



INSTITUTE OF SOCIAL PROTECTION OF STATE CIVIL SERVANTS: THEORETICAL AND METHODOLOGICAL APPROACHES

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Abstract: This scientific article offers an in-depth analysis of the institute of social protection, focusing on its application to government civil servants. The research aims to identify the theoretical foundations and methodological approaches that determine the effectiveness of social protection mechanisms in the context of public service.

Within the framework of the theoretical aspect, the article examines the key concepts of social protection and their applicability to civil servants. Special attention is paid to social rights, standards and mechanisms that contribute to maintaining social stability and well-being among this category of workers.

Keywords: social protection, institute of social protection, state civil servants, standards of social protection, effectiveness of social mechanisms, welfare of state civil servants.

The Institute of Social Protection of State Civil Servants is an integral part of modern government structures, playing a key role in ensuring the stability, efficiency and motivation of the staff of the state apparatus. This institution guarantees social benefits and support for employees, thereby contributing to the attraction and retention of highly qualified personnel in the civil service.

Moreover, the Institute of Social Protection of public civil servants helps to reduce social inequalities and supports social justice. It not only provides for the basic needs of employees, but also contributes to the creation of a stable social environment. As a result, this institution strengthens government institutions, contributing to the prosperity and development of modern society.

However, despite the importance of social protection of public civil servants, there is an urgent need for an in-depth analysis of the methodological and theoretical approaches used to study this institution. Currently, the rapidly changing socio-economic environment, the diverse expectations of employees and new challenges require a revision of traditional concepts and methods of social protection.

Article 46 of the Constitution of the Republic of Uzbekistan guarantees the right of everyone to social security in the event of old age, disability, unemployment, as well as in situations of loss of breadwinner and in other cases provided for by law [1; 11-p.].

The Law of the Republic of Uzbekistan "On State Civil service" forms the basis of legal regulation of social protection of state civil servants. Issues related to the social protection of public civil servants are fixed in Chapter 9 "Legal and social protection of a public civil servant". [2; 28-p.].

Nevertheless, it is important to note that the norms contained in the Law of the Republic of Uzbekistan "On State Civil Service" regarding social protection require further improvement. This can be achieved by developing additional regulations and establishing organizational, financial and socio-managerial mechanisms for more effective implementation of social protection measures.

Currently, there are many points of view on the interpretation of the term "social protection". For example, V.P. Yudin believes that this term does not have a clear framework and has an indefinite amount of content [3; 4-p.].

In accordance with the works of N.M. Rimashevskaya, the term "social protection" is a new concept in legal terminology, previously used as "social security", mainly in relation to population groups requiring special attention from the state, such as the disabled, children and pensioners. The economically active population provided social protection through labor legislation [4; 6-p.].

According to the position of N.A. Volgina, a representative of the theory of social policy, social protection is a set of political and public measures aimed at providing comprehensive solutions to problems caused by various social risks. These risks can have an impact on the exercise of the rights, freedoms and legitimate interests of individuals, social groups and the population as a whole, as well as on their economic independence and social well-being [5; 329-p.].

Of interest is the point of view of L.A. Morozova, who argues that the social policy of the state contributes to strengthening the internal ties of society, its integrity and unification on the basis of common social interests. The more the state prioritizes common social interests, the more important its role in conflict resolution, reaching agreements and stabilizing social relations becomes [6; 36-p.].

In his research, V.L. Romanov describes social protection as a system of guarantees controlled by the state, ensuring citizens respect and exercise their rights and freedoms in accordance with modern human standards. This system also provides the necessary level and quality of life for their development [7; 57-p.].

Based on the above, it can be concluded that the institute of social protection acts as a mechanism designed to protect individuals from various adverse impacts from the social environment and mitigate the consequences of these impacts.

Social protection of civil servants plays an essential role in solving social problems, such as preventing a decline in living standards, improving the financial situation of various social groups and mitigating social tensions. In addition, it contributes to the achievement of key public policy objectives, including the protection of citizens' rights and freedoms, the effective functioning of State bodies and, consequently, the strengthening of statehood.

Civil servants belong to the category of employees whose activities are characterized by special importance in solving managerial tasks of the state and high psychological stress. This is due to objective factors, including the specifics of their functions.

The International Labour Organization (ILO), in Convention No. 128 (1969), provides for the possibility for Member States to establish special social security systems for civil servants, but the minimum level of pension provision for them must correspond to the level provided to ordinary workers. [8; 60-p.]. At the same time, countries have the right to set higher standards of social protection for this category of workers, which is confirmed by the experience of various countries such as Germany, France and Eastern European countries.

Similar social protection measures for civil servants were also used in pre-revolutionary Russia, where the corps of civil servants had a special social status.

S.V. Kalashnikov notes that the effectiveness of the functioning of the institute of social protection largely depends on the definition of its main goals. In this context, two approaches are distinguished: public and private social protection systems. The main difference between them is that the state social protection system is based on the principles of state care for socially vulnerable citizens and charity, assuming a differentiated approach to identifying poor groups and providing them with social assistance. [9; 42-p.].

The works of V.L. Romanov emphasize that one of the main incentives motivating interest in public service is the desire for self-realization in the managerial field, the desire to occupy a respected position in society, confidence in the reliability of official status, career prospects, as well as receiving regular and appropriate financial remuneration, as well as benefits for medical care and pension provision [10; 321-p.].

The main purpose of the establishment of the Institute of Social Protection for public civil servants is to meet their basic social needs, realize professional expectations, compensate for the limitations associated with the peculiarities of public service, and encourage high-quality performance of official duties. At the same time, the successful implementation of this socio-organizational and socio-protective function is possible only in a stably governed state.

The construction of a social protection institute for government civil servants presents certain difficulties compared to the social protection of the population. It is obvious that for public civil servants, social support in the form of meeting their basic needs is insufficient, since they can receive such support outside the sphere of public service.

When we talk about interests, we mean needs that are recognized by society, social groups and individuals. Needs can also be viewed as a state of scarcity that motivates taking action to meet them.

The Institute of Social Protection of Public Civil Servants covers the following aspects:

- Ensuring the successful completion of the civil service.
- Meeting the needs of public civil servants and stimulating their efficiency in the performance of official duties, as well as retaining staff in the public civil service.

The practical application of these aspects includes the creation of conditions for normal functioning and the removal of obstacles preventing the performance of official duties in the civil service.

The Institute of Social Protection of state civil servants is determined by the main directions, such as:

- Increasing the prestige of the state civil service.
- Ensuring decent and regularly growing earnings, depending on the length of service and professional development.
- Creation of comfortable working conditions and provision of necessary infrastructure.
- State insurance, including medical care, and guaranteed high pension provision.
- Support for career prospects, including stimulating professional development and responsible performance of duties.

Thus, it can be concluded that the purpose of creating and developing the institute of social protection of public civil servants is to meet their basic needs and interests, ensure health and

quality of life, compensate for the limitations associated with the nature of public service, and stimulate high-quality performance of official duties.

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е государства к этой категории граждан.

