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## IMPROVEMENT OF THE LEGAL BASIS FOR EVALUATING THE EFFECTIVENESS OF STATE CIVIL SERVANTS

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### ABSTRACT

This article covers the issues of improving the efficiency of the state civil service and state civil servants and improving the legal basis for their assessment.

### KEYWORDS

Public civil service, “performance indicators”, “key results indicators – KRI” “critical success factors”, and development strategy.

### INTRODUCTION

Today, increasing the efficiency of public servants in the world community is becoming a priority for countries. In the Republic of Uzbekistan, special attention is paid to the improvement of the mechanism of activity of civil servants, which is of great importance in improving the quality of services to the population and ensuring stable socio-economic development.

The development strategy of New Uzbekistan for 2022-2026 requires the improvement of the efficiency of the activities of state bodies to ensure the implementation of the priority goals and tasks related to the development of a people-friendly state.

Annex 1 of the strategy, priority direction 1 is defined as “Establishment of a people-friendly state by increasing human dignity and further development of a free civil society”. In this direction, the task of organizing the state civil service system based on modern standards is defined, according to which, the elimination of corruption factors in the state service, the improvement of the legal basis for recruitment of personnel on the basis of selection and evaluation of their performance, introduction of the “National rating” system based on the system of evaluating the activities of civil servants and state bodies based on the most important performance indicators (KPI), improving the system of raising the level of professional training, material and social security of civil servants, local government bodies, the ministry and formation of the national personnel reserve in order to prepare suitable candidates for leadership positions in agencies, entering the state service, the task of implementing the “Digital Public Service” project, which provides for the digitalization of the processes related to the formation of reserves, evaluation, and the completion of service, as well as the revision of requirements for working hours and labor standards in state bodies, was set [1].

In developed countries, the first issue to be taken into account when deciding on the application of incentive measures to civil servants is the fulfillment and overperformance of the most important performance

indicators. In determining this criterion, it is important to analyze the concept called KPI (Key Performance Indicators) in the modern state civil service.

KPI is also referred to as an efficiency or effectiveness indicator that monitors and evaluates the performance of organizations (departments, institutions and enterprises) and employees at the level of the specified requirements or the achievement of the specified goal. Simply put, a KPI is a “measuring device” against a defined goal. Therefore, it is impossible to define KPIs through indicators that are not related to the goal.

In English, these concepts are expressed through terms such as “performance indicators”, “key results indicators – KRI” and “critical success factors” is expressed.

The system of further increasing work efficiency through material incentives of managers and employees based on KPI was first created in Europe during the economic crisis in the 1970s. The reason is that in European countries such as France, Germany, and Portugal, the salaries of civil servants are much lower than those in the private sector. In order to increase wages, further tax increases were required.

The Law “On State Civil Service” of the Republic of Uzbekistan was adopted as part of the systematic reforms being carried out to improve the efficiency of civil servants in the Republic of Uzbekistan. The adoption of this law serves as a solid legal foundation

for the full realization of the principle that “the people should serve the people, not the public authorities”.

In particular, Article 5 of the Law is called “Main principles of state civil service” and it defines the unity and stability of the state civil service system, legality, fairness, service to the people, responsibility of state bodies and officials to society and citizens.

According to the law, the Labor Code applies to relations not regulated by this law during the state civil service. It is also prohibited for a civil servant to engage in business, to be its founder, to open accounts outside of Uzbekistan, to acquire real estate abroad. A 5-day work week and a work duration of no more than 40 hours per week are established for civil servants. It is established that civil servants will be granted annual basic leave of not less than 27 days, as well as annual additional work leave given for many years of work experience in the same organization or network.

Civil servants are an integral part of the mechanism of public administration, and their professional skills and efficiency have a direct impact on various spheres of public life. In this regard, it is necessary to consider measures to improve their activities in the conditions of Uzbekistan.

1. Paying special attention to retraining and upgrading the skills of civil servants

One of the main aspects of improving the efficiency of civil servants is to invest in their training and development. Regular courses, seminars and trainings serve to improve the skills of employees and master modern methods of management and service to citizens.

2. Introduction of electronic management in public service

The use of modern information technologies, including electronic services and platforms, makes it possible to increase the efficiency and transparency of the activities of state authorities and management bodies. Implementation of e-governance reduces bureaucracy, improves access to services and reduces the risk of corruption. Confidence in the public service will increase among the population.

3. Application of incentive measures in public service

Creating a system of motivating civil servants, awarding awards for high achievements and career growth based on professional results serves to increase their responsibility and efficiency.

4. Strengthening of moral standards in public service

Implementation and monitoring of strict ethical standards will help prevent corruption and ensure honesty and transparency in public administration.

## CONCLUSION

Improving the mechanism of increasing the efficiency of civil servants in the Republic of Uzbekistan is an integral part of the development strategy of New Uzbekistan. By improving the qualifications of civil servants, improving their incentive system, and introducing modern technologies in this field, we can achieve further strengthening of public administration in our country, providing high-level services to the population.

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