

**INSTITUTE OF STATE CIVIL SERVICE IN UZBEKISTAN: ESSENCE AND
SIGNIFICANCE**

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Annotation: The article is devoted to a theoretical analysis of the concept of the legal status (position) of a state civil servant and the state civil service.

Keywords: State civil service; civil servant; Institute of Management, government reform, civil service, public administration, civil service.

INTRODUCTION.

The civil service today is one of the most important institutions of socio-political government. Many experts and scientists suggest the following approaches:

1. The public service is one of the most important spheres of public administration, on the state of which the effectiveness of the functioning of other spheres - economic, socio-cultural and administrative-political - fully depends. There are several aspects in the content of the civil service: - legal (civil service is the practical execution (carrying out) of official duties and powers in a government body (institution); - social (civil service is a form of citizens' exercise of the right to work and participation in public administration) ; - political (civil service is the link between the state and the citizen).
2. Civil service is a complex legal phenomenon. Like any legal institution, the civil service includes legal norms of various branches of law: constitutional, administrative, financial, labor, social security law, civil, criminal.

RESEARCH METHODS.

The article made extensive use of systems analysis, comparative analysis, and behavioral methods widely used in the field of political science, and these methods served as a major factor in enhancing the scientific level of the article.

ANALYSIS AND RESULTS.

The normative concept of public service is enshrined in Article 4, third paragraph, according to which "a type of public service, which is a professional paid activity of citizens of the Republic of Uzbekistan to ensure the exercise of the powers of government bodies in positions of the state civil service" [1]. The importance of the state civil service lies in the special need for high-quality and effective execution of decisions to ensure the functions and tasks of the state.

The state civil service is regulated by a wide range of legal acts, which is due to its many types: state civil, military and other types of service. The basis for the entire civil service system is the Law of the Republic of Uzbekistan dated August 8, 2022 No. ZRU-788 "On the State Civil Service", which contains general provisions of the state civil service, and it also concerns issues of the content and structure of the legal status (position) of state civil servants . Such norms are regulated in detail in the above-mentioned Law.

No separate laws were adopted in the regions regarding state civil servants, since Uzbekistan is a unitary state. Carrying out his administrative powers, a civil servant serves the state and society in accordance with the position he holds and the position he holds, called status. Detailed regulation of the legal status (position) of civil servants helps to specify the scope of the employee's permissible behavior, the range of his duties, the legal consequences of their failure to fulfill them, etc. The concept of "legal status of a civil servant", as a subject of public-service relations, is based, first of all, on the general theoretical concept of "legal status of an individual", used in legal science. This follows from the fact that the legal status of an individual is the basis of the legal status of subjects of various legal relations. Legal status is a set of rights, freedoms, responsibilities and legitimate interests of an individual, recognized and guaranteed by the state. The legal status of civil servants can be interpreted more broadly, the structure of which can additionally include restrictions, prohibitions, legal liability and social guarantees of the employee. Because the legal status of a civil servant in a generalized interpretation is a system of rights granted to civil servants and responsibilities assigned to them in the field of public administration, in addition, it includes a system of guarantees for the implementation of rights and fulfillment of duties assigned to a civil servant, as well as restrictions and prohibitions. The concept of legal status includes the main characteristics of the legal status of a civil servant, which are recorded in the relevant regulatory legal acts and determine their place and behavior in the hierarchy of the civil service. In addition, the significance of the legal status of state civil servants is that it determines the boundaries of the activities of a state civil servant in relation to other subjects of law.

It should be noted that the general legal status is established by the Constitution of the country and other laws. The legal status of a state civil servant is one of the special statuses, the regulations of which are associated with the assignment of special powers to a citizen and reflect the specifics of his official activities in certain types of public service. Thus, the civil service plays a special role in public administration through the creation of a personnel system of civil servants who have a special legal status that determines their legal status, the range of rights, responsibilities, restrictions, guarantees, prohibitions and possible measures of legal liability. The legal status of an employee plays a special role in the process of the employee's performance of official powers, regulating the scope of his behavior and establishing certain rules.

One of the areas of state policy, which is an integral part of the administrative reform taking place in the country in recent years, is the reform of the state civil service of Uzbekistan, carried out in accordance with the Decree of the President of the Republic of Uzbekistan "On the Strategy of Uzbekistan - 2030" dated September 11, 2023 No. UP-158. In accordance with it, two presidential decrees and government resolutions were adopted, as well as a number of legal acts regulating the organization and functioning of the state civil service.

In order to increase the efficiency of public administration, measures are being taken to develop the state civil service of the Republic of Uzbekistan. They implement new principles for organizing the work of state civil servants, professional development and evaluation of their activities. The development of the state civil service in the form of a leading social institution, the progressive movement of the main areas of society, the registration and embodiment of the interests of all groups of the population, is determined by the metamorphosis of its internal structure and management process. In most cases, this is due to an adjustment in the manner and tactics in the management of employees in the public service, in particular in the civil service of the country.

In science, there are different approaches to the periodization and actual content of the presentation of the history of the state civil service in the country. Let's consider individual points of view on this issue. The emergence of the civil service and the legislation regulating it indicates the special historical role of civil servants. Experts believe that "the civil service appeared along with the formation of the state, as an external manifestation of the state form of organizing public life. The formation of legislation on public service is associated only with the capitalist and subsequent stages of human development. With their appearance, public administration specialists and civil servants are forming a new class - the intelligentsia." But this is a very controversial statement, in particular in connection with the unjustifiably narrow understanding of the subjective composition of the intelligentsia, even in the early stages of its formation.

Scientists offer their approaches to understanding civil service, pointing out the cumbersomeness of the legal definition of civil service, and suggest using the definition of the concept in question. Based on this, it can be noted that "Public service is the practical and professional participation of citizens in the implementation of the goals and functions of the state through the performance of public positions established in government bodies." The formulation of ensuring the execution of the powers of persons holding government positions in the country may cause an understanding of public service under senior government officials, and not among society and the state. In fact, civil service is a type of socially useful professional service activity, which, although it is of a serving (providing) nature, ultimately consists in facilitating the implementation of the tasks and functions of the government body, service or institution in which the civil servant serves." "Today in the Republic of Uzbekistan, the basis of social development is state power and civil society, which should be further improved and strengthened in the future. And in the absence of reform of the political system, reform of the state, and civil service, civil society will not be able to take on the functions of the state, which means that the latter will not become effective and competitive.

The practical activities of past years demonstrate that not all directions are boldly implemented. In the field of public service, there are still a large number of problems, contradictions and difficulties of an organizational, legal, social, and financial nature.

The problem of training the country's national personnel has been very acute since the first days of independence. In this context, nationalization is understood as a shorthand for a number of initiatives that impose restrictions on officials. First of all, we are talking about a ban on foreign property and the elimination of "nepotism" in power. In simple words, "nationalization" is directed against potential "defectors" - people who are free and not interested in the problems of the Motherland, who, in our opinion, are well personified by the saying "No matter how much you feed the wolf, he keeps looking into the forest." The activities of government agencies in this direction, namely in increasing the efficiency of civil service personnel, are reflected in many speeches by the President of the country Sh. Mirziyoyev. Establishing a ban on opening and storing funds in foreign banks will help get rid of the concealment of "unclean" income of civil servants abroad. Getting rid of concealment is counteracting corruption among officials, which is a kind of indicator of the quality of the bureaucracy, and in the conditions of current Uzbekistan, it sometimes causes colossal damage to various aspects of national statehood. Corruption in the highest echelons of power leads to distrust of citizens and the progression of unprofessional employees whose goal is only to profit. In practice, enough measures were taken aimed at eradicating corruption (presented above), however, they did not have such a fruitful effect on the situation in the civil service; still, in our opinion, tougher measures are required

(increasing the lower limits of sanctions), which are established, for example, by the Criminal Code Code of the Republic of Uzbekistan or the Code of Administrative Offenses, if this is not done, the abuse of power for one's own benefit will continue.

CONCLUSION.

As a conclusion, we can say that the current legislation on civil service, through an ineffective fight against corruption, produces employees who do not meet the requirements of a civil servant. Here we already see a problem with training personnel for the service. As part of the development of the civil service, the project proposes to implement measures to introduce anti-corruption personnel technologies in the civil service, as well as ensure openness of the civil service and expand public participation. And it sets such tasks as: the development of assessment technologies for trained and promising specialists, the introduction of a system of requirements to achieve the goals and fulfill the tasks of government bodies, taking into account education, experience, knowledge, skills and abilities, professional and personal qualities of candidates for civil positions services and civil servants. Sufficient implementation of the established tasks in practice is not observed, therefore, the problem of the efficiency of the civil service remains relevant and needs to be solved, undoubtedly, paying attention to foreign experience and in close cooperation with the country's society. A set of measures to improve the quality of Uzbek civil servants, the main component of which is professionalism and the idea of serving the state and society.

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