



HISTORY OF DEVELOPMENT OF THE LEGAL FRAMEWORK FOR RECRUITING PERSONNEL IN THE SYSTEM OF INTERNAL AFFAIRS BODIES

Akhmedov Bakhodir Ismailovich

Chief Inspector of the Organizational and Staffing Group of the
Personnel Department of the Academy of the Ministry of Internal
Affairs of the Republic of Uzbekistan

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Abstract: This article discusses the procedure for recruiting personnel to work (serve) in the internal affairs bodies, training, retraining and professional development of personnel, as well as rules of professional conduct and service discipline. It also covers the protection of citizens' rights, freedoms and legitimate interests, maintenance of public order, ensuring the security of individuals, society and the state, and prevention of offenses as the main duties of employees.

Keywords: recruitment, candidate requirements, basic service requirements, service discipline, professional culture, basic functions of employees.

The history of the development of the legal basis for recruiting personnel in the internal affairs system is inextricably linked with the evolution of public administration, law enforcement, and legislation in general in the Republic of Uzbekistan. This process can be divided into several main stages:

1. Soviet period (1924-1991)

During the Soviet era, recruitment of personnel in the internal affairs system was carried out in a strictly centralized manner, subordinate to the party-Soviet system. During this period:

Legal basis: The regulations and statutes of the USSR Ministry of Internal Affairs (NKVD, later MVD) and USSR laws (for example, resolutions on personnel policy from the 1930s-1940s) were used as the foundation.

Requirements: Political reliability, party loyalty, and ideological preparedness were the main criteria for hiring. Professional qualifications and experience were secondary.

Process: Personnel selection and appointment were often carried out on the recommendation of party bodies. The internal affairs bodies of the Uzbek SSR complied with the general requirements of the USSR Ministry of Internal Affairs.

2. Early years of independence (1991-2000)

After Uzbekistan gained independence, attention was focused on creating a national legislative base for the internal affairs system. During this period:

Legal basis: In 1991, the Law of the Republic of Uzbekistan "On Internal Affairs Bodies" was adopted, which established the procedure for hiring personnel. The Constitution of the Republic of Uzbekistan (1992) and draft laws "On Public Service" also served as primary legal sources.

Changes: Political and ideological requirements in personnel selection decreased, while attention to national interests and professional competencies increased. However, Soviet traditions were still preserved in the system.

Selection process: Special education, physical fitness, and medical examinations played an important role in hiring. However, problems such as corruption and nepotism persisted.

3. Period of reforms (2000-2016)

Since the 2000s, modernization and professionalization began in the internal affairs system:

Legal framework: Laws "On the Status of Employees of Internal Affairs Bodies" (2001) and "On Public Service" (2007) regulated personnel policy. Internal regulatory documents (regulations, instructions) of the Ministry of Internal Affairs also played an important role.

Increased requirements: Standards for employees' education level, professional training, and moral qualities were raised. Tests, interviews, and special courses were introduced for recruitment.

Organizational changes: The personnel training system was strengthened through the Academy of Internal Affairs and special training centers.

4. New stage: Reforms after 2016

Since 2016, large-scale reforms have been implemented in Uzbekistan's internal affairs system, which have also affected personnel policy:

Legal framework: In 2017, amendments were made to the Law "On Internal Affairs Bodies," and the Law "On Public Service" was adopted in a new edition (2019). Presidential decrees and new regulatory documents of the Ministry of Internal Affairs also modernized personnel selection.

Transparency of selection: Open competitions, electronic tests, and anti-corruption measures were introduced. For example, applications are now accepted through special online platforms of the Ministry of Internal Affairs.

Professionalization: Employees are required to have high qualifications, knowledge of foreign languages, and the ability to use modern technologies. Physical and psychological tests were standardized.

International experience: In cooperation with international organizations (for example, the OSCE), standards for training and recruitment have been improved.

5. Today (2025)

By 2025, the legal framework for hiring personnel in Uzbekistan's internal affairs system has been aligned with modern public service standards. Key features:

Transparency and competitiveness: The recruitment process is open, competitive, and free from corruption.

Digitalization: Applications and tests are conducted through online platforms.

International standards: Best international practices are applied in personnel training and recruitment.

Attention to human rights: The moral qualities of employees and observance of human rights in relations with citizens are defined as important norms.

Establishing stability, peace and tranquility in society, ensuring unconditional observance of human rights and freedoms is an important condition for achieving the goals of the large-scale reforms being implemented for further socio-economic development of the country, improving the well-being of the population, and building a democratic state based on the rule of law.

An integrated legal system has been established in the republic for the protection of citizens' rights, freedoms, and legitimate interests, maintenance of public order, ensuring the security of individuals, society, and the state, and the prevention of offenses, in which internal affairs bodies play a crucial role.

Over the past period, large-scale work has been carried out to improve the system of internal affairs bodies. Significant work has been done, in particular, on the development and strengthening of the lower level of internal affairs bodies, organized to maintain public order in mahallas, ensure the safety of citizens, prevent offenses, and combat crime.

The measures taken made it possible to increase the effectiveness of the activities of internal affairs bodies, ensure a peaceful and tranquil life for citizens, and prevent the growth of crime in the country.

The emerging risks and threats today, primarily international terrorism, religious extremism, illegal migration, human trafficking, and the increasing spread of alien ideas among young people, pose new tasks for internal affairs bodies to prevent and eliminate them in a timely manner[1].

It was noted that in the New Uzbekistan Development Strategy for 2022-2026, adopted at the initiative of the President of the Republic of Uzbekistan Shavkat Mirziyoyev, a number of reforms have been implemented in the field of "ensuring human rights, strengthening the accountability and openness of state bodies." On the basis of these reforms, internal affairs bodies will be transformed into a socially oriented professional structure that provides timely and high-quality assistance to the population, where every employee considers "Serving the interests of the people" their official duty.

Decree of the President of the Republic of Uzbekistan dated April 10, 2017

In accordance with the Decree of the President of the Republic of Uzbekistan No. UP-5005 "On Measures to Radically Increase the Effectiveness of the Activities of Internal Affairs Bodies, Strengthen Their Responsibility for Ensuring Public Order, Reliable Protection of the Rights, Freedoms, and Legitimate Interests of Citizens," in order to improve the organization of the service, the following priority areas have been identified as the most important tasks of the Ministry of Internal Affairs of the Republic of Uzbekistan and its subdivisions.

Including:

- creation of an effective system for managing and organizing interaction of existing forces and resources of internal affairs bodies in the context of ongoing reforms, ensuring promptness in the early prevention of offenses, timely accounting and consideration of reports of crimes;
- defining the personal responsibility of heads of internal affairs bodies at all levels for the selection of personnel with personal, business, and professional qualities, their targeted placement, and systematic education in the spirit of unconditional fulfillment of their official duty "To serve the interests of the people";
- the introduction of an effective mechanism for the accumulation of vacant positions and the formation of a personnel reserve, primarily a promising management structure that serves as an example with its professional qualities, moral character, behavior, and cultural level;
- establishing a qualitatively new procedure for organizing activities to strengthen coordination, analytical and methodological work in the field of strict control over service and ensuring the educational process;
- the introduction of an effective coaching system that ensures the continuity of work experience, practical adaptation of young employees to service, acceleration of the process of professional development, and the development of their ability to independently perform operational and service tasks assigned to them in accordance with their official duties;

- formation of a stable professional personnel composition of internal affairs bodies, reduction of staff turnover, encouragement of long service of employees, as well as optimal distribution of personnel by positions, taking into account their professional qualifications, personal qualities and abilities;

- ensuring strong service discipline in the internal affairs bodies by rewarding employees who conscientiously and proactively perform assigned tasks, as well as timely and impartial adoption of measures to impose disciplinary sanctions, up to and including dismissal from service, on irresponsible employees;

- a fundamental revision of the mechanism for ensuring executive discipline in internal affairs bodies, including through the widespread introduction of modern information and communication technologies, allowing for the timely delivery of management decisions to each immediate executor and ensuring systematic uninterrupted control, etc.

Also, Article 26 of the Law of the Republic of Uzbekistan "On Internal Affairs Bodies" of September 16, 2016, strictly defines the procedure for admission to service in the internal affairs bodies. According to the decree, citizens of the Republic of Uzbekistan aged eighteen to thirty, including thirty, with appropriate education, capable of performing the official duties of an internal affairs officer due to their personal and professional qualities, health status, and physical fitness, are accepted for service in the internal affairs bodies on a voluntary basis, on a competitive basis. In necessary cases, citizens over thirty years of age, who, upon reaching the maximum age of service, are entitled to a pension for length of service, may be admitted to certain subdivisions and organizations of the internal affairs bodies. The list of individual subdivisions, organizations, and positions of internal affairs bodies where citizens over thirty years of age are admitted is determined by the Minister of Internal Affairs of the Republic of Uzbekistan. Before entering service in the internal affairs bodies, men must undergo compulsory military service in the Armed Forces of the Republic of Uzbekistan or military service in the mobilization call-up reserve or military training in higher educational institutions. In exceptional cases, employees from other state bodies and organizations may be accepted for service in the internal affairs bodies without complying with the requirements established by parts one, two, and four of this article. Citizens who are members of political parties and have entered service in the internal affairs bodies suspend their membership in political parties for the period of service. Citizens of the Republic of Uzbekistan, as well as military personnel and employees of internal affairs bodies, who have the appropriate education, are admitted to educational institutions of the Ministry of Internal Affairs of the Republic of Uzbekistan. Foreign citizens may study in educational institutions of the Ministry of Internal Affairs of the Republic of Uzbekistan in cases and in the manner prescribed by law. Citizens who have been declared legally incompetent or partially legally incompetent in the prescribed manner, who have illnesses or physical disabilities that prevent them from performing service, who have been dismissed from other state bodies for negative reasons, as well as citizens who have previously been convicted of a crime, regardless of the type of punishment applied, the expungement or removal of a criminal record, and the application of an amnesty act, cannot be admitted to service in the internal affairs bodies.

For persons accepted for service in the internal affairs bodies, the probationary period cannot exceed one year. Citizens of the Republic of Uzbekistan liable for military service who have entered service in the internal affairs bodies, including students and cadets of educational institutions of the Ministry of Internal Affairs of the Republic of Uzbekistan who

are called up for military service, are removed from military registration and are on special registration with the Ministry of Internal Affairs of the Republic of Uzbekistan. Upon completion of the first stage of training, students and cadets of educational institutions of the Ministry of Internal Affairs of the Republic of Uzbekistan are considered to have completed compulsory military service and are issued a military ID by the territorial department for defense affairs at the location of the educational institution.

In order to select worthy candidates for service, regular promotional work is carried out in educational institutions, military units, departments (divisions) for defense affairs, in residential areas, in organizations and institutions, announcements about admission and vacancies are posted in the mass media, and an open house day is held in higher educational institutions of the Ministry of Internal Affairs of the Republic of Uzbekistan.

Men with a height of at least 165 centimeters and

Women with a height of no less than 160 centimeters are accepted.

The list of subdivisions and positions for which special biometric parameters are established for candidates is determined by the Minister of Internal Affairs of the Republic of Uzbekistan.

Citizens of the Republic of Uzbekistan not younger than eighteen and not older than thirty years of age, including thirty years of age, with appropriate education, capable of performing official duties of an employee in terms of personal and business qualities, health condition and physical fitness, are accepted for service on a competitive basis, on a voluntary basis.

Citizens of the Republic of Uzbekistan and employees and military personnel of internal affairs bodies, aged no younger than seventeen and no older than twenty-five, including those aged twenty-five, with secondary, specialized secondary, or vocational education, are admitted to full-time education in higher educational institutions of the Ministry of Internal Affairs of the Republic of Uzbekistan.

Employees of the Academy of the Ministry of Internal Affairs of the Republic of Uzbekistan who are not older than forty years, including forty years old, with at least three years of practical service in the internal affairs bodies, having secondary, specialized secondary, vocational, or higher education, are admitted to correspondence training.

Citizens of the Republic of Uzbekistan and employees and military personnel of internal affairs bodies, aged no younger than eighteen and no older than thirty, including those aged thirty, who have completed military service (for men) and have higher education, are admitted to the vocational training faculty of the Institute for Advanced Training of the Ministry of Internal Affairs of the Republic of Uzbekistan.

In necessary cases, citizens over thirty years of age, who, upon reaching the maximum age of service, are entitled to a pension for length of service, may be admitted to certain subdivisions and organizations of the internal affairs bodies according to the list determined by the Minister of Internal Affairs of the Republic of Uzbekistan.

Before entering service in the internal affairs bodies, men must undergo compulsory military service in the Armed Forces of the Republic of Uzbekistan or military service in the mobilization call-up reserve, or undergo military training in higher educational institutions. This requirement is not established for applicants to higher educational institutions of the Ministry of Internal Affairs of the Republic of Uzbekistan.



In exceptional cases, on the basis of a decree, resolution, order, as well as with the consent of the President of the Republic of Uzbekistan or a resolution of the Cabinet of Ministers of the Republic of Uzbekistan or an order of the Minister of Internal Affairs of the Republic of Uzbekistan, employees of other state bodies and organizations, as well as pensioners of internal affairs bodies with extensive practical work experience, may be accepted into service without taking into account the requirements established by the first, fifth, and sixth paragraphs of this clause.

The Decree of the President of the Republic of Uzbekistan "On Additional Measures to Transform Internal Affairs Bodies into a People-Oriented Professional Structure and Orient it towards Closer Cooperation with the Population" stipulates that service discipline is based on a high level of awareness of each employee's official duty and a deep understanding of their personal responsibility for the assigned tasks. Clause 19 of this Resolution defines the duties assigned to each employee.

Including observe the Constitution and laws of the Republic of Uzbekistan, resolutions of the chambers of the Oliy Majlis of the Republic of Uzbekistan, decrees, resolutions and orders of the President of the Republic of Uzbekistan, resolutions and orders of the Cabinet of Ministers of the Republic of Uzbekistan, strictly comply with the requirements of regulatory acts of the Ministry of Internal Affairs;

to be faithful to the oath of an internal affairs officer, to unconditionally fulfill his official duty, consisting exclusively and exclusively in serving the interests of the people and the state;

selfless service to protect the rights, freedoms and legitimate interests of citizens, the property of individuals and legal entities, the constitutional order, ensuring the rule of law, the security of the individual, society and the state, as well as the prevention and prophylaxis of offenses;

effective implementation of assigned official duties and functional responsibilities;

preservation of entrusted service weapons, property, and equipment;

undefined

undefined

observe the rules of interaction between employees, respect for superiors and colleagues;

undefined

continuous improvement of their knowledge and professional skills, raising their qualifications and legal culture;

to be an example in behaving appropriately outside of official duties, observing public order and rules of conduct[2].

Decree of the President of the Republic of Uzbekistan dated April 15, 2021

Resolution No. 5076 "On Measures for the Implementation of a Qualitatively New System of Training Professional Personnel for Internal Affairs Bodies" defined a number of measures for the admission of candidates to the Academy of the Ministry of Internal Affairs, the Institute for Advanced Training of the Ministry of Internal Affairs of the Republic of Uzbekistan, and the training, retraining, and advanced training of personnel.

- The education system at the Academy is aimed at targeted professional training of personnel and, starting from the first year, the teaching of specialties and legal disciplines, combat and physical training are carried out in depth;



- Training in the bachelor's program of the Academy is organized in full-time and correspondence forms of education, and admission to them is carried out through an individual interview based on a special professional competition and openness criteria, organized under the chairmanship of the Deputy Minister of Internal Affairs;

- Training in the Academy's master's program is aimed at training managerial and scientific-pedagogical personnel for internal affairs bodies and is organized in the specialties of the second level - "organizational-tactical management," the first level - "organizational-strategic management" and "scientific-pedagogical activity";

- The duration of study in each direction of the master's program is one year, employees who have entered the program are dismissed from their positions and admitted to the master's program, they are retained the monetary allowance established for the last position held, and upon successful completion, a diploma confirming the completion of the second stage of higher education is issued;

- Deputy Ministers of Internal Affairs and heads of sectoral services are tasked with conducting classroom training sessions at the Academy's master's program at least once a month;

- first-degree master's students undergo mandatory internships under the direct supervision of the heads of departments of the Ministry of Internal Affairs, heads of territorial internal affairs bodies, and master's students are sent to advanced training courses of educational institutions of foreign law enforcement agencies;

- Graduation from the previously operating master's program, higher academic courses, and faculty (higher courses) for training managerial personnel of higher educational institutions of the Ministry of Internal Affairs, in matters of service, is equivalent to the second-degree master's program introduced by this resolution[3].

References:

1. Decree of the President of the Republic of Uzbekistan "On Measures for Radically Increasing the Effectiveness of the Activities of Internal Affairs Bodies, Strengthening their Responsibility for Ensuring Public Order, Reliable Protection of the Rights, Freedoms, and Legitimate Interests of Citizens." Tashkent, April 10, 2017, No. UP-5005. <https://lex.uz/docs/3159827>.
2. Resolution of the President of the Republic of Uzbekistan No. 10 "On Additional Measures to Transform Internal Affairs Bodies into a People-Oriented Professional Structure and Orient it towards Closer Cooperation with the Population." <https://lex.uz/ru/docs/6364837>.
3. Resolution of the President of the Republic of Uzbekistan No. 5076 "On Measures for the Implementation of a Qualitatively New System of Training Professional Personnel for Internal Affairs Bodies." Tashkent, April 15, 2021. <https://lex.uz/docs/5377619>.

