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HISTORY OF THE FORMATION OF PERSONNEL POLICY IN THE INTERNAL AFFAIRS BODIES OF THE REPUBLIC OF UZBEKISTAN

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ABSTRACT

In this article, the author analyzed in a comprehensive and comparative way the activities of the internal affairs bodies, in particular the historical and legal aspects of the selection, training and placement of personnel, and provided their relevant conclusions.

KEYWORDS

History, law, personnel, selection of personnel, training of personnel.

INTRODUCTION

The internal affairs bodies occupy a special place in ensuring the peaceful and quiet life of our people. Today's internal affairs bodies and the personnel policy implemented in it have undergone a number of long ways until they reach their current state. This long and glorious road has its own hallmarked history and this history provides many lessons that can be summed up for us. Below we will try to take a scientific look at the past of the personnel policy implemented in the internal affairs bodies of the Republic of Uzbekistan.

Since the beginning of human existence as a community, the issue of ensuring peace and tranquility has been relevant among them. At that time, the

community did not have exactly the services named after the internal affairs bodies that provided peace and tranquility, but these tasks were carried out by people who were sorted into a separate category (honored ones, leaders), and after the emergence of the state by civil servants or guards who were military employees.

Until the first states appeared on the territory of our country, people lived as seeds, communities and tribes [1]. In a team, there are first, not biological laws, but social laws were in motion [2], that is why the social relationship between them was initially regulated on the basis of social norms.

Social norms in a community were in the form of habits (i.e. historically formed rules of behavior that have become a habit as a result of multiple application over a long period of time) [3]. The observance of social norms by team members was ensured through persuasion and coercion measures. As long as social norms (rules) are social, just, and their implementation is fully ensured, there is order in the community, otherwise chaos and disorder in the community could eventually lead to disaster.

The breeding system consisted of a council of elders, military chiefs, a common broodmare, and koxins. They dealt with the most important issues of fertility. For example, the provision of internal order in the community, the resolution of war and peace, mass migrations and conflicts, the organization of military training among young members of the clan, the formation of procedures for conducting religious painting and ceremonies, and rules of a religious nature, etc.

Even in those times, there were disagreements, conflicts and wars between or within the clan and tribes. It resulted in chaos within the tribal community, arbitrariness, the extinction (dying) of a particular seed or tribe, or the dependency or captivity of another tribe. In order to prevent these negative situations from happening, most of the tribal chiefs, who have learned from history, first developed strict rules to ensure the stability of internal order within the community, and the task of ensuring the implementation of these rules was mainly assigned to the leaders who have authority in the community and their assistants, to protect the tribe from external threats. While accomplishing this task military defense played an integral role.

The downturn of the primitive system was the impetus for the emergence of the first states. The rise of the

state was caused by geographic, religious, spiritual, economic, social factors. The state was distinguished from the primitive system by its main signs, that is, the fact that the population was united according to the territorial basis, the existence of a special apparatus of government, the existence of a system of rights, the possession of a tax system, the possession of a sovereignty and etc.

In the regions of Central Asia initially Slavkids, Greco-Bactrians, Kushans, Kangs, Dawans and Kharezms, Turkish Khaganate were formed, and these states relied on military-administrative methods in the organization of public administration and service[4].

During the Abbasids (8th century), Tohirians, Somonians (9th-11th centuries), Karakhanids (10th-12th centuries), Ghaznavids, Saljuqians (11th-12th centuries), Kharezmsahs (12th-13th centuries), Temurians (14th-15th centuries), Shaybanis and Ashtarkhanis (15th-17th centuries) the task of maintaining peace and tranquility among the people was more often assigned to "yasovul", "kukaldosh", "Muhtasib", "posbonboshi", "Sarboz", also known as "mirshabboshi" and "Mirshabs" and Special Services (which fought against rebels who opposed state policy).

According to historical sources, it was during the reign of Amir Temur that the term "mirshab" was used more often than in other periods [5]. The task of keeping the night calm and relaxed was more the responsibility of the mirshab. Mirshab is derived from the Arabic "Amir" Persian "shab", meaning "ruler of the night", "head of the Night City Guard" [6].

In the history of the peoples of Central Asia, maintaining order among the population, the anti-crime fighter operated for a certain period (in part) after the complete, occupation until the conquest of

Central Asia by Tsarist Russia, namely the "mirshabs" and "Mirshabboshis" [7].

In February 1917, as a result of an armed uprising in Russia, the council under the government, police and gendarmerie supervised the activities of the police and gendarmerie. The Police Planning Council forms a carefully selected police state body, but the state and society characterize this organization as qualitatively moving forward.

On November 10, 1917, the People's Commissariat of Internal Affairs (PCIA) The NIS "Police Employees" has also made a decision as a body carrying out legal activities on the street.

In Uzbekistan, on the basis of the Order of the Council of people's commissars of Turkestan dated January 29, 1918 No. 17 "On the creation of reserve cadres and the reorganization of the police", police bodies were established in the cities and districts of the Turkestan region (city, county and districts) [8]. That is, in 34 cities, 26 counties and 92 districts police sections began to operate.

At the time of the formation of the workers and peasants police, there was no single personnel apparatus, the issues of selecting candidates for service, placing them in place were decided by the county police and the executive committees of the province (guberniya). Therefore, at that time there was a need to create a personnel accounting system.

On July 1, 1918, the People's Commissariat of Internal Affairs (PCIA) and the peasants police accepted candidates for work, and after their departure, an order was issued "On the procedure for calculating court costs" [7].

On October 13, 1918, a joint instruction "on the organization of the Soviet workers and peasants

police" (PCIA and PCJ) was adopted. In this instruction, the organizational aspects of the organization and management of police bodies, the selection and appointment of personnel and the work with personnel were determined. A system of accounting of personnel in district and city police departments was established (recording in the personnel accounting book, in addition, a separate alphabetical Collection Volume (card) was also kept for each employee).

The lack of clear criteria for personnel selection in 1918 and early 1919 had led to what categories of civilians could be recruited into the police being despised by local government authorities. The reception and selection of personnel was carried out at the discretion of the regional execution committee.

From mid-1919, the selection of personnel was carried out on the principle of "class". The service received candidates who were devoted to the ideas of Soviet government and the proletarian revolution, mainly coming out of the most besieging layer of the population.

The implementation of personnel policies based on the class principle of selecting personnel for the police had negative consequences. In the provinces, the personal composition of the police consisted of the most besieging peasants and workers who were loyal to Soviet government, but at the same time not professionally educated, often illiterate. They had no idea of the specifics of the police service as well as their obligations and duties.

There was a serious break between pre-revolution law enforcement agencies and the Soviet police in the performance of duties. The lack of professional skills of the police personnel meant that they were unable to complete their duties.

Even in the Turkestan region, the activities of the police authorities in ensuring the peace and tranquility of the people were almost unsatisfactory. The main reason for this was the insufficient knowledge, skills and qualifications of police personnel, as well as experience. As a result of the untimely solution to the problems of material supply, bad vices such as bribery, theft, misuse of one's duty and drunkenness were also exacerbated in the ranks of the police. The lack of knowledge of the language, customs of the local population, the free treatment of folk appeals, the scarcity of local cadres had largely undermined the people's confidence in the police [9].

Not all candidates in the contest were in demand at the time, but almost all of the candidates were recruited because of a sharp shortage of personnel in the police [10].

The relevant requirements for entering service with the Soviet police were also developed and consolidated in the relevant normative-collective documents (joint instruction "On the organization of the Soviet workers" and peasants police"(PCIA and PCJ) of October 13, 1918).

The Central Executive Committee of government and the Union of people's commissars (Soviet), the people's Commissariat for internal affairs (PCIA) adopted resolutions on the creation of a single system of centralized and centrally controlled internal affairs bodies in the whole country in the years 1921-1926.

From 1918 to 1923, the issue of financial and material maintenance of the police was carried out from the state budget, while from 1923 this provision was transferred to the fiscal budget.

But at that time, the police did not have enough funds allocated from the state or the fiscal budget. Therefore, there was a negative impact on the material

condition of employees, an increase in cases of committing administrative or criminal offenses by employees (bribery, theft, etc.).

On November 23, 1922, the decision of the Central Executive Committee of the RSFSR "On the review and retraining of police officers" and the order of the Central Executive Committee of the RSFSR "On the review and replenishment of the police officers" work with police officers, increase the quality of personnel and a number of regulatory legal documents aimed at filling it and focused on implementation ranks were adopted [11].

In 1923, the government approved regulations on the organization of the central administrative management of the RSFSR People's Commissariat of Internal Affairs (PCIA), reorganization of regional police bodies and creation of administrative departments [12].

In 1924, the Department of Accounting and Distribution was established within the People's Commissariat of Internal Affairs (PCIA of the RSFSR) for the purpose of correct accounting of police officers. The task of managing this department was entrusted to the head of the regional administrative department [13].

In November 1929, the Regulation on the management of the militia of the People's Commissariat of Internal Affairs (PCIA) was adopted [14]. In the early days of the establishment of the police, there was no single center for personnel training in the system of the People's Commissariat of Internal Affairs (PCIA of the RSFSR). The first employee was hired with the help of the trainers assigned to them. Later, newly hired employees were trained in initial training courses based on established programs for short periods [15].

On July 11, 1930, on the basis of the relevant internal order of the people's Commissariat for internal affairs (PCIA), the "accounting and distribution department" was transformed into the "personnel department", and the department was entrusted with the tasks of selecting, training, training, obtaining and distributing personnel [16].

By order of the people's Commissariat for internal affairs (PCIA) of 1932, the regulation "On the personnel department of the people's Commissariat for internal affairs (PCIA) of the USSR (Union of Soviet Socialist Republics)" was adopted.

According to this regulation, the personnel department was considered the central apparatus of the people's Commissariat for internal affairs (PCIA) and dealt with such issues as the selection, training, placement of personnel in the police, transfer from one workplace to another, transfer or appointment, dismissal from service [17].

On July 3, 1936, the regulation of the People's Commissariat for internal affairs (PCIA) "on the service of the composition of the working and peasant police" was adopted [19]. This regulation established the criteria and procedure for accepting candidates for service, the legal status of employees, the procedure for serving, the procedure for their appointment and dismissal [18].

In March 1946, the name of the people's Commissariat for internal affairs (NKVD) was changed to "Ministry of internal affairs of the Union of Soviet Socialist Republics (USSR)" [19].

In February 1947, a personnel department was established in the central apparatus of the Ministry of internal affairs of the Union of Soviet Socialist Republics (USSR), that is, in the Departments of the police (Republic, region).

On July 22, 1947, a special service was also established within the Personnel Directorate of the Ministry of internal affairs, which officially ensures the observance of the service discipline of personnel (supervisory).

After the 1960s, a number of relevant regulatory documents related to the improvement of the activities of internal affairs agencies and the social protection of employees were also adopted. For example, decrees of the Presidium of the Supreme Council of the Union of Soviet Socialist Republics (USSR) on February 15, 1962 "On strengthening responsibility for encroaching on the life, health and dignity of police and people vigilantes", on October 23, 1973 "On special titles of the ranks and chiefs of internal affairs bodies", on July 8, 1973 "On basic rights and obligations of the Soviet police in combating crime and maintaining public order" on August 1, 1975, the manual of the internal affairs agencies on the work of personnel in the ranks of ordinary and chiefs and etc. [13]

The Charter of the Ministry of Internal Affairs "On the Soviet police" was adopted on August 17, 1962. In this Charter, the main tasks of the internal affairs agencies, their role and importance in the system of state bodies were clearly defined.

The Department of political and educational affairs was established in content of the Personnel Department of the Ministry of internal affairs. This department was able to educate employees of internal affairs agencies with a positive mindset, a real citizen who was loyalty to the Soviet state and conscientiously performed his duty of service [12].

The regulation of the Ministry of Internal Affairs "On the service of the ordinary and leadership composition of the internal affairs bodies" was adopted on October 1973.

The charter established that healthy citizens, not younger than 18 years old, morally mature, committed themselves to a socialistic homeland and communist construction work, have the necessary training and are fit for military service, will be admitted to the Internal Affairs offices of the USSR[20]

The personnel structure of the Ministry of internal affairs remained unchanged until the breakup of the Soviet Union.

After the independence of the Republic of Uzbekistan, on October 25, 1991, in accordance with the decree of the Cabinet of Ministers of the Republic of Uzbekistan No. 270, the Uzbek SSR was transformed into the Ministry of internal affairs of the Republic of Uzbekistan. This decision approved the Charter and structure of the Ministry of internal affairs [21]. Since 2006, it has been celebrated in our country precisely on October 25 as a professional holiday "day of employees of internal affairs bodies".

In the early years of its independence, Uzbekistan faced serious personnel problems. Due to the fact that employees with many years of experience working from the Allied Republics returned to their homeland, the lack of qualified personnel in many areas began to stand out. Also, the economic difficulties that arose in our country at that time also caused qualified employees to abandon their profession and move to other areas.

During the former Union period cotton was mainly grown in our country, while grain products were brought from abroad (the Canadian state). In the first years of independence of our state, the introduction of grain products from abroad into our country was stopped, a shortage (lack) of grain products arose in our country. Depending on the number of inhabitants, it took some time to expand the field areas where

wheat was planted in our area and grow ready-made cereals.

Also, as a result of the exchange of the currency in circulation in our country (we did not have a national currency) and the sharp drop in value (understaffing), the monthly salaries received by the employees working in state organizations were not enough to support the family in a normal way, or they did not receive their monthly salaries on time (in the majority of state organizations, employees did not receive their monthly salaries for years cases) can also be cited as one of the main reasons. This caused qualified personnel to move into other areas, in particular, the commercial sector (in order to overcome economic difficulties, the population was self-employed and given wider opportunities for the commercial sector to support their families), or to leave for foreign countries where they were adequately supplied from the economic side, who paid a multi-month salary.

In order to eliminate the shortage of personnel and correct the current situation, the issue of Personnel Training began to be emphasized. However, even with regard to the training of personnel, the following serious shortcomings began to manifest themselves:

- 1) failure of the personnel training system to comply with the requirements of democratic changes and market reforms;
- 2) insufficient material and technical and information base of the educational process;
- 3) lack of highly qualified pedagogical personnel;
- 4) poor quality educational and methodological and scientific literature and didactic materials;

5) thorough interaction between the educational system, science and production, and the absence of mutually beneficial integration [22].

On January 20, 2023, the president of the Republic of Uzbekistan adopted PR No. 10 "On additional measures to transform the internal affairs bodies into a popular professional structure and to work in closer cooperation with the population". With this decision, the "code of professional culture and service discipline of employees of internal affairs bodies" and the regulation "On the Department of spiritual and educational affairs and human resources" of the Ministry of internal affairs of the Republic of Uzbekistan were adopted. Now the name of the Main Directorate of Personnel of the Ministry of internal affairs of the Republic of Uzbekistan has been changed to the Department of spiritual and educational affairs and human resources, and the name of the personnel departments in the places has been changed to the service of spiritual and educational affairs and human resources.

In addition, in the regulation "On the Department of spiritual and educational affairs and human resources", the Department of spiritual and educational affairs and human resources of the Ministry of internal affairs of the Republic of Uzbekistan provides for the implementation of personnel policy in the internal affairs bodies, organization of spiritual and educational and rewarding work, compliance with the rules and labor relations, training, retraining, it was also established that it is considered an independent unit of the central apparatus of the Ministry of internal affairs of the Republic of Uzbekistan, which provides social protection processes.

A number of relevant regulatory documents on the selection, training and placement of personnel were also adopted in the internal affairs bodies. For

example, the president of the Republic of Uzbekistan on August 16, 2017 "On measures to radically improve the system of training, retraining and professional development of employees of internal affairs bodies" dated November 29, 2017, "On measures to radically improve the procedure for working with personnel and organizing their service", "On measures to introduce a qualitatively new system of training professional personnel for internal affairs bodies" of April 15, 2021 can be cited.

Today, more specific requirements for the selection of personnel for service and higher education institutions of the Ministry of internal affairs have been developed in the system of internal affairs bodies of the Republic of Uzbekistan than in previous periods (from the establishment of internal affairs agencies to the present day) and have been expressed in relevant regulatory and legal documents. For example, the regulation of the Ministry of internal affairs of the Republic of Uzbekistan "On the procedure for service in the internal affairs bodies" established the requirements for admission to service in the internal affairs bodies. According to this regulation, the service is subject to selection:

- Men not lower than 165 centimeters and women not lower than 160 centimeters;
- in the voluntary procedure, citizens of the Republic of Uzbekistan are admitted, whose age is not younger than eighteen and no older than thirty, including thirty, who have the appropriate education, are able to fulfill the service obligations of the employee in terms of personal and working qualities, state of health and physical fitness.
- Ministry of internal affairs of the Republic of Uzbekistan on a competitive basis for studying full-time education in higher education institutions:
 - age not less than seventeen and not older than twenty-five, including twenty-five;

- has a secondary, secondary-special or vocational education;
- citizens of the Republic of Uzbekistan and employees and military personnel of the internal affairs bodies are accepted.

On a competitive basis to study correspondence education of the Academy of the Ministry of internal affairs of the Republic of Uzbekistan:

- not older than forty years, including forty;
- having at least three years of practical service in the internal affairs bodies;
- employees with secondary, secondary-special, vocational or higher education are accepted.

On a competitive basis to the Caspian preparatory Faculty of the Institute of advanced training of the Ministry of internal affairs of the Republic of Uzbekistan:

- served in the military (for men) and has higher education;
- age not less than eighteen and no older than thirty, including those in their thirties;
- citizens of the Republic of Uzbekistan and employees and military personnel of the internal affairs bodies are accepted.

The issue of training mature and professional personnel for internal affairs bodies in Uzbekistan also has a special history. In 1932, the first Tashkent secondary special militia school was established in Tashkent.

In 1958, a Department of the correspondence education Faculty of the Moscow Higher School of the former Union Ministry of public order was opened in

Tashkent. This department was granted the status of a correspondence department faculty in 1964, and the faculty operated departments in special, legal and social sciences.

In 1967, The Tashkent higher police School of the Ministry of public order was established on the basis of the correspondence department faculty. In addition to the Tashkent higher police School, The Tashkent secondary special police school was later established.

After Uzbekistan gained its independence, Tashkent secondary special and higher militia schools were transferred to this ministry when the Ministry of internal affairs of the Republic of Uzbekistan was established on October 25, 1991.

In 1994, The Tashkent secondary special and higher police schools were merged into the Academy of the Ministry of internal affairs of the Republic of Uzbekistan.

Today, at the Academy of the Ministry of internal affairs of the Republic of Uzbekistan, a two-stage higher education system involving Bachelor's and master's degrees has been introduced into the process of training personnel, and personnel are trained in 8 specialties.

Training in the academy's undergraduate program is organized in full-time and part-time forms of education[23].

Based on the above, summarizing the historical and legal aspects of the selection, training and placement of personnel in the internal affairs bodies, the following conclusion can be reached:

- the legal regulation of cases related to the selection, training and placement of personnel in the internal affairs bodies has a specific history;

- since human beings lived as a community, the issue of ensuring peace and tranquility among them has been topical, at that time the community did not have exactly the services named after the internal affairs bodies that provide peace and tranquility, but those whose tasks were sorted into a separate category (honored ones and leaders), and after the emergence of the state, also known as "posbonboshi", "sarboz", "mirshabboshi" and "mirshab";

- a number of relevant regulatory legal acts have been developed and introduced related to the organization of the Soviet militia, the beginning of administrative reforms in this area, the creation of the first legal framework for working with personnel, the selection and placement of personnel;

-in our country, systematic reforms were carried out in the internal affairs bodies, as a result of which a number of relevant regulatory legal acts related to the selection, training and placement of national personnel were radically improved in a more modern way.

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