

THE NEED TO STRENGTHEN SPIRITUAL AND EDUCATIONAL WORK IN CREATING THE IMAGE OF MODERN PERSONNEL IN INTERNAL AFFAIRS BODIES

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Abstract: *This article highlights and analyzes the role and importance of strengthening spiritual and educational work in creating a modern image of personnel in the internal affairs bodies from a philosophical perspective.*

Keywords: *Spiritual and educational work, defense, patriot, neighborhood and family, professional culture, service discipline, popular professional structure, discipline.*


In the modern era, the formation of qualified and responsible personnel in the internal affairs bodies requires not only professional knowledge and skills. It requires a deep sense of morality, moral integrity and spiritual maturity. From a philosophical point of view, the development of a person is determined not only by his external activities, but also by his inner world - values, conscience. Indeed, a modern officer should have not only legal and technical knowledge, but also a comprehensively developed worldview based on justice, patriotism, honesty, and conscientious fulfillment of his duty. In order to cultivate these qualities, it is necessary to strengthen spiritual and educational work in the system. This is an investment in the human factor - the formation of moral consciousness, internal discipline and strong moral immunity. Therefore, spiritual and moral education is not a secondary task, but a strategic necessity for building a humane, fair and reliable law enforcement system.

Today, no matter how many new structures and working methods are introduced for the effective functioning of the internal affairs bodies, and no matter how many personnel are provided with modern weapons and equipment, if they cannot use them rationally in their place, if the employee lacks knowledge, professional skills, spirituality, patriotism and loyalty, such a power structure cannot be called reliable and popular.

Deeply realizing the above necessity and the need for the effectiveness of the system, in recent years, in order to create a modern image of personnel in the internal affairs bodies, a systematic approach has been taken to strengthen spiritual and educational work and increase the potential of personnel.

For the first time in the practice of internal affairs bodies, memorandums of cooperation were signed with 9 ministries and departments in order to effectively organize spiritual and educational work.

Memorandums of cooperation have been signed between the Republican Center for Spirituality and Enlightenment, the Ministry of Culture, the Writers' Union of Uzbekistan,



the Youth Affairs Agency, the Defense Assistance Organization “Vatanparvar”, the Ministry of Tourism and Sports, the “Mahalla va oila” Research Institute, the children's publications “Gulkhan”, “Guncha”, “Tong yulduzi”.

Over the past short period, based on the tasks set out in the concept, more than 60 thousand various spiritual and educational events have been organized with partner agencies, and positive results have been achieved in the end.

In addition, the Department of Spiritual and Educational Affairs and Personnel Management has developed and implemented 4 resolutions of the President of the Republic of Uzbekistan, 11 joint interdepartmental resolutions, 59 departmental orders, 110 orders, 39 programs and 14 comments, and 452 instructions.

Naturally, the tasks of the personnel department have also completely changed based on the strategic goals of the new system. These important conceptual decisions have been able to change the disciplinary environment in the internal affairs bodies in a positive direction in a short time. For information: in 2021, disciplinary violations decreased by 7 percent (8938 - 8352), criminal cases by 9 percent (144 - 132). In 2022, disciplinary violations decreased by 10 percent (8352 - 7558), and those brought to criminal responsibility by 20 percent (132 - 106)⁶⁴. However, the system still has problems, especially the existence of serious shortcomings related to the culture of communication and professional potential of employees, indicating that there are many issues that need to be addressed and are awaiting resolution in the field. For example, in 2022, more than 40 thousand (40,540) complaints were received regarding inappropriate actions of employees, and about 3 thousand (2,772) employees who did not follow the rules of professional culture and ethics were disciplined. Most worryingly, more than 100 (106) employees committed crimes. In addition, the fact that some employees made various professional mistakes due to lack of knowledge and skills also indicated that there were systemic problems in this regard, causing objections and dissatisfaction from the population. More than 36 thousand (36,511) appeals were received in dissatisfaction with the actions of employees in carrying out procedural practices, about 5 thousand (4,786) employees made mistakes due to lack of professional skills. We also see all the cases involving employees that are spreading on social networks and causing critical discussions. For information, in 2022, 644 critical materials, as well as videos and photos, and audio recordings were posted by citizens and bloggers on social networks and caused discussions.

Our scientific observations, in-depth studies and analyses conducted to eliminate the above problems showed that there is no single complex of professional culture and disciplinary norms for employees. Thus, the issue of the need for a “Code of Professional Culture and Service Discipline of Employees of Internal Affairs Bodies” was put on the agenda.

The above set of existing reasons was included in the State Program, approved by the Presidential Decree No. 60 of the President of the Republic of Uzbekistan “On the

⁶⁴ O‘zbekiston Respublikasi IIV Ma’naviy-ma’rifiy ishlar va kadrlar bilan ta’minlash departamenti ma’lumotlari.



Development Strategy of New Uzbekistan for 2022–2026”⁶⁵ dated January 28, 2022, and its 17th goal was: “Forming a new image of law enforcement agencies and directing their activities to effectively protect the interests of the people, human dignity, rights and freedoms”. The reason is that the profession of an employee of the internal affairs bodies is characterized by the manifestation of love for one's country and spirituality, the manifestation of benevolence, honesty, decency, and high human qualities. The main basis of educational work in the internal affairs bodies is patriotism and spiritual and moral education, therefore, moral values are the basis of the moral character of an employee of the internal affairs bodies. In addition, the rapidly changing times are outpacing the level of professional training of employees, and the era itself dictated that work on increasing personnel potential could not be postponed. It should be noted with regret that in recent years, great changes have occurred in the behavior and behavior of the younger generation. Spiritual education and moral well-being have become a material need. Therefore, in the dissertation, moral values are considered as the basis of the moral qualities of an employee of the internal affairs bodies.

The “Code of Professional Culture and Service Discipline of Internal Affairs Bodies” was approved by Presidential Resolution No. 10 of the President of the Republic of Uzbekistan dated January 20, 2023 “On additional measures to transform the internal affairs bodies into a popular professional structure and direct them to work in closer cooperation with the population”⁶⁶. The Code is being adopted for the first time in the history of internal affairs bodies. Until now, the activities of internal affairs bodies were guided only by the “Disciplinary Charter of Internal Affairs Bodies”, approved by the Presidential Decree No. 3413 of the President of the Republic of Uzbekistan dated November 29, 2017 “On measures to radically improve the procedure for working with personnel of internal affairs bodies and organizing their service”⁶⁷. The main subject of this charter was to regulate the activities of motivating and disciplining employees.

In short, the formation of a modern image of personnel in the internal affairs bodies, in addition to professional training, includes moral integrity, patriotism and human values. Spiritual and educational work is gaining importance in enriching the inner world of officers, strengthening their sense of duty and responsibility. Therefore, the consistent and thoughtful implementation of such initiatives is a strategic necessity for creating a reliable and ethically sound law enforcement system.

⁶⁵ 2022 — 2026-yillarga mo'ljallangan Yangi O'zbekistonning taraqqiyot strategiyasi to'g'risida O'zbekiston Respublikasi Prezidentining Farmoni, 28.01.2022 yildagi PF-60-son. <https://lex.uz/docs/-5841063>

⁶⁶ Ichki ishlar organlarini xalqchil professional tuzilmaga aylantirish va aholi bilan yanada yaqin hamkorlikda ishlashga yo'naltirish bo'yicha qo'shimcha chora-tadbirlar to'g'risida O'zbekiston Respublikasi Prezidentining qarori, 20.01.2023 yildagi PQ-10-son. <https://www.lex.uz/docs/-6364837>

⁶⁷ Ichki ishlar organlari kadrlari bilan ishlash va ularning xizmatini tashkil etish tartibini tubdan takomillashtirish chora-tadbirlari to'g'risida O'zbekiston Respublikasi Prezidentining Qarori, 29.11.2017 yildagi PQ-3413-son. <https://lex.uz/docs/-3430641>





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