



# THE CONCEPT OF PASSING THE STATE CIVIL SERVICE AND ITS DEVELOPMENT PROSPECTS

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## Annotation

This scientific article discusses the concept of public civil service, specific aspects of public civil service, its importance and relevance. Also, proposals were made regarding the introduction of the principle of meritocracy and the "career model" in public civil service in the Republic of Uzbekistan.

**Keywords:** public civil service, system of public civil service, principle of meritocracy, career model.

It should be noted that serving the state civil service is one of the most important aspects of the organizational and institutional basis of the state civil service. Because the system moves and develops due to personnel working in government bodies and organizations.

Various opinions have been expressed by scholars about the civil service in a general sense, even if not particularly about the state civil service. The institution of public service begins with the selection of workers for the management apparatus, the implementation of career advancement, and the establishment and implementation of methods for dismissal from public service.

Also, according to the Russian researcher-scientist **V.V. Cherepanov**, public service is a system of legal, organizational, and social measures that determine the main content, stages, order, and processes of service. In the process of implementation of public service powers, a set of relations between the state and public servants is embodied [2]. According to another Russian scientist **D.M. Ovsyankov**, public service is regulated by two types of legal acts. These legal acts differ from each other in that they create legal consequences.

According to **Y.M. Kozlov**, "Passing the civil service is a long process for civil servants occupying positions of category "B" and "V", which represents a continuous exchange of employees from the time of recruitment to the time of discharge from service. During this temporary period, the administrative-legal status of employees will be implemented. Their legal status is characterized not only by holding a position, but also by being awarded a qualification, scientific title, and honorary title.

Our national scientists have defined public service as a system of legal facts and individual acts of government entities affecting the legal status of a civil servant, as well as an increase in the service status of a person holding a public position [3]. Another Uzbek scientist **E. T. Hojjeva** also expressed the opinion that "Public service is the activity of filling political and administrative state positions, it includes the successive exchange of positions by civil servants in the state administration, and the change of legal relations of civil servants."

There are also opinions that “Civil service is the main element of the civil service and is a process that includes the recruitment of employees to the civil service, certification of civil servants, their promotion, regulation of the activities of civil servants and their responsibilities, and also as a basis for termination of civil service relations.”

Civil service may consist of several stages. In some literature, its’ views are expressed as follows:

- recruitment to the civil service;
- certification of civil servants and improvement of their qualifications;
- assignment of qualification degrees and special titles;
- transfer of a civil servant to another position;
- promotion of civil servants;
- Termination of public service [6].

Most researchers note that the main feature of public service is holding a public position [7]. In fact, holding a public office indicates that the citizen has become the subject of professional rights, duties, restrictions, and legal liability.

Since the state civil service is considered a type of state service, the state civil service has similar aspects to that of state service. If we talk about who will serve in the state civil service, then we can say that civil servants working in positions entered in the state register will pass.

Based on the above, we can give the author’s definition of the concept of state civil service as follows: “**State civil service** is an activity consisting of entering the civil service of a state civil servant entered in a special register, promotion, and completion of civil service.”

Chapter 7 of the Law of the Republic of Uzbekistan “On State Civil Service” is called “Procedure for State Civil Service” and contains general rules of procedure for the state civil service. According to it, the period of state civil service covers the period from the moment of appointment to a position of state civil service until the day of termination of the activities of a state civil servant on the grounds provided for in Article 50 of this Law. It should be emphasized that according to this law, the state civil service is carried out on the basis of an employment contract.

Therefore, the state civil service has its system, which is distinguished by its uniqueness. In particular, promotion (movement) is of great importance during the state civil service.

In our opinion, it is necessary to create a transparent mechanism for career growth in the Republic of Uzbekistan, introduce the principle of meritocracy and the “career model”. The same task is set by the Decree of the President of the Republic of Uzbekistan dated October 3, 2019 “On measures to radically improve personnel policy and the public service system in the Republic of Uzbekistan.”

As for the concept of meritocracy, it was first reflected in the book “The Rise of Meritocracy” by British sociologist and politician Michael Young, published in 1958 [8]. Meritocracy is a system in which abilities and achievements are the basis for the advancement of an individual, regardless of social origin, social status, wealth or power [9].

Research in the field of sociology shows that in conditions where there are equal opportunities for all members of a particular society, the main opportunities and preferences are given to people who are able to display a style close to that of an administrator [10].

The implementation of the principle of meritocracy, as well as the effective implementation of measures in other priority directions in the field of personnel policy and public civil service system in the Republic of Uzbekistan, first of all, requires the creation of a modern and effective *future public service model* [11].

One of the best models used in many developed countries for civil service is the "career model". "Career model" implies a gradual transition from the service career positions through regular training of personnel, classification of state civil servants, and giving them qualification ranks (levels) [12].

There are several types of "career model", among which the "springboard" career model is common among managers and professionals. As the potential, knowledge, experience, and qualification of the employee gradually increase, his position is gradually increased. Along with the position, the employee's salary increases, at a certain stage, he takes the highest position for himself and tries to hold this position for a long time, then jumps from the "springboard" and retires.

Therefore, promotion in the state civil service is carried out by assigning a higher position or giving a higher qualification level based on the efficiency of the service activity due to the continuous improvement of the professional competence of the civil servant.

Article 37 of the Law "On State Civil Service" stipulates that promotion in the state civil service shall be carried out by appointing a state civil servant to a higher position or giving a higher level of qualification based on the effectiveness of his service activities at the expense of continuous improvement of his professional competence. However, the principle of meritocracy and the application of the "career model" are not included in this promotion.

In our opinion, the principle of meritocracy and the "springboard" career model should be applied in the process of promotion in the state civil service, and the procedure for implementing this process should be included in **Article 37** of the Law on State Civil Service.

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