

Foreign Experience in The Legal Regulation of Social Protection of Civil Servants and Prospects for Its Application in Uzbekistan

 Avezova Eleonora Paraxatovna

Lecturer at Tashkent state University of law, Department of Administrative and Financial law, Uzbekistan

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Abstract: This article explores the legal foundations of social protection for civil servants in Japan, China, Germany, France, and Kazakhstan. Based on comparative analysis, it identifies effective models that can be adapted to the legal system of Uzbekistan.

Keywords: Civil service, social protection, foreign experience, legal regulation, Uzbekistan.

Introduction: The study and application of foreign experience in the legal regulation of social protection for civil servants is of significant importance for improving the efficiency and professionalism of the public service in the Republic of Uzbekistan. This determines the relevance and practical significance of referring to the respective legal models and mechanisms used in developed countries. The study of such practices contributes to a deeper understanding of the diversity of approaches to ensuring the social protection of civil servants, as well as the possibilities of their adaptation to national conditions [1].

The legal regulation of social protection for civil servants abroad is generally integrative in nature, based on the incorporation of elements from different legal systems. Such experience is of interest in terms of identifying its strengths, which may be successfully applied in reforming the system of social protection in Uzbekistan [2].

In most foreign countries, issues of social protection for public officials are regulated by special normative legal acts covering such key aspects as pension provision, life and health insurance, as well as the establishment of a fair remuneration system. A relevant example is Japan, where the legal status of civil servants is defined by the National Public Service Act of October 21, 1947 [3].

According to Article 62 of the aforementioned law, the

material support for civil servants is based on their functional responsibilities and the degree of accountability. The development and approval of the relevant plans is carried out by Japan's National Personnel Authority in cooperation with the Parliament and the Cabinet of Ministers. The law regulates the procedure for calculating salaries, including allowances for working under special conditions and compensation for part-time employment [4].

Currently, Uzbekistan lacks a comparable legally formalized system that regulates the remuneration of civil servants. In this regard, it would be advisable to assign the Agency for the Development of Public Service of Uzbekistan (ARGOS) the responsibility for developing the relevant plans and ensuring payment transparency through the verification of payroll records [5].

Particular attention in Japan is also given to compensation for harm suffered by officials in the performance of their official duties. Responsibility for implementing such measures rests with the National Personnel Authority. The compensation program includes payments in cases of temporary or permanent disability, as well as support for the families of deceased civil servants [6].

There are no such provisions in the legislation of Uzbekistan. It is proposed to grant ARGOS the authority to develop a similar compensation program, subject to

approval at the level of the President of the Republic of Uzbekistan [7].

A positive example is also demonstrated by the legislation of the People's Republic of China, which provides for a unified wage system covering positions and ranks. The PRC Law "On Public Service" also regulates pension provision, insurance, and medical care for civil servants and their families [8].

For example, public servants in China are entitled to compensation in cases of disability or death incurred in the line of duty. Similar provisions should be incorporated into the legislation of Uzbekistan [9].

China's pension system also provides for flexible retirement conditions. Despite existing differences in retirement age between the two countries, it would be appropriate to consider implementing a flexible approach, allowing, under certain conditions, for deferred retirement or transition to part-time employment [10].

Germany provides another example of a systematic approach. The Federal Civil Servants Act (*Beamtenstatusgesetz*) and the Remuneration Act (*Besoldungsgesetz*) clearly structure salary levels and establish rules for compensation for harm suffered in the line of duty [11].

Germany's experience may be useful in setting clear deadlines for submitting compensation claims, which would ensure legal certainty and enhance the manageability of the system [12].

The Republic of Kazakhstan also demonstrates a comprehensive approach. The Law "On Public Service" and a number of related normative acts regulate not only remuneration but also the provision of housing and medical care for civil servants and their families [13].

A comparative analysis shows that the legislation of Uzbekistan does not yet provide for regulations concerning the provision of official housing or the extension of medical services to family members of civil servants. Adopting Kazakhstan's experience could help address these gaps [14].

In France, the system of social protection for civil servants is based on the General Statute for Civil Servants (*Statut général des fonctionnaires*), which includes salary grids, bonuses, mandatory health insurance, as well as various types of leave and pension benefits [15].

France's experience is noteworthy in terms of defining salary scales, levels of qualification, and the provision of full sick leave pay, including for short- and long-term illnesses. Implementing such provisions in Uzbek legislation would contribute to enhancing the social

protection of civil servants [16].

In general, the study suggests that integrating international experience into the legal regulation of social protection for civil servants can significantly increase their level of social security and professional motivation. This, in turn, would positively affect the functioning of the public service system in the Republic of Uzbekistan.

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