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## SPIRITUAL AND ETHICAL SEGMENT OF INCREASING THE EFFECTIVENESS OF CIVIL SERVANTS: A COMPARATIVE APPROACH

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### Abstract

This article, based on a comparative approach, scientifically analyzes the spiritual and ethical segment of increasing the efficiency of civil servants. The article also scientifically substantiates that the development of moral qualities of civil servants is a very important task of the state at all times and in all places.

**Keywords:** State, management, citizen, spirituality, ideology, education, segment, comparative, time, space, propaganda.

In the Republic of Uzbekistan, on August 8, 2023, the Law "On State Civil Service" was adopted, and it clearly defined the legal status of state civil servants and indicated that a citizen of the Republic of Uzbekistan performing his activities in this position is a state civil servant. Shavkat Mirziyoyev, President of the Republic of Uzbekistan, on the general professional requirements for public civil servants. emphasized.

The Law of the Republic of Uzbekistan "On State Civil Service" applies to the activities of state civil servants (Appendix 2) in the positions included in the state register of state civil service positions. This Law applies to: the President of the Republic of Uzbekistan, members of the Legislative Chamber of the Oliy Majlis of the Republic of Uzbekistan and members of the Senate, deputies of the Dzhokorgi Council of the Republic of Karakalpakstan and other representative bodies of local state power, employees of the offices of the Legislative Chamber and Senate of the Oliy Majlis of the Republic of Uzbekistan, members of the Central Election Commission of the Republic of Uzbekistan , judges and employees of the judicial system, members of the board of the Central Bank of the Republic of Uzbekistan, civil servants serving in the bodies of the prosecutor's office, internal affairs, defense work, emergency situations, the National Guard of the Republic of Uzbekistan, the State Customs Service, the State Security Service and the State Security Service of the President of the Republic of Uzbekistan, including military personnel; does not apply to the activities of technical, production and service employees of state bodies.

The law defines the concept of "state civil service" as "a type of state service, which represents the paid professional activity of citizens of the Republic of Uzbekistan to ensure the

implementation of the powers of state bodies in the positions of state civil service". In the main concepts included in Article 4 of the law, special attention is paid to "rules of conduct of state civil servants" and its essence is revealed in the form of "a set of norms of conduct that must be observed by state civil servants". At the same time, the law stipulates the professional competence of a state civil servant (a set of knowledge, skills and abilities necessary for the proper implementation of the powers of a state body), qualification requirements - (granting a certain qualification level of the state civil service and (or) an applicant for occupying a certain position of the state civil service (requirements regarding work experience and professional competence determined by the state body in relation to future candidates) are distinguished. Codes of ethics and rules are documents that systematize the principles, values and standards of behavior of state civil servants, and are formed as a result of processing and systematizing information about the requirements of society and the requirements of the management system for officials. The main reason to focus on this is to emphasize that the professional competence and qualification requirements of a civil servant are essentially professional and private, and the "Code of Conduct of Civil Servants" reflects universal moral requirements. After all, the term "public service employee" refers to persons who perform organizational and administrative functions for the realization of the rights of state bodies, who carry out actions of legal significance that cause legal consequences for citizens, and who can be held seriously responsible for failure to fulfill their service obligations.

The law includes the principles of "Service to the people" and "Responsibility of state bodies and officials to society and citizens" among the basic principles of civil servants. These principles are essentially spiritual and moral, and confirm that the principle that "our people should serve our people, not the state agencies, the state agencies should serve our people" is reflected in the social and political life of Uzbekistan. Another confirmation of this is the obligation of civil servants to be implemented on the basis of such principles as loyalty to the Motherland and dedication to the duty of service, loyalty to the interests of the state and society, fairness, honesty and impartiality, an uncompromising attitude and fight against corruption, and politely instilling a sense of trust and respect in citizens towards the state. can also be seen in the adoption of the established Code of Conduct.

In the law, together with the rights and obligations of the state civil servant, his responsibility is defined in a separate norm. Pursuant to Article 14, it is stated that damages caused to individuals or legal entities due to unlawful actions (inaction) of civil servants shall be compensated by the state body and this damage shall be recovered from the guilty civil servant. The principle of meritocracy began to operate through the agency's open and independent selection mechanisms for entry into the civil service. These new selection procedures will prevent nepotism and various corrupt factors in the field. For this purpose, the most suitable

candidates are selected to state bodies not by someone's recommendation or subjective opinion, but through the "vacancy.argos.uz" electronic portal, which ensures a healthy competition of the applicant's qualifications and professional competences.

The application of the principle of meritocracy in the objective and fair assessment of the candidate's special abilities, including his professional and moral qualities and special services, creates the basis for the effectiveness of the selection process.

In addition, in order to fill the leadership positions of state civil servants with qualified personnel, a system of centralized selection, training, retraining and continuous improvement of state civil servants was established.

The law divides state civil positions into "political", "administrative" and "auxiliary" groups, defines their legal status, the procedure for appointment and service, as well as the grounds for entering, serving and terminating the State civil service.

According to it, recruitment to the state civil service is carried out on the basis of competition, the performance of state civil servants is evaluated based on the most important performance indicators (KPI), the system of continuous improvement of the state civil servant is introduced, qualification levels are given to state civil servants according to the position they hold, management positions are filled by qualified personnel. It is ensured that the national personnel reserve is formed in order to be filled with, termination of the state civil service is based on the cancellation of the employment contract in the labor legislation, the loss of the citizenship of Uzbekistan by the civil servant, and the commission of an offense related to corruption.

In a word, a civil servant should be a mature and selfless person who regularly works on himself, has mastered professional and modern knowledge, has the ability to analyze and think, to approach solving problems with new ideas. For this purpose, it refers to the "Main principles of the state civil service" defined in Article 5 of the Law, namely: unity and stability of the state civil service system; legality; fairness; serving the people; responsibility of state bodies and officials to society and citizens; priority of human rights, freedoms and legitimate interests; openness and transparency; impartiality, professionalism and competence; equal rights of citizens of the Republic of Uzbekistan in entering the state civil service; the state must strongly believe in and act on the legal and social protection of civil servants.

Today, a civil servant should be enterprising, knowledgeable, highly cultured, honest and a master of his profession.

Such an employee can approach any situation and conditions correctly, makes a bold, fair and objective assessment of events and events, creates real demands and a fair work style, and has a great position as a kind person. This requirement emphasizes the leading qualities of the professional spirituality of civil servants. In particular, civil servants must be courteous, polite, considerate, patient and respect citizens and colleagues. Civil servants should not be rude to

their subordinates and citizens, should not humiliate people's honor and dignity, should not allow situations of unreasonable psychological and physical influence on them. In particular, civil servants should observe generally accepted norms of etiquette and should not engage in antisocial behavior during off-duty hours.

Although the concept of "qualities of a public servant" has not yet been fully implemented in the field of administration of the Republic of Uzbekistan, its legal basis is being gradually formed, there is a lot of information about this in the history of Uzbek statehood. For example, Abu Nasr Farabi mentioned "12 virtues and qualities" necessary for a civil servant of his time and the next in his work "The City of Virtuous People".

According to the work, a leader should be healthy, able to quickly understand the thoughts of the interlocutor, be able to explain his thoughts clearly, be able to control his ego, be fair, knowledgeable, conscientious, and determined. At this point, let's pay attention to the thoughts of statesman and great thinker Alisher Navoi. "If you are a human being, don't be a demagil person, Onikim, there is no grief for the people." With this, our great grandfather emphasized to us that a person without virtue who lives without thinking about people's pain and worries in the world cannot be added to the ranks of people.

Only as a result of the effectiveness of the civil service employees, their high moral potential, and effective management processes, citizens' trust in the state and the system will be strengthened, their participation in governance and other political processes will be activated, solidarity among citizens will increase, and the population's confidence in the future will increase. His spirituality, ideology, love for the country will increase.

The great statesman Amir Temur's "Tuzuklar Temur" is important for the development of public administration and public service. The qualities emphasized in it, especially for personnel working in the field of public service, are still relevant today.

It is known that Amir Temur ruled the country strictly following the motto "Strength is in justice". Sahibqiran followed this slogan himself and encouraged the ministers to follow it as well. It can be said that other qualities given to ministers and civil servants were formed based on this motto. Sohibqiran glorified such qualities as justice, loyalty to the motherland, determination. Sahibqiran, who embodied such qualities as courtesy, patience, and justice, demanded such qualities from other officials..

Amir Temur believed that the ruler's ability to choose officials and put them in place is the main condition for the implementation and strengthening of power. In particular, as stated in the "Tuzuklari Temur", candidates for the post of minister should have the following four qualities. The first is nobility, pure breeding, the second is intelligence, prudence, the third is awareness of the condition of the servants and raiyat, being polite to them, and the fourth is patience and peace-loving.

Of course, civil servants possessing these qualities are highly valued even today, and training such civil servants and placing them in their place is one of the important tasks. As we all know, the Law "On State Civil Service" established that entry into the state civil service is carried out by appointing a candidate to a state civil service position based on a competition. At the same time, in the article "Obligations of the State Civil Servant" specified in Article 12 of the Law, he should not allow conflict of interests, be impartial and impartial; to refrain from actions (inaction) that may bring down the authority of the state body or raise doubts about its conscientious performance of its official duties, including any form of discrimination, partiality or special treatment towards someone while performing its official duties; not to use their official position for personal and other illegal purposes, as well as not to allow illegal influence on their service activities, state bodies, their officials, and citizens, requires strong will, determination, honesty, and high moral and ethical qualities from employees.

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