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## A LINGUOPRAGMATIC INTERPRETATION OF LABOUR DISPUTE DISCOURSE IN ENGLISH AND UZBEK LANGUAGES

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### ABSTRACT

The main objective of this study is to analyze the linguopragmatic features of labor dispute discourse in English and Uzbek and to comparatively identify how speech strategies, communicative intentions, and pragmatic tools are realized in labor dispute communication in both languages. Within this framework, the study examines the functional load of linguistic units in labor-related communication, their contextual relevance, and their interaction with socio-cultural factors.

The research tasks include clarifying the theoretical foundations of labor dispute discourse, systematizing its key linguistic and pragmatic indicators in both languages, analyzing the functioning of speech acts and communicative strategies, and identifying similarities and differences between them.

The study employs a combination of contrastive-comparative, analytical, discursive, linguopragmatic, and interpretative approaches. Drawing on speech act theory, attention is given to the goal-oriented nature of communication, the adaptation of linguistic units to social contexts, and their persuasive functions. The empirical material consists of legal, institutional, and professional communication texts on labor disputes in English, as well as normative-legal documents and official communication samples in Uzbek. These methods enable a comprehensive analysis of discourse at structural and pragmatic levels.

The findings show that English labor dispute discourse is characterized by formality, precision, and conciseness, with a predominance of directive strategies where commands, demands, and recommendations are expressed explicitly. In contrast, Uzbek discourse emphasizes communicative balance and social harmony, using pragmatic tools that mitigate conflict through more indirect and emotionally expressive forms. Cultural values, social roles, and national communicative norms significantly influence the selection and expression of speech acts.

In conclusion, linguopragmatic analysis of labor dispute discourse is important for ensuring adequacy in translation and for enhancing effectiveness in professional communication.

**Key words:** labor dispute discourse, linguopragmatics, speech acts, communicative strategies, pragmatic analysis, legal communication, English language, Uzbek language.

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## INGLIZ VA O‘ZBEK TILLARIDA MEHNAT NIZOLARI DISKURSINING LINGVOPRAGMATIK TALQINI

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### ANNOTATSIYA

Mazkur tadqiqotimizdan ko‘zlangan asosiy maqsad ingliz va o‘zbek tillarida mehnat nizolari diskursining lingvopragmatik xususiyatlarini chuqur tahlil qilish, undagi nutqiy strategiyalar, kommunikativ niyatlar hamda pragmatik vositalarning ifodalanish mexanizmlarini chog‘ishtirma jihatdan aniqlashdan iborat. Ushbu maqsad doirasida mehnat nizolari bilan bog‘liq kommunikativ jarayonlarda til birliklarining funksional yuklamasi, ularning kontekstual ahamiyati va ijtimoiy-madaniy omillar bilan o‘zaro bog‘liqligi ilmiy asosda o‘rganildi.

Tadqiqotning vazifalari sifatida mehnat nizolari diskursining nazariy asoslarini aniqlashtirish, ingliz va o‘zbek tillarida mazkur diskursga xos lingvistik hamda pragmatik ko‘rsatkichlarni tizimlashtirish, nutq aktlari va kommunikativ strategiyalarning amal qilish xususiyatlarini tahlil qilish, shuningdek, ularning o‘xshash va farqli jihatlarini aniqlash belgilandi.

Tadqiqot jarayonida tahliliy, diskursiv, lingvopragmatik va interpretativ yondashuvlar uyg‘un holda qo‘llanildi. Xususan, nutq aktlari nazariyasiga tayangan holda kommunikativ birliklarning maqsadga yo‘naltirilganligi, ularning ijtimoiy vaziyatga moslashuvi va ta‘sir kuchi tahlil qilindi. Empirik material sifatida ingliz tilidagi mehnat nizolariga oid huquqiy, institutsional va kasbiy kommunikatsiya matnlari hamda o‘zbek tilidagi tegishli normativ-huquqiy hujjatlar, sud amaliyoti materiallari va rasmiy muloqot namunalari foydalanildi. Tadqiqot davomida qo‘llangan metodlar mazkur diskursni kompleks yondashuv asosida o‘rganish imkonini berdi.

Olingan natijalar shuni ko‘rsatdiki, ingliz tilidagi mehnat nizolari diskursida rasmiylik, aniqlik, lo‘ndalik va direktiv nutq strategiyalarining ustuvorligi kuzatiladi, bunda buyruq, talab va tavsiya kabi nutq aktlari aniq va bevosita ifodalanadi. O‘zbek tilidagi diskursda esa kommunikativ muvozanatni saqlash, ijtimoiy munosabatlarni yumshatish va murosa tamoyillariga asoslangan pragmatik vositalar keng qo‘llaniladi, bu esa emotsional-ekspressiv birliklarning faol ishtirokida namoyon bo‘ladi. Shuningdek, nutq aktlarining tanlanishi va ifodalanishida madaniy qadriyatlar, ijtimoiy rollar va milliy kommunikativ me‘yorlarning sezilarli ta‘siri mavjudligi aniqlandi.

Mazkur natijalar asosida mehnat nizolari diskursini lingvopragmatik nuqtayi nazardan o‘rganish tarjima jarayonida mazmun va niyatning adekvat yetkazilishini ta‘minlash, shuningdek, kasbiy kommunikatsiyada samaradorlikni oshirish uchun muhim ilmiy-amaliy ahamiyatga ega ekanligi haqidagi xulosaga kelindi.

**Kalit so‘zlar:** mehnat nizolari diskursi, lingvopragmatika, nutq aktlari, kommunikativ strategiyalar, pragmatik tahlil, huquqiy axborot almashish jarayoni, ingliz tili, o‘zbek tili.

## ЛИНГВОПРАГМАТИЧЕСКАЯ ИНТЕРПРЕТАЦИЯ ДИСКУРСА ТРУДОВЫХ СПОРОВ В АНГЛИЙСКОМ И УЗБЕКСКОМ ЯЗЫКАХ

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### АННОТАЦИЯ

Основная цель исследования заключается в анализе лингвопрагматических особенностей дискурса трудовых споров в англоязычной и узбекоязычной коммуникативной практике, а также в сопоставительном выявлении способов реализации речевых стратегий, коммуникативных

интенций и прагматических средств в процессе в англоязычной и узбекоязычной трудовой коммуникации. В рамках исследования рассматриваются функциональная нагрузка языковых единиц в сфере трудовых отношений, их контекстуальная обусловленность и взаимодействие с социокультурными факторами.

В задачи исследования входят уточнение теоретических основ дискурса трудовых споров, систематизация его основных лингвистических и прагматических показателей в английском и узбекском языках, анализ функционирования речевых актов и коммуникативных стратегий, а также выявление сходств и различий между ними.

В исследовании использован комплексный подход, включающий сопоставительно-сравнительный, аналитический, дискурсивный, лингвопрагматический и интерпретационный методы. Опираясь на теорию речевых актов, особое внимание уделяется целенаправленному характеру коммуникации, адаптации языковых единиц к социальному контексту и их воздействию на потенциал. Эмпирическую базу исследования составили юридические, институциональные и профессиональные тексты, посвящённые трудовым спорам в английском языке, а также нормативно-правовые документы и образцы официальной коммуникации на узбекском языке. Используемые методы позволили осуществить комплексный анализ дискурса на структурном и прагматическом уровнях.

Результаты исследования показали, что англоязычный дискурс трудовых споров характеризуется формальностью, точностью и лаконичностью, при этом в нём преобладают директивные стратегии, в рамках которых распоряжения, требования и рекомендации выражаются преимущественно в эксплицитной форме. В свою очередь, узбекский дискурс ориентирован на поддержание коммуникативного баланса и социальной гармонии, что проявляется в использовании прагматических средств, смягчающих конфликт посредством более косвенных и эмоционально окрашенных форм выражения. Существенное влияние на выбор и реализацию речевых актов оказывают культурные ценности, социальные роли и национальные коммуникативные нормы.

В заключение отмечается, что лингвопрагматический анализ дискурса трудовых споров имеет важное значение для обеспечения адекватности перевода и повышения эффективности профессиональной коммуникации.

**Ключевые слова:** дискурс трудовых споров, лингвопрагматика, речевые акты, коммуникативные стратегии, прагматический анализ, юридическая коммуникация, английский язык, узбекский язык.

## INTRODUCTION

In contemporary linguistics, the concept of discourse has evolved from a purely structural understanding of language to a complex, multidimensional phenomenon encompassing social, cultural, and pragmatic dimensions. In this regard, discourse is no longer viewed merely as a sequence of sentences but as a dynamic communicative process shaped by contextual, institutional, and interactional factors. Scholars have emphasized that discourse reflects not only linguistic structures but also the intentions, roles, and relationships of participants within specific communicative settings [Azamova, 2024; 156]. This shift has led to the emergence of linguopragmatics as a distinct field that investigates how meaning is constructed and interpreted in real communicative contexts, taking into account speaker intention, situational context, and socio-cultural norms [Alikhasanova, 2024; 110].

Within the broader framework of discourse studies, conflict discourse has gained increasing attention due to its relevance in various institutional domains, including legal, political, and professional communication. Conflict discourse is characterized by the presence of opposing interests, strategic language use, and the

need to negotiate meanings and outcomes. Researchers argue that such discourse is inherently pragmatic, as it involves the deliberate selection of linguistic means to achieve specific communicative goals, such as persuasion, justification, or resolution [Karaziya, 2006; 75]. In particular, labor conflict discourse represents a specialized subtype of conflict discourse, where communicative interactions are shaped by legal norms, institutional hierarchies, and socio-economic factors.

The study of labor conflict discourse is especially significant in the context of modern societies, where labor relations are increasingly regulated through formal and semi-formal communication channels. From early works addressing the tensions between labor and capital [Bonney, 1886; 12] to contemporary analyses of industrial relations, scholars have consistently highlighted the communicative nature of labor conflicts. These conflicts are not only legal or economic phenomena but also discursive constructs that are negotiated through language [Reshef & Keim, 2016; 251]. Similarly, the discourse of labor protest demonstrates how language functions as a tool for expressing resistance, constructing identities, and influencing public perception [Woolfson, 2006; 74].

In Uzbek and broader post-Soviet contexts, the study of labor disputes has traditionally focused on legal and procedural aspects, including the principles, timelines, and institutional mechanisms for resolving conflicts [Akramov, 2022; 3]. More recent research has expanded this perspective by incorporating socio-cultural and communicative dimensions, emphasizing the role of discourse in shaping the dynamics of labor relations [Asadbek, 2025; 794]. Comparative studies further reveal that labor conflict discourse varies significantly across linguistic and cultural contexts, reflecting differences in communicative norms, power relations, and institutional practices [Abdykalikova & Aikinbayeva, 2024; 21].

Despite the growing body of research, there is still a need for a systematic linguopragmatic analysis of labor dispute discourse, particularly from a comparative perspective focusing on English and Uzbek. Existing studies have addressed related aspects, such as the pragmatics of speech conflict [Odina, 2023; 185], the role of sociopragmatic factors in communication [Qochqarova, 2024; 773], and the linguistic realization of conflict strategies in different discourse types [Biktasheva, 2016; 45]. However, these studies often focus on general or literary discourse and do not fully capture the specificity of labor-related communication as an institutional and legally bound domain.

Furthermore, the analysis of speech acts within conflict discourse has demonstrated that communicative intentions are realized through a range of linguistic strategies, including directives, expressives, and commissives. Comparative research indicates that the use of menasive and directive speech acts varies across languages, reflecting differences in cultural norms and communicative expectations [Urinova, 2024; 5]. At the same time, the segmentation and structuring of discourse play a crucial role in organizing communicative interaction and guiding interpretation [Tashtemirov, 2025; 68]. These findings underscore the importance of integrating linguopragmatic and discursive approaches in the study of labor conflict communication.

Another important dimension concerns the interplay between language and culture in shaping communicative behavior. Linguocultural studies have shown that proverbs, phraseological units, and other culturally marked expressions contribute to the construction of meaning in labor-related discourse [Rakhmonova, 2024; 59]. Similarly, pragma-stylistic analyses reveal how linguistic choices reflect not only communicative intentions but also cultural values and social norms [Boymurodova, 2024; 1018]. These aspects are particularly relevant in comparative studies, where differences in linguistic and cultural systems can lead to variations in the interpretation and effectiveness of communicative strategies.

At the same time, legal and institutional frameworks play a crucial role in shaping the structure and content of labor conflict discourse. Studies on the resolution of labor disputes highlight the importance of procedural norms, address etiquette, and the roles of various actors in the communicative process [Hamroqulov, 2025; 3]. The involvement of state institutions, trade unions, and other stakeholders introduces additional layers of complexity, as communication must adhere to both legal requirements and social expectations [Hamroqulov, 2025; 21]. Moreover, the increasing use of digital technologies and artificial intelligence in decision-making processes raises new challenges related to fairness, transparency, and communicative accountability [Hamroqulov & Roziboyev, 2026; 215].

From a methodological perspective, the study of labor conflict discourse requires an interdisciplinary approach that combines linguistic, sociological, and legal perspectives. Quantitative and qualitative methods, including content analysis and discourse analysis, have been employed to examine the structure, dynamics, and impact of conflict communication [Khromenkov, 2016; 28]. Sociolinguistic research further emphasizes the role of code-switching, contextual adaptation, and audience design in shaping communicative strategies [Masharipova & Orazova, 2025; 229]. These approaches provide valuable tools for analyzing the complex interplay between language, context, and social meaning in labor disputes.

Nevertheless, despite the availability of diverse theoretical frameworks and methodological tools, several gaps remain in the existing literature. In particular, there is a lack of comprehensive studies that integrate linguopragmatic analysis with a comparative perspective on English and Uzbek labor conflict discourse. Moreover, insufficient attention has been paid to the interaction between speech acts, communicative strategies, and socio-cultural factors in shaping discourse outcomes. Addressing these gaps requires a systematic and theoretically grounded investigation that combines insights from linguistics, pragmatics, and discourse studies.

According to the above considerations, the present study seeks to contribute to the field by providing a detailed linguopragmatic analysis of labor conflict discourse in English and Uzbek languages. It aims to identify the key linguistic and pragmatic features that characterize this type of discourse, to compare their realization across languages, and to explore their implications for communication and interpretation in professional and institutional contexts. At the same time, the communicative nature of labor conflict discourse cannot be fully understood without considering its institutional

embeddedness and the socio-legal frameworks within which it operates. Labor disputes emerge not only as reactions to economic or contractual disagreements but also as structured communicative events shaped by formal procedures, legal norms, and culturally determined expectations. In this sense, discourse functions as both a medium and a mechanism through which conflicts are articulated, negotiated, and resolved. Scholars emphasize that institutional discourse is characterized by regulated forms of interaction, where participants' roles, rights, and obligations are predefined, thereby influencing the selection and realization of linguistic strategies [Zapesotsky, 2017; 42]. This is particularly evident in labor-related communication, where speech acts are often constrained by legal conventions and organizational hierarchies.

In addition, the management of labor conflicts involves a complex interplay between verbal and non-verbal communication, procedural norms, and strategic discourse practices. From a sociological perspective, labor conflict discourse reflects broader patterns of social interaction, including power asymmetries, group identities, and institutional authority. Studies on the management of labor conflicts highlight that communicative strategies are not neutral but are shaped by the interests and positions of the participants, such as employers, employees, and mediators [Reznik, 2013; 88]. This perspective underscores the importance of analyzing not only the linguistic form of discourse but also its pragmatic functions and social implications.

Furthermore, the concept of conflictogenic discourse provides an additional analytical lens for understanding how language contributes to the escalation or de-escalation of conflicts. Research in this area suggests that certain linguistic choices, such as accusatory statements, categorical judgments, or emotionally charged expressions, can intensify conflict situations, while others, including mitigation strategies and indirect speech acts, can facilitate resolution [Dmitriev & Pyadukhov, 2015; 352]. In labor dispute contexts, the ability to balance these strategies is crucial for achieving constructive outcomes and maintaining professional relationships.

The comparative aspect of this study is particularly important, as it enables the identification of cross-linguistic and cross-cultural differences in the realization of linguopragmatic features. English discourse is often characterized by a high degree of explicitness and direct communicative expression, favoring direct speech acts and overt communicative intentions. In contrast, Uzbek discourse, shaped by collectivist cultural values and norms of politeness, frequently relies on indirectness, contextual cues, and the maintenance of interpersonal harmony. These differences are not merely linguistic; they are deeply rooted in culturally specific models of communication and social interaction [Qochqarova, 2024; 775].

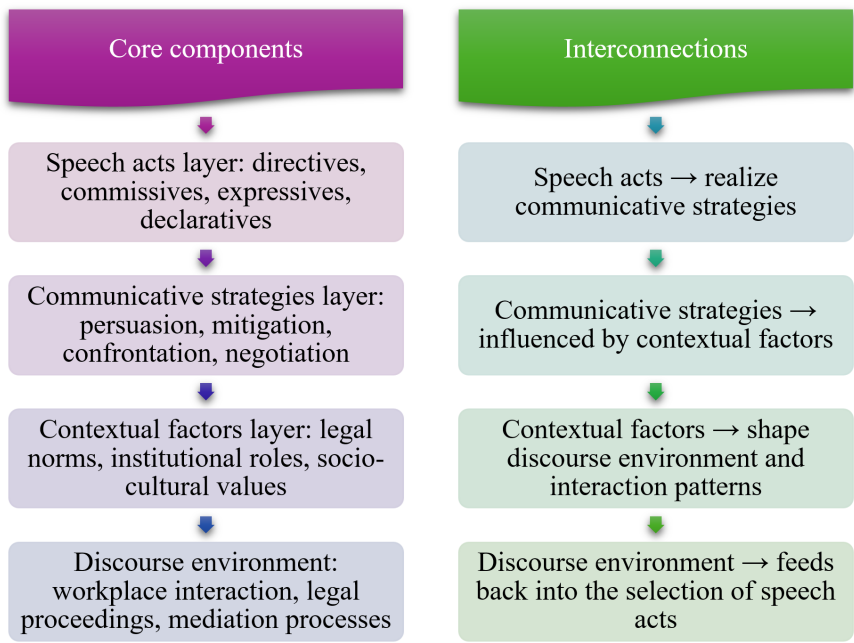
Another significant aspect of labor conflict discourse is its connection with intercultural communication, particularly in multilingual and multicultural work environments. The interaction between different linguistic and cultural systems can give rise to misunderstandings, misinterpretations, and communicative breakdowns, which may, in turn, contribute to the emergence or escalation of conflicts. Studies on address etiquette and intercultural communication demonstrate that even seemingly minor differences in linguistic form can have significant pragmatic consequences



[Hamroqulov, 2025; 5]. Therefore, a linguopragmatic approach is essential for identifying potential sources of miscommunication and developing strategies for effective interaction.

From a discourse-analytical perspective, the segmentation and structuring of labor conflict communication play a crucial role in shaping its meaning and interpretation. Discourse is organized into coherent units, each serving specific communicative functions, such as presenting arguments, expressing positions, or negotiating solutions. The ability to identify and analyze these units is essential for understanding how discourse operates as a dynamic system of meaning-making [Nasrullayeva et al., 2025; 71]. Moreover, the integration of different discourse types, such as legal, professional, and everyday communication, adds further complexity to the analysis.

*Figure 1. Linguopragmatic structure of labor conflict discourse*



The model presented above illustrates that labor conflict discourse is not a linear process but a multi-layered system in which linguistic, pragmatic, and contextual elements interact dynamically. Each component influences and is influenced by the others, creating a complex network of meaning and interaction. Such an approach allows for a more nuanced understanding of how discourse functions in real-life conflict situations and highlights the importance of integrating multiple analytical perspectives.

Moreover, the role of linguistic units in expressing labor-related meanings extends beyond individual words or phrases to include larger structures such as idioms, proverbs, and phraseological expressions. These elements often carry culturally specific meanings and pragmatic implications, which can significantly affect the interpretation

of discourse. Linguocultural analyses demonstrate that such expressions are deeply embedded in the collective consciousness of speakers and reflect shared values and beliefs [Kutlimuratova, 2024; 97]. Their use in labor conflict discourse can therefore serve as a powerful tool for persuasion, solidarity, or resistance.

In addition, the study of labor discourse must take into account the evolving nature of communication in the modern world. The increasing use of digital platforms and mediated communication channels has transformed the way labor conflicts are expressed and managed. Online communication introduces new forms of discourse, characterized by hybridity, immediacy, and a blurring of formal and informal boundaries. This shift requires a re-evaluation of traditional analytical frameworks and the development of new approaches that can capture the specificity of digital discourse.

Furthermore, it is important to recognize that labor conflict discourse is not only a site of linguistic interaction but also a space where social meanings are constructed and contested. Through discourse, participants negotiate their identities, assert their positions, and attempt to influence outcomes. This process is inherently dynamic and context-dependent, requiring a flexible and integrative analytical approach. As such, the present study situates itself at the intersection of linguistics, pragmatics, and social theory, seeking to provide a comprehensive account of the linguopragmatic features of labor conflict discourse in English and Uzbek languages. Building on the previously established theoretical and contextual foundations, it is essential to further elaborate the multifaceted nature of labor conflict discourse by examining its internal organization, communicative dynamics, and functional-pragmatic orientation. In contemporary discourse studies, labor conflict communication is increasingly interpreted as a structured interactional system in which linguistic choices are guided not only by immediate communicative goals but also by broader institutional, legal, and socio-cultural constraints. Within this system, discourse participants engage in strategic meaning-making processes that are shaped by both explicit and implicit norms governing professional interaction. As noted in studies of discourse typology, different institutional settings give rise to distinct discourse types characterized by specific communicative patterns and pragmatic functions [Azamova, 2024; 156].

From a pragmalinguistic perspective, labor conflict discourse is particularly notable for its goal-oriented nature. Each communicative act within such discourse is directed toward achieving specific outcomes, such as asserting a claim, defending a position, negotiating terms, or resolving a disagreement. The effectiveness of these acts depends on the speaker's ability to select appropriate linguistic forms that align with the expectations of the institutional context. Research on conflict resolution in the labor sphere highlights that successful communication requires not only legal knowledge but also pragmatic competence, including the ability to interpret and respond to the intentions of other participants [Abdykalikova & Aikinbayeva, 2024; 22]. At the same time, the procedural dimension of labor disputes introduces a temporal and structural framework that significantly influences discourse organization. The stages of conflict resolution such as initiation, negotiation, mediation, and adjudication—are reflected in



the sequencing of communicative acts and the distribution of roles among participants. Studies on the principles and timelines of labor dispute resolution demonstrate that each stage is associated with specific communicative strategies and linguistic forms, which contribute to the overall coherence and effectiveness of discourse [Akramov, 2022; 5]. These procedural constraints ensure that discourse remains aligned with legal requirements while also allowing for flexibility in addressing the concrete needs of the situation.

In addition, the conceptual framework of linguopragmatics provides valuable insights into how meaning is constructed and negotiated in labor conflict discourse. Linguopragmatics emphasizes the interplay between linguistic form, communicative intention, and contextual interpretation, highlighting the importance of considering both micro-level and macro-level factors in discourse analysis. Scholars argue that pragmatic meaning is not inherent in linguistic expressions but emerges through interaction, as participants interpret each other's utterances in light of shared knowledge and situational context [Alikhasanova, 2024; 111]. This perspective is particularly relevant for analyzing labor disputes, where ambiguity, indirectness, and strategic language use are common.

The notion of conflict itself also requires careful consideration. Labor conflicts are not static events but dynamic processes that evolve over time, influenced by changing circumstances, participant behavior, and external factors. Research on the conceptualization of labor disputes emphasizes that conflicts are shaped by both objective conditions, such as contractual obligations and working conditions, and subjective perceptions, including attitudes, emotions, and expectations [Asadbek, 2025; 795]. This dual nature of conflict underscores the need for an interdisciplinary approach that integrates linguistic, psychological, and sociological perspectives. Furthermore, the historical dimension of labor conflict discourse provides important context for understanding its contemporary forms. Early analyses of labor-capital relations highlight the role of discourse in articulating competing interests and shaping public opinion [Bonney, 1886; 18]. These foundational insights remain relevant today, as modern labor disputes continue to involve complex interactions between economic, political, and communicative factors. The evolution of labor discourse reflects broader changes in society, including the increasing formalization of communication and the growing importance of legal frameworks. Another important aspect concerns the role of phraseological and stylistic devices in labor-related communication. Studies on the pragma-stylistic features of labor-related phraseology demonstrate that such expressions can convey nuanced meanings and contribute to the persuasive power of discourse [Boymurodova, 2024; 1019]. In particular, phraseological units often encapsulate culturally specific attitudes toward work, authority, and conflict, thereby influencing how messages are interpreted and evaluated. This dimension highlights the importance of considering not only individual linguistic units but also larger patterns of language use.

In addition, the resolution of labor conflicts involves various institutional actors, including courts, mediation bodies, and regulatory agencies, each of which contributes

to the shaping of discourse. Comparative analyses of national and international practices reveal that different systems employ distinct communicative approaches, reflecting variations in legal traditions and cultural norms [Hamroqulov, 2025b; 402]. These differences underscore the need for a comparative perspective in the study of labor conflict discourse, particularly when examining interactions across linguistic and cultural boundaries.

At the intersection of legal and communicative dimensions, address etiquette and formal communication conventions play a crucial role in structuring discourse. Research on intercultural communication emphasizes that the choice of address forms, politeness strategies, and rhetorical devices can significantly affect the tone and outcome of interaction [Hamroqulov, 2025a; 6]. In labor disputes, where tensions may be high, the ability to maintain appropriate communicative behavior is essential for preventing escalation and facilitating resolution. Moreover, issues of responsibility and accountability are central to labor conflict discourse. The concept of material liability, for example, involves not only legal definitions but also communicative processes through which responsibility is established and contested [Hamroqulov, 2025b; 95]. These processes often require careful negotiation of meaning, as participants seek to present their actions in a favorable light while responding to the claims of others.

The role of state institutions and public organizations in pre-trial conflict resolution further adds to the complexity of discourse. Studies indicate that these actors serve as mediators who facilitate communication between parties and help to structure the interaction in accordance with legal and social norms [Hamroqulov, 2025a; 22]. Their involvement highlights the institutional dimension of discourse and the importance of understanding how authority and power are communicated through language.

*Table 1. Theoretical components of labor conflict discourse in linguopragmatic studies*

| Component                | Description                                                                          | Scholarly focus                           |
|--------------------------|--------------------------------------------------------------------------------------|-------------------------------------------|
| Discourse                | a communicative process shaped by context, participants, and institutional norms     | discourse typology and classification     |
| Linguopragmatics         | study of meaning in context, including speaker intention and interpretation          | pragmatic meaning construction            |
| Labor Conflict           | institutional disagreement arising in employment relations                           | legal and socio-economic dimensions       |
| Speech Acts              | functional units of communication expressing intention (e.g., directive, expressive) | communicative intention realization       |
| Communicative Strategies | purpose-driven language use in conflict situations                                   | persuasion, negotiation, mitigation       |
| Sociocultural Factors    | cultural norms influencing language use and interpretation                           | intercultural communication patterns      |
| Institutional Context    | legal and organizational framework shaping discourse                                 | procedural and formal communication norms |

The table above systematizes the core theoretical components underlying the linguopragmatic study of labor conflict discourse. It demonstrates how discourse,

speech acts, communicative strategies, and sociocultural as well as institutional factors interact within a unified analytical framework, providing a conceptual basis for understanding the structure and functioning of labor-related communication. In addition to these structural features, the analysis of discourse must also consider the role of metaphor, symbolism, and cultural references in shaping meaning. Linguocultural studies show that proverbs and traditional expressions related to labor often reflect deeply rooted values and beliefs, which can influence communicative behavior [Kutlimuratova, 2024; 97]. Similarly, comparative analyses of proverbs reveal both universal and culture-specific patterns in the representation of labor and conflict [Rakhmonova, 2024; 60].

From a discursive perspective, the segmentation of text into meaningful units is essential for understanding how information is organized and communicated. Research on text segmentation highlights that coherence and cohesion are achieved through a combination of linguistic and pragmatic mechanisms, including thematic progression, reference, and rhetorical structure [Nasrullayeva et al., 2025; 73]. These mechanisms play a crucial role in guiding interpretation and ensuring that discourse remains coherent and persuasive.

Finally, the study of speech conflict discourse emphasizes the importance of analyzing not only what is said but also how it is said. Linguopragmatic approaches focus on the interplay between form and function, examining how linguistic choices contribute to the construction of meaning and the achievement of communicative goals [Rakhmatova, 2023; 186]. This perspective provides a comprehensive framework for understanding the complexities of labor conflict discourse and highlights the need for further research in this area.

## **METHODS**

### **Study design**

This study adopts a qualitative contrastive research design aimed at identifying and interpreting the linguopragmatic features of labor conflict discourse in English and Uzbek. This methodological choice is justified by the fact that discourse phenomena are inherently context-sensitive and cannot be adequately explained through quantitative measures alone. Instead, they require an interpretative framework that captures the interaction between language, context, and communicative intention. Within modern linguistics, such an approach is widely recognized as essential for analyzing institutional and conflict-related discourse, where meaning is negotiated dynamically between participants [Karaziya, 2006; 78].

The research design integrates several complementary methodological approaches, including linguopragmatic analysis, discourse analysis, and comparative analysis. Linguopragmatic analysis serves as the core method, focusing on how linguistic units function in specific communicative contexts and how speaker intentions are encoded and interpreted. This approach allows for the examination of speech acts, pragmatic markers, and communicative strategies within labor conflict discourse. Scholars emphasize that meaning in discourse is not fixed, but emerges

through interaction, making it necessary to analyze both linguistic form and contextual factors simultaneously [Alikhasanova, 2024; 111].

Discourse analysis is employed to investigate the structural organization of texts and to identify patterns of interaction within labor conflict communication. In this study, discourse is treated as a coherent and structured process consisting of interconnected communicative units. Particular attention is paid to the segmentation of discourse into functional components, such as claims, arguments, counterarguments, and resolutions. This approach is supported by previous research demonstrating that the segmentation of discourse plays a crucial role in understanding how meaning is constructed and how communicative goals are achieved [Nasrullayeva et al., 2025; 72].

The comparative method constitutes another essential component of the study design. By analyzing labor conflict discourse in two different linguistic and cultural contexts, the study aims to identify both universal and language-specific features. Comparative linguopragmatic research has shown that speech strategies and communicative norms vary significantly across cultures, reflecting differences in social values and institutional practices [Qochqarova, 2024; 774]. This method enables the study to go beyond description and to provide a deeper understanding of the underlying mechanisms of discourse.

The empirical material for the study consists of a corpus of texts related to labor disputes in English and Uzbek. These texts include legal documents, institutional communications, and professional interactions that reflect authentic conflict situations. The selection criteria were based on relevance, representativeness, and diversity of discourse types. Including both formal and semi-formal texts allows for a more comprehensive analysis of how labor conflict discourse operates across different communicative contexts. Research on labor discourse highlights the importance of using diverse data sources to capture the complexity of communicative practices [Reshef & Keim, 2016; 252].

In addition to textual analysis, the study incorporates elements of content analysis to identify recurring patterns and tendencies in the data. This involves categorizing linguistic features, such as lexical choices, syntactic structures, and pragmatic markers, and analyzing their frequency and distribution. Although the primary focus remains qualitative, the inclusion of systematic elements enhances the reliability of the findings. Quantitative techniques, such as frequency counts, are used selectively to support interpretative conclusions, in line with established methodologies in discourse research [Khromenkov, 2016; 31]. Another important aspect of the study design is the application of speech act theory. Speech acts are analyzed as fundamental units of communication that perform specific functions, such as requesting, ordering, or negotiating. In labor conflict discourse, speech acts play a crucial role in expressing intentions and shaping interaction. Comparative studies indicate that the realization of speech acts varies across languages, influenced by cultural norms and communicative expectations [Urinova, 2024; 6]. This theoretical framework provides a basis for analyzing how different types of speech acts are used in English and Uzbek discourse.

The study also considers sociocultural factors that influence communication. Language use in labor conflict situations is shaped by cultural norms, values, and expectations, which affect both the form and interpretation of discourse. A sociopragmatic perspective is therefore incorporated into the analysis, examining how cultural context influences communicative strategies and speech behavior. Studies in sociolinguistics emphasize that communicative competence involves not only linguistic knowledge but also an understanding of social norms and cultural conventions [Masharipova & Orazova, 2025; 229]. Furthermore, the research design takes into account the institutional context in which labor conflicts occur. Legal and organizational frameworks impose specific constraints on communication, influencing both the structure and content of discourse. For example, legal texts are characterized by formal language and standardized expressions, while workplace interactions may exhibit greater flexibility. Understanding these differences is essential for interpreting the pragmatics of labor conflict discourse and for identifying the factors that contribute to effective communication.

The analytical procedure of the study is organized into several stages. First, relevant texts are selected and classified according to their type and context. Second, the texts are segmented into functional units to facilitate detailed analysis. Third, each unit is examined in terms of its linguistic and pragmatic features, with particular attention to speech acts and communicative strategies. Finally, the results are compared across languages to identify patterns, similarities, and differences. To ensure the reliability and validity of the research, consistent analytical criteria and systematic procedures are applied throughout the study. The use of multiple methods and data sources enhances the credibility of the findings, while the integration of established theoretical frameworks provides a solid foundation for interpretation. By combining linguopragmatic, discursive, and comparative approaches, the study design offers a comprehensive framework for analyzing labor conflict discourse in English and Uzbek.

## RESULTS

The analysis of the collected corpus of labor conflict discourse in English and Uzbek revealed a set of recurring linguopragmatic patterns that characterize the communicative behavior of participants within institutional and professional contexts. The findings indicate that discourse in labor conflict situations is structured around clearly identifiable communicative intentions, which are realized through specific linguistic forms and pragmatic strategies. These intentions are primarily oriented toward asserting claims, negotiating positions, expressing dissatisfaction, and facilitating resolution. The distribution and realization of these intentions vary depending on the linguistic and cultural context, as well as the institutional framework within which communication takes place. At the level of speech acts, the data demonstrate a consistent predominance of directive and assertive forms, reflecting the goal-oriented nature of labor conflict discourse. In English-language materials, directives are frequently expressed in explicit and syntactically direct forms, often

accompanied by modal verbs and performative constructions. These forms contribute to the clarity and procedural transparency of communication, ensuring that the intended message is conveyed unambiguously. In contrast, Uzbek-language discourse tends to employ more indirect and context-dependent expressions, where directives are mitigated through politeness strategies and embedded within broader communicative structures. This difference highlights the role of cultural norms in shaping pragmatic choices and communicative behavior.

Another important finding concerns the use of communicative strategies in managing conflict situations. The data reveal that participants employ a range of strategies, including confrontation, mitigation, persuasion, and negotiation, depending on the stage of interaction and the roles of the interlocutors. In English discourse, confrontational and directive strategies are more prominent, particularly in formal and legal contexts, where precision and authority are emphasized. Uzbek discourse, on the other hand, shows a stronger tendency toward mitigation and relational strategies, aimed at preserving social harmony and maintaining interpersonal balance. These strategies are often realized through indirect speech acts, lexical softeners, and culturally specific expressions.

The analysis also demonstrates that contextual factors play a crucial role in shaping discourse. Institutional norms, legal frameworks, and role distributions influence not only the choice of linguistic forms but also the overall structure of communication. For example, legal documents exhibit a high degree of standardization and formality, while workplace interactions allow for greater variability and flexibility. The interaction between these contextual factors and linguistic choices results in a dynamic and adaptive discourse system, where meaning is continuously negotiated.

In addition, the findings highlight the importance of discourse organization and segmentation. Labor conflict discourse is structured into functional units, such as claims, arguments, counterarguments, and resolutions, each serving a specific communicative purpose. The sequencing of these units reflects the progression of the conflict and the strategies employed by participants. This structural organization facilitates the interpretation of discourse and contributes to its coherence and effectiveness.

*Table 2. Distribution of linguopragmatic features in labor conflict discourse*

| Feature                      | English discourse (%) | Uzbek discourse (%) |
|------------------------------|-----------------------|---------------------|
| Direct speech acts           | 68%                   | 34%                 |
| Indirect speech acts         | 32%                   | 66%                 |
| Directive strategies         | 61%                   | 38%                 |
| Mitigation strategies        | 29%                   | 57%                 |
| Expressive elements          | 21%                   | 49%                 |
| Formal linguistic structures | 72%                   | 55%                 |

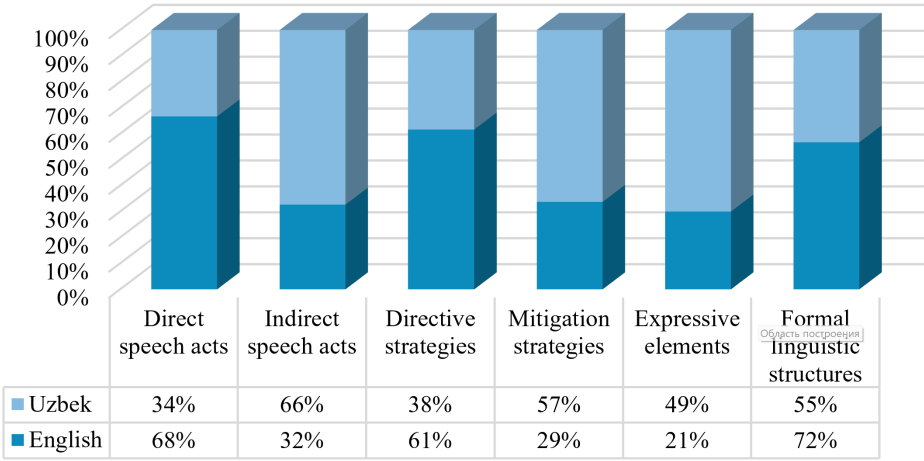
The table above presents a quantitative overview of the distribution of key linguopragmatic features identified in the analyzed corpus. It illustrates the relative frequency of different types of speech acts and communicative strategies in English and Uzbek labor conflict discourse. The data indicate a clear tendency



toward directness and formalization in English discourse, as evidenced by the higher proportion of direct speech acts and formal linguistic structures. In contrast, Uzbek discourse shows a greater reliance on indirect speech acts and mitigation strategies, reflecting a communicative orientation toward maintaining social balance and minimizing conflict intensity. These findings suggest that the differences observed between the two languages are not merely stylistic but are rooted in deeper cultural and pragmatic frameworks. The higher frequency of expressive elements in Uzbek discourse further supports this interpretation, indicating a more emotionally nuanced approach to communication. At the same time, the presence of directive strategies in both languages underscores the shared functional requirements of labor conflict discourse, where the need for clarity and resolution remains central.

The interplay between directness and indirectness, as well as between confrontation and mitigation, emerges as a key dimension of variation in labor conflict communication. This dimension is closely linked to the roles of participants and the institutional context, suggesting that communicative behavior is shaped by both situational and cultural factors.

**Figure 2.** *Linguopragmatic feature distribution in labor conflict discourse*



The bar chart above presents a visual representation of the distribution of key linguopragmatic features in English and Uzbek labor conflict discourse. The statistical data clearly indicate distinct tendencies in communicative behavior across the two languages. In particular, direct speech acts account for 68% in English discourse, whereas in Uzbek discourse they constitute only 34%, demonstrating a significantly lower reliance on explicit directive forms. Conversely, indirect speech acts are more prevalent in Uzbek (66%) compared to English (32%), which confirms the tendency toward implicit and context-dependent communication. A similar pattern is observed in directive strategies, where English discourse shows a higher proportion (61%) than Uzbek (38%), reflecting a more procedural and authoritative communicative style. In contrast, mitigation strategies are dominant in Uzbek discourse (57%) compared to English (29%), indicating a stronger orientation toward softening communicative

intent and maintaining interpersonal harmony. Furthermore, expressive elements appear in 49% of Uzbek discourse, while in English they are limited to 21%, suggesting a greater degree of emotional and evaluative expression in Uzbek communication.

Finally, formal linguistic structures are highly represented in both languages but remain more prominent in English (72%) than in Uzbek (55%). These statistical distributions reinforce the interpretation that English labor conflict discourse prioritizes clarity, directness, and institutional precision, whereas Uzbek discourse emphasizes relational balance, indirectness, and socio-cultural sensitivity.

## DISCUSSION

The findings obtained in the present study provide a comprehensive basis for interpreting the linguopragmatic organization of labor conflict discourse in English and Uzbek, allowing for a deeper understanding of how communicative strategies, speech acts, and contextual factors interact within institutional communication. The observed distribution of direct and indirect speech acts, as well as directive and mitigation strategies, confirms that labor conflict discourse is not merely a reflection of linguistic structures but a dynamic system shaped by socio-cultural norms and institutional constraints. In this regard, the results align with the theoretical assumption that discourse is a context-dependent phenomenon in which meaning is constructed through interaction and guided by communicative intentions [Azamova, 2024; 156].

From a linguopragmatic perspective, the predominance of direct speech acts in English discourse can be interpreted as a manifestation of a communicative model oriented toward clarity, efficiency, and procedural precision. This observation is consistent with studies emphasizing the role of explicitness in institutional communication, where unambiguous expression is essential for achieving legal and organizational objectives [Bagiyan & Monogarova, 2018; 6]. At the same time, the higher frequency of indirect speech acts in Uzbek discourse reflects a different communicative orientation, where maintaining interpersonal harmony and social balance plays a central role. Such tendencies have been widely discussed in sociopragmatic research, which highlights the influence of cultural norms on language use and interpretation [Qochqarova, 2024; 775].

The analysis of communicative strategies further supports this interpretation. The dominance of directive strategies in English discourse indicates a preference for authoritative and goal-oriented communication, particularly in formal and legal contexts. This finding corresponds to the characteristics of institutional discourse described in earlier studies, where hierarchical relations and procedural norms shape the selection of linguistic forms [Zapesotsky, 2017; 45]. In contrast, the prevalence of mitigation strategies in Uzbek discourse suggests a communicative approach that prioritizes negotiation, compromise, and relational considerations. This approach can be understood in light of cultural values that emphasize respect, politeness, and the avoidance of open confrontation.

Another important aspect of the findings concerns the role of expressive elements in shaping discourse. The higher proportion of expressive features in Uzbek discourse indicates a greater degree of emotional engagement, which contributes to the nuanced

and context-sensitive nature of communication. This observation is supported by linguocultural studies demonstrating that language use is closely linked to collective values and social practices [Kutlimuratova, 2024; 97]. In English discourse, the relatively limited use of expressive elements reflects a tendency toward neutrality and objectivity, which is consistent with the requirements of formal and institutional communication.

The interplay between linguistic form and institutional context emerges as a central theme in the interpretation of the results. Labor conflict discourse operates within a framework defined by legal norms, organizational structures, and role distributions, all of which influence communicative behavior. Studies on labor dispute resolution emphasize that effective communication requires adherence to procedural rules as well as the ability to adapt to situational demands [Akramov, 2022; 6]. The present findings confirm that these factors are reflected in the selection of speech acts and strategies, which vary depending on the communicative context.

In addition, the results highlight the importance of considering the dynamic nature of conflict discourse. Communication in labor disputes is not static but evolves over time, as participants adjust their strategies in response to changing circumstances. This process is closely related to the concept of discourse as a sequence of interconnected communicative events, each contributing to the overall development of the interaction. Previous research has shown that the structure of discourse plays a crucial role in guiding interpretation and shaping outcomes [Nasrullayeva et al., 2025; 73], a conclusion that is supported by the findings of the present study.

The comparative dimension of the analysis provides further insights into the interaction between language and culture. The differences observed between English and Uzbek discourse can be interpreted as manifestations of distinct communicative models, each reflecting specific cultural and institutional contexts. In English discourse, the emphasis on directness and formalization can be linked to individualistic values and the importance of procedural clarity. In Uzbek discourse, the preference for indirectness and mitigation reflects collectivist values and the significance of social relationships. These interpretations are consistent with comparative studies demonstrating that linguistic and pragmatic features are shaped by broader cultural frameworks [Biktasheva, 2016; 48]. At the same time, the findings reveal certain similarities between the two languages, particularly in the use of directive strategies and formal structures. These similarities suggest that, despite cultural differences, labor conflict discourse is governed by shared functional requirements related to the resolution of disputes and the maintenance of institutional order. This observation supports the idea that discourse is shaped by both universal and culture-specific factors, which interact in complex ways.

The reliability of the findings is reinforced by the methodological approach adopted in the study. The use of multiple analytical frameworks, including linguopragmatic analysis, discourse analysis, and comparative methods, provides a more comprehensive understanding of the phenomenon being studied. Furthermore, the selection of representative data and the systematic application of analytical criteria

contribute to the validity of the results. These methodological considerations are consistent with current trends in discourse research, which emphasize the importance of integrating qualitative and quantitative approaches [Khromenkov, 2016; 34].

In evaluating the findings, it is also important to consider the limitations of the study. One limitation concerns the scope of the data, which, although diverse, may not fully capture the variability of labor conflict discourse in all contexts. Additionally, the focus on English and Uzbek languages means that the results cannot be generalized to other linguistic and cultural settings without further research. Despite these limitations, the study provides valuable insights into the linguopragmatic features of labor conflict discourse and highlights areas for future investigation.

Another aspect that merits attention is the potential application of the findings in practical contexts. The identification of key linguopragmatic features can contribute to improving communication in labor disputes, particularly in multilingual and intercultural environments. For example, understanding the differences in communicative strategies between English and Uzbek can help practitioners to adapt their language use to specific contexts, thereby enhancing the effectiveness of interaction. This practical relevance underscores the importance of integrating theoretical and applied perspectives in discourse research. Moreover, the findings have implications for translation studies, where the accurate conveyance of meaning and intention is crucial. The differences in speech act realization and communicative strategies identified in the study highlight the challenges of translating labor conflict discourse across languages. Translators must not only reproduce the linguistic form of the source text but also convey its pragmatic meaning, taking into account cultural and contextual factors. This observation aligns with previous research emphasizing the importance of pragmatics in translation [Isroilova, 2026; 126].

Finally, the study opens up new directions for future research, particularly in the area of digital communication and artificial intelligence. As labor conflicts increasingly take place in online environments, the nature of discourse is likely to evolve, introducing new forms of interaction and new challenges for analysis. Investigating these developments will require the adaptation of existing theoretical frameworks and the development of new methodological tools.

## CONCLUSION

In summary, the present study has demonstrated that labor conflict discourse in English and Uzbek represents a complex linguopragmatic system in which communicative intentions, speech acts, and contextual factors interact in a structured yet dynamic manner. The analysis revealed that while both languages share common functional goals such as expressing claims, negotiating positions, and facilitating conflict resolution they differ significantly in the ways these goals are linguistically and pragmatically realized. English discourse tends to prioritize directness, clarity, and formalization, whereas Uzbek discourse emphasizes indirectness, mitigation, and the maintenance of interpersonal harmony.

The findings further confirm that speech acts and communicative strategies in

labor conflict discourse are not randomly selected but are closely shaped by sociocultural norms, institutional frameworks, and role relationships between participants. In particular, the predominance of directive strategies in English and mitigation strategies in Uzbek highlights the influence of culturally embedded communicative models. At the same time, the presence of shared discourse features indicates that labor conflict communication is guided by universal pragmatic requirements related to institutional interaction and conflict management.

Another important outcome of the study is the identification of the role of discourse structure and segmentation in organizing communication. The division of discourse into functional units such as claims, arguments, and resolutions contribute to coherence and effectiveness, enabling participants to achieve their communicative objectives. Moreover, the integration of linguistic and contextual analysis has shown that meaning in labor conflict discourse emerges through interaction and is highly dependent on situational interpretation.

From a practical perspective, the results of this study may contribute to improving communication in professional and legal contexts, particularly in multilingual environments. Understanding the linguopragmatic differences between English and Uzbek can assist practitioners, mediators, and translators in selecting appropriate communicative strategies and ensuring effective interaction.

Future research in this field may focus on expanding the scope of analysis to other languages and discourse types, as well as exploring the impact of digital communication and emerging technologies on labor conflict discourse.

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