

## Social Protection as a Factor of Personnel Stability in the Public Civil Service

*Avezova Eleonora Paraxatovna*<sup>1</sup>

**Abstract:** The article examines the role of social protection as a key factor affecting the stability of personnel in the civil service. Social protection covers aspects such as social security, medical care, pension provision and other elements that directly affect employee motivation and loyalty. The existing models of social protection in different countries are analyzed, their advantages and disadvantages are revealed. The main focus is on how social protection contributes to attracting and retaining qualified professionals, as well as how it affects the overall stability of the workforce. The article offers recommendations for improving the social protection system in the public civil service, which can contribute to improving the efficiency of public institutions and improving the moral climate among employees.

**Keywords:** personnel stability in the civil service, the role of social protection in personnel management, guarantees of social protection, aspects of social policy, social security in the civil service, employee retention, professional motivation, public institutions and personnel stability, prevention of staff turnover, elements of social protection, parameters of personnel policy, models of social support, remuneration and social guarantees.

Currently, the provision of social protection for public civil servants is becoming a key element contributing to the stability of personnel in the civil service. Social protection is a set of measures and benefits aimed at improving the living conditions of employees, and plays an important role in maintaining their well-being. However, its importance goes beyond simply raising living standards. It serves as a powerful tool for attracting and retaining highly qualified specialists, which is especially important for ensuring the effective functioning of government agencies.

Social protection helps not only to improve the financial situation of employees, but also creates attractive working conditions, which allows you to attract the best professionals to public institutions. In a competitive labor market, the possibility of obtaining decent social benefits and guarantees becomes a decisive factor in choosing a job. Thus, an effective social protection system helps to reduce staff turnover, as employees feel more confident and secure.

The Constitution of the Republic of Uzbekistan, adopted on April 30, 2023, introduced the concept of a "social state" for the first time. This innovation highlights the obligations of the State to implement a social policy aimed at ensuring a decent life for citizens. The welfare State means that the State is obliged to take care of the social protection of its citizens, which includes guarantees of basic social rights. Such rights include the right to work, rest, fixed working hours, as well as protection of motherhood and childhood.

The quality of life is viewed through the prism of material security that meets the standards of developed societies, access to cultural values and personal security. The main prerequisite for ensuring a decent standard of living is the guarantee of a full range of rights and freedoms, as well as reliable social protection that ensures the fulfillment of these rights and freedoms.

According to the writings of H. Azizova and A. Yuldasheva, social security is a set of necessary and sufficient socio-economic and legal guarantees. These guarantees ensure the realization of the socio-

<sup>1</sup> Lecturer at Tashkent state University of law Department of Administrative and Financial law



economic rights and freedoms of each member of society. Social security is a key factor in employment, and its assessment is based on the completeness of the exercise of social rights<sup>2</sup>.

Analyzing the above, it can be concluded that social security is the result of the implementation of social protection measures and depends on the activities of state bodies responsible for the implementation of social policy. The legislative formalization of social policy plays a key role in the formation of a social state, which should ensure a decent existence, free personal development and social justice. The implementation of social policy includes a set of social and managerial measures aimed at creating conditions for social security.

F. Yuldasheva emphasizes that social security depends on the activities of government agencies responsible for the implementation of social policy<sup>3</sup>. Makhmudov F. He points out that the duties of the state are not limited only to social protection, but include ensuring a decent standard of living and creating conditions for the free development of the individual, as well as supporting the self-organization of society and equal opportunities for all citizens<sup>4</sup>.

H. Azizov and A. Yuldoshev, as well as F. Yuldasheva and F. Mahmudov, we agree that social protection is a system of socio-economic and legal guarantees that ensures the realization of fundamental rights and freedoms of citizens. This concept includes both legislative and administrative measures, as well as obligations to ensure a decent standard of living.

E. Khozhiev argues that social rights include access to material benefits such as social security, education, medical care, housing, as well as special rights for children and the disabled. This approach emphasizes the importance of social rights for ensuring social security and well-being of citizens. Approach X. Azizova refers to social rights as "second generation rights" and notes their peculiarities in protection and nature in comparison with classical rights<sup>5</sup>.

From the analysis of the works of E. Khozhiev, H. Azizov, Yuldashev D. and Yuldasheva F. It is becoming clear that social rights play a key role in ensuring the social security and well-being of public civil servants. These rights, which guarantee access to basic material goods, emphasize their importance in modern society.

However, the guarantee of social rights is closely related to the economic situation and socio-economic context. The extended approach to social rights proposed by the Yuldashevs takes into account the need to analyze sociological aspects and public relations.

Based on the above analysis, the author of the study considers it reasonable to proceed to the consideration of social management, since the effective implementation of social rights and ensuring social protection of employees are closely related to the management mechanisms in society.

L. Drolet's research emphasizes that social stability is a condition that ensures the effective functioning and sustainable development of a social institution or group. This definition focuses on the importance of stability for the normal functioning of social structures<sup>6</sup>.

In the works of Barrientos A, it is noted that the stability of social protection of public civil servants largely depends on the constancy of public-service relations. Professional stability and stability of the official position are critically important for ensuring the interests of both the civil service as a whole

<sup>2</sup> Давлат хизмати. Ўқув қўлланма / Х.Азизов, А.Йўлдошев, Ш.Асадов, Х.Хайитов, Д.Каримов, Д.Бекчанов, Д.Атажанова, Ф.Юлдашева. – Тошкент, 2019 й. – 146б.

<sup>3</sup> Феруза Улугбековна Юлдашева (2022). МАМЛАКАТИМИЗДА ДАВЛАТ ФУҚАРОЛИК ХИЗМАТЧИЛАРИНИ ТАЙЁРЛАШ, КАЙТА ТАЙЁРЛАШ ВА МАЛАКАСИНИ ОШИРИШДА АМАЛГА ОШИРИЛАЁТГАН ИСЛОҲОТЛАРНИНГ РОЛИ. Academic research in educational sciences, 3 (TSTU Conference 1), 192-198.

<sup>4</sup> Махмудов Фируз (2020). ЗАПРЕТЫ И ОГРАНИЧЕНИЯ КАК МЕХАНИЗМ РАЗРЕШЕНИЯ КОНФЛИКТА ИНТЕРЕСОВ. Review of law sciences, 3 (Спецвыпуск), 78-86. doi: 10.24412/2181-919X-2020-3-78-86.

<sup>5</sup> Давлат хизмати. Ўқув қўлланма / Э.Хожиев. – Тошкент, 2004 й. – 67б.

<sup>6</sup> Julie L. Drolet (2020) Social Protection: An Essential and Effective Social Policy Response During and After COVID-19, Child & Youth Services, 41:3, 246-249, DOI: 10.1080/0145935X.2020.1834948.



and the individual employee. This means that even with changes in the system of state bodies and the organization of the civil service, the preservation of these principles remains important<sup>7</sup>.

Thus, social stability in the context of social protection of public civil servants is defined as a state that allows maintaining an unchanged structure and maintaining balance, ensuring the possibility of effective functioning of employees.

From research by Tensing J., Ulriksen M. S., and Plagerson S. It becomes clear that the social stability of the social protection of public civil servants is defined as a condition that ensures the effective functioning and sustainable development of the social protection system<sup>8</sup>.

To ensure this stability, not only a stable legislative framework is needed, but also effective management, strategic planning and adequate financing. An important aspect is also to maintain a balance between the various aspects of social protection in order to ensure equal opportunities and fair service for all government employees.

Thus, social stability in social protection plays a key role in maintaining well-being, professional stability and trust in the State system.

Nevertheless, the author considers it advisable to highlight that normative acts are a significant factor influencing the stability of the personnel of the state civil service and employees. To date, the legal basis for regulating aspects of social protection of the state civil service is:

- The Constitution of the Republic of Uzbekistan;
- The Law of the Republic of Uzbekistan "On State Civil Service";
- Decrees of the President of the Republic of Uzbekistan regulating organizational and legal, information and communication mechanisms and personnel technologies.

The civil service, as an institution of a public legal nature, should be a structured system focused on serving the state as a whole, and not a separate authority. Within the framework of the State civil service, relationships are formed based on the principles of duty, duty and loyalty. The researchers note that these relations in the context of public service represent state and administrative legal relations, where civil servants are subordinated exclusively to the interests of the state<sup>9</sup>.

According to X's research. Azizova and A. Yuldosheva, the concept of social security should be perceived in a broad context, including various aspects such as legal, political, social, economic, organizational and other methods. This approach allows us to consider social security as a complex phenomenon covering all spheres of public life and reflecting the level of ensuring the rights and interests of the individual, citizen and personality<sup>10</sup>.

The analysis of the works of these scientists makes it possible to understand that the concept of social security is multidimensional and can be considered both in a broad and narrow sense, depending on the context and objectives of the study.

Having analyzed the concept of social protection and its relationship with social rights and social management, we can conclude about the structure of social and legal protection of a public civil servant, which includes two main elements: social and legal status and social protection.

<sup>7</sup> Barrientos A. Social protection and poverty //International Journal of Social Welfare. – 2011. – Т. 20. – №. 3.

<sup>8</sup> Ulriksen M. S., Plagerson S. Social protection: Rethinking rights and duties //World Development. – 2014. – Т. 64. – С. 755-765.

<sup>9</sup> См подробнее: Ноздрачев А.Ф. От концепции реформирования государственной службы к новым идеям правового регулирования государственно- служебных отношений в Российской Федерации // Модернизация экономики России: итоги и перспективы. М., 2003. С. 184-186.; Атаманчук Г.В. Сущность государственной службы: история, теория, закон, практика, М., 2003. С. 162-164; Гришкoveц А.А. Правовое регулирование государственной гражданской службы в Российской Федерации. М., 2003. С. 32-62.

<sup>10</sup> Давлат хизмати. Ўқув қўлланма / Х.Азизов, А.Йўлдошев, Ш.Асадов, Х.Хайитов, Д.Каримов, Д.Бекчанов, Д.Атажанова, Ф.Юлдашева. – Тошкент, 2019 й. – 71б.



Social and legal status is the basis of social security, determining the legal and social status of an employee in society. He grants certain rights that guarantee the protection of his interests and ensure social stability.

Social protection, in turn, is considered as a mechanism for ensuring social security and an important condition for the stability of personnel in the civil service. This mechanism provides protection and support in various aspects of life, including social guarantees, medical care, education and housing conditions.

The relationship between social and legal status and social protection lies in the fact that through the mechanism of social protection, the potential provided by social and legal status is realized, ensuring the reliability of the position of a public civil servant in society, which forms the basis of real social security.

It follows from the text that when analyzing the structure of social protection of public civil servants, key problems that hinder the creation of an effective system are identified. These problems include:

1. Insufficient legal certainty: The lack of clear and unambiguous regulations creates uncertainty in matters of social protection, which makes it difficult to understand the rights and guarantees of employees.
2. Ambiguous mechanisms for the implementation of social guarantees: Ambiguity in the procedures and mechanisms that should ensure the implementation of social guarantees leads to difficulties in accessing social services and benefits.
3. Vagueness in the definition of liability mechanisms: The lack of clear mechanisms of responsibility for violations of the rights and guarantees of employees complicates the effective suppression of violations and protection of their interests.
4. The need for additional legal acts: Existing normative acts are insufficient for the full implementation of social protection, which requires the adoption of additional legal acts to eliminate gaps and ambiguities.

These problems underline the need for a systematic analysis and revision of the regulatory framework, as well as the introduction of effective control mechanisms to ensure the social protection of public civil servants.

To solve the problems in the social protection system of public civil servants, several key measures must be taken.

First, legal certainty should be strengthened by developing clear regulations that clearly define the rights and guarantees of employees in the field of social protection.

Secondly, it is necessary to create clear mechanisms for the implementation of these guarantees and establish responsibility for their violation, which includes the development of procedures for punishing violators and providing compensation to victims.

It also requires the adoption of additional legal acts to eliminate existing gaps and ambiguities in legislation. These measures should be accompanied by the establishment of control and monitoring mechanisms to identify and resolve problems in a timely manner. Effective cooperation between government agencies, legislators, public organizations and the scientific community will be key to the successful implementation of the proposed measures.

## References

1. Конституция Республики Узбекистан от 30.04.2023 Национальная база данных законодательства, 01.05.2023 г., № 03/23/837/02410.
2. Авезова, Элеонора. "ЎЗБЕКИСТОН РЕСПУБЛИКАСИДА ДАВЛАТ ФУҚАРОЛИК ХИЗМАТИГА ҚАБУЛ ҚИЛИШНИ ҲУҚУҚИЙ ТАРТИБГА СОЛИШ." *Scienceproblems. uz* 3.1 (2023): 78-86.



3. Barrientos A. Social protection and poverty //International Journal of Social Welfare. – 2011. – Т. 20. – №. 3.
4. Давлат хизмати. Ўқув қўлланма / Х.Азизов, А.Йўлдошев, Ш.Асадов, Х.Хайитов, Д.Каримов, Д.Бекчанов, Д.Атажанова, Ф.Юлдашева. – Тошкент, 2019 й. – 71б.
5. Давлат хизмати. Ўқув қўлланма / Э.Хожиев. – Тошкент, 2004 й. – 67б.
6. Avezova, Eleonora. "LEGAL REGULATION OF THE PROCEDURE FOR ADMISSION TO THE STATE PUBLIC SERVICE IN REPUBLIC UZBEKISTAN." *Евразийский журнал академических исследований* 2.12 (2022): 1363-1370.
7. Julie L. Drolet (2020) Social Protection: An Essential and Effective Social Policy Response During and After COVID-19, *Child & Youth Services*, 41:3, 246-249, DOI: 10.1080/0145935X.2020.1834948.
8. Махмудов Фируз (2020). ЗАПРЕТЫ И ОГРАНИЧЕНИЯ КАК МЕХАНИЗМ РАЗРЕШЕНИЯ КОНФЛИКТА ИНТЕРЕСОВ. *Review of law sciences*, 3 (Спецвыпуск), 78-86. doi: 10.24412/2181-919X-2020-3-78-86.
9. Ноздрачев А.Ф. От концепции реформирования государственной службы к новым идеям правового регулирования государственно- служебных отношений в Российской Федерации // Модернизация экономики России: итоги и перспективы. М., 2003. С. 184-186.; Атаманчук Г.В. Сущность государственной службы: история, теория, закон, практика, М., 2003. С. 162-164; Гришковец А.А. Правовое регулирование государственной гражданской службы в Российской Федерации. М., 2003. С. 32-62.
10. Ulriksen M. S., Plageron S. Social protection: Rethinking rights and duties //World Development. – 2014. – Т. 64. – С. 755-765.
11. Феруза Улугбековна Юлдашева (2022). МАМЛАКАТИМИЗДА ДАВЛАТ ФУҚАРОЛИК ХИЗМАТЧИЛАРИНИ ТАЙЁРЛАШ, КАЙТА ТАЙЁРЛАШ ВА МАЛАКАСИНИ ОШИРИШДА АМАЛГА ОШИРИЛАЁТГАН ИСЛОҲОТЛАРИНИНГ РОЛИ. *Academic research in educational sciences*, 3 (TSTU Conference 1), 192-198.

