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## Research Article

### THE EXPERIENCE OF UZBEKISTAN IN FORMING FUTURE LEADERS

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#### ABSTRACT

The article discusses measures for reverent attitude towards the issues of upbringing youngsters, giving them confidence and right directions, creating conditions for the full disclosure of their capabilities and abilities, strengthening their leadership qualities.

#### KEYWORDS

Civil service, human resources, modern skills, working with youth, transparency, meritocracy.

#### INTRODUCTION

In the rapidly changing world, events and processes are developing in unexpected ways. The unstable situation that has arisen in a short period of time due to the coronavirus pandemic has become a real test for every country. The complexity of the situation for civil servants is that they are required to find solutions to many interrelated and unrelated problems in various fields and aspects.

Comprehensive reforms taking place in our country are carried out on the basis of the important principle that “the people should serve the people, not the state bodies, but the state bodies”. Timely measures taken in the areas of public administration, public civil service, as well as e-government and digital economy within the framework of the Action Strategy and the



Concept of Administrative Reforms are now yielding results in the context of a severe pandemic.

Today, we are all witnessing the difficulties that countries are going through during the pandemic, and we think it is unnecessary to dwell on it further. But in such a period, on December 25, 2020, the “Youth Forum of Uzbekistan” was organized for the first time in our country. At the conference, President Sh.M. Mirziyoev’s meaningful speech left a strong impression on all of us. At this point, it is necessary to emphasize one thing, in the conditions of the pandemic, it was not observed that the head of state personally met with young people in any country of the world. The fact that the President compared the youth to the greatest wealth and priceless treasure of our Motherland and highly recognized the bravery and courage of our youth during the trying days.

The organized forum showed that meeting with young people on a regular basis and taking into account their suggestions should be an integral part of our activities. Why is this important? Because it is the youth who are the representatives of two eras, that is, today and the future. After all, youth make up more than 60 percent of the population of our country. We should all remember that the young generation is the greatest wealth and resource of our country.

Ensuring the vital interests of the young generation, creating conditions for the realization of their noble dreams is an important direction of state policy. While organizing work in this direction, we should not forget one important thing: the youth of the XXI century cannot be guided by the ideas of the XX century.

Based on the opinions expressed at the conference, the State Service Development Agency under the President of the Republic of Uzbekistan (hereinafter

referred to as the Agency) has set new goals and tasks for working with young people in the future.

It should be noted that nowadays the management of human resources in the public sector is increasingly becoming a strategic task, because countries recognize that the most important resource and the greatest wealth is a person and his intellectual potential. Therefore, in developed countries, attention is paid to the selection of young personnel and the training of young leaders as a primary task. In fact, scientific studies prove that attracting the most talented young people to the public sector is a strong driver of innovation and innovation, economic growth and development, and competitiveness.

Realizing this, the Agency attaches strategic importance to the issue of human resource management and development, active involvement of talented young people in the civil service of the state.

One of the important tasks of the Agency is to protect young personnel, give them confidence and the right direction, and create an opportunity for them to fully demonstrate their abilities and talents. Today’s youth is the decisive force and active participant of the reforms, it is they who represent the new Uzbekistan and create the foundation of the new Renaissance.

A number of activities are being carried out by the Agency in order to attract dedicated, patriotic and potential young people to the civil service of the state, to help them occupy a worthy place in professional life. In particular, in August 2020, the Agency’s “unified portal for vacant positions of civil servants” (vacancy.args.uz) was launched. This portal allows to select and hire the most suitable candidates for vacant positions in state bodies and organizations through open selection based on the principles of transparency and meritocracy.



This system is causing great interest among graduates of higher education institutions and many young people. A clear proof of this is that about 11,000 applicants applied for more than 500 vacant positions. This system operates on the basis of the “yagona darcha” principle, and importantly, since the document is submitted electronically, the portal minimizes the human factor in the admission of candidates to the state civil service.

It should be noted that the introduction of this system, in addition to creating convenient opportunities for young people, somewhat increases the requirements for their knowledge and skills and imposes additional responsibilities. Today’s demand is for young personnel to acquire modern technologies, analytical thinking, creative approach, idea generation, effective decision-making, active social relations, flexibility, and self-reliance.

Also, in order to further increase the interest of young people in the state civil service, listen to their voices and take into account their suggestions, regular meetings and dialogues are organized with them in all regions of our country. In addition, the Agency will create a “Young Leaders Club” to strengthen the leadership skills of young people, increase their activity and comprehensive support, popularize best practices.

In addition, the state is carrying out special activities on working with young personnel in the civil service, training and improving their qualifications in the most prestigious, including foreign, universities. For example, the Agency is currently developing a five-year program to gradually send a thousand talented young people to internships in developed countries of the world. In this regard, the opportunities of the “El-yurt umidi” fund are widely used.

Of course, the successful implementation of work in this direction requires the efforts of state bodies and organizations to be directed towards one goal. In this case, each organization should make its appropriate contribution to this work. Working with youth should be a daily task of each of us, because attention to youth means attention to the future.

Currently, the Agency is developing the “Strategy for the Development of the State Civil Service until 2030”. In this Strategy, great attention is paid to attracting talented young people to the civil service of the state, and a separate section is included in the Strategy in this direction. Our goal is to significantly increase not only the number of young personnel in the state civil service, but also their knowledge and potential by 2030. In this direction, the Agency closely cooperates with all state bodies and organizations.

Today, increasing the efficiency of the state civil service, ensuring its full adaptation to the rapidly changing times is an important issue. At the moment, further development of the system of communication with the people, ensuring openness and transparency in the state civil service, accepting the most worthy and capable persons into the state civil service, protecting their rights, eliminating factors related to corruption, digitizing state services, striving for gender equality, etc. problems are becoming more urgent.

It has not been a long time since the agency was established, but up to now, the organization of personnel work in state bodies and organizations based on new approaches, the first steps were taken in such directions as the introduction of the system of measurable indicators (the most important indicators) of the evaluation of the effectiveness of the state civil servants, the introduction of information and communication technologies in the field of the state civil service.



## CONCLUSION

We believe that the measures mentioned above will serve to enrich the human resources in the civil service of the state with enthusiastic, ambitious and talented young people and will begin to bear fruit in the near future.

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