

System Of Social Guarantees In Public Civil Service In Uzbekistan

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Abstract: Social guarantees in the activities of state civil servants, the types of social guarantees of the activities of state civil servants, i.e., the importance of wages, vacations, medical services, etc., issues of social support measures to ensure legality and efficiency in the state civil service. done Conclusions aimed at improving the social guarantees of the activities of state civil servants have also been developed.

Keywords: Public civil service, official, public civil service, social protection, work leave, social assistance, attractiveness of public service, compulsory medical insurance, costs.

Introduction: Their ability to work and stable work play a key role in the quality organization of the activities of state civil servants. In order to have these skills and professional competences, state organizations create appropriate social protection for their employees. This is the first basis for effective organization of work. Also, "Only a highly qualified and stable state apparatus, formed on the basis of a reasonable personnel policy of the state, can provide solutions to various tasks. One of the priorities in this regard is the creation of an effective system of social protection of state employees."

emphasizes that "we need to introduce clear criteria and procedures for improving the activities of executive bodies in the field of administration, rational use of human and material resources." Because, in order to increase the efficiency of public administration, one of the urgent tasks is to fully utilize the human potential, increase it, and create reliable guarantees.

METHOD

According to some researchers, "Social protection for civil servants of the state is carried out through measures established by the state. These measures and programs are aimed at ensuring the social protection of civil servants and all citizens in various aspects of life. In other words, the main tools used in the implementation of social protection measures for civil servants of the state are the components of this

protection mechanism." In this sense, it can be said that social guarantees in the activities of state civil servants consist of several important parts.

According to researcher A.V. Nekhamkin, "State civil servants are a special social group that performs professional activities aimed at implementing and ensuring the powers of state bodies. The civil service personnel corps is a structure formed by civil servants who are united by a single state goal and serve on a permanent professional basis, which serves as the foundation for the organization of the state. The stability of such an association is ensured only if there is a stable interest of employees in serving in state administration bodies." According to E.V. Shagina, "Social security in personnel management is necessary in such processes as analyzing the personnel situation, forming the personnel structure of a state body, planning and developing professional development programs, making management decisions on personnel, and choosing rational personnel technologies."

In general, social protection is one of the priority areas of state activity. Many positive opinions can be expressed about its importance. According to some researchers, "Social protection is a system of economic, organizational, administrative, and legal measures implemented by society, the state, and other social institutions and aimed at preventing or mitigating the negative impact of the social environment on people."

According to the definition of T.K. Mironova: "Social protection is the activity of state and non-state bodies and organizations to implement measures of an economic, legal, and organizational nature aimed at preventing or reducing negative consequences for a person and his family." According to M.D. Ziyadullaev: "Social protection of the population is a direct, specific, targeted, and necessary measure of the state to ensure normal living conditions for the population. is a system of guarantees that provides ".

RESULTS AND DISCUSSION

Thus, social guarantees are an important element in the activities of state civil servants and ensure their stable functioning.

For example, let's take the institution of vacation in this activity. According to the law, a civil servant is granted an annual basic vacation of at least twenty-seven calendar days. A civil servant is granted additional annual leave for many years of service and special working conditions. This guarantee is also important in ensuring their health. According to foreign practice, the maximum vacation period falls on the countries of the European Union. In many countries, this figure ranges from 20 to 30 or more working days and includes public holidays. In Germany, civil servants are entitled to 32 days, and after 50 and 55 years - 34 and 36 days, in Italy, Austria and France Take vacation for up to 25–30 days to the right owner

In addition, the life and health of a civil servant of the state are protected by the state and are subject to compulsory insurance in accordance with the procedure established by law. In particular, in accordance with the Law of the Republic of Uzbekistan "On Compulsory Insurance of Employer's Civil Liability", the employer is obliged to insure his civil liability for compensation for damage caused to the life or health of an employee in connection with the performance of his labor duties, occupational disease or other damage to his health on the terms and in the manner established by this Law.

Also, in accordance with the Resolution of the Cabinet of Ministers No. 177 of June 24, 2009, the Rules for Compulsory Insurance of Employer's Civil Liability have been developed. According to them, the employer is obliged to insure his civil liability for compensation for damage caused to the life or health of an employee in connection with a work injury, occupational disease or other damage to health in connection with the performance of his labor duties, no later than 15 working days from the date of his state registration or from the date of conclusion of an employment contract for employers who are individuals.

A civil servant also has the right to compensation for

damage caused to life, health and property. This right is exercised in accordance with the Law of the Republic of Uzbekistan "On Labor Protection" and the Rules for Compensation of Damage Caused to Employees Due to Injury, Occupational Diseases or Other Health Damage Caused in the Performance of Their Labor Duties, approved by Resolution No. 60 of the Cabinet of Ministers of the Republic of Uzbekistan dated February 11, 2005.

Accordingly, the employer is financially liable for damage caused to the health of an employee due to a work-related injury, both within and outside the employer's territory, as well as while commuting to or from work in transportation provided by the employer.

The employer must compensate the employee for any damage caused to his health in connection with a work injury or other work-related injury, unless the employee can prove that he is not at fault for the damage.

by the employer's failure to provide socio-economic, organizational-technical, sanitary-hygienic, and medical-preventive measures, as well as measures to create healthy and safe working conditions (non-compliance with labor protection, technical safety, industrial sanitation rules, etc.) is considered to have been caused by his fault.

State pension provision of state civil servants is carried out in accordance with the requirements of the Law "On State Pension Provision of Citizens". According to it, one of the types of state pensions (old-age pension, disability pension, survivor's pension) is determined for citizens.

Citizens can apply for a pension at any time after they become eligible for it. It is noteworthy that these age-related pensions are assigned without requiring citizens to apply (proactively).

Social protection measures for civil servants include medical care, compensation for expenses related to their transfer to another civil service position on a rotational basis, including living and transportation expenses, and provision of official housing, official transportation, or monetary compensation for housing and transportation expenses in cases and in accordance with the procedure established by law. At the same time, other social protection measures may also be applied to a civil servant in accordance with the law.

In accordance with the Law "On the Protection of the Health of Citizens", in the event of illness, loss of working capacity and in other cases, citizens have the right to receive medical and social assistance, which includes preventive, diagnostic and treatment, rehabilitation, sanatorium-resort, prosthetic and

orthopedic assistance and other types of assistance, as well as social measures for the care of the sick, disabled and disabled persons, including the payment of temporary disability benefits .

have the right to use additional medical and other services on the basis of voluntary medical insurance, as well as the funds of enterprises, institutions and organizations, their own funds and other sources not prohibited by law. State civil servants are provided with medical insurance at the expense of the state in accordance with the law.

The Resolution of the President of the Republic of Uzbekistan "On Measures to Introduce State Medical Insurance Mechanisms" No. PP-311 stipulates that the provision of free medical services and medicines within the framework of state medical insurance will be carried out at the expense of taxes paid to the state budget. It is stipulated that no additional payment for state medical insurance will be collected from the population.

In our opinion, it is necessary to formalize the medical insurance for civil servants and make the medical care provided for them attractive. After all, persons recruited to the civil service should have the opportunity to reliably restore their health in the event of a deterioration in their health. Therefore, "The introduction of compulsory medical insurance in the social protection system of the population will expand the possibilities of financing the healthcare sector and create conditions for the development of the medical services market. The introduction of medical insurance will create an opportunity to attract investments in the healthcare sector and ensure sustainable economic growth based on innovative factors."

The state has the right to reimburse the costs associated with the transfer of civil servants to another civil service position on a rotational basis, including living and transportation costs, by providing them with official housing, official transportation, or by receiving monetary compensation for housing and transportation costs.

As established in Article 287 of the Labor Code, in the event of an employee being sent on a business trip, the employer is obliged to reimburse the employee for the following: travel expenses; housing rental expenses; additional expenses associated with living outside the place of permanent residence (per diem); other expenses incurred by the employee with the permission or consent of the employer. Business trips of civil servants are determined in accordance with the Regulations on Business Trips in the Territory of the Republic of Uzbekistan, approved by Resolution No. 424 of the Cabinet of Ministers of August 2, 2022.

Also, according to the legislation, when a civil servant is sent on a business trip, his position and average salary are preserved, and living expenses, transportation expenses, as well as other expenses related to the business trip are covered by the state body.

In addition, in accordance with the Resolution of the Cabinet of Ministers of the Republic of Uzbekistan "On measures to radically improve the system of using official vehicles in state administration and local government bodies", the procedure for using official vehicles in state bodies has been established, and this resolution approved the norms for the use of official vehicles in state administration and local government bodies.

These social guarantees assigned to civil servants are also covered by the state's "social security" policy. From a theoretical perspective, social security is derived from the Latin word *sociare*, which means "related to society, connected with society, community, relations of people in society," and security means "to provide things; to satisfy the need for things necessary for living and working, spiritual nourishment, encouragement, hope." ¹⁴ In this sense, it can be said that social security of civil servants is an important part of public service activities.

Issues of social protection of civil servants are also reflected in international documents. For example, it is necessary to provide social protection measures for civil servants in accordance with the norms of international law. In particular, the Convention No. 102 "Minimum Standards of Social Security" adopted in 1952 of the International Labor Organization defines nine types of social protection: They are medical assistance; unemployment benefit; pension (old age pension); survivor's allowance; industrial injury allowance; disability allowance; sponsorship and maternity allowance; sickness allowance; family allowance consists of eabi.

The Concept of Administrative Reforms in the Republic of Uzbekistan, approved on September 8, 2017, noted that the low level of social and material protection of employees of executive authorities, the level of responsibility assigned to them does not correspond to their social and legal status, the absence of unified principles for remuneration and the formation of a social security fund, which creates conditions for the departure of qualified personnel from the civil service, corruption, and unfair and disproportionate distribution of financial resources allocated by the state.

It should be noted that material and social protection of civil servants is a branch of the state social protection policy. In turn, this network is based on the general

social protection policy of the state. Today, the active implementation of the state's social policy has a positive effect on the social condition of civil servants.

For example, civil servants are entitled to a fixed salary for the performance of their duties. The fairness of the salaries assigned to them is an important indicator of the financial support for their activities. To this end, in recent years, measures have been taken to increase the salaries of citizens, as well as the salaries of civil servants.

According to the Ministry of Economy and Finance, 5,018,032 employees work in budget and non-budget organizations. In 2021, this amount was 4,802,617. In 2022, 28 percent - 1,404,377 million employees received a salary of up to 1 million soums. The numbers show that the number of people earning up to 1 million soums has decreased by 3.4 percent compared to last year - in 2021, 1,058,101 million employees worked for this amount.

In 2022, the number of monthly recipients from 1 million to 2 million soums was 1.2 million (24.6 percent). Compared to 2021, there was no significant change in the number of people receiving fees from 1 million to 2 million soums. Also, 25.2 percent of employees receive a salary from 2 million to 4 million soums.

In 2022, there were 655,000 people in budget organizations and 608,000 in non-budget organizations earning salaries of 2-4 million soums. Importantly, the figures show that the majority of employees in Uzbekistan - 77.8% - earn salaries of up to 4 million soums.

In addition, 467,233 employees receive 4.5-5 million soums. Their number increased by 1.3% compared to last year. 12 percent - 649,255 people earn 5.5 and higher salaries. The number of highly paid employees increased by 1.5 percent compared to 2021.

In developed countries, special attention is paid to the creation of favorable conditions for civil servants and the application of competitive social protection measures. Because it is difficult to attract highly qualified employees to the public service without ensuring the attractiveness of the public service. In this sense, many studies on the development of the quality of public service are conducted and appropriate measures are taken. In these studies, the level of satisfaction of employees of state organizations with their activities and social protection measures at work is studied. Depending on the results obtained, they may be offered additional services.

Researchers Chadi Abdullah and David Coody have compared salaries in the public and private sectors in

their studies and shown their differences. According to them, in general, in the practice of countries around the world, public employees receive 10% higher salaries than in the private sector. They believe that salary increases vary in accordance with the economic cycle (especially during periods of crisis). However, in some countries this difference is significant. For example, according to the studies of researchers Asma Haider and Barry Reilly, in Pakistan, employees working in the public sector have an approximately 49% salary advantage over those working in the private sector. According to Ma Khinh, public sector employees always receive at least 10–20% higher salaries. In monopoly industries, this difference reaches 30–50% or more. The difference in salaries is determined mainly by taking into account the characteristics of knowledge and skills, but positions, monopolized structures and the bonus system have a significant impact.

In his research, Korean expert K.Jung analyzed six categories of job satisfaction among civil servants in South Korea, such as salary, job security, job content, work environment, personal development relationships, and interpersonal relationships. He concluded that South Korean civil servants are less satisfied with pay and personal development, and moderately satisfied with their job content, environment, and communication. On the other hand, civil servants expressed satisfaction with the level of job security provided to them.

In 2015, Greek expert M. Chatzopoulou studied the job satisfaction of 85 employees in the Grevena regional office. The survey showed that both men and women considered the nature of work and working conditions to be satisfactory factors, while salary was considered to be a less satisfactory factor, regardless of age, gender, education and hierarchy. From this experience, it can be concluded that for civil servants, in addition to salary, other social protection measures are also important.

CONCLUSION

In conclusion, there is a need to develop organizational and legal mechanisms for the implementation of social guarantees in the legislation to guarantee the activities of civil servants. One of these is a clear proof of our opinion that strengthening the enforcement mechanisms for implementing the requirement that the life and health of a civil servant be protected by the state and that he be insured in accordance with the procedure established by law is one of the urgent issues. Also, the effectiveness of civil servants in the activities of all types of civil servants depends on the level of their reliable material and social protection. Therefore, it is necessary to reconsider the criteria for

fair remuneration by establishing a minimum consumption amount ("consumption basket") as a guarantee of decent living conditions for each person. Also, This will increase the competitiveness of the civil service and improve the quality of public services provided to citizens.

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