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## ISSUES OF IMPROVING THE STATE CIVIL SERVICE

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### ABSTRACT

This article covers the concept of state civil service, improvement of state civil service, improvement of efficiency indicators in state civil service and improvement of the legal basis for their assessment.

### KEYWORDS

State civil service, “Life Long Learning”, KPI (Key Performance Indicators), “performance indicators”, “the most important performance indicators” (“key results indicators – KRI”) and “critical success factors”, development strategy.

### INTRODUCTION

In many developed countries of the world, special attention is paid to public service. In particular, in recent years special attention has been paid to civil service in the Republic of Uzbekistan. In accordance with Article 37 of the Constitution of the Republic of Uzbekistan (in the new version), citizens of the

Republic of Uzbekistan have equal rights to enter the civil service, restrictions related to are defined by law. We can say that the legal foundations of public service have been strengthened through this norm. Also, in the Decree No. PF-60 of the President of the Republic of Uzbekistan dated 01.28.2022 “On the development

strategy of the new Uzbekistan for 2022-2026”, a number of goals in the legal regulation of the activities of civil servants and directions are set. In particular, Annex 1 of the Decree, priority direction 1 is defined as “Establishment of a people-friendly state by increasing human dignity and further development of a free civil society”, 10th goal of the priority direction was defined as the organization of the state civil service system based on modern standards, according to which: elimination of corruption factors in the civil service, improvement of the legal basis for recruitment of personnel on the basis of selection and evaluation of their performance, implementation of the “National rating” system according to the system of evaluating the performance of civil servants and state bodies based on the most important performance indicators (KPI), To improve the system of raising the level of professional training, material and social security of civil servants, to prepare suitable candidates for leadership positions in local government bodies, ministries and agencies, to form a national personnel reserve, to enter the public service, to form a reserve, to evaluate and to complete the service The task of implementing the “Digital Public Service” project, which envisages the digitization of personal processes, and revising the requirements for working hours and labor standards in state bodies was set. In our opinion, this goal will serve as a foundation for the development of specific performance indicators for the promotion of state civil servants. 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, the concept called KPI (Key Performance Indicators) in the modern state civil service is important.

It should be noted that foreign scientists R. Karlan, D. Norton, H. Rampersad, K. Nomden, A. Matei, G. Kamelia, Ya. Bulek, L. Moore, P. Aime, Analyzed by T. Berte, A. Grosmar, G. Bookert, J. Halligan, G. Clarke, G. Coates and others. K. Nomden, who studied the experience of public civil service reforms in European countries, emphasizes that the management of human resources in the public civil service relies on clear rules and standards. Elimination of corruption factors in the public service of the State program for the implementation of the development strategy of New Uzbekistan for the years 2022-2026 in the “Year of glorifying human value and active neighborhood”, recruitment of personnel on the basis of selection and objective assessment of the efficiency of their activities the work to be done in the direction of improving the legal basis has been determined, and these works are considered as follows:

- Development of uniform rules for selecting employees through an open independent competition in state bodies and organizations that are part of the state civil service system.
- Implementation of the “Digital Civil Service” project, which provides for the digitization of processes related to entering and passing the civil service, forming a personnel reserve, evaluating employees.
- To identify possible corruption factors in the public service and take measures to eliminate them.
- Introducing a rating system for evaluating the activities of civil servants and state bodies based on the most important performance indicators (KPI).

In order to increase the level of professional training, material and social security of civil servants, the following is planned:

- defining the uniform rules of the training system aimed at developing the necessary skills of all levels of managers and employees on the basis of the principle of “life long learning” (Life Long Learning);
- continuous qualification improvement and professional development of the civil servant of the state is defined as an important condition of the civil service of the state;
- development of the system of formation of the state order for improving the skills of state civil servants;
- development of interactive forms of training, retraining and upgrading of civil servants, as well as electronic educational programs and platforms open to all for their acquisition of new knowledge and skills;
- maintaining a register of state and non-state educational institutions involved in improving the qualifications of state civil servants;
- establishment and monitoring of the general scientific and methodical system during the training of state civil servants in training centers under ministries and agencies;
- increase the level of material and social security of state civil servants.

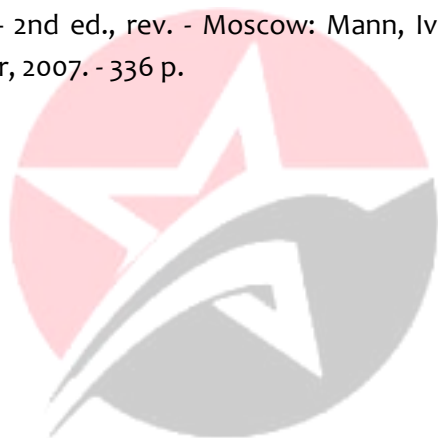
## CONCLUSION

Based on the above-mentioned priorities and goals, it will be possible to increase the interest of the public in the public service and to expand the opportunity to compete with the private sector by evaluating and encouraging the activities of civil servants. In this regard, it is recommended to follow the following in order to prevent problems in the field.

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