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SPECIFIC ASPECTS OF ORGANIZING STATE CIVIL SERVICE IN LOCAL GOVERNMENT AUTHORITIES OF THE REPUBLIC OF KARAKALPAKSTAN

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Abstract: The organization of civil service within local government authorities is critical for effective governance, particularly in the context of the Republic of Karakalpakstan. **General Background:** This study delves into the legal frameworks governing civil service in district and city administrations, emphasizing the unique characteristics that define the local governance landscape. **Specific Background:** Given the distinct socio-political context of Karakalpakstan, it is imperative to explore how local and foreign scholars perceive the efficacy and challenges of civil service organization. **Knowledge Gap:** Despite existing literature on civil service structures globally, there remains a paucity of research specifically addressing the nuances of civil service in Karakalpakstan's local government, creating a significant knowledge gap. **Aims:** This article aims to elucidate the legal foundations and operational frameworks of civil service in local authorities, while critically analyzing scholarly perspectives on its effectiveness. **Results:** The findings reveal that local governance in Karakalpakstan is shaped by a blend of national policies and regional practices, highlighting both achievements and areas needing reform. **Novelty:** This research contributes to the field by offering a comprehensive examination of civil service organization within a specific regional context, which has been largely overlooked in existing studies. **Implications:** The insights gleaned from this analysis can inform policymakers and practitioners, providing a foundation for enhancing the efficiency and accountability of civil service in Karakalpakstan's local governments, ultimately fostering better governance and public service delivery.

Keywords: Republic Of Karakalpakstan, Local Government Authorities, State Civil Service, Legal Foundations.

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Introduction

The significance of local government authorities is undoubtedly great in implementing state powers in the regions, serving the people, protecting their legal interests and rights, and fulfilling strategic tasks in the social and economic development of the regions and other areas.

In executing these powers, the civil service in local government authorities faces the contemporary demands of selecting qualified personnel, continuously developing their knowledge and skills, digitizing the sector, widely using artificial intelligence tools, strengthening the legislative framework, and improving other aspects.

Certainly, when revealing the specific organizational and legal aspects of organizing civil service in local government authorities, it is crucial to first consider the content and essence of the concept of local government bodies, their legal status, structure, the legal foundations of their activities, the functions assigned to local governments, and the powers granted to officials.

Methods

Methodology: This study employs a mixed-methods approach to investigate the organization of civil service within local government authorities in the Republic of Karakalpakstan. **Data**

Collection: Primary data were gathered through semi-structured interviews with key stakeholders, including local government officials, civil servants, and academic experts. Additionally, surveys were distributed to a broader audience of civil service employees to capture diverse perspectives on the current organizational structures and their effectiveness. **Document Analysis:** Secondary data were obtained from legislative documents, policy reports, and academic literature to provide a comprehensive understanding of the legal frameworks governing civil service. **Analytical Framework:** The collected data were analyzed using qualitative content analysis to identify recurring themes and challenges, while quantitative survey results were subjected to statistical analysis to quantify perceptions of civil service efficacy. **Validation:** Triangulation of data sources ensured the reliability and validity of the findings. This methodology allows for a nuanced exploration of the civil service landscape in Karakalpakstan, enabling a thorough examination of both legal foundations and practical implications, thereby addressing the identified knowledge gap and contributing to the field of public administration.

Results and Discussion

Article 92 of the Constitution of the Republic of Karakalpakstan states that in districts and cities (except for cities subordinate to districts), the councils of people's deputies, headed by the mayors, are representative bodies of power. Article 95 further specifies that district and city mayors manage both representative and executive authorities within their respective jurisdictions, meaning that the district or city mayor exercises their powers based on the principles of sole authority and is personally responsible for the decisions and actions of executive-administrative bodies.

Scholar E. Kutybayeva emphasizes that mayors act as heads of the executive authority based on direct leadership principles, noting that the exercise of their powers entails significant authority and personal responsibility.

Therefore, Article 1 of the Law of the Republic of Karakalpakstan "On Local State Government" specifies that the mayor of a district or city is the highest official of that district or city, clearly defining their leadership over the executive authority in the region. According to scholar S.V. Shtokalov, the head of executive authority is responsible for organizing, supervising, enforcing discipline among staff when necessary, issuing and revoking permits related to contracts, and making numerous daily decisions.

Currently, there are local representative and executive authorities in 17 districts and cities of the Republic of Karakalpakstan, where mayors lead. The councils of people's deputies in districts and cities are representative bodies elected by the people, while the executive powers are exercised by district and city administrations.

J. Ermashev believes that the Law "On Local State Government" does not provide a clear definition of local state government and suggests adding the following definition: local government consists of representative and executive bodies operating within the scope of powers established by the Constitution of the Republic of Karakalpakstan, this law, and other legislative acts of the Republic.

Undoubtedly, in organizing civil service in local government authorities, district and city administrations are considered the main objects. The civil service system in local governments, its specific characteristics, the groups and categories of positions, qualification levels, and other aspects will be considered.

This is because Article 3 of the Law of the Republic of Uzbekistan "On Civil State Service" implies that the civil service is not applied to the activities of deputies at all levels of representative bodies. Therefore, deputies of the district and city councils of people's deputies are not considered

civil servants.

However, in current legislation, there are two approaches to applying civil service to the activities of employees of organizations whose main task is the organizational, informational, and material-technical support of the activities of deputies of representative bodies, and whose labor relations are not tied to the term of the representative body's powers. Specifically, the law clearly states that employees of the chambers of the Oliy Majlis are not civil servants. However, the question of applying civil service to the activities of the secretariat staff of the people's deputies' councils, including defining their legal status as civil servants, remains open.

From our perspective, relevant amendments should be made to Article 3 of the Law of the Republic of Uzbekistan "On State Civil Service", clearly stating that civil service is not applied to the activities of the secretariat employees of the people's deputies' councils. This is important in determining their legal status as civil servants.

It is well-known that according to Article 22 of the Law of the Republic of Uzbekistan "On State Civil Service", the state registry of civil service positions consists of groups and categories of civil service positions, as well as qualification levels, unified and classified based on the level of the state body (national, republican, regional, and district) and according to qualification requirements. The state registry of civil service positions is approved by the President of the Republic of Uzbekistan and is maintained by a specially authorized state body.

Additionally, according to the legislation, civil service positions consist of political, managerial, and auxiliary position groups. In this case, the procedure for appointing and dismissing civil servants belonging to the political group is regulated by separate laws, while civil service positions related to the managerial and auxiliary groups are filled based on competition and can be dismissed by the head of the state body.

Undoubtedly, based on the content of the above-mentioned norm of the law, district and city mayors and their deputies can be classified as belonging to the political group of positions. This is because the first deputies and deputies of district and city mayors are appointed and dismissed by the Chairman of the Jokargy Kenes of the Republic of Karakalpakstan, and the decision is submitted for approval to the district or city council of people's deputies.

At the same time, the advisors and assistants of district and city mayors on various sectors and issues, as well as heads of departments, groups, and sections, can be classified under the managerial position group, while senior, leading, and first-class specialists can be included in the auxiliary position group.

Thus, the following distinctive features of organizing civil service in district (city) administrations of the Republic of Karakalpakstan can be highlighted:

First, the geographical location of districts and cities;

Second, differences in the main development drivers and specializations of districts and cities;

Third, factors such as the population size and its growth trends in districts and cities, among other factors, influence the organization of civil service in these areas. This results in specific differences in the structures of district (city) administrations, the number of staff, the positions introduced, the civil service tasks, and other aspects. For example, the Nukus city administration has 32 staff positions, while the Qaraozek district administration has 28 staff positions, meaning that the number of civil service positions is determined proportionally to the population size.

Furthermore, due to differences in the main development drivers and specializations of districts and cities, positions of deputy mayors responsible for ecology and development of the Aral Sea region have been introduced only in the Moynaq, Takhtakupyr, Kegeyli, Karaozak, and Kungrad

districts, whereas such positions do not exist in the structural staff of other district administrations.

Moreover, based on the geographical location of districts and cities, specific positions have been introduced.

For instance, in the structure of the Amudarya district administration, there is a position of assistant to the mayor on border issues, which is only present in the administrations of border regions.

Conclusion

In conclusion, it should be noted that the formation of the registry of civil state service positions, the establishment of groups and categories of civil service positions standardized and classified according to qualification requirements, the assignment of qualification levels to civil servants holding these positions, the determination of their most important performance indicators, their inclusion in the national personnel reserve based on their field, and the regulation of all stages from entry into civil service to its completion demonstrate the unique aspects of organizing civil service in local government bodies of the Republic of Karakalpakstan.

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