

UPHOLDING INTEGRITY: THE CRUCIAL ROLE OF A CODE OF ETHICS FOR CIVIL SERVANTS

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***Abstract:** In modern governance, the adherence to a code of ethics stands as a cornerstone of integrity within civil service. This article explores the significance of ethical guidelines in ensuring accountability, transparency, and trustworthiness among civil servants. By examining case studies and theoretical frameworks, it underscores the pivotal role of a code of ethics in shaping public perception, fostering ethical decision-making, and ultimately, upholding the principles of good governance. The analysis highlights the practical implications and challenges associated with implementing and enforcing such codes, emphasizing their indispensable contribution to effective public administration and societal well-being.*

***Key words:** servants, civil service, public service, code of conduct, relative employee, bureaucratization, penalties.*

In recent years Uzbekistan in the Republic state citizenship of servants activity to increase efficiency, corruption and interests in their activities formation of a stable mechanism that serves to prevent conflicts rapid reforms are being carried out. In many developed countries Special attention is paid to the public service, public interest in the public service indicates that it is increasing. In particular, the state in our country special attention is paid to civil service, Uzbekistan in the new version Republic of the Constitution to Article 37 according to Uzbekistan Citizens of the Republic have equal rights to enter the state service specifying that the restrictions related to the service are determined by law 1 it is through this norm that the legal basis of public service in our country we can say that it has been truly determined.

This is in our country of the Republic of Uzbekistan at the heart of the systematic reforms being carried out the law "On State Civil Service" was adopted. Acceptance of this law "The people should not serve the state bodies, but the state bodies should serve the people a solid legal foundation for the full realization of the principle of "must" is serving as this law is legal for the state civil servant status, job

categories and qualification levels, entry into the state civil service, the uniform procedure of transfer and termination processes, professional and moral of personnel service based on objective and fair assessment of qualities and individual services

guarantees of growth according to the steps, in general, a single state citizenship refers to the regulation of the organizational and legal mechanism of the service. That's it we must say that in order to act in a specific field in the territory of the country the legal basis of this field should be strong, i.e. legal gaps should not ban the industry. However, in our country there is still public service there are legal gaps in the field and there are a number of ways to eliminate them despite the adoption of normative documents, the documents remain unexecuted.

According to statistical information, 135 units were accepted in 2017-2023

There are a total of 543 reference norms in the law, of which 41 are in 23 laws the legal documents on the implementation of the relevant norm have not been adopted. In short, the measures implemented by the state authorities and in the system of management bodies, especially the activities of state bodies and organizations legal provision, coordination of their legal services, legal dissemination of information, as well as improving the quality of public services

increasing the role and responsibility of justice bodies and institutions on the issues of allowed. However, the high effectiveness of legal reforms in the field a number of systemic problems and shortcomings that prevent it from reaching its level there is.

We must say that in our current legislation it is public service there are a number of legal gaps related to the field of this field serves as the main obstacle to effective action. That's the analysis shows that the documents regulating the activities of the civil service are current does not respond to the demands and tasks of the day, all the issues in the field without coverage, uniform legal standards and administrative management hinders the implementation of the practice.

In particular, *we might witness in modern technologies low level of use, lack of uniform personnel policy, state social and legal protection of employees is performed by them inadequacy of tasks negatively affects the work of civil servants.* All these, in turn, organizations, citizens and bureaucratization of relations between civil society institutions, creating conditions for the closure of state structures.

In this regard By the President of February 19, 2024 "Laws role in regulation of social relations and creation of norms additional measures to further improve the quality of the process on" was adopted.

It should be said that the problems in the field of public service are urgent is determined by their scale. In particular, admission to public services prevention of nepotism and other abuses implementation of measures and a state that is a close relative employees work in one institution or state organization it is necessary to revise the procedure. At the same time, it is under state management to regulate the activities of employees and the performance of official duties the draft law "On State Civil Service". It is desirable to improve and accept. Also foreign in accepting and working in the public service of countries on prevention of nepotism and other abuses experience was studied.

In particular, 23 of 2015 of the Republic of Kazakhstan No. 416 of November "Public service of the Republic of Kazakhstan According to the Law on "close relatives of civil servants (father, mother, brothers, sisters, spouse, children) he has occupied cannot hold a state position that is directly subordinate to him. Also, in Article 50 of this law, the civil servant is close resolve issues related to satisfying the material interests of relatives the use of official powers is prohibited.

Russian Federation By the decision of the Government of June 28, 2016 No. 594 (clause 4 of the decision) No. 568 of the Government of the Russian Federation dated July 5, 2013 "Certain categories of citizens are defined by the federal law

to the legal acts "On expanding restrictions, prohibitions and obligations" and "On combating corruption" changes have been made. Employees of subordinate organizations according to these changes leading to conflicts of personal interests and interests in public service activities of the Russian Federation immediately upon detection of possible cases Obligation to report to the Ministry of Labor and Social Protection of the Population loaded.

In the United States of America, the 1978 "Public Service Federal civil service official with the Law on Reform recruitment of any person who is related to persons

hiring, appointment, employment, promotion prohibited. This law allows civil servants to employ their relatives of his powers and influence in admission or promotion guarantees that it cannot be used. Another international organization is Economic in the "Istanbul Action Plan" of the Organization for Cooperation and

Development (4th round) As a result of the monitoring conducted in Uzbekistan, the following recommendations were made. Etiquette of civil servants in "Istanbul Action Plan" development of guidelines for the rules within each state organization

compulsory adoption of the Code of Ethics of civil servants penalties for failure to comply with the requirements of this Code determination, by public officials, civil servants development of a regulation on the acceptance of gifts and hospitality next job for ex-employees who have been dismissed from public service it was recommended to introduce a restriction on the activity.

To sum up, in recent years in the field of public services it is planned to implement many reforms on the basis of presidential decrees although, in practice, their normative legal bases and organizational legal mechanisms have not been created. As a result, the state is civil legal documents related to the activities of employees remain only on paper and are not implemented is coming in particular, "Government" which is common to all civil servants the draft "Code of Conduct for employees" is still officially a law level has not been accepted.

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