

IN A NEW STAGE OF DEVELOPMENT
OBJECTIVE NEED TO REFORM PUBLIC SERVICES

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***Abstract:** Based on the general purpose of this research, important theoretical and practical issues of public service, state-service relations, problems in this area and ways to solve them, ways to form and improve knowledge about foreign experience and practice, professional ethics of a public servant, influence on it the study of the indicators was analyzed according to the purpose.*

***Key words:** rational attitude, reasonableness, social responsibility, legal consciousness, social attitude.*

In the new stage of development of Uzbekistan, there was a need to upgrade public services to a modern level that can meet international standards and thereby ensure the priority of people's interests, to form a civil society and to improve the system of building a legal democratic state. Because public service is an important element of the public administration system. From this point of view, the need to "form a unified personnel policy aimed at attracting qualified specialists to the public service in order to increase efficiency in public administration" requires large-scale reforms in our society [1,2,3,4,5,6,7,8,9,10,11,12,13,14].

The efficient organization of public service and the effectiveness of this activity mean the priority and appreciation of people's interests. Therefore, modernization of public services and development of professional culture of civil servants, development of ethical rules and continuous reform of this process are of urgent importance. For this, first of all, training of potential and competitive personnel, provision of public service with personnel with modern knowledge and skills is becoming one of the main tasks. After all, "constitutional principle regarding the priority of human rights and freedoms must be unconditionally ensured in the daily activities of state bodies. The principle that "the people should serve the people, not the state bodies, the state bodies should serve the people" should become the main rule in the activities of leaders at all levels". In fact, as a civil servant, the formation of the professional ethics of every leader on the basis of high ethical standards is manifested as a social necessity.

Based on the general purpose of this research, important theoretical and practical issues of public service, public-service relations, problems in this area and ways to solve them, ways to form and improve knowledge about foreign experience and practice, professional ethics of public servants, factors affecting it research is appropriate.

According to the "State Service" training manual, "the state cannot exist without a specially organized apparatus. The state apparatus will need a civil service system. For this reason, the reforms carried out in the state apparatus, first of all, assume the correct organization and effective implementation of the public service. The functioning of the state, the state of the state apparatus and the state service creates perceptions about it in the population of the country. Depending on the employee acting on behalf of the state, the state or state apparatus is evaluated. Therefore, how the public service is formed in each country is very important".

So, how the state works, the attitude of the population to the government depends on how well the public services are organized. That is, if public services are organized in a professional manner, the trust and respect of the population towards the government will increase. However, if there are situations that conflict with people's interests and goals in the mechanism of public service

organization and implementation, if bureaucratic obstacles arise, the population will conclude that the state is not doing its work properly and mistrust is formed [15,16,17,18,19,20,21,22,23,24,25,26,27,28,29,30].

One of the priority tasks of the state power is to train qualified personnel for state bodies, to improve their knowledge and skills, as well as to modernize and consistently develop the system of public service trainers, to train specialists who quickly adapt to changes. The head of our state Sh. According to Mirziyoev, "today we have to recognize a simple truth. There is a lack of qualified and mature personnel in state agencies ". That is why public services serve bureaucratic obstacles and red tape rather than the full use of rights and freedoms of the population. By establishing professional public services, the government will make its work easier and more efficient. Because strong and capable personnel and modern civil service have a positive effect on work productivity and reduce time consumption. In this process, "provision of state authorities and management bodies with highly qualified personnel, continuous work with them, improvement of their qualifications, formation of the reserve of effective civil servants are among the first tasks facing any state".

Therefore, reforming the public service system, modernizing it, and applying the experience of developed countries are considered a factor in ensuring proper communication with the people and achieving the priority of people's interests in the new development of Uzbekistan.

Also, the correct establishment of the state authority depends on the adopted legal documents and legal foundations. According to the famous Greek philosopher Aristotle, "whatever the majority strives for and there is something worth competing for, those are also considered blessings, and the concept of the majority of people and the majority is considered equal to the concept of "all people". So, the duty of the state is to offer its services at a high level in order to provide the well-being that many aspire to [31,32,33,34,35,36,37,38,39,40,41,42,43,44,45].

The professional performance of the civil service shows the extent to which social relations are established on legal grounds. The efficiency of the public service was influenced by how well the legislation was developed and how well it was implemented. That is, if the legislation in every field has a perfect basis, the service will be of high quality. Because civil service regulates relations between members of society and between the state. After all, "one of the appropriate activities of people, as well as the state and society, is service. This concept can be used in different senses: the type of human activity, socio-legal institution, special system of state bodies. Service consists of management, implementation of state activities, provision of management, provision of social and cultural services to the population". Therefore, the development of socio-cultural services to the population and thereby ensuring the rights and freedom of people remains an important condition for building a civil society.

Since the state is considered the leading element of the political system of the society, the diligence, initiative, attitude to duties and responsibilities, honesty, moral image of the public servants have a strong influence on the reputation of the state and through it on the sustainable development of the society. Public service is such an activity that its results cannot be measured by the amount or volume of documents prepared and accepted by the employees, by the time spent on their work. Public service is a unique social relationship in which the state authority performs its function of organizing and managing social processes, people's activities and behavior. Because "every person and every family living in our country should feel the results of our reforms in their lives today. For this, leaders at all

levels must work for every citizen, to ensure his vital interests, without chasing after interest, numbers, and paper. Then our enlightened elders, our respected fathers and mothers, our respected women, our dear children, our little grandchildren, and the whole nation of many nationalities will be satisfied with us". Therefore, providing people with their vital interests, regulating relations, and bringing service to a high level are important future tasks [46,47,48,49,50,51,52,53,54,55,56,57,58,59,60].

In the opinion of the head of our state, there were many shortcomings in this system because "the status of civil servants was not defined, and mechanisms for public service recruitment were not developed." As a result, the rights and interests of citizens were devalued at the threshold of some office. That is why it was necessary to reform public services, develop its legal framework, expand its rights and powers, and liberalize from centralization. In the "**Model rules of conduct of employees of state administration bodies and local executive authorities**" approved by the decision of the Cabinet of Ministers No. 62 of March 2, 2016, as the obligations of civil servants "strictly comply with the principles and requirements of the state in the performance of service duties, conscientiously perform their duties, execution at a high professional level, timely and high-quality execution of decisions made by high state bodies and officials within their powers.

Justice should be an important criterion in public services, it is required to be able to ensure social justice in providing the interests of different layers of the society. In the society, there are mutually different strata and social groups depending on their position, profession, education, income and other characteristics. Their interests are often different, and in some cases they may even conflict. In order to coordinate and effectively manage the activities of these different groups and layers, justice and honesty should be among the main principles in the work of civil servants.

According to the researcher Behzod Malikov, "There is such a problem and tradition in the public service system and labor market of Uzbekistan that many qualified specialists want to work in the business sector rather than in the public service." The main reason for this is the low monthly salary of the employees working in the state administration offices and the social benefits created for them are not at the required level". In our opinion, such factors, together with their negative impact on the performance of functions and tasks of the state, lead to the strengthening of elements of corruption among civil servants. Based on this, in some countries of the world, determining the wages of civil servants is approached on the basis of market principles [61,62,63,64,65,67,68,69,70].

Head of State Sh. Mirziyoyev repeatedly emphasized the need to "first of all introduce an effective system for objective assessment of the activities of civil servants to solve the problems in the regulation of public services", reforms in this system were started and the system was launched. In order to successfully manage the tasks assigned to the public service, it should be organized on the basis of a correct and clear mechanism.

In the new stage of development of Uzbekistan, the task of continuous improvement of public services is becoming more urgent. The civil service should be reformed in accordance with the reforms taking place in the society and before them. Because reforms in society begin with reforms in the administrative apparatus. The administrative reforms carried out in our country are being carried out from the same point of view. If the reforms in the civil service do not go ahead of the reforms in the society, or if it lags behind the reforms in the society, it will be a hindrance to development. With this in mind, the improvement of the public service is given first-class importance in our country (see Figure 1.1). After all, "state bodies have not yet formed a system that predicts what tasks will be relevant tomorrow, in the future, in simple words, what problems will be facing us in five, ten, twenty years". To do this, it is necessary to take into account the requirements of modern times for the development of public services, to study the effectiveness of the organization of public services in developed countries.

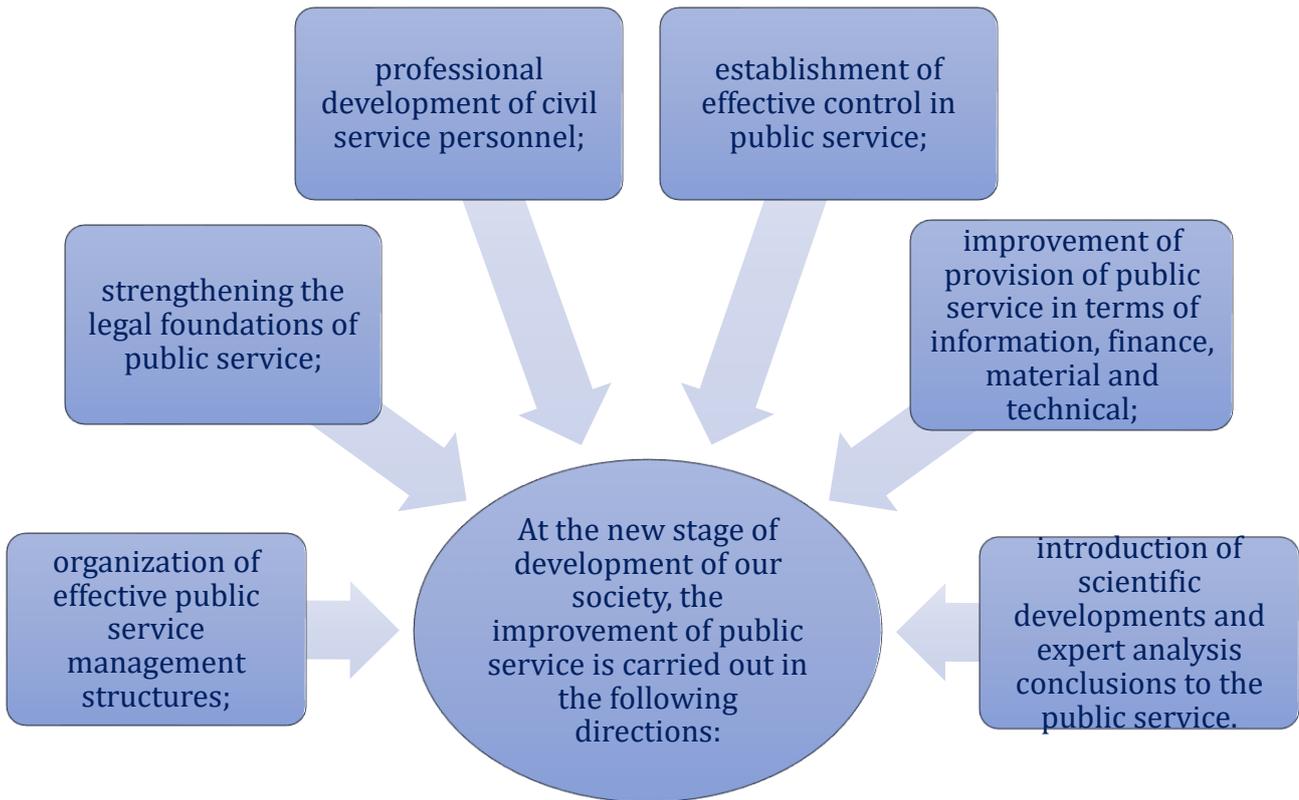


Figure 1.1. Priorities of improvement of public service at the new stage of development of our society

In the current era, the development of countries, security, and protection of citizens' interests cannot be imagined without the state. Therefore, it is natural that institutions, concepts, and elements related to the state should always be in the spotlight. Creating an opportunity for their development, establishing proper communication between different structures is an important issue. Undoubtedly, such a task is carried out by state services. However, in the last quarter of a century, public services in Uzbekistan served not to lighten the burden of the people, but to increase the influence of the authorities. People could understand how complex the structure of the state is through public services. Therefore, Shavkat Mirziyoyev strongly criticized public services, like all other sectors, from the first days of the new reforms and emphasized that its reform is an urgent task. For example, "in all cities and districts of our country, for example, there are offices that provide public services to the population, even in distant Chimboy or Kurgantepa districts. They are formed to serve the people. But, unfortunately, in most cases, it is correct to say that they are cut off from the people". This is a confirmation that the formation of state services based on high requirements and ensuring the interests of citizens, establishing the functions of the state and society is one of the priority tasks [71,72,73,74,75,76,77,78,79,80].

In today's information age, in the era of advanced information and communication, ensuring speed, accuracy and universality of public services is one of the important social requirements. In this regard, the head of our state also expressed the following thoughts: "Actually, in the 21st century - in the era of the Internet and information communications, it is possible to do all these things without leaving home, using a computer or a mobile phone!". In fact, only the government that can adequately respond to the demands of the state today for the speed of service will be recognized by its citizens. Civil service remains an important institution during the formation of market relations and after it.

Because regardless of the size of the public sector in any conditions and industries, the state has a certain position and plays an important role in the economy and development of human resources. Even in the conditions of the formation of market relations, the humanitarian task of the public service is comprehensive, it is manifested through the health care, culture, social security and protection, science and education system. Therefore, the humanization of public services and thereby ensuring the priority of people's interests becomes urgent.

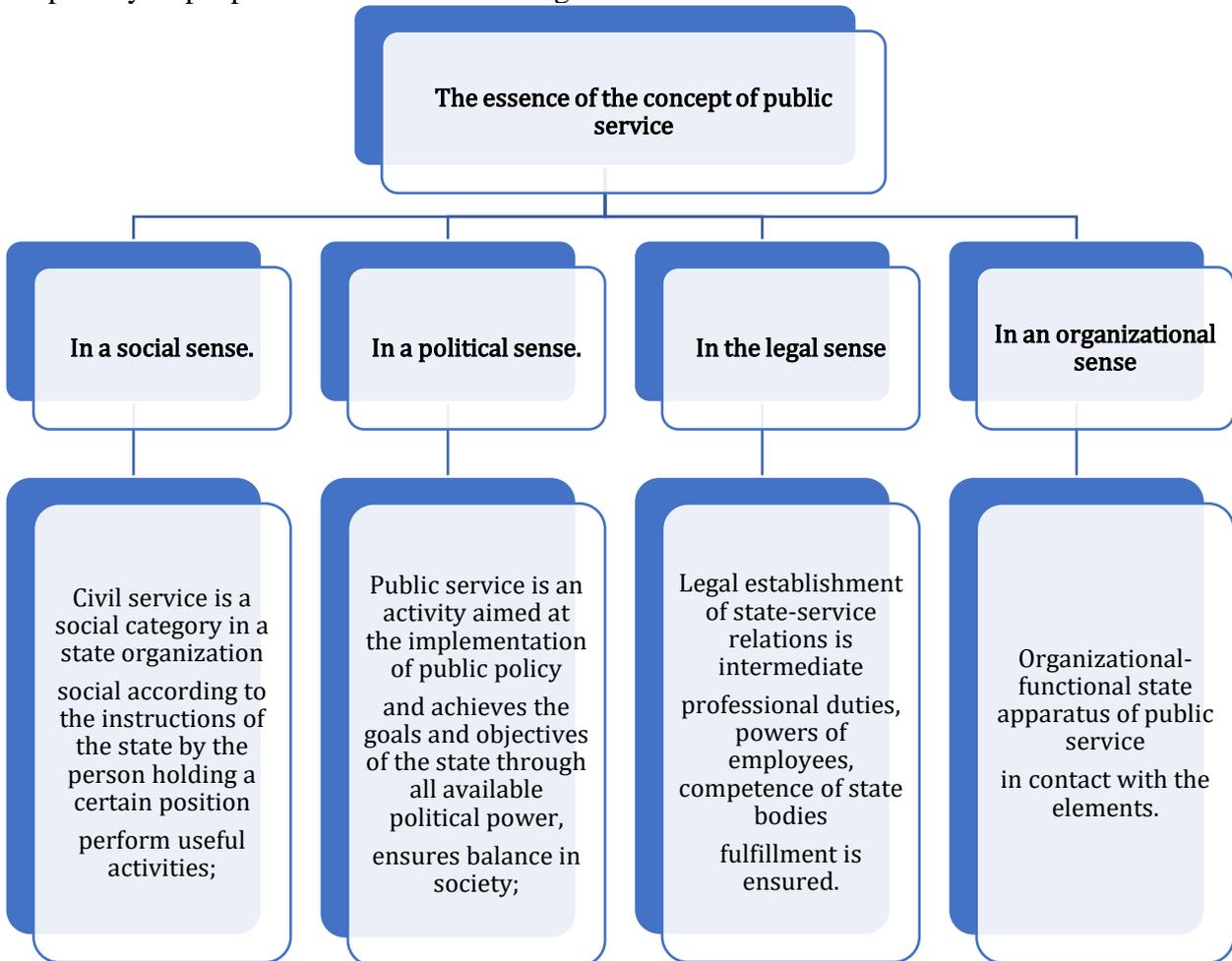


Figure 1.2. Definition of the concept of public service

As Imam Bukhari said in a blessed hadith quoted in his books, "All actions are based on intentions." Indeed, good deeds started with pure intentions will surely be rewarded. Therefore, through the humanization of public services, it is necessary to aim to form a commonality of honest relations in the society and to train a professional civil servant through it. The importance of the humanitarian function of the public service is that its impact is not limited to public sector employees, but also to private sector employees. That is private in the sector employees too state of service humanitarian from the task enjoy takes _ Therefore, in the current conditions, the correct organization of public service in our country leads to the solution of many political, economic, social, national problems, the problems faced by individuals, ensures democratic development and the establishment of political and social stability in society, and prevents political extremism and other unconscious situations in any form. will be an obstacle.

In any country, public administration bodies are assigned an important task, and the successful performance of this task will ensure the functioning of the state in this period and in the future. Therefore, by performing the relevant tasks in the state apparatus, civil servants ensure the effective

functioning of the state apparatus and the constitutional guarantee of the interests of the country's citizens [81,82,83,84,85,86,87,88,89,90].

As we aim to make Uzbekistan one of the developed countries in the new stage of development, we can achieve this only through rapid reforms, education and innovation. For this, first of all, it is necessary to educate new generation personnel who will be proactive reformers, who think strategically, and who will be educated and qualified". Such enterprising, enlightened and qualified personnel will be able to develop both public administration and public services, literally direct them to public service. If one observes the stages of development of countries on a global scale, in any democratic society there is a conflict of different interests in the interests of social groups and political parties. This is a natural situation. That is why there is a need to have an independent state service. Because only the public service free from any groups, movements and parties can realize the interest of the society and the state in the way of the common good, only a highly qualified state apparatus will be able to take into account the interests of different groups, movements and parties in the criterion of justice. Only if there is a public service free from political views and different groups and movements, citizens can trust that the state apparatus does not serve the interests of any group or party and does not put any interest above any other [91,92,93,94,95,96].

In conclusion, civil servants are required to take their duties seriously and be loyal to their country. Two conditions must be met for this to happen. First, it is necessary to fully ensure the effective functioning of the state civil service, and secondly, it is necessary to trust qualified civil servants to implement public administration.

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