

YOUNG PERSONNEL IN THE CIVIL SERVICE OF UZBEKISTAN

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Abstract

The article aims to study the organizational and legal framework for the provision of young people in the civil service. The article analyzes the essence of the concepts of civil service and meritocracy, the specifics of the preparation and admission of young people to the civil service, the formation of their reserves and the introduction of youth leaders in the neighborhoods in the Republic of Uzbekistan. Based on the research, a number of suggestions and recommendations have been made.

Keywords Civil service, civil servant, young staff, personnel reserve, meritocracy principle, competence, open competition, "The leaders of the Future", youth leaders.

INTRODUCTION

In recent years, the country has been implementing large-scale reforms aimed at increasing the efficiency of the civil service and the selection and training of young people for civil service and leadership positions. These reforms are taking place along with the creation of normative and legal documents in this area. Therefore, in the last few years, it is expedient to analyze the organizational and legal framework for the involvement and training of young people in the civil service and put forward proposals for their improvement.

Before examining the issue, it is expedient to dwell on the issue of the institute of civil service in the public service system. According to the legislation of the Republic of Uzbekistan, "public service" is a broader concept than "civil service", which covers all sectors of the state apparatus. The term "civil service" is widely used to refer to a public service that provides all public administration except military or law enforcement. Positions of the civil service are confirmed in the form of positions

included in the State Register. These employees include all civil servants operating at the central and local levels. This issue is addressed in the Decree of the President of the Republic of Uzbekistan dated October 3, 2019 No PD-5843 "On priority measures to radically improve personnel policy and the system of civil service in the Republic of Uzbekistan" [1].

RESULTS AND DISCUSSIONS

The main system of preparing young people for civil service is the higher education system. It should be noted that civil servants are formed from graduates of higher education institutions. Today, the classification of higher education areas and specialties includes 329 bachelor's degrees and 582 master's degrees. Students correspond to the following areas and specialties: 54.8% in the humanities and pedagogy, 25.2% in production and technology, 5.2% in the social sphere, economics and law, 5.9% in agriculture and water management, 4.4% in health and social welfare, 4.5% in the service sector [2]. In accordance with

the Decree of the President of the Republic of Uzbekistan "On priority measures to radically improve the personnel policy and the system of civil service in the Republic of Uzbekistan", the process of recruiting the most promising personnel to the civil service on the basis of open competition. Open independent elections are held on the principle of meritocracy, which is interpreted as a concept that provides for the admission of the most deserving and talented people to the civil service and their promotion on the basis of a fair and objective assessment of professional qualities and special services. Open independent competitions are held by the Agency for Development of Public Service under the President of the Republic of Uzbekistan, which is responsible for the implementation of a unified state policy in the field of personnel management and human resource development in government agencies and organizations. It should be noted that the Charter of the Agency, approved by the President, states that one of the main tasks of the Agency is "to carry out systematic work on the broad involvement of talented youth and women in civil service" [3].

In most developed countries, only the head of state and government has the right to recruit staff to the civil service by appointing them to the most important positions in the state. Open competitions will be held for all other positions. Filling vacancies in the civil service on a competitive basis has a number of positive features. In particular, this process will lead to the involvement of qualified personnel in the civil service, which in turn will improve the efficiency of the civil service. For example, according to Russian researcher O.V.Stelmashenko, recruitment to the civil service on a competitive basis will serve to provide the civil service with modern, qualified personnel, increase the professionalism of the civil service and the formation of human resources [4]. According to the Uzbek researcher F.U.Yuldasheva, regardless of the methods of filling public positions, the candidate's political, professional, personal and other qualities will be assessed [5].

Today, more than 16,000 government agencies, including ministries and departments, their territorial departments and divisions, as well as local governments, are connected to the single

open portal for vacancies of civil servants, established by the Agency for Development of Public Service under the President of the Republic of Uzbekistan. Almost 3 million candidates have applied to run in the elections announced over the past period through the principle of meritocracy. As of June 2024, more than 66,000 eligible candidates have been recruited to government agencies and organizations as a result of competitions organized through this platform. The next task should be to strengthen the legal framework for the admission of personnel to the civil service on the basis of open competition. In this regard, it is proposed to establish uniform rules for the recruitment of civil servants [6].

The majority of those recruited on the basis of open competition are young people. 32% of the personnel selected as open winners were under 30 years old. In addition, 15 percent of the winners are first-time recruits to the civil service [7].

Talking about the involvement of young people in the civil service, one of the most important pieces of legislation in this regard is the Law "On State Youth Policy", adopted on September 14, 2016. The law defines the concepts of "youth" and "young specialist". The law defines "youth (young citizens) - persons who have reached the age of fourteen and not older than thirty", "young specialist - a graduate of a higher or secondary special, vocational education institution, employed within three years in their specialty after graduation and an employee not older than thirty years, not more than three years, working in the specialty specified in the document on education" [8]. In our opinion, the concept of "young leader" should be included in this list. Today, in practice, civil servants in leadership positions under the age of 40 are recognized as young leaders. Therefore, the law can be defined as "young leader" - "a managerial person not older than 40 years, holding a managerial position"

Article 5 of the law enumerates the main directions of the state policy on youth. But among them there is no direction related to the activity of young people in civil service. At a time when attention is being paid to providing the civil service with young, enterprising personnel, this issue should be

recognized as a special priority at the level of the law. For this reason, "wide involvement of talented, enterprising, high-educated, skilled and qualified youth in the state civil service" should be included in this law.

The issue of training and retraining of young leaders also plays an important role in the civil service. The first major step in this direction was the Decree of the President of the Republic of Uzbekistan dated July 5, 2017 No 5106 "On increasing the effectiveness of state youth policy and support the activities of the Youth Union of Uzbekistan." One of the priorities was to train educated, enterprising, business-minded, honest and dedicated young leaders who will take an active part in the ongoing reforms in the country and serve the interests of the people. The decree also identified the establishment of a structural institute for the training of young personnel and the formation of their reserves [9]. As a result, this Decree became the basis for the adoption of the Decree of the President of the Republic of Uzbekistan dated August 14, 2017 No PP-3206 "On measures to organize the Institute of Youth Studies and Training of Prospective Personnel under the Academy of Public Administration under the President of the Republic of Uzbekistan" [10].

The Charter of the Institute was approved by the Resolution of the Cabinet of Ministers of the Republic of Uzbekistan No 336 of May 4, 2018 "On admission to the Institute for the Study of Youth Problems and Training of Prospective Personnel at the Academy of Public Administration under the President of the Republic of Uzbekistan." According to the charter, retraining courses of the institute are open to citizens of the Republic of Uzbekistan not older than 30 years, with higher education and at least 2 years of work experience in public and economic administration, local executive authorities, citizens' self-government bodies, public organizations. executives and professionals are recruited on the basis of open selection through testing and interviews [11].

In accordance with the Decree of the President of the Republic of Uzbekistan dated June 30, 2020 "On the organization of the Agency for Youth Affairs of the Republic of Uzbekistan", the Institute for Youth

Studies and Training of Prospective Personnel was transferred to the Agency for Youth Affairs [12].

"The Concept for the Development of State Youth Policy in Uzbekistan until 2025" sets out a strategy for involving young people in the civil service. One of the priorities of the concept is to support a number of young potential personnel and prepare them for civil service, to implement a number of tasks to ensure competitiveness in the labor market [13]. The first part of this direction is called "Measures to form a pool of talented, enterprising, competitive personnel in governmental and non-governmental organizations and other institutions of civil society." While this section puts forward a concrete proposal, it can be seen that the rest has a general meaning. It is advisable to privatize them and establish clear mechanisms. In particular, it is possible to propose the introduction of Republican competitions to attract young people to the civil service.

Professor Sh.G.Asadov emphasizes that one of the most important directions of public administration reform is the selection and training of young management personnel. In his view, this should be addressed on a systemic institutional basis [14]. The Agency for Development of Public Service and the Academy of Public Administration are also creating a new system for preparing young people for civil service. In particular, a special training program called "the Leaders of the Future" has been developed. According to it, 50 heads of departments under the age of 30 working in the middle level of government agencies and organizations were selected on a competitive basis and trained in a short period of time at the Academy of Public Administration under the President of Uzbekistan on the basis of advanced modern educational technologies [15]. Now, the systematic continuation of this initiative and the promotion of successful graduates of special training programs will serve to provide the civil service with well-educated young leaders.

Decree of the President of the Republic of Uzbekistan No. 5843 "On measures to radically improve the personnel policy and the system of civil service in the Republic of Uzbekistan" provides for the formation of the National

Personnel Reserve based on the results of competitive selection and integration of personnel of government agencies and organizations. For this purpose, in April 2021, as a pilot project, a club of 50 young people "the Leaders of the Future" was established under the Samarkand regional branch of the Agency for Development of Public Service. Speaking at the Youth Day ceremony, President Shavkat Mirziyoyev noted that the most talented young people would be selected and "the Leaders of the Future" clubs would be established [16]. After that, the work on the establishment of clubs "the Leaders of the Future" was carried out in each region. For this purpose, in 2021, 680 most talented young people were selected from more than 6,000 candidates on the basis of open competitions. Based on the qualification requirements, tests, essay writing and interviews, the 50 most suitable candidates from each region were recommended to "the Leaders of the Future" clubs. The main goal of the clubs is to form a new generation of qualified personnel for the civil service, to attract young people, especially young women, to the civil service and to form a reserve of management personnel from young promising personnel. [17]. Although attention is paid to the formation of a reserve of civil servants for positive purposes, the procedures for this issue are not defined. Procedures for the formation of the reserve of civil servants should be regulated by a single piece of legislation. Professor Kh.S.Khayitov also emphasizes this issue [18].

The Agency for Development of Public Service under the President of the Republic of Uzbekistan has developed a draft "Strategy for the development of civil service in the Republic of Uzbekistan until 2030", which was discussed on the portal for discussion of draft regulations (regulation.gov.uz) in 2021. One of the priorities of this strategy is to involve young people in the civil service and ensure gender equality. To achieve these goals, the following tasks will be performed:

organization of special training courses for young people on the development of life skills such as problem-solving, critical and creative thinking, communication, flexibility and coping with stress;
establishment a system to help young people adapt

to the civil service through the formation of knowledge on corporate ethics, teamwork, case management;

formation of a layer of "the Leaders of the Future" by increasing the interest of young people in the civil service, increasing their motivation to take their place in the civil service;

introduction a mechanism to support young civil servants who are enterprising in the civil service in the process of service, including training and retraining, benefits in obtaining qualification levels and promotion;

creation of a legal basis for the organization of paid internships (dual education) of gifted youth studying in graduate courses of higher education institutions in government agencies and organizations on a probationary basis;

establishment a practice of teaching young people the secrets of the profession and management skills on the basis of the "teacher-student" principle by attaching them to civil servants with specific experience [19].

It is obvious that this project sets out clear mechanisms for attracting young people to the civil service.

Researcher, D.S.Kattakhanova in her research work studied the age structure of students who studied at the Academy of Public Administration in 2013-2020. It was found that a total of 574 students have been trained at the academy over the past 7 years, of which 221 (38.5%) were young listeners (under 30). In addition, since 2017, 1,640 young people working in the civil service have been promoted through the "social lift" [20].

The main goal of the New Uzbekistan is to raise human dignity, further improve the welfare and living conditions of the population. However, the coronavirus pandemic, along with other countries, has affected the economy and livelihoods of Uzbekistan. In such circumstances, the President of the Republic of Uzbekistan has formed a system of mahalla work. The main activity of this system is to provide employment for the population, especially youth. As a result of the system of mahalla work, the state civil service began to be organized in mahallas. Initially, from January 1, 2022, the

position of assistant district (city) governor for entrepreneurship development, employment and poverty reduction was introduced in each mahalla in cities, towns, villages and auls [21].

On January 19, 2022, the President of the Republic of Uzbekistan adopted Resolution No PR-92 "On measures to radically improve the system of work with youth in the mahallas." According to him, the position of youth leader has been introduced in each mahalla. This position has been introduced in more than 10,000 mahallas and transferred to the structure of the Agency for Youth Affairs. In this regard, more than 10,000 young people have the opportunity to obtain the status of civil servants. According to the presidential decree, the Agency for Development of Public Service has been authorized to include leaders in the National Personnel Reserve based on the results of their work, and to transfer these leaders directly to senior positions without competition. The Agency for Development of Public Service also has the right to make proposals to ministries and departments, as well as the Council of Ministers of the Republic of Karakalpakstan, regional and Tashkent city khokimiyats on the promotion of leaders based on the results of two years of work [22]. The above aspects, firstly, will allow the formation of the National Personnel Reserve for senior government positions among young people, and secondly, will serve to increase their positions on the basis of a "career model". This, in turn, can be said to serve as an incentive for youth leaders to perform their duties fully and perfectly. 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 [23]. These issues are very important for youth leaders today. Because one of their main tasks is to provide employment for young people, to involve them in entrepreneurship.

CONCLUSION

Based on the above analysis, it can be said that although some systematic work has been done on

the selection and training of young staff, the improvement of the organizational and legal framework is an urgent issue. Based on this, the following suggestions can be made.

First, it is necessary to establish a clear norms about legal status of young leaders in the Law "On Civil Service", the State Register of Civil Service Positions and the Classifier of Civil Service Positions.

Second, there should also be a competition among leaders under the age of 30 to select promising management personnel. It is necessary to hold this competition for a certain period of time, for example, every two years, to select about 50 promising young people and recommend them to the leadership of organizations at the national level.

Third, it is necessary to establish uniform rules for admission to the civil service on the basis of open competition. It is expedient to describe the stages of open competition and its organization. The provision of additional opportunities and benefits for young people who have just entered the state civil service will also serve to attract young people to the system.

Fourth, the concept of "young leader" should be included in the main concepts of the Law "On State Youth Policy". "Young leader" - can be defined as "a managerial person not older than 40 years, holding a managerial position." The law should also include "wide involvement of talented, enterprising, highly educated, skilled and qualified youth in the civil service" as one of the main directions of state youth policy.

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