

THEORETICAL ANALYSIS OF SOCIAL PROTECTION OF CIVIL SERVANTS IN THE UZBEKISTAN

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Abstract:

In this paper we make an attempt to examine the theoretical aspects of social protection and guarantees for civil servants. In particular, we focus on the importance of social protection and guarantees for civil servants, as well as political, legal, socio-economic and spiritual measures established by law, in the productivity of their activities. Moreover, we try to methodically and methodologically cover social protection and material support systems for civil servants, and group the parameters of the attractiveness of social protection. We also analyze the approaches to meet the material and spiritual needs of a person within the framework of social protection.

Keywords: social state, civil service, social protection, guarantee, social security, social insurance, social assistance, organizational and legal support, motivation, incentives.

INTRODUCTION

The successful and high-quality implementation of social and economic reforms in our country depends on civil servants. In such circumstances, it is necessary to attract qualified specialists who have undergone professional training to the public service to perform complex issues.

As the President of the Republic of Uzbekistan Sh. Mirziyoyev noted, today life itself requires us to develop an effective system for the formation of a professional, fast and efficient public service system, for opening a wide path to new-thinking, enterprising, patriotic and initiative personnel [1].

It should be noted that at any level of the public services, there has always been a high need for personnel who take initiative, promote creative ideas, and think about the interests of citizens and the state. In order to meet this need, it will be necessary to develop effective mechanisms for the selection, training and promotion of public service personnel, to implement complex measures related to the creation of organizational, legal, socio-economic and management conditions for employees to carry out productive activities. The modern personnel policy of the state is aimed at this, and it is becoming an important tool for resource attraction, efficient use and optimization through the implementation of appropriate modern mechanisms and technologies that encourage high-level activity of employees.

Methods

The reforms carried out in recent years on the development of the public service are aimed at increasing efficiency in this area, strengthening the legal and social status of civil servants, improving mechanisms for monitoring their activities, forming a national personnel reserve, and other tasks. In recent years, reforms on the development of the civil service have been aimed at improving efficiency in this area, strengthening the legal and social status of civil servants, improving mechanisms for monitoring their activities, the formation of reserve of national personnel reserves and other tasks. One of the most important elements of the legal status of civil servants is their right to social protection. The issue of regulating the civil service of the state and social protection of employees is provided for by the legislation of our country. This is reflected in the Law No. O'RQ-788 dated August 8, 2022 «On state civil service», Decree No. PF-5843 of the President of the Republic of Uzbekistan «On measures to radically improve the system of Personnel Policy and state civil service in the Republic of Uzbekistan» dated October 3, 2019 and other regulatory legal acts [2].

Today, the concept of «Social Protection» has firmly entered into the sphere of activities of scientists, researchers and professional practitioners as the main focus of public policy. When the concept of a social state is analyzed as a theoretical model, it can be seen that the concept of social protection has special sociologically. After all, social protection in this concept is interpreted as a factor preventing social threats in ensuring the social security of citizens.

President of the Republic of Uzbekistan Sh. Mirziyoyev, at the meeting with members of the Constitutional Commission of the Republic on June 20, 2022, for the first time put forward a proposal to strengthen the idea of «Uzbekistan - a social state» by the Basic Law. According to the head of state, the concept of «human dignity» is closely related to the concept of «social state». Social state is a state model based on reducing social disparities, conducting effective social policies». In the first part of Article 1 of the renovated constitution of Uzbekistan, the notion of «Uzbekistan - a sovereign, democratic, legal, social and secular state with a republican form of government» was strengthened [3].

In the first part of Article 1 of the updated constitution of Uzbekistan, the notion of «Uzbekistan is a sovereign, democratic, legal, social and secular state with a republican form of government» was strengthened [4]. The social state concept is a state model in which governments have a strong social impact on society and allow the implementation of broad guidelines for maintaining the order and system of society. The concept of a social state is important in the provision of human rights and freedoms, in order to maintain them and ensure stability, it will be necessary to carry out a wide range of work. This norm in the Constitution guaranteed that our country is a «social state» at the level of the Basic Law.

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Since the issue of social protection of civil servants is of complex importance, it is also considered necessary to take into account social protection measures in the organization of the civil service. Of course, the prerequisite for the formation of the necessary motivation for civil servants is the system of social protection, which is enshrined in the above law. In essence, this system represents a certain level of social and legal protection and support of civil servants. The researches on the social support of civil servants is closely related to their role in the qualitative and effective implementation of Public Service. It can be seen from this that the system of social protection of civil servants must meet the requirements of modern needs of society and the state at present.

Plato, in his theories about the state and its functions, points on the fact that the level of state development depends on how developed and ensured citizens are. For this reason, the Greek scientist emphasizes the priority of education and the social sphere as the main functions of the state. A high level of culture, well-being and stability of citizens is reflected as indicators of efficiency of state authorities, he believes that the state should take care of its citizens [5].

It should be noted that civil servants, in addition to being employees of organizations and agencies at the same time, are also citizens of the country. For this reason, when referring to their legal status, the rights and obligations of civil servants can be studied divided in two groups. While the first group includes the rights and obligations related to their civil rights and interests, the second group can include the rights and obligations of civil servants in connection with the implementation of the career powers held by them in the state organization. The scientific research in this regard has clarified that relatively little scientific research has been carried out regarding the study of the system related to the social protection and guarantees of civil servants. At the same time, it can be seen that in research work there are different approaches to the study of the social protection system of the state. Based on the notions mentioned above, the social protection of civil servants can be understood as a system of political, legal, socio-economic and moral measures established in the legislation in order to ensure their effective functioning. In this case, comprehensive legal, socio-economic, psychological and spiritual measures aimed at creating a decent way of life for civil servants will be implemented while protecting them from the negative effects of the external environment. Socio-economic resources in this area will be fairly distributed by state management bodies and institutions, and the welfare of civil servants will be increased. In this case, comprehensive legal, socio-economic, psychological and spiritual measures are carried out, aimed at creating a decent lifestyle for civil servants, while protecting them from the negative effects of the external environment. Socio-economic reserves in this area are fairly distributed by state governing bodies and institutions, and the well-being of civil servants is supported and increased.

It should be noted that social protection and guarantees differ according to the job position. Most employers offer guarantees with preferential packages in order to maintain qualified

personnel. The salary also increases due to the duration of the civil service career. Public organizations also have different employment contracts, and it is important to compare the salaries and other benefits paid for positions when entering public service with similar positions in the private sector [6]. In this situation, high efficiency is achieved through the means of introducing a system of employee incentives on the basis of the principle of «equal remuneration for equal labor» and «differentiation according to the achieved result» in the public service.

The decrease in the effectiveness of the activities of civil servants in developing countries is often justified by the low wage, low level of material and technical support in the process of dynamics of increasing and complicating the volume of work [7]. In such conditions, wages, housing and pension provision of civil servants, other regulatory legal acts related to other benefits are considered important in the formation of the motivation of qualified specialists for entry into public service.

Western scholars Richard M. Ryan and Edward L. Deci define the essence of the scope of the concept of motivation as a person who is «activated or charged to the end [8, 54-67]. Motivation is an important factor in an employee's excellent performance of his service activities. The civil servant, like other citizens, has different needs. There is also a need to improve the social protection and material maintenance of servants in order to prevent «charming» economic factors (bribery with abuse of authority) of negative content in the civil service. Strong social protection and the high level of material security, corruption among high-ranking servants serves a sharp decrease in cases. The issue of motivating and stimulating activities began to be actively studied in the last century due to the rapid development of science of management. To date, although a lot of research has been carried out in this direction, the issue of researching the economic aspects of motivating employees through social protection remains relevant.

Scientists who studied motivation (F. Gertsborg's two-factored – comfortable work environment (external) and satisfaction with his work in the team (internal), Taylor's four-factored – factor-salary, pressure, standards and clear functional majors, D. McClelland's authority, success, and status, A. Maslow's theory of the hierarchy of needs, etc.) posit that the model of the motivation process is made up of 3 elements, namely needs, targeted behaviors, and satisfaction of needs [9]. In this, needs embody a desire and desire that has a certain material or intangible result.

The inherent guarantee of social protection of civil servants serves to increase the attractiveness of the civil service. In practice, the activities of civil servants do not take place evenly, in which there will be full of stressful situations and there will be a high probability that other unforeseen circumstances will occur. The usual social protection system «carries the burden of unforeseen situations» – can be seen as hindrance to an ordinary citizen. The diversity of social protection and material security serves to increase interest in public service.

According to the doctrine of the representatives of the school «interpersonal relations» A. Fayol, M. Weber, E. Mayo, M. Follett, F. Rotlisberger, interpersonal relationships in

organizations, behavior, social needs and values, the guaranteed availability of resources form a positive attitude towards the production process [10].

This doctrine is one of the important stages in the sociology and psychology of Labor, the founders of which are F.Taylor's theory of «economic man» rejects the idea that man is one of the mechanisms that drive the economy and that it can be controlled by means of material interests [11]. It was advanced by them that within the framework of social protection, it is desirable that the material and spiritual needs of a person are harmoniously satisfied.

Professor E.V. Okhotsky in his research considers the «system of guarantees in public service – a set of legal, organizational-managerial and behavioral-psychological measures that create favorable conditions for the effective performance of public office tasks, increase the attractiveness of the civil service, ensure the stability of the social and legal status of a civil servant» [12, 24].

Social protection and guarantees are a tool that ensures the implementation of the rights of civil servants and the fulfillment of their functional obligations. In a certain sense, the term «general» can also be used for the social protection of civil servants.

The general nature of social protection includes a combination of multilateral ways and means of providing support to civil servants and their family members. The versatility of social protection provided by the state institutions to employees of the enterprises serves to strengthen their legal and social status and security, to increase the efficiency of public service and to successfully implement the tasks assigned to it.

Among the factors that have a positive or negative effect on the activities of civil servants, it is necessary to pay attention to their indicators of the social protection. Medical care and social insurance are part of the social protection of civil servants. The research has identified working conditions and housing as a key aspect of social protection, along with other components of social protection.

In the theory of systematic research, it forms a dynamic variable and functional structural model according to the classification of social protection system models [13, 139]. The dynamic change of social protection refers to its behavior over time, while in terms of its structural structure, it implies changes in the functionality, state, movement and structure of social protection. According to this model, the structural elements of the social protection system of civil servants and its harmonization of mutual relations as a component of the state social policy are formed.

The results of the analysis indicate that the system of social protection and guarantees of civil servants remains the main factor attracting qualified specialists as an important element of personnel policy. On the one hand, this serves as an attribute of the special legal status of the state civil service, and on the other hand, it remains an important factor in motivating candidates.

Sociological studies show that the main motivation of most qualified young professionals in choosing a job is the salary paid for work. As most professionals intend to get one or another job, the only and final decision depends on the size of the salary [14]. Also, in social studies on such topics – such as orientation towards the achievement of a strategic goal, the

possibility of self-expression of servants, the prestige (status) of an organization or office, stable work activity, growth in the positions of office-indicate that such situations remain from motivational factors in entering public service.

Based on the research carried out on the study of his motives related to the choice of a place of work, it can be said that although the prestige of work for some young people is expressed in the salary paid to him and the social status of the organization, it turns out that these criteria are not always of primary importance. And after many young people start their work at the enterprise, such situations as the group environment, their relationship with team members and their recognition as individuals or specialists begin to take the lead. Therefore, it is considered very important that the head of the team creates an atmosphere of harmony in the organization, above all, when recruiting employees, especially recognizing even small and insignificant achievements that a newcomer to work is achieving, introducing various methods of spiritual motivation towards a civil servant.

On August 4, 2022, at a meeting under the leadership of the President of the Republic of Uzbekistan, it was determined that the guarantees of their activities will be strengthened, as well as the imposition of a demand on civil servants as priorities within the framework of the new system established by the law «On civil service». In this, attention was paid to the need to increase the attractiveness of the civil service, reduce the level of non-compliance of servants, create suitable conditions for their labor activity and social protection [15].

Article 5 of the Law of the Republic of Uzbekistan No. O'RQ-788 «On State Civil Service» dated August 8, 2022 specifies the legal and social protection of state civil servants as the main principles of conducting civil services. In particular, in Articles 53 and 54 of this Law, forms and measures of social protection of civil servants of the state are defined. The figure below shows the forms of social protection of civil servants by the state in Uzbekistan (Figure 1) [16].

Results

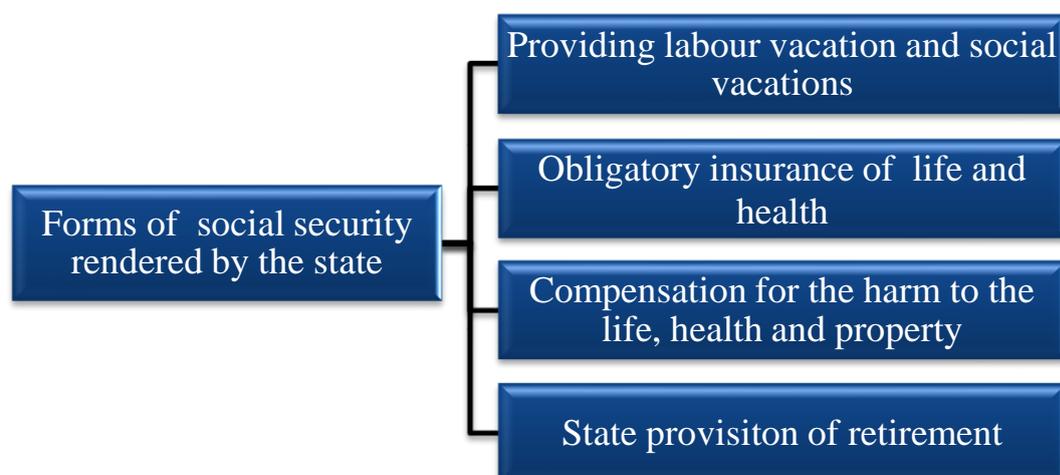


Figure 1. Types of social protections provided by the state

In addition, the mentioned law defines social protection measures for public civil servants in Uzbekistan and it is disclosed as follows (Figure 2).

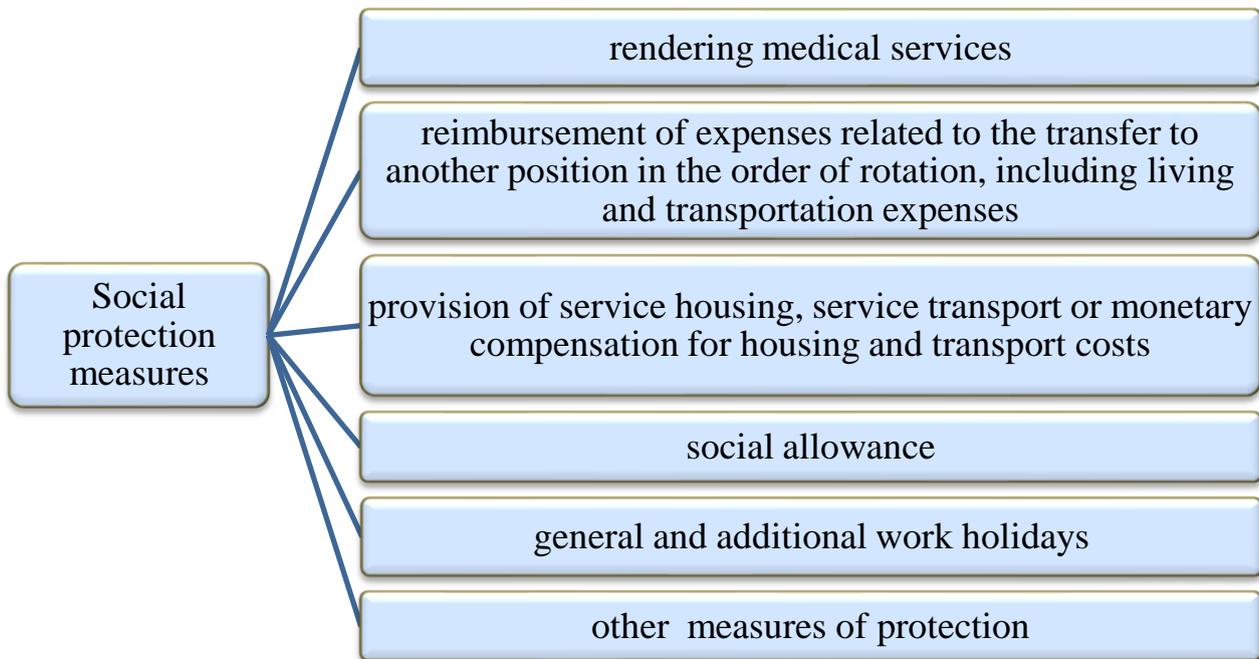


Figure 2. Social protection measures of state civil servants

Social guarantees in the civil service are considered a factor that strengthens the position of civil servants in society, along with career choice, qualification improvement and capacity development. The implementation of the above serves to encourage the achievement of high performance indicators of civil servants on the one hand, and on the other hand to increase their social protection and guarantees during public service.

Discussion

In conclusion, strengthening the guarantees of civil servants' activities will help to organize their work effectively and to form a more qualified personnel corps in the civil service. Based on the results of the above data analysis, the following conclusions can be made:

social protection is a multifaceted, comprehensive and fundamental institution, which is a direct determinant of the legal, economic and social state;

social protection and guarantees are closely related to the political, economic and cultural capabilities of the state;

by increasing the social guarantees of civil servants, it is possible to achieve the expected result in the modern modernization of the civil service;

throughout the history of mankind, the policy of states of different types and historical periods has been stable in their attitude towards civil servants, aimed at creating and improving privileges and freedoms;

as one of the main elements of social protection, during the professional activities of employees, in the process of high-level efficiency mechanisms, it will be necessary to encourage civil servants, taking into account the main performance indicators and professional skills;

one of the main factors for improving the efficiency of service activities should be based on the social policy of the state in the framework of new, special relations with civil servants, aimed at protecting servants not only during labor activity, but also in the period after it, on the principle of mutual cooperation.

Conclusion

In general, the system of social protection of civil servants of the state serves to satisfy the needs and interests of civil servants, to guarantee the normal functioning of this service by the state authorities, as well as to promote the expediency and fulfillment of these tasks and to strengthen the civil service.

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