

PROBLEMS OF PUBLIC SERVICE REGULATION IN UZBEKISTAN

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ABSTRACT:

The large-scale changes taking place in our society now require a radical reform of Public Service in Uzbekistan. This is evidenced by the completely changed essence of the tasks facing our state, as well as a new and gradually emerging pattern of relations between the bodies of Public Administration and civil society.

KEYWORDS: civil service, civil servant, corruption, ethics, reform, strategy of action, executive power, President, gross domestic product, personnel, citizen, modernization, globalization.

INTRODUCTION:

In this regard, it should be noted that, as noted by President Shavkat Mirziyoyev: "In the field of management, first of all, we must introduce certain criteria and procedures for the improvement of the activities of executive authorities, the rational use of personnel, material resources".

Although state bodies, departments, agencies, agencies and local authorities, which carry out state functions in various spheres and directions, have been established in Uzbekistan, laws "on Public Service «and "on civil servants" have not been adopted, the status, obligations and duties of the Civil Service and employee are not regulated in terms of legal status. As a rule, these relations are regulated by the norms of labor legislation (as well as by relevant laws, statutes and regulations). However, in accordance with Article 18 of the Labor Code of the Republic of Uzbekistan, a separate regulation of the characteristics of the work of civil servants is

established. "The lack of separate law in the public service sector causes many problems to arise... that will be considered a civil servant, who will not be included in their row, it is difficult to say something specific. In addition, in our opinion, the legal status of a civil servant from the legal status of an employee, which is considered a subject of labor law, is fundamentally different.

MAIN PART:

The implementation of the reforms carried out in the countries of the transition period, in particular in Uzbekistan, in the current global environment, at the level of quality, established requirements, largely depends on the organization of the public service, the skills, knowledge, and experience of the civil servants involved in it. About the personality of the leader, his qualities and the qualities attached to him, the head of our state Sh.M.Mirziyoyev repeatedly passed in his speeches. "A true leader is appointed as a leader not only to test the endurance of real leaders, but also to create conditions worthy of them, to ease their pain. The leaders of the whole tier - whether he is a minister or the head of an office or an organization -must be an example and an example to all with their own ethics and culture."

One of the most urgent problems in the field of Public Service is the issue of training of personnel with modern knowledge and skills, advanced methods of management for the civil service. In many countries of the world, various systems of finding, selection, evaluation of personnel for public service, rising along

service levels, material and spiritual promotion have been developed.

There is such a problem in the system of Public Service of our country and in the labor market, and observed, many qualified specialists want to work in the business sector rather than in the public service. This can be stated as the main reason for the low monthly wages of employees working in public administration offices and the lack of the required level of social benefits created to them. Of course, these factors, together with the negative impact on the performance of the functions and functions of the state, will lead to an outbreak of elements of corruption among the servants. From this it follows that in some countries of the world, public servants are supported by market principles in determining their employment. For example, in Singapore, salaries for civil servants are calculated depending on the average wage in entrepreneurship as well as the growth rate of the gross domestic product (GDP). Today, Singapore is the highest in the world in terms of the level of wages of officials, in turn, a state with a minimum level of corruption. Also in Singapore, the state will identify prospective students as early as school age, keeping track of and encouraging them during their studies. They receive scholarships for admission to universities, some go abroad.

In turn, prospective students will be committed to producing to the government for 4-6 years. Thus, the best and successful people enter the civil service.

In general, personnel policy in public administration can not exist on its own; it is a continuous part of Public Policy and is constantly adapted to public policy. In this context, the main reform status of the state in the Republic of Uzbekistan imposes a special responsibility on leaders, especially civil servants. I.A. Karimov says in this note: "as you

all know, we have a principle that the state is the chief reformer. Today, the main reformist should be a public official, if we support this phrase in a new way, in a new context. At present, we must deeply understand the fate of the reforms, first of all, that the people sitting in responsible positions in state and government agencies will be resolved, and therefore they will be directly responsible for this issue."

So, the leader is one of the most important tasks facing the state, training and retraining of personnel, improving their skills.

One of the directions that should be paid attention to public service is to increase the responsibility of Public Employees, strengthen executive discipline, ensure strict adherence to service ethics. It's no secret that today's changes in the civil service are another aspect of the process that is turning its face towards the population. Now it is considered not as a "manager" in relation to a citizen, but as a specific "client" of state institutions. Now he is moving from the status of a " sponsored person» to the status of exercising his rights as a consumer of the services that the state provides him.

The issues of the rights of a citizen in relations with the state, as well as the guarantee of compliance with them, as well as participation in management, transparency of the administrative organization, its modernity, proximity to people, the possibility of obtaining information from citizens, etc., are becoming more relevant.

To further increase the effectiveness of consistent reforms carried out on the basis of modern standards, to create conditions for the comprehensive and rapid development of the state and society, with the Decree N. 4947 of the president of the Republic of Uzbekistan "on the strategy of actions for further development of the Republic of Uzbekistan «adopted on

February 7, 2017 in order to carry out the priority directions of modernization of our country and liberalization of all spheres of life, the strategy of actions on five priority directions of development of the strategy of these actions, the reform of the system of Public Administration and public service was defined as one of the main tasks for the reform of the system of Public Administration by decentralization of Public Administration, increasing the level of professional training of civil servants, material and Social Security, as well as gradually reducing state participation in the regulation of the economy.

CONCLUSION:

The success of economic, social and especially political reforms depends primarily on the level of selection and training of personnel in the field of Public Administration, on their ability to carry out fully aware of today's changes. Therefore, there is a need for scientific research in the field of Public Service and civil servants and the formation and improvement of legislation on its basis. The regulation of these relations by law is important in preventing corruption in the selection and placement of personnel, self-

employment, ill-treatment of relatives and relatives.

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