HSR (LONDON),
HOUGHTON STREET REVIEW JOURNAL
ISSN: 2058-5519|Impact factor-15.9
http://houghtonstreetreview.com/index.php/hsr

SOCIAL-PHILOSOPHICAL FOUNDATIONS FOR IMPROVING THE SOCIAL PROTECTION SYSTEM OF EMPLOYEES OF INTERNAL AFFAIRS BODIES

Abduraximov Donyorbek Mahmudjonovich
Phone number: +998973730004
Doi: https://doi.org/10.5281/zenodo.21916793

Abstract: This article examines the social-philosophical foundations for improving the social protection system of employees of internal affairs bodies, interpreting social protection not only as a set of legal guarantees and material benefits, but as a multidimensional institution of social justice, human dignity, professional recognition, organizational solidarity, and sustainable public service. The analysis focuses on the relationship between the state's obligation to protect those who perform socially risky law-enforcement functions and the broader requirements of a social state, institutional legitimacy, and human-centered governance. Particular attention is paid to the current legal and organizational architecture of social protection in Uzbekistan, including healthcare, housing, pensions, insurance, family support, compensation mechanisms, and the digitalization of applications for social assistance.

Keywords: internal affairs bodies, social protection, social philosophy, social justice, professional dignity, recognition, redistribution, organizational justice, institutional legitimacy, police well-being.

Introduction

The modernization of the social protection system for employees of internal affairs bodies is not merely a sectoral question of administrative regulation, but a complex social-philosophical problem concerning the relationship between the state, the individual, professional duty, social justice, and institutional responsibility. Employees of internal affairs bodies perform functions structurally connected with public risk: they ensure public order, prevent offences, protect citizens' rights and lawful interests, confront violence and crime, and frequently operate under conditions of uncertainty, psychological pressure, irregular schedules, and direct threats to life and health. In such circumstances, social protection cannot be interpreted as an optional privilege granted in exchange for institutional loyalty. It must be understood as a normative expression of reciprocal responsibility between the state and the person who assumes heightened public obligations on its behalf. Social protection thus becomes a mechanism through which the social state recognizes the special burden of law-enforcement service and translates the principles of dignity, justice, solidarity, and security into concrete guarantees. The social-philosophical significance of this issue becomes clearer when protection is distinguished from a narrow compensatory approach. A purely compensatory model reacts to already materialized loss: injury, disability, death, housing difficulty, financial hardship, or pension need. A developed system must also have preventive, restorative, motivational, and integrative functions. Preventive protection reduces the probability that occupational risks will produce irreversible physical, psychological, or social consequences. Restorative protection ensures rehabilitation after injury, illness, trauma, or family disruption. Motivational protection creates a justified expectation that conscientious service will be accompanied by institutional care and fair treatment. Integrative protection strengthens an officer's identification with the public mission of the institution. Consequently, improvement should not be measured solely by the growth of monetary

HSR (LONDON),
HOUGHTON STREET REVIEW JOURNAL
ISSN: 2058-5519|Impact factor-15.9
http://houghtonstreetreview.com/index.php/hsr

payments; it should be assessed by whether the system creates security, predictability, trust, recognition, and conditions for sustainable professional activity. In Uzbekistan, the normative basis of social protection for internal affairs employees has been progressively institutionalized. The Law of the Republic of Uzbekistan "On Internal Affairs Bodies" No. ZRU-407 of 16 September 2016 establishes protection through healthcare, remuneration, housing provision, social assistance, pension security, state insurance, and other guarantees. The Cabinet of Ministers Resolution No. 354 of 4 July 2022 further systematized procedures concerning healthcare, housing, educational recommendations for family members, compensation for transport and property damage, lump-sum payments in cases of injury or death, pensions, allowances, and other forms of support. The same reform logic introduced gradual digitalization through the "E-ijtimoiy-himoya.iiv.uz" system, including electronic submission and processing of applications. More recent institutional measures have emphasized monitoring social-protection activities and participation in health-protection programs. These reforms demonstrate a transition from fragmented assistance toward a coordinated institutional framework; nevertheless, the existence of legal mechanisms does not automatically guarantee their substantive social effectiveness. The philosophical problem is that formal equality and substantive justice are not identical. Employees may possess equal legal rights while experiencing unequal exposure to risk, family responsibilities, health vulnerabilities, regional living conditions, or access to organizational resources. Social protection therefore requires differentiated support that remains compatible with equality. Justice in this field should be understood not as mechanical sameness, but as proportional and needs-sensitive protection. Officers exposed to greater operational danger, prolonged shift work, service-related injury, severe psychological stress, or exceptional family burdens may legitimately require different forms and intensities of support. Such differentiation is not a rejection of equality; it may be the condition for substantive equality under unequal circumstances. A second philosophical dimension concerns human dignity. An employee of an internal affairs body cannot be reduced to a functional instrument of state authority. The officer remains a person whose physical integrity, health, family life, professional identity, and moral self-respect possess independent value. Social protection is therefore connected with the ethical limits of institutional instrumentalization. A state that expects discipline, courage, restraint, and responsibility from law-enforcement personnel simultaneously assumes a duty to create conditions in which these expectations do not destroy the employee's human capacities. This is particularly important because police culture may valorize endurance, conceal vulnerability, and stigmatize psychological help-seeking. A mature protection system must treat mental health, recovery, family support, and dignified working conditions as components of professional reliability rather than signs of diminished fitness. International research on police work reinforces this conclusion. Studies have shown that adverse health and performance outcomes are associated not only with dangerous incidents but also with organizational stressors, workplace relations, shift patterns, perceived unfairness, and lack of support [6-10]. This observation is philosophically important because it relocates part of responsibility from the isolated individual to the institutional environment. If an organization itself can generate avoidable stress through opaque decisions, unfair distribution of burdens, weak communication, or inaccessible support mechanisms, social protection must include reform of organizational processes, not only benefits provided after harm occurs. The protected object is therefore broader than income or formal health status; it is the officer's capability to live and work with dignity, agency, security, and confidence in institutional fairness. The family dimension is equally central. Law-enforcement risks extend beyond the individual because irregular schedules, occupational danger, relocation, disability, or death directly affect spouses, children, and dependants. Housing, educational opportunities, medical support, survivor guarantees, rehabilitation, and family counselling contribute to the stability of professional service by

HSR (LONDON),
HOUGHTON STREET REVIEW JOURNAL
ISSN: 2058-5519|Impact factor-15.9
http://houghtonstreetreview.com/index.php/hsr

reducing conflict between institutional duty and private responsibility. In societies where family solidarity has strong cultural significance, the moral legitimacy of public service is also influenced by the state's visible treatment of those who serve it and of their families.

Literature review

Among Uzbek scholars whose works are directly relevant to the social protection of internal affairs personnel, Lola Radjapova and Nu'mon Okyulov provide two complementary research trajectories. Radjapova's studies are especially important because they treat the social protection of employees of internal affairs bodies as an autonomous object of legal and institutional analysis rather than as a secondary element of personnel administration. In her 2023 article on improving social protection, she analyzes pension provision, housing, leave, and other forms of social security and argues that the creation of favorable and safe service conditions is a necessary condition for the effectiveness of the internal affairs system as a whole [1]. Her later research develops the conceptual and legal characteristics of social protection, demonstrating that the category includes not only material provision but also a system of guarantees intended to preserve the employee's social status, rights, and capacity to perform professional duties [2]. Radjapova's contribution is particularly useful for a social-philosophical interpretation because her legal analysis implicitly reveals the normative logic of reciprocity: the state imposes exceptional duties and service restrictions on internal affairs personnel and must therefore establish compensatory and protective institutions proportionate to those obligations. Her work also draws attention to differentiated needs, including the situation of women employees and family members, showing that formal universality of guarantees may require further specification if substantive equality is to be achieved. Nu'mon Okyulov approaches the issue from the perspective of personnel policy, organizational reform, and professional service. His research on the state and prospects of personnel work in the internal affairs bodies of Uzbekistan explicitly identifies legal and social protection as one of the important directions of personnel policy and relates it to professional training, rotation, mentoring, working-time arrangements, incentives, and organizational modernization [3]. Together with G. P. Lozovitskaya, Okyulov also examines contemporary trends in personnel management and argues for scientifically grounded, systematic approaches to the development of human resources in internal affairs institutions [4]. This perspective is significant because it prevents social protection from being isolated from the wider institutional environment: an officer's welfare is shaped not only by pensions, housing, or insurance but also by workload, career procedures, professional development, managerial practices, and organizational justice. The synthesis of Radjapova's rights-and-guarantees approach with Okyulov's personnel-management approach allows the problem to be reframed at a higher theoretical level. Social protection should be viewed as a multidimensional institution that unites legal guarantees, material security, fair organizational procedures, professional recognition, health protection, and family stability.

Methodology

The study employed an interdisciplinary social-philosophical methodology designed to connect normative concepts of justice and dignity with the institutional mechanisms of social protection in internal affairs bodies. The dialectical method was used to reveal the relationship between apparently opposing categories - individual duty and state responsibility, equality and differentiated support, professional discipline and personal autonomy, material redistribution and moral recognition - and to show that the sustainable development of the protection system requires their dynamic reconciliation rather than the absolutization of one side. The systemic method was applied to analyze social protection as an integrated structure composed of legal, economic, medical, psychological, family, organizational, and digital subsystems whose effectiveness depends on coordination and feedback. Structural-functional analysis was used to identify the functions of individual guarantees, including

HSR (LONDON),
HOUGHTON STREET REVIEW JOURNAL
ISSN: 2058-5519|Impact factor-15.9
http://houghtonstreetreview.com/index.php/hsr

compensation, prevention, rehabilitation, motivation, social integration, and institutional stabilization. The axiological method enabled the interpretation of human dignity, justice, solidarity, security, responsibility, and professional honor as value foundations that determine the legitimate goals of social policy toward internal affairs personnel. An institutional approach was used to examine how formal rules, administrative procedures, organizational culture, and managerial practices transform declared social guarantees into actual experiences of protection or, conversely, create gaps between normative entitlement and practical accessibility. The comparative method was employed at the conceptual level by correlating Uzbek research and regulatory developments with international scholarship on police stress, organizational justice, well-being, and procedural fairness [6-10]. The hermeneutic method was used to interpret the social meaning of legal provisions on healthcare, housing, pensions, insurance, compensation, family support, and digitalized applications, while normative analysis assessed whether these mechanisms correspond to the principles of proportionality, non-discrimination, predictability, accessibility, and reciprocity. The methods of analysis and synthesis were applied to separate the main components of the protection system and then reconstruct them within a unified social-philosophical framework.

Results

The analysis established that the social protection system of employees of internal affairs bodies should be improved through a transition from a fragmented benefit-oriented model to an integrated institution of professional and social sustainability. First, material guarantees remain indispensable, because adequate remuneration, pensions, insurance, housing assistance, compensation for service-related injury, and support for dependants constitute the distributive foundation without which other forms of recognition may become symbolic. However, distributive measures alone cannot provide comprehensive protection. The second dimension is health security, which should combine access to medical services with systematic prevention of occupational disease, fatigue, burnout, trauma, and stress-related disorders. International police research indicates that organizational and operational stressors can affect physical and mental health, performance, and long-term well-being [6-9]; consequently, psychological assistance, confidential counselling, rehabilitation, workload monitoring, adequate rest, and leadership responsibility should be treated as institutional guarantees rather than discretionary welfare initiatives. Third, the results demonstrate the necessity of a family-centered approach. The social risks of law-enforcement service are transmitted to spouses, children, and dependants through irregular schedules, mobility, injury, disability, or loss of life. Housing measures, educational opportunities, survivor support, medical assistance, and family-oriented rehabilitation therefore strengthen not only private welfare but also the stability of professional service. Fourth, procedural justice must become an independent criterion for assessing social protection. An employee should know what support exists, who is eligible, how a decision is made, within what time frame it must be issued, how personal data are protected, and how an unfavorable decision can be reviewed. The development of electronic mechanisms such as "E-ijtimoiy-himoya.iiv.uz" creates an institutional opportunity to increase traceability and reduce bureaucratic friction, but its social value depends on transparent criteria, explanatory decisions, accessible appeal mechanisms, and systematic analysis of recurring needs. Fifth, professional recognition should be incorporated into the architecture of protection. Recognition includes respectful managerial treatment, fair evaluation, meaningful participation in decisions affecting service conditions, acknowledgment of risk and sacrifice, career predictability, and protection from humiliation or arbitrary administrative practices. Research on procedurally just organizational climates suggests that internal fairness is associated with officer well-being and constructive organizational attitudes [10].

HSR (LONDON),
HOUGHTON STREET REVIEW JOURNAL
ISSN: 2058-5519|Impact factor-15.9
http://houghtonstreetreview.com/index.php/hsr

Discussion

The social-philosophical meaning of the proposed model can be clarified through the well-known polemic between Nancy Fraser and Axel Honneth concerning redistribution and recognition. Fraser argues that a theory of justice cannot reduce social injustice either to economic maldistribution or to cultural disrespect; instead, justice requires an analytical distinction between redistribution and recognition and their combination under the normative principle of participatory parity [5]. Applied to employees of internal affairs bodies, Fraser's position warns against a one-dimensional understanding of social protection. If reform is limited to moral praise, professional symbols, awards, or rhetoric about service and sacrifice while remuneration, housing, insurance, healthcare, pensions, and compensation remain inadequate or difficult to access, recognition becomes materially empty. Conversely, if the system provides benefits but leaves officers subject to opaque decisions, disrespectful management, stigmatization of psychological vulnerability, unequal access to career opportunities, or exclusion from decisions that shape their working lives, redistribution alone does not establish justice. Honneth challenges Fraser's dualistic separation and argues that struggles over distribution themselves can be interpreted as struggles for recognition, because social esteem and legal respect determine how individuals understand their legitimate claims and their place within social cooperation [5]. From Honneth's perspective, inadequate social protection is not merely a shortage of resources; it may communicate institutional disrespect by implying that the risks, burdens, or contributions of officers are insufficiently valued. This interpretation is particularly relevant to law-enforcement institutions, where professional identity, honor, solidarity, and belonging strongly influence motivation. A delayed compensation payment, an unexplained denial of assistance, or indifference to psychological trauma may therefore produce a moral injury beyond its direct material effect. Fraser's framework, however, remains necessary because recognition language can obscure structural inequality: an officer may be publicly honored while still lacking effective housing support, rehabilitation, or fair pension guarantees. The most productive conclusion is consequently not to choose one scholar against the other, but to use their disagreement as a diagnostic instrument. Fraser helps identify whether resources and institutional opportunities are distributed fairly; Honneth reveals whether the organization communicates respect, esteem, and membership through its practices.

Conclusion

The improvement of the social protection system of employees of internal affairs bodies should be understood as a strategic transformation of the relationship between the state, the institution, the employee, and the employee's family. The social-philosophical analysis conducted in this article demonstrates that social protection cannot be reduced to a catalogue of benefits or a reactive mechanism activated after material loss.

References

1. Radjapova L. Some aspects of improving the social protection of employees of internal affairs bodies // Society and Innovations. - 2023. - Vol. 4. - No. 11/S. - P. 153-159. - DOI: 10.47689/2181-1415-vol4-iss11/S-pp153-159.
2. Radjapova L. Concept, essence and legal characteristics of social protection of employees of internal affairs bodies // Society and Innovations. - 2024. - Vol. 5. - No. 6. - P. 51-59. - DOI: 10.47689/2181-1415-vol5-iss6-pp51-59.
3. Okyulov N. O. The state and prospects of personnel work of the internal affairs bodies of the Republic of Uzbekistan // Legal Science. - 2020. - No. 12. - P. 47-51.
4. Lozovitskaya G. P., Okyulov N. O. Main directions and modern trends in the development of the personnel management system in the internal affairs bodies of the Republic of Uzbekistan //

HSR (LONDON),
HOUGHTON STREET REVIEW JOURNAL
ISSN: 2058-5519|Impact factor-15.9
http://houghtonstreetreview.com/index.php/hsr

Agrarian and Land Law. - 2019. - No. 11 (179). - P. 140-142.
5. Ergashbayev, S. (2025). Uzluksiz ta'lim tashkil etish orqali yoshlarning ma'naviy-falsafiy dunyoqarashini yuksaltirish. Bulletin of Contemporary Researches: Multidisciplinary, 1(1), 10-13.
6. Purba A., Demou E. The relationship between organisational stressors and mental wellbeing within police officers: a systematic review // BMC Public Health. - 2019. - Vol. 19. - Art. 1286. - DOI: 10.1186/s12889-019-7609-0.
7. Violanti J. M., Charles L. E., McCanlies E., Hartley T. A., Baughman P., Andrew M. E., Fekedulegn D., Ma C. C., Mnatsakanova A., Burchfiel C. M. Police stressors and health: a state-of-the-art review // Policing: An International Journal. - 2017. - Vol. 40. - No. 4. - P. 642-656. - DOI: 10.1108/PIJPSM-06-2016-0097.
8. Gershon R. R. M., Barocas B., Canton A. N., Li X., Vlahov D. Mental, physical, and behavioral outcomes associated with perceived work stress in police officers // Criminal Justice and Behavior. - 2009. - Vol. 36. - No. 3. - P. 275-289. - DOI: 10.1177/0093854808330015.
9. Shane J. M. Organizational stressors and police performance // Journal of Criminal Justice. - 2010. - Vol. 38. - No. 4. - P. 807-818. - DOI: 10.1016/j.jcrimjus.2010.05.008.
10. Ergashbaev, S. (2025). O ‘zbekiston sharoitida uzluksiz ta’lim tizimi orqali yoshlarning ma’naviy dunyoqarashini rivojlantirish. Объединяя студентов: международные исследования и сотрудничество между дисциплинами, 1(1), 314-316.