

PUBLIC SERVICE WAS CREATED FOR FURTHER DEVELOPMENT OF THE LEGAL BASIS

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Annotation: *In this article, the reforms of recent years in the field of civil service and existing problems, the implementation of a unified state policy in the field of personnel, the adoption of the long-awaited law "On the State Civil Service", the role is theoretically revealed and the importance of bringing the sphere of public civil service to a new level, practical proposals are given and recommendations.*

Key words: *public civil service, human resources, employees, skill level, professional competence, motivation, motivation, assessment, efficiency.*

INTRODUCTION

In recent years the Republic of Uzbekistan state civil service to education, human capital development accounted for, the service of the state "into meritocracy" on the basis of the principle of selection of suitable candidates and bounce them to grow in career, many go the evaluation of the effectiveness of activity, stimulation, continuous training, as was done in many directions. In particular, initially on the development of the area of the Republic of Uzbekistan the President of 2019 Shavkat Mirziyoev 3 years of October "in the Republic of Uzbekistan on measures for improvement of the system state civil service and personnel policy" on the UP-5843-the number of times⁴², "the agency for the development of public service under the President of the Republic of Uzbekistan on measures to organize the activities of" PP-4472-resolution⁴³, such as a number of normative legal acts were adopted.

The civil service of the state in Uzbekistan for the development of PP-4472-the number agentligi the development of public services with the decision of the President was established. This decision before the agency in the way of development of the area following main tasks:

Of his transformacy ideological state civil service platform, the development of development programs and projects, as well as ensuring the implementation of a common policy in the field of state civil service;

⁴² Ўзбекистон Республикаси Президентининг 2019 йил 3 октябрдаги ПФ-5843-сон "Ўзбекистон Республикаси Президенти ҳузуридаги Давлат хизматини ривожлантириш агентлиги фаолиятини ташкил этиш чора-тадбирлари тўғрисида"ги фармони (Қонун ҳужжатлари маълумотлари миллий базаси, 04.10.2019 й., 06/19/5843/3900-сон; 12.02.2021 й., 06/21/6168/0111-сон; 09.03.2021 й., 06/21/6184/0192-сон; Қонунчилик маълумотлари миллий базаси, 06.07.2021 й., 06/21/6256/0636-сон).

⁴³ Ўзбекистон Республикаси Президентининг 2019 йил 3 октябрдаги ПҚ-4472-сон "Ўзбекистон Республикаси Президенти ҳузуридаги Давлат хизматини ривожлантириш агентлиги фаолиятини ташкил этиш чора-тадбирлари тўғрисида"ги қарори (Қонун ҳужжатлари маълумотлари миллий базаси, 04.10.2019 й., 07/19/4472/3906-сон; 12.02.2021 й., 06/21/6168/0111-сон).

Activities in the field of coordination of state bodies and organizations of the state personnel policy;

State civil service and the process of monitoring and analysing problems and prospects in this area and the development of proposals to eliminate threats;

Transparency, professionalism and accountability principles-based management, the introduction of innovative methods of personnel and human resources development;

National management of personnel resources, maintaining the state register of state civil service positions, as well as the position of the vacancy of civil servants only open establishment and maintenance of the portal;

The evaluation of the effectiveness of the activities of state civil servants of the indicator measured (the most important indicators of the system and their introduction to the analysis results, open the heads of state bodies and organizations of the study of public opinion and the rating of the formation;

Including compatriots living abroad, and to attract highly qualified specialists from among qualified and identify, as well as carry out systematic work on attracting talented young people and women into the state civil service;

The most promising state of the civil service personnel to accept an independent organization open on a competitive basis;

High professional ethics of civil servants in the state, corruption and the culture of restlessness to fight against him relationship formation;

Introduction of information and communication technologies in the field of state civil service members to go and be consistent to improve the state of civil servants forming a base of information without providing the security of personal information about them;

State rights and legitimate interests of civil servants in their relationship with employers mutual protection, as well as to create conditions suitable for work and social protection support;

Government officials and foreign specialists prestigious educational, scientific and other institutions that would get education in support to the organization.⁴⁴

MATERIALS AND METHOD

In developed countries, in the field of state civil service law or normative-legal basis created if they are not currently transformation new stage can be considered in this regard. However, past experience and all countries from the initial stage of development, with the characteristic opposite to the modern stage of development they are currently in the process of the new step. Tarjibasini developed countries according to the purpose of analysis in this regard.

GERMANY

⁴⁴ Ўзбекистон Республикаси Президентининг 2019 йил 3 октябрдаги ПҚ-4472-сон “Ўзбекистон Республикаси Президенти ҳузуридаги Давлат хизматини ривожлантириш агентлиги фаолиятини ташкил этиш чора-тадбирлари тўғрисида”ги қарори (Қонун ҳужжатлари маълумотлари миллий базаси, 04.10.2019 й., 07/19/4472/3906-сон; 12.02.2021 й., 06/21/6168/0111-сон).

The law on civil service of the state of Germany, on march 31, 1999, if it is adopted at the federal public determines the status of servants. In Germany, public service employees, civil servants, employees and workers are divided into three categories.

PUBLIC SERVICE TO GET TO WORK

The choice of the competitive system of Germany mvjud not centralized in the service of the state. By the authority of the recruitment process is organized independently of each other. High-level public service positions of candidates to participate in their own development with the project from the viewpoint strtategiyalari.⁴⁵

Attention to the above information that we have, you can see the specific interaction of Germany in the service of the state.

GREAT BRITAIN

In Great Britain of civil servants in ministries or state agencies is their executive working. They make up 9 percent of the employees of the public sector. Conditions of labor in the service of the state public service management and human resource management in 1996 and the rules defined in the code.

PUBLIC SERVICE TO GET TO WORK

Harakter accept the terms of public service mainly to the spiritual and physical (health) position related. To receive public services is carried out on the basis of open competition practice independent. Vacancies will be advertised in the press and the selection process begins. Accepted into the service of the state is determined on the basis of the criteria associated with a key position in terms of.

Great Brltain niy since 1980, the state service is focusing on the continuous preparation of personnel. State management is prepared mainly national service personnel at the school.⁴⁶

The policy of our country, and the advanced state of the state civil service according to the purpose of the comparative analysis in the field of mechanisms.

⁴⁵ Administration_and_the_Civil_service_in_the_27_EU_Member_states.

⁴⁶ Administration_and_the_Civil_service_in_the_27_EU_Member_states.

1-table

State civil service comparative analysis of⁶

| N | the efficacy of the state civil service | of the Republic of Uzbekistan | of Germany |
|---|---|--|--|
| 1 | the legislation that regulates relations of the public service | of the state "civil service" on the law of the | "State civil servants of the legal status law" on (19 to 99 y.) |
| 2 | State service on competency of the | public service development agency (in argon) | of the state service overall management personnel on the issue of Federal committee (Federal ministry of internal affairs of the order) |
| 3 | Public services access terms of | independent Open choice | "Closed" hierarchical system |
| 4 | State of the post for the categories and groups of | the political, administrative and auxiliary groups; the head of personnel, Management personnel and specialists in categories | with the highest service; Responsible service; secondary service; simple service |
| 5 | of the state in the service to grow the criteria | of efficiency, the most important indicators to achieve the level of qualification to get continuous skills of others and increase the | activity of evaluation, level of qualification and the class to take, the educational system through the re-draft, going to skills continually to increase in courses and others participate |
| 6 | Income and the cost of the property declaration to | government officials of their income and property declaration delivers the | civil servants in the office of finance of the tax declaration offers |
| 7 | of the state in the service of gift to the policy relating to the rules | you can't get a gift. The service at the time of trip, and other official international events gifts can take | get a gift can't |

RESULT

Moreover, the country the legal basis of the civil service of the state is being created. State civil service to get to work, training them to go by, the national personnel working with resources in areas such as systematic work is being carried out.

Until the present day of the agency vacancy.argos.uz through the platform and the current 112 units vacant positions in state bodies and organizations available November 14 767 position. So that the candidates may be delivered in 1 ha 278 total 240 students students open the documents the winner of the competition to work as independent 424 43 received. So, along with the statistics we have on staff training quoting the year 2022 25-October 16 755 position of civil servants in the course of training persons than

traditional covers, the 48-hour distance learning platform(dc.bimm.uz) 900 students and 21 by science.argos.uz 62 972 people through electronic platform covers civil servants.⁴⁷

However, many achievements in the area along, it is necessary to note also that there are many problems. In particular, in the present day state bodies and organizations available "Employees are saying" instead of modern " Personnel resource management and capacity development upon the creation of", however, in practice responsible for personnel performance and traditional, the only personnel to work to take a vacation to work out laid off from work (or removal) in the execution of instruction engaged in the organization conducted independent of the interview stage of the open competition ensure transparency in the digitization of the system, the development and implementation of the most important indicators of the efficiency of the staff, evaluate their effectiveness, likely evaluate suitable rewards, the formation of personnel reserve, to work with them constantly, likely providing the needs for qualified personnel in terms of selection and integration with the condition of higher education institutions and increase your staff's skills on a systematic basis there are such problems directions.

On the above mentioned issues 2022 , the year of the President Shavkat Mirziyoev on August 4 in the management and reform of public services presidency held a meeting on measures to increase consequences of video selection. At this meeting a number of tasks were given by the President. Including:

The first from the vendor, all on a single electronic platform vacant positions open until the end of the year work, to participate in the competition for the empty position to the present day as required **16 units document is** not required to, held in electronic form to all the processes of the work and until the end of year **4 thousand** empty position, the task of the contest to the world of the character;

The second, the President in state agencies "**from the neighborhood to the Republic**," the introduction of the cultivation system on the basis of the principle of personnel, thus, on November 1 of the current year of the sample from the old "**object**" to give up no later than being advanced it technologies and the skills of potential employees on the basis of the price system, which results to be achieved, the employee or in which the evaluation graduate work at the university where it is, how knowledge has been identified to be the main criteria for the necessity of showing experience and results;

The third from the vendor, or district leadership at the city level "**a potential reserve personnel of**" structure, thus, only in the neighborhood of the candidate him the governor, assistants and youth leader to be selected from among the members, the organization of targeted training courses for them, these young people studied the work at least a month in the ministry and the governor, together with foreign experts skills and enhance their

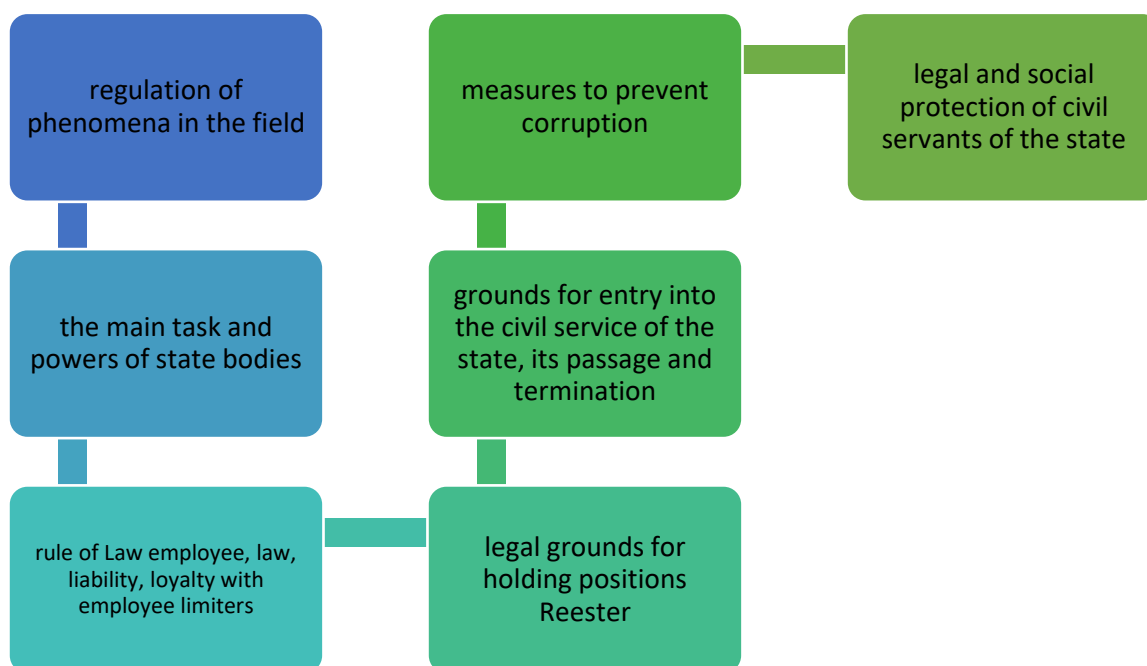
⁴⁷ <https://argos.uz/uz/press-center/statistical-analysis>

personal qualities, psychological status and analysis, the form of leadership skills has been identified as a task to be go.⁴⁸

DISCUSSION.

The year 2022 8-in August, the Uzbekistan government officials in the history of the long-awaited "State civil service" on the funds-in-law of 788⁴⁹ Psigned by the resident. Chapter 10 of this law, a substance composed of 64 units if the purpose of the law in carrying out the executive functions of the public authorities and enterprises in Uzbekistan more than 118 thousand civil servants of all state associated with the activities of a single relationship on the basis of the rules is to regulate.

If the basic rules of the state civil service law, in the following picture identifies them.(1-picture)



1-picture. The basic rules of the law.

The adoption of the law in the field of state civil service awaiting their own solution to the most important problem of the suitable answer will be noted that:

The first from the vendor, the implementation of the law which are applied to us all in the civil service of the state personnel policy issues in each of the ministries and agencies-will help to eradicate a different approach;

The second, one of the state civil servants consists of what its rights and obligations, as state civil servants workingl that allows you to get clear answers to questions year long;

⁴⁸ Ixcham va samarali boshqaruv tizimini yaratish vazifasi qo'yildi <https://president.uz/oz/lists/view/5398>

⁴⁹ Ўзбекистон Республикасининг 2022 йил 8 августдаги "Давлат фуқаролик хизмати тўғрисида"ги ЎРҚ-788-сон Қонуни (Қонунчилик маълумотлари миллий базаси, 09.08.2022 й., 03/22/788/0723-сон).

The third from specific measures and mechanisms in the field of state civil service through state bodies and organizations against corruption of the struggle citizens them who work in public servants I will serve to enhance confidence;

The forth from a given level of qualification of the position of the state civil service, the civil service to attract qualified personnel to the category of the post and in the present day state high personnel allows you to download to eliminate;

The fifth, employees of state bodies and organizations for a specified period, except during the long years of training certificates not only served to send them to increase skills basically again, no longer the law of the state on a consistent basis as a result of civil servants and personal development by training them to go out and the one who at the same time, their rights and obligations as a sign influence. Qualification at the level of them in turn, serves to increase the monthly wage;

The sixth, the effectiveness of the activities of the state civil servants increase their effectiveness through the introduction and development of evaluation indicators, will serve as the basis for the cultivation likely to stimulate in the post.

In addition, the law will enter into force and to practice as a result of the introduction of civil servants of the state rotation sending on a service trip and labor fee to pay, promotion or disciplinary punishment is the use of measures of legal land social protection and pensions as the guarantee of development from the aspects identified.

Of course, mean that the law was adopted, a TV out doesn't mean the civil service to a new level of late. To do this, all state bodies and organizations from the head of employees simple to try as I have a good faith highly effective to complete tasks set andl, new thinking, and citizens through a professional approach to their work atarni can be achieved by making agree.

CONCLUSION

The above problems and analysis come out, the following practical suggestions and in the form of comments won:

- ❖ modern state bodies and organizations responsible for development of human resources in human resources, the movement of sla management effective skills on a systematic basis is carried ;

- ❖ interview conducted independent of the stage of the open competition for the vacant post of digitization and the elimination of the human factor;

- ❖ employees in the activities of state bodies and organizations on the development and implementation of the indicators of the effectiveness of the methodology expert staff compensation is increased;

- ❖ the organizationof the world organization of work on the formation of personnel reserve, and with them constantly at each particular program or work, and go to many startegy a constant price;

- ❖ the qualifications of state bodies and organizations with personnel to identify the needs in terms of providing real and effective collaboration with institutions of higher education in the “education” integration of launch selection;
- ❖ the personal development of the employees in the organization and encourage members of staff to go to give sufficient conditions for personal achievements achieved;
- ❖ state civil service the development of the sector and the area innovasiyalar to attract international and local grandlar sector development projects in the area of ad through the selection and introduction.

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