



## EVOLUTION OF PERSONNEL TRAINING SYSTEM IN NEW UZBEKISTAN

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### Annotation

This article is devoted to the history of the development of the personnel training system in the Republic of Uzbekistan. Legal and regulatory framework for the training of national personnel

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The chronology of the history of social and political processes in our country is presented by different scientists and historians in different ways. It is advisable to start the analysis of these processes, first of all, with the study of the history of statehood, the essence of the concepts of public administration.

Various sources give a number of meanings to the concept of public administration. In particular, according to the electronic dictionary of legal terms maintained by the Ministry of Justice of the Republic of Uzbekistan:

Public administration is a type of social management, which is the management of society. Some theorists believe that public administration in the broadest sense is the regulatory activity of the state, the influence of special subjects on social relations. Public administration is also the activity of the executive branch of government to provide guidance in certain areas and objects of public life.

Public administration body is a part of the system of public authorities, established by the state to ensure the implementation and enforcement of laws and other normative legal acts, using special forms and methods of management, performing management functions in all spheres of state and public life. is an organization with structure, competence, powers of public authorities and staff of civil servants.

The training and appointment of potential young personnel to the state administration has always been a topical issue for all countries. We believe that the main evolutionary stages of the formation and development of national traditions and values related to the system of selection of leaders to public administration can be conditionally periodized as follows:

- The first period - the period from the IV century BC. to the VIII century AD - the emergence of the Arab Caliphate in antiquity from the first statehood, the practical formation of the election of leaders and officials in the system of government and administration (senior or middle-aged people in leadership positions) is indicated);
- The second period - IX - XVIII centuries. - the period of development, growth and emergence of scientific theories and doctrines in the field of public administration and the choice of leaders and officials in this area (characterized by the fact that the appointment of young people to leadership positions on the principle of dynasties);
- The third period - from the 19th to the first quarter of the 20th century - is a period of stagnation and decline of the national system for selecting leaders and officials of public administration (determined by the appointment of young people to senior positions based on ethnicity)., social background, potential and ability);
- The fourth period - the twentieth century - 1925-1990. - the period of transition to communist totalitarian methods of selecting leading cadres in state administration and a complete rejection of the national system (ideological



immunity is determined by the involvement of young cadres in state administration. It is formed on the ideas of the Soviet system);

- The fifth period - 1991-2016 - the period of national independence and the restoration of national roots in the selection and training of leading personnel on the basis of the "Uzbek model" of statehood and enrichment with world experience (significant with the formation of a new mechanism of systematic training of young people);

- The sixth period - 2017-2021 - the period of implementation of the Action Strategy for the five priority areas of development of the new Uzbekistan (characterized by increasing the role of human capital in public administration, the involvement of young people in civil service and the transition to meritocracy).

When we analyze the history of the country from the point of view of the formation of the foundations of the system for the selection of leading personnel for public administration, Uzbekistan was one of the first to form and develop theoretical views and popular practices in this area.

Despite the fact that in the history of our national statehood there are many works on the formation and development of the system of selection of leading personnel, they have not been deeply analyzed from the point of view of our time. There is also a need to study the national heritage in this area as a special scientific object for widespread use in the ongoing reforms of the rule of law.

The first period (ancient times - VIII century)

Given the fact that the formation of state and public administration in the regions of the Republic of Uzbekistan is observed in the middle of the third millennium BC, it becomes clear that our people have a great history and experience in the field of statehood. The fact that at that time there were independent states in the territory of modern Uzbekistan, such as Khorezm, Bactria, Sogdiana, Margiana, Parthia, is proof of our opinion.

Information about this can be found in various historical sources. In particular, . According to political scientist T. Alimardonov, Avesto is a force that becomes the spiritual and moral source of our national spirit. This invaluable spiritual heritage can be called the sum of social views on the first statehood created by our ancestors.

“Avesto” also shows that the role of religious leaders in the selection, appointment and election of state and local officials was high. In those days, the Avesto was a holy book that embodied the laws governing the organization of the state and society, and the status of the religious leaders who controlled the implementation of these laws was high. The “Vandidods” section of “Avesto” requires candidates to be appointed to public office or public administration in order to memorize rules such as government and society, punishment for crime, and reward for kindness.

It was from this period that the issues of public administration, as well as the choice of leaders for management, began to be resolved on the basis of military command methods. Soon after the invasion of Alexander the Great, the Seleucid, the Greco-Bactrian, Kushan, Davan, Khorezm and Turkish khanates, which arose one after another in Central Asia, also adopted military-administrative methods of management.

Summarizing the views of our ancient scientists, it becomes clear that in the early stages of the formation of statehood in Central Asia, issues of governance and public order, the choice and appointment of heads of state and other officials were decided by the community, the council of elders, and religious communities. and military leaders.



Thus, it is during this period that middle-aged people who have gained strength are elected and appointed to leadership positions, and people with managerial experience. This period was not characterized by a relatively young management system.

Also, according to the book of Abulgazi Bakhodirkhan "Shajaray Turk", the requirements for leadership are basically the following: knowledge and intelligence; power and property, prestige among the population; good knowledge of the laws and rules of religion; proves that this is due to hereditary characteristics.

The various tribes, clans and dynasties that lived during the formation of the first states had their own principles, customs, traditions and other characteristics when choosing leaders for government and other government positions. These ancient traditions of the system of electoral leadership of the Turkic peoples in state administration were widely practiced in Central Asia until the eighth century, when most of the region was occupied by the Arab Caliphate.

In conclusion, we can say that during the formation of the first states (in ancient times), the tradition of electing young people to leadership positions was carried out only in exceptional cases, leadership positions were dynastic, passed down from generation to generation, or trusted. based on qualities such as knowledge, power, prestige.

From the VIII century, the rules of Islamic law and Sharia began to play an important role in the system of public administration. It should be noted that the science and scholars of Islamic jurisprudence and hadith have had a great influence on the system of public administration and selection for public office.

## **Second period (IX - XVIII centuries)**

By this time, Islam had entered the territory of Movarounnahr, where the weakening of the existing states as a result of internal conflicts was determined by the conversion of the population to Islam. During this period, the Takhirid state arose on the territory of Uzbekistan and a new statehood arose. Economic, scientific, cultural and educational development took place in the Samanid state (IX-XI centuries), which came to power instead of the Takhirid state. ), in which the system of selection and appointment of civil servants was in many respects close to the traditions of the Tahirid period. In this regard, Professor N. Kamilov notes: "The customs, traditions, methods, the emirate, the ministry and the Devonian system that have developed in the Caliphate have been preserved. These customs were fully accepted by the Ghaznavids. The Karakhanids and Seljuks really wanted to create a new, independent and strong state, introduce the Devonian method, create a ministerial institution and create a strong system of government. In these countries, the selection methods for candidates for leadership positions differ little from each other. For example, in the Samanid state, the selection of leaders was based on the distribution of the highest and average levels of power between the ruling dynasties and its heredity from generation to generation. In the book "Politics" by Nizamulmulka, the study of research, analytical and various other rules for choosing leaders in the field of management is a scientific direction. At the same time, Siesatnoma is a unique scientific source given the importance of studying this work in terms of training, selecting and placing contemporary leaders in restoring our historical and national traditions in this area.

Thus, the appointment of young people to leadership positions in the second period was an exception.

Compiled by Amir Temur in the XIV-XV centuries, the "Statutes of Temur" were created as the main encyclopedia of a large territory uniting 27 countries. The most important thing in "Temur's Charter" is that he was able to create clear rules and instructions for the selection, appointment, organization of events and control over the work



schedule, which can be quickly put into practice. The encyclopedic laws in the Statutes also served as the basis for building a strong and stable state. That is why in the last quarter of the XIV century - the beginning of the XV century in the period after the Roman Empire in the past, no country had formed a potential, talented and strong political elite as in the state of Amir Temur.

Third period (from the 19th century to the first quarter of the 20th century)

In the late XIX - early XX centuries, the Jadid movement led the struggle to get rid of the political and economic decline in Turkestan since the 16th century. Almost all of the high-ranking officials in the system of government — clergy, aristocrats, and the rich — were from the lower classes. This stratification in government continued until the first quarter of the twentieth century.

It is known that until the beginning of the XX century in the history of our country the government was based on a monarchy. Accordingly, positions in the public administration were distributed by orders of the chief executive and ministers, and the appointment of officials was also at their discretion. Although the leadership position was given to the individual by these volunteers, attention was also paid to the individual's readiness. Senior leaders raised their children in the hands of wise, creative, and quick-witted people. In addition to getting acquainted with the practical processes of government in the palace, the future leader also conducted scientific and theoretical classes with a father hidden from him or a teacher on the paternal side.

The fourth period (XX century - 1925-1990)

This was the period of the Soviet Union, when young cadres were trained and appointed to high positions on the basis of Soviet ideology. The Communist Party acted as a body for the selection, training and recommendation of young cadres for positions of responsibility. The party apparatus was a powerful organization.

According to a study by Professor Kuranbaev, the party strictly controlled the development of cadres through its nomenclature. The system had more than 1,500 leadership positions across the country, including in the judiciary, law enforcement, law enforcement and military departments. 500 young specialists were trained in the party high school.

Young people have been trained for government service since school days, and children who did well in school were more likely to have good careers in the future after they later joined the party. The candidates for the respective positions were selected by the party. If a young man made a mistake (committed a crime or petty hooliganism), he was expelled from the party and automatically lost hope of receiving a good salary in the future in a good job. It should be noted that during this period there is a strict system of training, selection and appointment of young personnel.

Beshinchi davr (1991-2016)

For centuries, the level of respect and trust in governors and rulers has been proportional to the attitude of the people towards them. The most powerful, truthful ruler gained a reputation as a "shield of justice," ensured the prosperity of the people, and protected them. Therefore, the restoration of the institution of khokimiyat will not lead to dictatorship and totalitarianism in society, but will lead to the restoration of law and order in the country, first of all, discipline, the formation of respect for the law in the minds of citizens.



In 1997, the Republic of Uzbekistan adopted two important normative legal acts: the Law “On Education” and the “National Training Program”. These two documents are closely related and served as a program for the system of training, selection and appointment to responsible positions in the first 10 years of independence. In particular, according to the Law on Education, staff training consists of a total of 12 years of compulsory education. This model is called “9 + 3” and covers the stages of 9 years of general secondary education (in secondary schools) and 3 years of secondary special vocational education (in academic lyceums and vocational colleges). At the same time, the Law also reflects the concepts of higher education and postgraduate education, which provides for the training of personnel with higher education. Deficiencies in the system are also associated with personnel problems, which led to a decrease in the quality of education in newly created colleges and lyceums due to the lack of vocational training for young people and, as a result, the employment of graduates in these areas. ...

The national training program is prepared in accordance with the provisions of the Law of the Republic of Uzbekistan "On Education", based on the analysis of national experience and world achievements in the education system and is aimed at high general and professional culture, creative and social activity, independent social and political life is aimed at forming a new generation of cadres with the skills to perform correctly, able to advance and solve future problems.

When we analyze the content of the program, we see that there are no cases of appointment of young people to management positions, and special emphasis on young people in general. This means that in the early years of the development of independent Uzbekistan, despite the great attention paid to supporting young people, young people are not considered as the main driver of economic and social development.

#### Sixth period (2017-2021)

This period is significant in the recent history of Uzbekistan, as in all areas, with the introduction of openness and transparency mechanisms in the selection and appointment of personnel. The successful implementation of large-scale reforms at the current stage of the country's development and the achievement of the goals of the Action Strategy in five priority areas of development of the Republic of Uzbekistan for 2017-2021 requires the creation of effective and high-quality public administration, coordination of the government and local executive authorities.

The Decree of the President of the Republic of Uzbekistan dated September 8, 2017 "On approval of the Concept of Administrative Reforms in the Republic of Uzbekistan" is significant in that it is aimed at more successful implementation of large-scale reforms in our country.

Thus, the Concept of Administrative Reforms in the Republic of Uzbekistan defines six main directions of radical reform of the public administration system. Undoubtedly, this will serve to eliminate a number of problems and shortcomings that impede the effective implementation of state policy on the integrated development of regions, improving the standard of living and well-being of the population. The norms for the introduction of specific criteria and procedures for organizing and terminating structural and territorial divisions.

Today, in order to start working in a leadership position in Uzbekistan, young people must first know how to identify practical measures on the basis of modern knowledge, sufficient skills, independent and innovative thinking,



scientific research, analysis. The fact that these processes are carried out through an electronic system [www.vacancy.argos.uz](http://www.vacancy.argos.uz) ensures that they are open, transparent and fair.

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