



PHILOSOPHY OF PUBLIC ADMINISTRATION

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ABSTRACT

This article discusses philosophy of public administration. It must be recognized that the goals of the development strategy of New Uzbekistan serve the development of all spheres of state and community life. But what is the reason why the construction of a society and a people-friendly state with priority of human value is defined as the first priority of the development strategy? Because the effectiveness of our activities in the remaining six directions will directly depend on pro-people policy and pro-people management. In other words, the populist Strategy cannot be implemented without populist leaders. This requires raising the public service to a new level.

KEYWORDS

Philosophy of public administration, development strategy, New Uzbekistan, state, community life, construction of society, people-friendly state, human value, pro-people policy, pro-people management.

INTRODUCTION

Today, the development strategy of New Uzbekistan for 2022-2026 took its rightful place on the agenda. First of all, setting the long-term goals of the state is considered a very responsible task. Because the correct selection of the goals to be achieved has a decisive influence on the fate of the country. A well-designed strategy will drive the development of the country. The strategies of countries such as Japan, South Korea, Malaysia, Singapore, which made a “leap into the future” can be cited as an example.

It should be noted that there is no universal strategy that is one hundred percent suitable for all countries. Because each country develops its own strategy based on its needs and interests. At this point, it is necessary to pay attention to one aspect: the development strategy of the new Uzbekistan is based on the wishes, interests and needs of the people.

THE MAIN FINDINGS AND RESULTS

Please note that this draft document, which underwent a special public discussion during the Presidential elections in 2021, was submitted for public discussion through the Internet portals

regulation.gov.uz, 2022-2026.strategy.uz, and public.uz. People’s representatives in the form of active citizens, who participated in this process, edited the Development Strategy, clarified it, adapted it to the people’s needs, supplemented it from the point of view of the people’s interests, and enriched it with content. In other words, he co-authored the development strategy of New Uzbekistan. The people participated in the adoption of state decisions, conditions were created and incentives were given. This form of communication with the people is proof that democracy is taking root in Uzbekistan. Importantly, this approach in public policy is becoming a good tradition, which creates the basis for the formation of a strong civil society.

We must admit that the role of the new development strategy of Uzbekistan in the life of our country is huge. After all, it defines the most optimal directions of development for our country. It is natural that the goals presented in this document serve as a foundation for many programs, concepts, road maps, business ideas, startups, and innovative projects. Therefore, the issues included in the Strategy are extremely

large-scale. Providing schoolchildren with free meals, adding women's maternity leave to their seniority, introducing an institution of no confidence in the head of the neighborhood, expanding the use of renewable energy sources, issues such as the implementation of the concept of the development of the science of history until 2030, gradually increasing the salaries of doctors to the equivalent of 1000 US dollars, proportional development of regions, increasing the size of the software industry by 5 times, these are just some of the continuing list.

The development strategy includes 100 goals in 7 priority directions. It is impossible to determine which of these objectives is more important or primary in terms of weight and importance. Because all these goals are aimed at solving the most acute, most painful, most urgent issues related to the development of our country. New trends were expressed, new approaches were shown, new values were promoted. It is important that the principle "FOR HUMAN DIGNITY" is recognized as the core idea of reforms, the guiding star of changes.

"Human dignity" is not just a beautiful word, there is no exaggeration or exaggeration in this concept. In fact, when we talk about "value", first of all, we

understand the value, significance, importance, value, and usefulness of a certain thing. But there are things that cannot be measured with a certain value, and it is impossible to set a price. In this sense, human dignity is not precious and sacred? How can it be measured on a stone scale? What determines human worth?

Everyone wants to be appreciated and respected, regardless of his position in society. This is a fact that does not require proof. The thing that clearly shows the value of a person is ATTITUDE TOWARDS A PERSON. The value of a person is fully manifested in giving high value to the rights, interests and needs of a person, respecting him/her in every way, not sparing him/her time, money, and labor. Importantly, it is necessary to treat the person as the PURPOSE of change, not as a TOOL for change. In other words, "Man is not for the state, the state is for man". From this point of view, all our actions at the new stage are subordinated to the logic of the idea of "Human dignity". A person is placed at the center of all reforms in our country, he is considered as a criterion for all changes, updates are carried out for the purpose of creating decent living conditions for a person.

It must be recognized that the goals of the development strategy of New Uzbekistan serve the development of all spheres of state and community life. But what is the reason why the construction of a society and a people-friendly state with priority of human value is defined as the first priority of the development strategy? Because the effectiveness of our activities in the remaining six directions will directly depend on pro-people policy and pro-people management. In other words, the populist Strategy cannot be implemented without populist leaders. This requires raising the public service to a new level.

In fact, the combination “public servant” means one who serves the state. But the President demands fundamental changes in the relationship between the state and its employees: “Leaders should serve not only the state, but also people and families, to ensure their legitimate interests”. At this point, the answer to the philosophical question “who should serve whom: the state to man or man to the state?” becomes clear. Serving the people becomes a unit of measure for evaluating public service. Taking people’s burden on their shoulders, making people happy with life becomes the most important task for leaders.

Thus, in New Uzbekistan, the concept of “servant of the people” becomes a synonym of the concept of “state servant”. In fact, serving the people requires altruism, selflessness, living for others, devoting one’s life to others. In Koshifi’s work “Futuvvatnamai sultanyi or juvanmardlik tariqat” it is defined as follows: “Altruism (altruism) originates from the feeling of pity for one’s fellow man, from the feeling of wishing him happiness and well-being, and is essentially based on gratuitous patronage, charity or help. Putting the interests of others ahead of one’s own interests becomes the way of life of a generous person” [3].

Therefore, civil servants are required to treat people with respect, show care for people, protect personal interests, extend a helping hand to those in need, listen to people’s voice, and be a salve for people’s pain. As a result of this approach, all three parties: the people, the state, and the civil servant will benefit equally.

Another demand of the President of Uzbekistan Sh.M. Mirziyoev to the leaders is related to critical analysis. In this regard, the head of our state emphasizes the need not to be deceived by false and lofty statements, empty numbers, empty lies, analyze our mistakes and shortcomings from a critical point of view, draw appropriate lessons,



abandon outdated bureaucratic methods, solve problems quickly, and be accountable to the people. Such an approach will inevitably have a positive effect on the increase of people's trust in leading personnel, the level of efficiency of management activities, and the effectiveness of the implemented reforms.

In a totalitarian state, this sequence is reversed. State will be default. The state takes priority. As a result, a person becomes a tool that serves to satisfy the interests of the state. No one cares about his needs. His/her interests are satisfied last or not at all. Today, this paradigm has turned upside down. Man rose to the top, took a place in the center of state policy, his interests became the highest value.

In order to get closer to people, management was also transferred from the center to the regions. In order to eliminate the "Chinese wall" between people and the state, the positions of assistant mayor, youth leader, and women's activist were introduced in each neighborhood. The neighborhood fund was formed to have concrete results and not dry talk. Separate programs for socio-economic, cultural and educational development of the regions are being developed. A reporting system for managers is being

established regarding the implementation of programs adopted for each branch and region.

Who is the client of the state, the user of its services? Man, citizen, society. Therefore, attention to human interests, citizens' needs, and society's problems is becoming more and more important in public policy. For this, it is important to open communication with citizens, to gain their respect and trust.

In fact, until recently, customer orientation was considered a priority in business circles. Such an approach served to increase the flexibility of business circles to the needs of the population and, as a result, increase their income. But by the XXI century, it is observed that approaches that have justified themselves in business are entering the state administration, and such an approach is justifying itself. However, such an approach should not be limited to the level of strategic decision-makers, but should be reflected in the daily activities of every civil servant. After all, putting human interests, needs and problems in the center of attention serves to improve people's lives and ensures humane management.

In this:

- follow the ideas and approaches put forward by the head of state;
- fulfilling the requirements of the adopted normative legal documents;
- expansion and simplification of interaction with citizens;
- show courtesy, care and passion in communication with citizens;
- increase the level of satisfaction of citizens with the service of state agencies and reduce the number of complaints;
- inclusion of information on the level of satisfaction of citizens with the service of state agencies in KPI (key performance indicators);
- it is necessary to make patriotism the main criterion for a career in public service.

facing the people, considers it a priority task to satisfy their interests and needs, turns to them as a strong partner in the implementation of serious projects, and relies on their expert potential to find solutions to problems. In the words of our President, today's Uzbekistan is not the Uzbekistan of yesterday, and our people today are not the people of yesterday. Therefore, in the XXI century, the country cannot be governed by the methods and approaches of the XX century.

It must be recognized that the effectiveness of the reforms being implemented in the country depends to a large extent on the system of selection, training and placement of leading personnel. As the influence of the human factor in solving political, social, economic and other problems increases, the importance of personnel policy also increases. At this point, it is appropriate to quote the opinion of the French philosopher and enlightener Voltaire: "The reason for the weakness of the state is not the lack of funds, but the lack of talented personnel". The essence of the state personnel policy is to attract highly qualified specialists to the state service and thereby ensure the effective functioning of state bodies. This requires the development of the public service as a socio-political institution, the

Based on the above, in Uzbekistan, the relationship between "person-society-state" is moving from vertical to horizontal relations. A person, his life, well-being is recognized as the greatest wealth of the country. So, the state is



introduction of new approaches to personnel policy.

The implementation of the development strategy of New Uzbekistan is closely related to the personnel policy. After all, it is impossible to succeed in reforms in other areas without making changes in personnel policy. After all, at the current stage of development, the human factor plays a decisive role. The implementation of any strategic document depends, first of all, on the attitude and quality of work of state civil servants. So what changes are required in personnel policy? First of all, it is necessary to organize the state civil service system based on modern standards. This task is entrusted to the Public Service Development Agency, a special authorized body for public service.

In addition, in order to eliminate the closed nature of the civil service, to eliminate the bureaucratic apparatus, the Strategy set the task of improving the legal basis of the process of recruitment of personnel based on selection. This makes it necessary to strengthen the principle of meritocracy in the recruitment of the most worthy and capable persons to the public service and their promotion from the ranks of the service.

The establishment of the Public Service Development Agency opened a wide path to meritocracy. The principle of meritocracy, literally translated as “power of merit”, has already been a tradition in developed countries. According to this principle of management, the most capable, hardworking and capable candidates, regardless of their financial status and social background, occupy leadership positions. Why, performance, ability and intelligence are crucial in moving up the career ladder.

In order to implement this principle in Uzbekistan, a system of recruiting suitable candidates for vacant positions in state offices has been put into practice. For this purpose, the “single portal of vacant positions of state civil servants” (vacancy.argos.uz) was launched. This electronic system, which organizes open competitions, operates online on the basis of the “one-stop shop” principle. Importantly, as the document is submitted electronically, this portal minimizes the human factor in the recruitment of candidates for civil service.

CONCLUSION

As a result, we will form a professional and effective public service system, and we will achieve a wide opening of the public administration for potential and dedicated personnel. Adoption of the Law “On Civil Service”, which is widely discussed and brought to light by officials, and the development and implementation of the program of administrative reforms of New Uzbekistan for 2022-2023 serve this purpose.

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