

# ORGANIZATION OF STATE CIVIL SERVICES IN UZBEKISTAN

**Jumaniyoz Ramatov**

Professor, Tashkent State Transport University

**Rozigul Umarova, Rashid Baratov, Sirojbek Sultanov**

Associate Professors of the Department of Social Sciences,  
Tashkent State Transport University

**Mirshod Khasanov**

Senior teachers of the Department of Social Sciences,  
Tashkent State Transport University

**Annotation:** This article is devoted to the organization of state civil services in the Republic of Uzbekistan, a mutual comparative analysis of advanced foreign experiences. In recent years, the civil servant in Uzbekistan and the demands placed on him have been covered in detail.

**Keywords:** Democratic principles, strategy, ethics, civil society, civil servant.

Independence gave us the most important opportunity to determine the destiny of our country, as well as a high responsibility in the organization of public services. First of all, from the first days of independence, we chose the way of governing our country based on democratic principles. Therefore, it is determined that the state services organized in our country will be formed on the basis of democratic principles.

In organizing the activities of the democratic state management staff, it evaluates the public service as an important element of the state administration system, its effective operation as a factor determining the observance of the constitutional rights and freedoms of citizens, consistent and stable development of the country. Therefore, all countries try to regulate the rules of conduct of civil servants, who are part of the public service, and to constantly reform this system.

In the next five years, in connection with the provision of freedom of speech and information in Uzbekistan, various information related to the activities of governors are being spread on social networks by bloggers who are considered internet journalism. This, in turn, ensures that the representatives of the authorities approach their positions with responsibility. At this point, we think it is necessary to mention that the President of Uzbekistan, from the first days of coming to

power, said, "From now on, the people will not serve the state bodies, but the state bodies will serve the people."

In accordance with the legislation, the service ethics of employees of state administration bodies and local executive authorities is controlled by the decision of the Cabinet of Ministers dated March 2, 2016 No. 62 "Model Rules of Conduct of Employees of State Administration Bodies and Local Executive Authorities". Clause 17 of the Rules stipulates that violation of the Code of Conduct by a civil servant may be the basis for holding him accountable in accordance with the procedure established by law. In Great Britain, seven principles of ethics have been developed for civil servants. Such principles as selflessness, conscientiousness, objectivity, accountability, transparency, honesty, and leadership are given priority.

In Japan, a special code of ethics for civil servants is reflected in the Law "On the Ethics of the National Civil Service". In this law, corruption and income reporting are defined in the code of ethics. Article 96 of the law stipulates that "Each employee, as a servant of the people, performs his duties for the benefit of the people and spends all his strength in the performance of his duties.

"Since the day of his inauguration, the honorable President Shavkat Mirziyoyev has put forward the principle that "from now on, the people will not serve the state agencies, but rather, the state agencies will serve the people." ensures that he approaches his work responsibly without abusing the powers of the position he holds.

In recent years, the system of evaluating the performance of civil servants based on the most important performance indicators has been introduced, the purpose of which is to increase the efficiency and effectiveness of the state body by encouraging them to achieve high results in their professional activities. After all, the civil servant is the most important subject in the implementation of large-scale reforms in the country.

The evaluation of the civil servant is carried out according to the most important performance indicators. The main principles of the most important

performance indicators are implemented on the basis of principles such as compliance, reliability, transparency, fairness.

- Based on this, the most important performance indicators of a civil servant must meet the following requirements:

- clearly defined, projected result and expected positive changes; it implies the use of indicators that can be measured in certain conditional units;

- Based on this, the most important performance indicators of a civil servant must meet the following requirements:

- competence, the most important efficiency indicators should be within the scope of the duties and responsibilities of the state civil servant;

- targetedness is assessed by the state body's orientation towards achieving its strategic goals.

Currently, based on the achievements of civil service in advanced countries, the following requirements are set for state civil servants.

First of all, he must have the necessary knowledge and skills to apply the laws related to higher education and the state civil service and his specialty, have a perfect knowledge of the state and one of the foreign languages, be able to think strategically and analytically, be able to make decisions quickly, high professionalism, purity and fairness, the ability to use working time efficiently, keeping up with the times is a number of requirements.

In order to further increase the effectiveness of state civil services, the Law of the Republic of Uzbekistan "On State Civil Service" was adopted on August 9, 2022. With the adoption of this law, which consists of 10 chapters and 64 articles, the relationship between state civil servants and the population will be legally strengthened. In conclusion, it can be said that ensuring unconditional compliance with laws and rules of etiquette of state civil servants remains one of the regular and priority tasks of the government of Uzbekistan.

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