changing work processes and creating new working conditions. At the same time, the protection of human rights—particularly labor rights and personal data security—has become increasingly critical. Remote work, the gig economy, and platform-based services are giving rise to new legal challenges. Therefore, legal mechanisms to ensure human rights in the context of new working conditions under digital transformation are of paramount importance.

The process of digital transformation has brought several changes to working conditions. First, with the expansion of remote work and online services, the boundaries between employees' work and personal lives have shifted. Traditional workplace supervision and labor regulations now need to be adapted and enforced through new mechanisms in the digital environment. Additionally, workers on digital platforms often operate as independent contractors, complicating the protection of their labor rights. Consequently, cooperation between the state and the private sector and the creation of new legal mechanisms are increasingly necessary.

One of the most important aspects of protecting human rights in new working conditions is safeguarding personal data. In the context of remote work and the platform economy, extensive data is collected about employees, including work hours, performance, financial transactions, and personal identifiers. Misuse or inadequate protection of this data

can lead to violations of workers' rights. National legislation, particularly Uzbekistan's laws on personal data protection, aims to address these issues by regulating privacy and data handling procedures.

The gig economy—short-term and project-based work—is expanding under digital transformation. While this provides flexibility for workers, their stable labor rights, social protection, and coverage by trade unions remain uncertain. For example, freelancers often lack guaranteed social security and pension contributions. Therefore, developing specific legal mechanisms to protect gig-economy workers is a pressing need.

International experience demonstrates several effective mechanisms for protecting human rights in digital working conditions. The European Union and the United States have established labor contracts, minimum wage requirements, personal data protection, and cybersecurity standards for remote workers and platform economy employees. Such practices can serve as valuable guidance for Uzbekistan, particularly in updating legislation and establishing legal foundations for the digital economy.

Several legal mechanisms can be implemented to ensure workers' rights under digital work conditions, including:

- Mandatory labor contracts for remote and platform-based work;
- Guarantees of minimum wage and social protection;
- Ensuring the security of personal data;
- Supervising online work processes and establishing accountability mechanisms against rights violations.

These mechanisms create the legal framework to protect workers in the digital economy.

Ensuring gender equality in digital work is also crucial. Remote and platform-based services may lead to discrimination or wage gaps based on gender. Labor laws must guarantee gender equality and implement anti-discrimination mechanisms, which not only protect human rights but also enhance economic efficiency.

Digital transformation also increases cybersecurity challenges. Unauthorized access to employee data or monitoring work processes may violate their privacy. Therefore, ensuring cybersecurity and protecting employees' personal and professional data is a key aspect of legal protection in digital work conditions.

Uzbekistan is updating its legislation on labor rights protection in line with the development of the digital economy. Normative legal acts are being developed to protect employees in remote work settings, safeguard personal data, and ensure cybersecurity. These measures enable effective protection of workers' rights under digital transformation conditions.

Digital transformation fundamentally changes working conditions, introducing new opportunities along with legal challenges. The expansion of remote work, the gig economy, and platform-based services has made the protection of labor rights, personal data, and social guarantees an urgent issue. Therefore, modernizing national legislation, adopting international experience, and developing new legal mechanisms are essential to effectively protect human rights in the context of digital transformation. This approach is critical for enhancing economic efficiency and ensuring justice within society.

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