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DISCUSSION OF THE DRAFT OF THE LAW “ON STATE CIVIL SERVICE” FOR THE PURPOSE OF ITS IMPROVEMENT

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Abstract. *In the Republic of Uzbekistan, the public service is functionally divided into the special service of the state and the civil service. The special service of the state is regulated by laws that apply to each area. However, the activities of civil servants are not regulated by a single law. The Agency for Development of Public Service under the President of the Republic of Uzbekistan has developed a draft of the law “On Civil Service” in 2020, which is currently being discussed by the chambers of Oliy Majlis of the Republic of Uzbekistan. Therefore, the main purpose of the article is to analyze the draft law of the Republic of Uzbekistan “On Civil Service” in detail and recommend proposals for its improvement. The need to regulate the legal status of civil servants in the Republic of Uzbekistan by law is based on the views of scientists, government programs and the views of the head of state. The draft of the law “On Civil Service” was analysed item by item in accordance with the provisions of the Labor Code and other legislation of the Republic of Uzbekistan. The experience of countries such as Russia and Kazakhstan in the legal regulation of the civil service was studied. The study developed a number of practical proposals and recommendations based on the theories of local and foreign scientists, the analysis and interaction of the legislation of the Republic as well as the experience of foreign countries.*

Keywords: *civil service, state civil service, civil servant, law, bill, legal status, special service, civil service classification.*

“DAVLAT FUQAROLIK XIZMATI TO‘G‘RISIDA”GI QONUN LOYIHASINI TAKOMILLASHTIRISH MUHOKAMASI

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Annotatsiya. *O‘zbekiston Respublikasida davlat xizmati funksional jihatdan davlatning maxsus xizmati va davlat fuqarolik xizmatiga bo‘lingan. Davlatning maxsus xizmati har bir sohaga taalluqli bo‘lgan qonunlar asosida tartibga solinadi. Ammo davlat fuqarolik xizmatchilari faoliyati yagona qonun bilan tartibga solinmagan. O‘zbekiston Respublikasi Prezidenti huzuridagi Davlat xizmatini rivojlantirish agentligi tomonidan 2020-yilda “Davlat fuqarolik xizmati to‘g‘risida”gi qonun loyihasi ishlab chiqilib, bugungi kunda mazkur qonun loyihasi O‘zbekiston Respublikasi Oliy Majlis palatalari tomonidan muhokama qilinmoqda. Shu sababli O‘zbekiston Respublikasining “Davlat fuqarolik xizmati to‘g‘risida”gi qonun loyihasini batafsil tahlil qilish va uni takomillashtirish bo‘yicha takliflarni ilgari surish maqolaning asosiy maqsadi hisoblanadi. O‘zbekiston Respublikasida davlat fuqarolik xizmatchilarining huquqiy maqomini qonun bilan tartibga solishning zaruriyati olimlarning qarashlari, davlat dasturlari va davlat rahbari*

fikrlariga ko'ra asoslantirilgan. "Davlat fuqarolik xizmati to'g'risida"gi qonun loyihasi O'zbekiston Respublikasining Mehnat kodeksi va boshqa qonun hujjatlari normalariga moslashtirilishi moddama-modda ko'rib chiqilgan. Davlat xizmatini huquqiy tartibga solish bo'yicha Rossiya, Qozog'iston kabi mamlakatlar tajribasi o'rganilgan. Tadqiqotda mahalliy va xorijiy olimlarning nazariyalari, respublikamiz qonunchiligi tahlili va o'zaro nisbati hamda xorijiy mamlakatlar tajribasidan kelib chiqib, bir qancha amaliy taklif va tavsiyalar ishlab chiqilgan.

Kalit so'zlar: davlat xizmati, davlat fuqarolik xizmati, davlat xizmatchisi, qonun, qonun loyihasi, huquqiy maqom, maxsus xizmat, davlat xizmati tasnifi.

ОБСУЖДЕНИЕ ПРОЕКТА ЗАКОНА «О ГОСУДАРСТВЕННОЙ ГРАЖДАНСКОЙ СЛУЖБЕ» В ЦЕЛЯХ ЕГО СОВЕРШЕНСТВОВАНИЯ

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Аннотация. В Республике Узбекистан государственная служба функционально подразделяется на государственную специальную службу и государственную гражданскую службу. Государственная специальная служба регулируется законами, применимыми к каждой сфере. Однако деятельность государственных гражданских служащих не регулируется единым законом. В 2020 году Агентство по развитию государственной службы при Президенте Республики Узбекистан разработало проект Закона «О государственной гражданской службе», который в настоящее время находится на рассмотрении палат Олий Мажлиса Республики Узбекистан. Поэтому основной целью статьи является подробный анализ проекта Закона Республики Узбекистан «О государственной гражданской службе» и выдвижение предложений по его совершенствованию. Необходимость законодательного регулирования правового положения государственных гражданских служащих в Республике Узбекистан основывается на мнениях ученых, государственных программах и взглядах главы государства. Проект Закона «О государственной гражданской службе» рассмотрен постатейно в соответствии с положениями Трудового кодекса и другого законодательства Республики Узбекистан. Изучен опыт таких стран, как Россия и Казахстан, в правовом регулировании государственной службы. В ходе исследования разработан ряд практических предложений и рекомендаций на основе теорий отечественных и зарубежных ученых, анализа и взаимодействия законодательства республики, а также опыта зарубежных стран.

Ключевые слова: государственная служба, государственная гражданская служба, государственный служащий, закон, законопроект, правовой статус, специальная служба, классификация государственной службы.

Introduction

In the process of improving public administration in Uzbekistan, special attention is paid to the reform of the civil service. After all, public administration will improve only if the civil service is provided with qualified, honest, patriotic and loyal personnel. The main living force that drives public administration is civil servants. In this regard, it is important to create and improve the legal framework of the civil service.

President of the Republic of Uzbekistan Shavkat Mirziyoyev in his speech at the VIII Congress of the Liberal Democratic Party of Uzbekistan on October 19, 2016, said: "It is no secret that despite the fact that many civil servants have a great responsibility, their working day and workweek are not clearly defined. World experience shows that before setting high standards for civil servants, it is necessary to strengthen their rights with a system of guarantees and protection. Given

the urgency of the issue, it is time to pass a law on the civil service" [1].

The Decree of the President of the Republic of Uzbekistan No. PD-4947 on February 7, 2017 "On the Strategy for further development of the Republic of Uzbekistan" and the "Concept of Administrative Reforms in the Republic of Uzbekistan" approved on September 8, 2017, identified public service reform as a priority.

Decree of the President of the Republic of Uzbekistan dated October 3, 2019 PD-5843 "On measures to radically improve the personnel policy and the system of civil service in the Republic of Uzbekistan" identified areas for development of the civil service. The decree stipulates that military service in the Armed Forces of the Republic of Uzbekistan and service in law enforcement agencies are special services of the state and are regulated by separate legislation. In order to fundamentally regulate the civil service, it is planned to adopt a law "On Civil Service".

Presidential Decree No. PR-4472 "On measures to organize the activities of the Agency for Development of Public Service Development under the President of the Republic of Uzbekistan" established a body responsible for the implementation of a unified state personnel policy.

Decree of the President of the Republic of Uzbekistan No. PD-60 of January 28, 2022 "On the Development Strategy of the New Uzbekistan for 2022-2026" was adopted. The number of priorities in the Development Strategy, which is a logical continuation of the Action Strategy, has been increased to 7, and a program for the development of our country until 2026 has been created within the framework of 100 goals. 10th goal of the Development Strategy is defined as "Organization of the civil service system on the basis of modern standards".

It should be noted that the Agency for Development of Public Service Development under the President of the Republic of

Uzbekistan has developed a draft of the law "On Civil Service" [2], which is currently being further improved by the chambers of the Oliy Majlis.

The scientist Sh. Ismoilov considers the development of the draft of the law "On Civil Service" and its discussion by the Oliy Majlis as an important result [3].

According to J.Nematov, the law should provide for the recruitment of civil servants on the basis of a single selection system, clear criteria for growth, rotation, disciplinary action and dismissal, clear terms and mechanisms of remuneration free from various subjective factors. The system should be such that all legal guarantees are established for the correct, fair and quality work of civil servants within the law [4].

It is in this process that the purpose of the study is to serve to improve the bill by making suggestions and recommendations.

In most foreign countries, service contracts are concluded with civil servants. In our country, the practice of "service contract" is used in the field of special services of the state. According to Article 18 of the Labor Code of the Republic of Uzbekistan, "the features of the regulation of labor of civil servants are determined by law". If the sectoral legislation does not take the regulation of all labor relations into account, then it can be concluded that the Labor Code of the Republic of Uzbekistan is applied. If we pay attention to the content of the bill, it is stipulated that civil servants work on the basis of an employment contract. This is because Article 28 of the draft law deals with the issue of employment contracts with civil servants. In this regard, it is proposed to include in Article 2 "Legislation on civil service" of the draft law a provision that "labor relations of civil servants not provided for in this law are regulated by the Labor Code and labor legislation of the Republic of Uzbekistan". The views of scientists Kh. Khayitov and B. Alimov are also

important in this regard. According to them, the special legislation on the civil service reflects the specifics of the organization of labor of civil servants. It is also possible to ensure an integral connection between labor relations that are not covered by a specific law by referring to labor law [5, p. 23].

It is advisable to conclude a service contract with civil servants in the political sphere. According to the law, when the executive government changes, the entire composition resigns. It includes ministers, chairmen of state committees, directors of agencies and centers. It is expedient to conclude a service contract with them, not an employment contract. The scientist Kh. Khayitov also proposes to include the concept of "service contract" in the bill. In his opinion, depending on the position held by civil servants, it is necessary to include norms governing their contractual relations, which reflect the rights and obligations, duties and functions within the position, oath, privileges, social protection, liability [6].

Article 3 of the bill deals with the application of the law. It is known that Decree No. 5843 of October 3, 2019 "On measures to radically improve the system of personnel policy and civil service in the Republic of Uzbekistan" stipulates that the civil service consists of special state service and a state civil service. The decree states that service in law enforcement agencies and military service in the Armed Forces of the Republic of Uzbekistan is a special service of the state and is regulated by separate legislation. For this reason, it is advisable to clearly define the scope of "law enforcement agencies" in law. The reason is that no legal document specifies which types of public services are included in the "law enforcement agencies". From a scientific and theoretical point of view, the following state bodies can be included in the system of law enforcement agencies of the Republic of Uzbekistan today: prosecutor's

office, judiciary, internal affairs bodies, state customs service, state security service, National Guard, fight against economic crimes under the General Prosecutor's Office and the Bureau of Enforcement under the General Prosecutor's Office. For this reason, it is expedient to include in the list of "law enforcement agencies" the proposed state security agencies, customs, and tax services. All of these areas are regulated by sectoral laws that apply to them.

In the "Basic Concepts" section of the draft law, the concept of "public service" should be explained. It should be noted that no normative legal document defines the concept of "public service". Decree of the President of the Republic of Uzbekistan dated October 3, 2019 No 5843 "On measures to radically improve the personnel policy and the system of civil service in the Republic of Uzbekistan" stipulates that the civil service consists of special service and civil service. But when this classification makes sense, it does not cover the activities of employees of representative bodies of state power. For this reason, it is proposed to include the type of public political service in the classification of public service. It is expedient that the state political service consists of positions in the representative bodies of state power and positions included in the nomenclature of the President of the Republic of Uzbekistan. In our opinion, the concept of "public service" in the law can be interpreted as follows: "public service is a professional activity in public bodies aimed at the implementation of the tasks and functions of the state by citizens who receive payment for their work and services from the state budget. The civil service in the Republic of Uzbekistan consists of the following types: political service, special service, civil service". Doctor of Law, Professor Sh. Asadov points to the separation of powers in Uzbekistan as one of the hallmarks of a multi-level government. Naturally, the civil service can

also be classified based on the principle of separation of powers [7, p. 9]. At this point, it is possible to propose the introduction of a political service of the state. It should consist of the positions appointed and dismissed by the President and the Cabinet of Ministers of the Republic of Uzbekistan, as well as the deputies of the representative bodies.

The concept of “civil service” explained in the “Basic Concepts” section of the draft law logically implies the concept of “public service”. Therefore, it is appropriate to reinterpret the concept of “civil service”: “civil service is a type of public service, a professional activity aimed at the implementation of the tasks and functions defined in the positions included in the state register of civil service positions by citizens who receive payment for their labor and services from the state budget”.

Also, the concept of “qualification requirements” should be used in the “Basic Concepts” section of the project. It is also advisable to include in the concept the phrase “civil service position and civil service qualification.” In addition, the word “competence” in the concept should be replaced by the word “skill”. From a scientific and theoretical point of view, competence is a set of knowledge, skills and abilities. Therefore, it is appropriate to interpret the concept of “qualification requirements” as “requirements for education, work experience and knowledge and skills of candidates to hold a position in a particular civil service or to obtain a qualification level in the civil service.”

Article 5 of the bill is entitled “Basic principles of civil service”. It is proposed to expand the basic principles of civil service, based on scientific and theoretical views on the civil service, the Law of the Russian Federation “On Civil Service” (Article 4) [8] and the Law of Kazakhstan “On Civil Service” (Article 4) [9], the Resolution of the Cabinet of Ministers of the Republic of Uzbekistan

dated March 2, 2016 “On approval of the standard rules of conduct for employees of executive authorities”. It should be noted that Article 4 of the Law of the Republic of Kazakhstan “On Civil Service” contains 20 principles as the main principles of public service. This article can be further expanded by the following principles:

- openness and transparency;
- collegialism;
- patriotism and devotion to duty;
- the commitment to the interests of the state and society;
- justice, fairness and impartiality;
- avoid conflicts of interest.
- accountability and responsibility of civil servants;
- the openness of information on the state civil service;
- protection of civil servants from illegal interference in their official activities.

Doctor of Law, Professor Sh. Asadov emphasizes that the exercise of state power and sovereignty depends directly on the capacity of personnel and the effective organization of the civil service. He proposes to include a number of important principles in the draft law “On Civil Service”. These are the unity of public service, patriotism and service to the people, legitimacy, proportionality, priority of rights and legitimate interests of individuals and legal entities, political neutrality, professionalism and competence, conscientiousness and devotion to duty, reasonable refusal of career opportunities, accountability of public service, equality of access to public service, social and legal protection of civil servants [10, p. 385].

Article 8 of the draft law lists the main functions of the authorized body for civil service. The Regulations of the Agency Development of Public Service under the President of the Republic of Uzbekistan, approved by the Decree of the President of the Republic of Uzbekistan dated October 3,

2019, No. PD-4472, define the main tasks of the Agency. At the same time, in accordance with the Decree of the President of the Republic of Uzbekistan dated February 11, 2021, No. PD-6168 "On measures to radically improve the system of training and further capacity building of civil servants and specialists abroad", one of the main tasks of the Agency is to "assist in the organization of training of civil servants and specialists in prestigious educational, scientific and other institutions abroad". It is expedient that this function is reflected in the Law.

The eighth paragraph of the first part of Article 11 of the draft law defines the issue of maintaining public office and salary in case of sending for training by a state body and organization, as well as in other cases provided by law. This norm should be supplemented with the word "retraining". It should be noted that in accordance with the Decree of the President of the Republic of Uzbekistan dated August 8, 2017, No. PD-5139 "On measures to further develop the system of training, retraining and advanced training of management staff at the Academy of Public Administration under the President of the Republic of Uzbekistan", retraining of management staff is carried out on the basis of grants and payment-contract programs lasting up to one year, including without separation from production, and a diploma of the established form is issued.

Article 11 of the draft law is entitled "Rights of a Civil Servant" and lists 14 rights. However, the rights of a civil servant can be reflected more fully. Therefore, based on the scientific and theoretical views on the civil service, the Law of the Russian Federation "On Civil Service" (Article 14) [8] and the Law of Kazakhstan "On Civil Service" (Article 9) [9], it is proposed to expand the rights of civil servants by:

- to use of rights and freedoms guaranteed by the Constitution and laws of the Republic of Uzbekistan;

- incentives and remuneration of labor depending on the public position held, the quality of work (Key Performance Indicators), experience, level of qualifications and other grounds established by this Law;

- to demand an inspection of the civil servant in the presence of unfounded accusations in order to deny information that could damage their honor and reputation;

- determination of the normal duration of working hours, weekly days off, non-working holidays, as well as holidays provided with the provision of annual paid basic and additional leave;

- to receive in the prescribed manner information constituting a state secret, if the performance of official duties is associated with the use of such information;

- access to state bodies, local state authorities, public associations and other organizations in the prescribed manner in connection with the performance of official duties;

- protection of information on civil servants;

- to be a member of a trade union in order to protect their rights and socio-economic interests;

- to protect their rights and legitimate interests in the civil service, including appealing to the court on their violation;

- protection of the life and health of a civil servant, the life and health of family members, as well as property belonging to him by the state.

Also, in accordance with the Resolution of the Cabinet of Ministers of the Republic of Uzbekistan dated December 31, 2020 No. 829 "On approval of the Regulation on the procedure for incentives for people who reported corruption offenses or otherwise assisted in the fight against corruption", it is proposed to include in the rights of a civil servant "legal protection and encouragement of a civil servant who reported a corruption

offense or otherwise assisted in the fight against corruption”.

It should be noted that the Law of the Russian Federation “On Civil Service” (Article 14) [8] and the Law of Kazakhstan “On Civil Service” (Article 9) [9] contain 18 rights as a civil servant.

Article 12 of the draft law deals with the issue of “obligations of a civil servant”. The article contains 12 obligations. For comparison, the Law of the Republic of Kazakhstan “On Civil Service” (Article 10) contains 16 obligations of a civil servant [9]. According to the Russian scientist S.Pchelinsev, the level of civil servants, the procedure for their appointment, the powers and responsibilities of the position will be systematized. The moral and professional competencies of a civil servant are described on the basis of general and individual requirements and standards set by the state [11].

Lawyer D. Bekchanov suggests that one of the important responsibilities of civil servants is to support the economy and entrepreneurship. According to him, it is the high entrepreneurial culture among entrepreneurs and civil servants that ensures the effective implementation of public policies aimed at supporting entrepreneurship [12, p. 231].

Based on scientific and theoretical views on the civil service, the experience of foreign countries such as Russia, Kazakhstan, it is proposed to expand this article with the following responsibilities of a civil servant:

- not to disclose and not require them to provide information related to the privacy, honor and dignity of citizens in the exercise of official powers, except as provided by the laws of the Republic of Uzbekistan;

- to immediately inform the higher management of the state body in which he/she operates or the competent state bodies about the corruption offenses committed or expected to be committed;

- prevention of corruption offenses by civil servants of subordinate state;

- maintaining and enhancing the professional competencies required for the effective performance of service duties;

- to inform the higher management of the state body in which he/she operates or the competent state bodies about personal interest in the performance of official duties that may lead to a conflict of interest, to take measures to prevent such a conflict;

- timely consideration of various appeals (applications, proposals and complaints of government agencies, citizens and legal entities) within its competence;

- strict adherence to the principles and requirements of the state in the performance of official duties;

- to perform their duties conscientiously, at a high professional level;

- to eliminate actions related to the influence of any personal property or other interests that impede the performance of their official duties;

- to comply with the restrictions and prohibitions established by normative legal acts and departmental documents, to perform their official duties without deviation;

- eliminate the possibility of any influence on their service activities;

- respect for the customs and traditions of the peoples of the Republic of Uzbekistan and other countries, taking into account the cultural and other characteristics of different ethnic, social groups and religions, promoting social stability, interethnic and interfaith harmony;

- to refrain from conduct that may arouse suspicion in the conscientious performance of their official duties, as well as to avoid situations that could damage their reputation or the authority of a public body;

- compliance with the established rules for the submission of messages and service information in a public body.

It can be said that the civil service system determines the scope of the law. Therefore, it is expedient to include in the concept of "Civil Service System" (Article 19) the processes of remuneration, incentives, certification, and performance appraisal of civil servants. Because they are also important stages of the civil service system. Therefore, this article can be worded as follows: "The system of civil service is a single set of centralized organizational and legal mechanisms including selection, registration, placement, remuneration, incentives, certification, performance appraisal, retraining, training and promotion of civil servants".

Article 24 of the draft law is entitled "Access to the civil service", which stipulates that access to the civil service is carried out through the appointment of a candidate to public office on the basis of open and independent competition. According to the law, heads of state bodies and their deputies are appointed and dismissed by the President and the Cabinet of Ministers of the Republic of Uzbekistan. In view of this practice, the second paragraph of Article 24 should be supplemented with the following paragraph: "No competition shall be held for public positions appointed and dismissed by the President and the Cabinet of Ministers of the Republic of Uzbekistan, as well as elected".

Lawyer F.Yuldasheva considers it expedient to add the following to Article 24: "The following people shall not pass the competition when entering the civil service: 1) appointed by the President of the Republic of Uzbekistan and the Cabinet of Ministers of the Republic of Uzbekistan; 2) citizens with disabilities within the mandatory quota established by law; 3) graduates of "The El-Yurt Umidi" Foundation, who were purposefully educated on the basis of a tripartite agreement" [13, p. 152].

The law should define the issue of foreign citizens occupying the civil service of the Republic of Uzbekistan. In practice, it can be

observed that qualified, highly experienced foreign nationals work in the civil service of the Republic of Uzbekistan. Chapter 17 of the Law of the Republic of Uzbekistan "On Employment" of October 10, 2020 is entitled "Labor activity of foreign citizens in the Republic of Uzbekistan", which defines the procedures for the employment of foreign citizens in the Republic of Uzbekistan. Article 15 of the Law of the Republic of Uzbekistan "On the legal status of foreign citizens and stateless people in the Republic of Uzbekistan" of June 4, 2021 is devoted to the labor rights of foreign citizens and stateless people. However, both laws do not specify the employment of foreign nationals in the civil service of the Republic of Uzbekistan. Therefore, the second paragraph of Article 25, entitled "Conditions for entry into the civil service" is proposed to be supplemented with the following norm: "Appointment of foreign citizens to certain positions in the civil service of the Republic of Uzbekistan is carried out in accordance with the decisions of the President and the Cabinet of Ministers of the Republic of Uzbekistan. The legal status of foreign specialists invited to work in government agencies is determined on a contractual basis".

According to the lawyer F. Yuldasheva, Article 28 of the draft law "On Civil Service" introduces the concept of "service contract", depending on the position of civil servants, their rights and obligations, duties and responsibilities, oath, benefits, social protection, responsibility it is necessary to determine the type of new contract that reflects the issues. "Service contract", as mentioned above, can be used in the appointment of foreign citizens to certain positions in the civil service of the Republic of Uzbekistan [13, p. 151].

Article 39 of the bill is entitled "Rotation of civil servants". Articles 78, 84, 116, 224, 228, 237 of the Labor Code of the Republic

of Uzbekistan provide certain benefits and guarantees for pregnant women and women with children under three years of age. Pregnant women and women with children under the age of three should be included in the list of non-rotating civil servants.

It is expedient to bring the grounds for termination of the civil service in line with the provisions of Chapter 6 of the Labor Code of the Republic of Uzbekistan "Termination of employment contract" (Articles 97-113). Therefore, it is proposed to add Article 59:

- changes in the organization of labor, reduction in the number of employees (staff) or the volume of work that led to a change in the nature of work or the termination of the state body;

- the civil servant is incompetent or unfit for the job due to their health condition;

- that a civil servant regularly violates their duties. Regular violation of duty is repeated misconduct by a civil servant within one year from the date of previous disciplinary or material liability of a civil servant for violation of labor duties or the application of sanctions under labor legislation and other regulations;

- a single gross violation of their job duties by a civil servant;

- in case of conscription of a civil servant to military or alternative service;

- in case of reinstatement of a former civil servant, as well as in case of expiration of the term of office of a deputy of the Legislative Chamber and a member of the Senate of the Oliy Majlis of the Republic of Uzbekistan or return to their previous position due to dissolution of the Legislative Chamber and Senate

- in the event that the sentence of a court convicting a civil servant enters into force, as a result of which the civil servant is deprived of the opportunity to continue his previous work, as well as the employee is sent to a specialized treatment and prevention institution;

- in connection with the violation of the rules of employment, if it is impossible to eliminate the violation and it prevents the continuation of work;

- in connection with the death of a civil servant.

In general, this law should be adopted as soon as possible. The reason is that today the number of civil servants is growing. This is due to the fact that the state civil service is organized in the mahallas.

First, the Decree of the President of the Republic of Uzbekistan No. PD-29 of December 3, 2021 "On the priorities of state policy for the development of entrepreneurship, employment and poverty reduction in the neighborhood." According to the decree, the position of the assistant of district (city) khokims on the development of entrepreneurship, employment and poverty reduction has been introduced in the neighborhoods. In order to regulate the activities of khokim assistants, the Agency for Neighborhood Development and Entrepreneurship Development under the Ministry of Economic Development and Poverty Reduction of the Republic of Uzbekistan was established. That is, the post of khokim assistants was introduced as a civil servant of the state. 9311 khokim assistants have started their work in all regions of Uzbekistan. The largest number of khokim assistants was appointed in Samarkand (1120), Fergana (1055) and Tashkent regions (1014). Syrdarya (236), Jizzakh (299) and Navoi (330) had fewer khokim assistants than other regions [14].

Second, the Resolution of the President of the Republic of Uzbekistan dated January 19, 2022 No. 92 "On measures to radically improve the system of work with youth in the neighborhoods". In accordance with the resolution, the post of youth leader was introduced in each mahalla in order to introduce new

management mechanisms for working with young people, create a vertical system of work with them, solve youth problems directly in mahallas, further increase the effectiveness of spiritual and educational work in educational institutions. A total of 1,055 positions of youth leaders have been introduced in the country and transferred to the Agency for Youth Affairs.

Third, the Decree of the President of the Republic of Uzbekistan No. PD-81 of March 1, 2022 "On measures to improve the system of work with families and women, support of neighborhoods and elders". According to the decree, the State Committee on Family and Women was established. In each mahalla, the position of deputy chairperson for family, women and socio-spiritual issues, as well as the position of specialist on family and women's issues, was replaced by the position of women's activist. A total of 9,309 women activist positions were introduced and transferred to the State Committee for Family and Women's Affairs.

Thus, the total number of civil servants in the Republic of Uzbekistan has approached 130,000. The Law on Civil Service is important that it defines the legal status of civil servants.

In conclusion, with the reform of the civil service in New Uzbekistan, its legal regulation has excelled at a new stage. A number of important steps have been taken on this issue.

First, a separate new institution, the civil service, was introduced in the public service system.

Second, the Agency Development of Public Service under the President of the Republic of Uzbekistan was established as a specially authorized body for the civil service.

Now it is necessary to adopt the law "On Civil Service" as soon as possible. This will lead, firstly, to the regulation of the fundamental foundations of the industry, and secondly, to the adoption of other legislative acts regulating certain aspects of the civil service.

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