



**SOCIOLOGICAL CLASSIFICATION OF FORMS OF  
EMPLOYMENT AND THE FUNCTIONAL ROLE OF FACTORS  
AFFECTING EMPLOYMENT**

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***Annotation:** The development of the social, economic, political and cultural spheres of society depends on the satisfaction of material and spiritual needs of the people, in which the division of labor and its social role plays a key role. For this reason, developed Western countries, such as Germany, France, Italy and the United States, have established regular monitoring of employment. This is because meeting the material and spiritual needs of the population requires the implementation of social protection at the state level. It is expedient to develop (improve) social*



*mechanisms to increase employment, taking into account the requirements of national, regional and global labor markets.*

**Keywords:** *labor, employment, employment, needs, social mechanism, labor market, employment, unemployment, social protection.*

## СОЦИОЛОГИЧЕСКАЯ КЛАССИФИКАЦИЯ ФОРМ ЗАНЯТОСТИ И ФУНКЦИОНАЛЬНАЯ РОЛЬ ФАКТОРОВ, ВЛИЯЮЩИХ НА ЗАНЯТОСТЬ

**Аннотация:** *Развитие социальных, экономических, политических и культурных сфер общества зависит от удовлетворения материальных и духовных потребностей населения, в чём ключевую роль играет разделение труда и его социальная функция. По этой причине в развитых западных странах, таких как Германия, Франция, Италия и США, налажен регулярный мониторинг занятости. Это связано с тем, что удовлетворение материальных и духовных потребностей населения требует реализации социальной защиты на государственном уровне. Целесообразно разрабатывать (совершенствовать) социальные механизмы повышения занятости с учётом требований национального, регионального и глобального рынков труда.*

**Ключевые слова:** *труд, занятость, потребности, социальный механизм, рынок труда, безработица, социальная защита.*

At a time when the whole of humanity is experiencing a global catastrophe called the COVID-19 pandemic, it is noted that the world economy and the labor market have suffered greatly. In his address to the Oliy Majlis, President Shavkat Mirziyoyev said: “The pandemic is costing the world economy about \$ 400 billion a month. To date, more than 500 million jobs have been lost worldwide<sup>1</sup>. This raises the issue of increasing employment.

<sup>1</sup> Address of the President of the Republic of Uzbekistan Shavkat Mirziyoyev to the Oliy Majlis. December 20, 2022 - <https://president.uz/uz/lists/view/5774>



The country is carrying out large-scale reforms aimed at the gradual increase in employment and real incomes. This process is reflected in the fourth priority of the Strategy of Action, which is to create new jobs and ensure the rational employment of the population, especially graduates of secondary special and higher education institutions, the development of the labor market; such as the creation of conditions for the full realization of the labor and entrepreneurial activity of the able-bodied population, the improvement of the quality of the workforce, the professional training, retraining and expansion of the system of professional development of persons in need of employment<sup>2</sup>.

In particular, in the context of the ongoing pandemic COVID-19, the issue of employment is gaining importance as a sustainable direction of public social policy. In particular, “500 thousand people have been able to work legally due to the provision of tax benefits for the self-employed population and the abolition of many restrictions. The allocation of 300 billion soums in soft loans and subsidies to farmers and landowners has also become a new direction in the social support of the rural population<sup>3</sup>. From the above we can see that the social mechanisms of increasing employment research is gaining practical importance.

The profound reform of the labor market has had an impact on employment<sup>4</sup>. Labor, in terms of its functionality, ensures the full life of man, society and the state, and material and intangible creativity is expressed in its land. Work and employment are expressed in three interrelated components: the first component is unemployed, the second component is employment services (in various forms) and the third component is the employer. Each component is a social unit with its own goals and objectives, which are formally separate, but do not function without each other. Employment is a set of interrelated socio-economic relations of people, regardless of their place of work, in terms of participation in socially useful work. Employment

<sup>2</sup> Decree of the President of the Republic of Uzbekistan dated February 7, 2017 "On the Strategy of Actions for the Further Development of the Republic of Uzbekistan" // Collection of Legislative Acts of the Republic of Uzbekistan 2017, No. 6, Article 70).

<sup>3</sup> Address of the President of the Republic of Uzbekistan Shavkat Mirziyoyev to the Oliy Majlis. December 29, 2020. - <http://uzlidep.uz/news-of-uzbekistan/7998>

<sup>4</sup> Abduganiev A., Mirzakarimova M. The labor market in a thriving economy. - Т.: Labor, 2009. - 98 p.



relations are a socio-economic indicator of the number of able-bodied people and the extent to which they participate in socially useful work.

In this regard, President Mirziyoyev in his Address to the Oliy Majlis on December 20, 2022 said: It would be expedient to expand such cooperation, first of all, in such problematic areas as education, culture, medicine, ecology, construction, cadastre, transport, public utilities, employment, and the provision of social services. Next year, 60 billion soums will be allocated from the budget for this purpose,”<sup>5</sup> he said, noting the priority tasks that need to be implemented to ensure employment.

Historical experience shows that trying to solve the problems of society without taking into account the individual and human needs is doomed to failure<sup>6</sup>. Therefore, in the past, when scientists looked at the problems of employment, they focused mainly on its economic aspects, but later they became more and more interested in the socio-cultural and spiritual aspects of employment. This is because the formation and expansion of the service sector in society, the emergence of new specialties require a comprehensive approach to the issue of work and employment<sup>7</sup>. According to OV Zayats, employment has its own components:

1. social employment;
2. state - private employment;
3. regional - territorial employment;
4. sectoral employment;
5. Vocational and qualification employment by age and sex;
6. national employment;
7. Family employment<sup>8</sup> is considered a tribe.

The issue of employment requires a comprehensive approach, which can affect the balance of the labor market by changing interest rates and changing the

<sup>5</sup> Address of the President of the Republic of Uzbekistan Shavkat Mirziyoyev to the Oliy Majlis. December 29, 2020 - <http://uzlidep.uz/news-of-uzbekistan/7998>

<sup>6</sup> Problems of development of society: ecology, economics, management: Collection of scientific works. Issue II / Ulyanovsk State Technical University. - Ulyanovsk, 2000. - 112 p., Glushchenko EV, Zakharova EV, Tikhomirov Yu.V. Management Theory: Course. - M., 2007., Ansoff I. Strategic Management / - M., 2008.

<sup>7</sup> See more books in <http://www.e-reading.club>

<sup>8</sup> Hare OV Population occupation and its regulation. - Vladivostok, Far Eastern University Publishing House, 2003. - P.10.



elasticity of prices and wages, the stability of the labor market, the order of the labor market, the order of the labor market. He emphasizes that the increase or decrease in aggregate demand for labor can eliminate imbalances in the labor market, and that the demand for labor can be regulated not by changes in market prices, but by aggregate demand or output.

According to Keynes, the state must plan the necessary economic indicators and social expenditures (education, health care, etc.) on a strictly scientific basis. This means that the social factor has an indirect role in providing employment.

Emphasizes the fact that the monetary policy of the state is consistent with the employment policy and the role of the social factor in ensuring employment<sup>9</sup>.

According to F. Hayek, the beginning of unemployment is a direct consequence of the policy of achieving full employment based on Keynesian theories.<sup>10</sup> He denies the link between employment and investment in job creation, stressing that the demand for capital investment in production is high, even in conditions of high employment.

From the point of view of monetary policymakers (M. Friedman, R. Lucas, J. Mutt, etc.), the issue of employment is a situation related to inflation, in which the role of unexpected inflation is significant and, as a result, workers suffer and unemployment rises. M. Friedmann's idea that there is a natural rate of unemployment is important, as it is strictly limited by labor market conditions and cannot be changed by government policy, if the government uses employment in addition to the traditional budget and credit methods.<sup>11</sup> It can only lead to a rise in prices in the economy and create unemployment in the long run. This shows the ineffectiveness of fiscal policy in providing employment in the long run and can be achieved in the long run through the regulation of social spending or the effective organization of monetary levers.

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<sup>9</sup> Википедия – свободной энциклопедии. [электронный ресурс] – Режим доступа. - URL: <http://ru.wikipedia.org/wiki>

<sup>10</sup> Hayek F.A. Society of the Free / trans. from Eng- М.: Nauka, 2000. - P.93.

<sup>11</sup> Friedman M. Money and Economic Development / M.Friedman // 2003. №4. - P.70.



Institutional theory (T. Veblen, J. Galbraith, R. Gordon, D. Commons, and others) argues that the social sector is one of the most important sectors of the economy.<sup>12</sup> He emphasizes the role of the social environment in providing employment, arguing that the imbalance of supply and demand in the labor market can be solved through the establishment of a system of social control. The state, on the other hand, considers it necessary to influence the labor market through social institutions in order to increase employment in society.

According to Galbraith, the state is interested in a high level of employment, which will increase the revenue side of the budget and increase the country's wealth, and will lead to improved social policy.<sup>13</sup>

The sociological study of employment has a practical meaning for the management of the process of social relations, for the elimination of professional problems that arise during labor relations. Various theories have been developed on the subject of work and employment, including D. Keynes and the theories of neo-Keynesians, monetarists and neoclassicists. These theories form the scientific and theoretical basis of work and employment and have a practical content for the emergence of a national labor market.

Therefore, in order to develop a strategy for increasing employment, the following theoretical model should be put into practice, noting the cost-effectiveness of the functions of all components: “Defining the current and future tasks of a certain area on the issue of employment. → Consideration of available resources (scientific, methodological, human resources, etc.) → Development of a program → Implementation of content analysis of the future plan of educational institutions and all enterprises located in the region → Problems related to human resources , personal, organizational, methodological, legal, environmental, economic, etc.) → Implementation of functional analysis of professions (specialties) → Analysis of all data + Determining the direction of employment in the region = Decision making”;

<sup>12</sup> Veblen T. Theory of the holiday class. - M .: Progress, 2004. - P.56.

<sup>13</sup> Galbraith D .. Economic theory and the purpose of society. - M .: Science. 2004. - P.406.



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