

# The Impact of the Democratic Transformation of the Political System in Uzbekistan on Personnel Policy in the Internal Affairs Bodies

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**Abstract:** It is noted that today the main direction of the public relations service of the internal affairs bodies is the effective support of their employees in the daily activities of wide propaganda and explanatory work based on positive examples - the reforms being carried out in the system of internal affairs bodies. The article, proceeding from this point of view, also examines the impact of the democratic transformation of the political system in the Republic of Uzbekistan on the personnel policy in the system of internal affairs bodies.

**Keywords:** internal political body, politics, democracy, system, social life, organization, person, idea.



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## INTRODUCTION

It is difficult to imagine the development of society without the cooperation of the elements of the political system - the state, public associations, political parties, trade unions, mahalla, non-governmental organizations and citizens. Because they constantly cooperate with each other, proceeding from their own goals and interests, and develop on this basis. Civil society is the most important condition for the formation of a democratic political system. Civil society represents a complex that includes various forms of social activity of the population that are not related to the activities of state bodies and reflects the true state or level of the structure of society[1].

Another important condition for a constitutional state is the formation of a democratic political regime. Democracy is based on the will of the people, not on the interests of one person, one group or one class. In a democracy, the heads of state and government are elected by the people themselves, therefore, the use of privileges granted by the state and submission to restrictions imposed by the state become natural and necessary[2].

## RESEARCH METHOD

According to the American researcher R. Dahl, “a political system is a stable type of human relations, which includes power, leadership, or relations to power as its main components.”

However, in our opinion, the inclusion of any relations creates the risk of understanding the political system too broadly, and therefore it is advisable to combine it with the social system.

"Democracy" from the point of view of political science and law is a political system and method of governance based on respect for human rights. Another feature of a democratic system is the creation of a healthy legal environment in all relations in society. Democracy is based on the legal equality and equal acceptance of all citizens in society within the framework of the law, regardless of differences in religious, racial, national, political consciousness and beliefs. This factor is of great importance for the full meaning of a democratic regime.

As is known, democracy is a form of political system that encompasses statehood, political structures, socio-political life, etc. According to definitions, "democracy is the free choice of rulers by the governed, which requires free elections, the existence of political parties, trade unions, and the conduct of propaganda campaigns through freedom of association, assembly, and speech. Democracy is not a form of the political structure of society, but the main means of organizing, regulating, and coordinating the relations between all the elements that make up the social structure of society, primarily those related to economic and social interests. It is not under the rule of political power over society and its members, but under the unity of society in relation to the state, in other words, under the conditions of true democracy, that a person's freedom in the full sense of the word can be ensured. The transition to such a society is a historically long process, and it is associated with the formation of civil society.

## **RESULTS AND DISCUSSION**

The organization of government activities based on predetermined legal norms prevents subjective actions from taking precedence, thereby protecting the interests of the people. The extent to which the government complies with the law in its activities and the extent to which the government protects or violates the rights of the people is monitored through various mechanisms.

Therefore, the concept of legal statehood means a system of statehood based on high-level legal standards, implemented by a legitimate, popularly recognized political authority, in which laws are fully enforced. Researchers have different interpretations of the necessary criteria for a country's administrative system to be in accordance with the conditions of a legal state. The general point of view in these views is manifested in the existence of three important rules of the legal state. In order for the administration to comply with the conditions of a legal state: it is necessary to guarantee natural rights, to organize and control the administrative mechanism based on the law, and to have a democratic character of the political system. In today's rapidly changing times, the issues of ensuring a peaceful and peaceful life of our people, combating crime and violations, and maintaining public order and security are becoming extremely important.

The study of the process of change of the political system as a whole requires a consistent consideration of a number of fundamental concepts. The first of them is the term "process" (Latin *processus*), which in a general scientific sense means "any long-term, consistent work", "the course, development of an event, a sequential change of circumstances", "process" implies a natural and close connection between various stages of development, representing a single continuous movement. Therefore, special attention should be paid to the concept of "process", which is one of the main components of the concept of "political system transformation". The universal sign of the process is the interaction of its aspects, elements. Referring to this, even P. Sorokin emphasized that interaction is a general process inherent in the entire world of inanimate and animate nature. The dialectic of the transition of individual changes within the system to changes in the entire system is that they accumulate, pass a certain limit, and provide the uniqueness of the integral system, turning into qualitative changes.

Transformation is an integral part of this process of various qualities and scales - development; the second differs in that it manifests itself as a consistent, irreversible, systematic change. This is the process of renewal, the birth of the new, the death of the old. It is more logical to use the concept

of “development” as a general sign of “process” and “change”. The processes taking place in society differ from natural processes. They are characterized by the conscious and purposeful activity of people, their interaction based on certain interests, their interdependence in the process of such interaction, various mechanisms and methods of its regulation. This means any movement, modification, transformation, exchange or “evolution”, any change in the object being studied. The concept of a system includes the features that form a system, the type of which is based on a set of interests, ideas, objective and subjective factors. At the same time, this complex is based on the principles of forming feelings.

Society or social processes that influence the process of changing the political system, unlike natural processes, are characterized by the active and conscious activity of people who have certain interests, set clear goals for themselves and strive to achieve them through mutual influence. Therefore, it is absolutely appropriate to interpret the concept of “social process” as “a set of successive actions aimed at achieving certain results and a consistent change in events, situations, changes in the development of something as a result of purposeful activity.

It is clear that the concept of "social process" has three semantic features: the first feature is the existence of a set of stable, consistent and regulated social actions and relationships between people; the second feature is the expression of the direction, subordination of the ongoing social changes, the regime associated with achieving a certain social result; the third is dynamic in nature, which allows us to understand this social process as the course, movement, and transformation of social events, situations, and changes in society.

Having gained independence, the Central Asian states entered the world community as full-fledged participants in international relations. The emergence of sovereign nation-states helped to change the political map of the world and the essence of international relations. As full and equal subjects of international law, young states gradually began to move to systemic types of relations. In the history of the development of sovereign states, we can say that sovereignty and security have always been an integral condition for the existence of a state and the presence of the necessary conditions and factors for the development of a state as a full-fledged participant in political relations. Some political scientists believe that in the process of globalization, each state aims to be on the agenda of world politics. With the development of a state as a participant in international relations, a change in the political system occurs. Changes in the political system can be considered organizational and structured if such subjects of international relations as a “political person”, “political organization”, “political elite” are active in them. Each state sets itself the goal of taking its place in the world order. With the development of the state as a participant in international relations, changes in the political system occur. Changes in the political system can be considered organizational and structured if such subjects of international relations as a “political person”, “political organization”, “political elite” are active in them.

The process of democratic transformation of the political system in Uzbekistan is also connected with the system of internal affairs bodies. Thus, reforming the system based on democratic criteria and transforming it into a transparent system will contribute to the primacy of democratic values throughout the country. One of the main directions of radical reform of the system of internal affairs bodies is undoubtedly the improvement of the training, retraining and advanced training of internal affairs officers. In this regard, during his visit to the Academy of the Ministry of Internal Affairs on June 29, 2017, the head of our state Shavkat Mirziyoyev set a priority task to transform it into a completely new educational institution, and the resolution of our President “On measures to radically improve the system of training, retraining and advanced training of internal affairs officers” served to further strengthen the legal foundations of the sector.

In particular, the trend of democratic development in Uzbekistan is associated with reforming the activities of the Ministry of Internal Affairs as an executive power institution, and at the same time, creating its effective image is of great importance.

Today, the main direction of the public relations service of the internal affairs bodies is the effective support of broad propaganda and explanatory work based on positive examples in the daily activities of its employees - this is evidence that the reforms being implemented in the internal affairs bodies system are building great trust among the population.

The issue of modernizing the executive system of the newly independent state - the Republic of Uzbekistan - was one of the main research topics of the Constitutional Commission of the Republic, which operated for 2.5 years, and this was reflected in the Constitution of the Republic of Uzbekistan, adopted on December 8, 1992 at the XI session of the XII convocation of the Supreme Council of the Republic of Uzbekistan. The Constitution of the Republic of Uzbekistan, like all other spheres, became the main theoretical and legal criterion for the formation of a new integrated system of executive power. The ideas, goals, each article of the Constitution embodied the "Universal Declaration of Human Rights", other international documents, democratic principles and values formed in developed democratic countries, and almost three thousand years of national and oriental traditions of state governance. The Constitution firmly establishes the principle of the separation of powers into three parts and also outlines the ways in which executive power can be exercised, which are characteristic of independent development.

In the early years of independence, the trial and error method of shaping Uzbekistan's political system, blind imitation of the West, was very costly. In particular, the loss of economic control, the decline in production volumes, the degree of differentiation and polarization of the population by income, ideological orientations, the marginalization of a significant part of the population, the growth and corruption of the bureaucratic apparatus, the decline in the authority and legitimacy of political institutions, the struggle for science, culture, education and healthcare, the threat of loss of state security, and others posed threats. The political development of Uzbekistan was complex and difficult to predict.

As the experience of governing countries around the world shows, the disruption of the interrelationship between democratic principles and governance processes, the relationship between the political system and the political regime, or their separate interpretation, can pose a real threat to the stability of the state and its national security. This can lead to the derailment of governance and the disintegration of the state system. In order to avoid such a dangerous situation, the head of state needs great life and political experience and the unity of his people[5].

In general, the tension in our country in the early years of independence, the ideological vacuum that emerged in social life, the proliferation of criminal elements, the striving for power of extremist forces, and the real attempts to seize state power required the head of state to take responsibility, show personal initiative, and be creative. The well-meaning strategy of "do not build a new house, but destroy the old one" was characteristic of the political order of society and state governance on the eve of independence and the political order that was required for the first years of independence. A different political order, especially a liberal democratic political order that Western politicians tried to impose on the social situation in Uzbekistan at that time, was disastrous. Because the situation, the circumstances, the mentality of society were not enough to fully ensure liberal democracy, human rights and freedoms. The Western press, especially those forces that were skeptical about the independence of the state of Uzbekistan, its prosperity, and its future, assessed the first President I. Karimov's taking the situation into his own hands, controlling and managing it as "authoritarianism." In response, the first President I. Karimov said: "Shock therapy does not suit us, people cannot be treated only as a goal, even if it is a noble goal, but as a means to achieve it. I will not allow people to be thrown into a whirlpool of hunger and cold, to destroy the existing system of social support for the population, to leave children without schools, and patients without hospitals". Such an answer, according to its logic, "from the very first days of independence, the first President I. Karimov called for understanding, understanding and feeling the essence of independence in connection with the concepts of two great powers - the Motherland

and the Nation"[6]. Thus, authoritarian political order depends on when and in what social space it is used historically. Authoritarianism is negative, can lead to social stagnation, backwardness, and in some cases, social stability, sustainable development and growth[7].

Inspired by this situation, political scientists also began to turn to new discoveries. Based on the general theory of systems developed by L. von Bertalanffy, the American scientist T. Parsons points out that there are relatively simple systems in society with extremely complex governance. T. Parsons' ideas about the political system were comprehensively deepened and developed by another American political scientist, D. Easton. That is why he is known in history as the founder of the theory of political systems. D. Easton, in his works "Political System" (1953) and "Criteria of Political Analysis" (1965), defined the political system as "a developing and self-adapting organism that actively responds to impulses - commands coming from outside"[8].

In the process of transformation of the political system, the political institutions of the state require the creation of their form and content in accordance with the elements of the system. In particular, in Uzbekistan, the internal affairs bodies are an important component of the political institution called "state", which, as the main political institution, the core of the political system, carries out its great work. In this regard, it is necessary to regulate the interests of the people, regulate the relations of various classes, groups and strata, and ensure human rights. For example, the legislative body of power should not only implement the will of the voters, but also give legality to personnel policy, legitimize its foundations and principles, and determine its existence within a certain circle.

In our opinion, by the objects of personnel policy, we should understand the relations, labor resources, on which the activities of its subjects are directed. The situation with the status of labor collectives is a more complicated process. In modern Uzbekistan, they, of course, have become objects of personnel policy, but in the experience of the former Soviet Union, worthy attempts were made to turn them into subjects of personnel policy. Indeed, ideally, the main subject of state personnel policy in Uzbekistan should be working people, who are the main source of power. This is also consistent with the constitutional rule that "The people are the only source of state power"[9]. It is true that these processes cannot be implemented all at once, but in many open societies these principles have already been implemented. "The pursuit of a deeper reform of the structures of state and public administration is an evolutionary process of modernization of the state apparatus. Its essence is determined by the transition from the stage of reforming state administration bodies to the effective stage of improving their work"[10].

When implementing personnel policy, it is necessary to scientifically review the basic rules and criteria governing work with personnel. Various classifications of the principles of work with personnel are presented in domestic and foreign literature. For example, the principles of hierarchy and rank in Japan, the democratic centralization model, etc. can be cited as an example. We explain this by the variety of conditions for ensuring the labor activity of various categories of employees, as well as the reliability of the personnel policy developed in the modernizing Uzbekistan. At the same time, the accumulated experience in studying the basic principles of personnel policy allows us to distinguish: 1) general principles regulating the personnel process in general; 2) specific principles related to individual areas and spheres of professional activity (for example, medical secrecy, confidentiality regime, etc.); 3) specific principles regulating the activities of individual elements of the personnel process used in the theory and practice of personnel management (for example, internal corporate regulations, access control).

As M.V. Korotneva emphasizes, "It is the personnel policy that generally determines the number of employees in a state body, the need to attract new employees and dismiss employees, the procedure for promoting employees up the personnel ladder, the list of available positions, and many other issues"[11]. The process of implementing personnel policy should be aimed at fully utilizing the creative potential of employees, their extraordinary abilities, strengths, and skills in identifying and eliminating problems. The use of such an approach will

lead to an increase in the quality of work of civil servants, the effective implementation of the most important state programs in various aspects of public life. If we consider personnel policy from the point of view of public administration, personnel policy in the civil service is the activity of state bodies, heads of state bodies and personnel department employees to implement the personnel strategy, to implement the personnel strategy. In this context, improving the professional skills of personnel and encouraging effective work for more qualitative performance of the functions of a state body also plays an important role.

## CONCLUSION

In short, the personnel policy of any state body is aimed at achieving the following strategic goals:

- 1) fully providing various areas of service with professional, qualified and morally competent specialists;
- 2) creating the most favorable conditions for the effective and rational use of employees' intellectual abilities, skills and abilities in order to preserve and improve them;
- 3) ensuring the rights and guarantees of each civil servant for the development of his personal interests and plans, promotion, improvement of his work, and others.

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