

**JOB RESPONSIBILITIES OF EMPLOYEES IN LOCAL SELF-GOVERNMENT BODIES OF JIZZAKH REGION DURING THE INDEPENDENCE PERIOD.**

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**Abstract:** During the period of independence, the job responsibilities of employees in local self-government bodies in the Jizzakh region and their role in society have changed significantly. To improve the effectiveness of the local governance system, employees have been thoroughly trained, and their legal and social responsibilities have been clearly defined. The main tasks of employees in local government bodies in Jizzakh region focus on working with the population, addressing their needs, and solving their problems. These changes contribute not only to improving the efficiency of the governance system but also to ensuring social stability. Defining the job responsibilities of employees in the local self-governance system helps ensure their effective performance and the establishment of reliable governance in society. This process is particularly crucial for the prompt and efficient resolution of social services and local issues.

**Keywords:** Employees, job responsibilities, working with citizens, efficiency, legal responsibility, sustainable development, local self-government bodies, mahalla chairman, territorial preventive inspector, youth leader, deputy mayor.

During the period of independence, significant reforms have been carried out in Uzbekistan's local self-government system. Jizzakh region has actively participated in this process, implementing a number of measures aimed at organizing local governance more effectively. The job responsibilities of employees in local self-government bodies, especially during the early years of independence, have undergone major changes. These changes have not only contributed to the improvement of the governance system's effectiveness but have also helped improve the quality of services provided to citizens and ensure social stability.

The main tasks of employees in local government bodies in Jizzakh region include direct interaction with the population, identifying their needs, solving their problems, and providing social services. To ensure the effective functioning of the local governance system, thoroughly training employees and clearly defining their legal and social responsibilities is of particular importance. These processes are contributing not only to the development of Jizzakh region but also to the overall stability of Uzbekistan's local governance system.

The local self-government system in Jizzakh region reflects the shift from centralized governance to involving citizens directly in the governance process. At the same time, the employees of local self-government bodies play an important role in interacting closely with various segments of society and working effectively with them. This, in turn, helps to address social problems promptly and efficiently and strengthens mutual trust with the population.

Therefore, this article analyzes the job responsibilities of employees in local self-government bodies in Jizzakh region, their role in society, and their importance in the development of the governance system.

The article also examines how these changes have affected social stability, citizen engagement in governance processes, and the efficiency of the local governance system.

Local self-government bodies play a decisive role in ensuring effective governance at the grassroots level. The stages of development of these bodies can broadly be divided into historical, legislative, and functional stages.

The history of local self-governance has a rich evolutionary background, varying across regions and countries. It often traces its roots to ancient civilizations where community leaders played a key role in decision-making. This evolution continued during the medieval period, colonial times, and various social and political movements that emphasized local autonomy.

The organization and development of local self-government bodies are primarily determined by legislative measures. Constitutional rules and legal documents define the structure, powers, and responsibilities of these bodies. The legal framework may vary from country to country, but the common goals include decentralization, public participation, and the expansion of local capacities.

The head of state has emphasized that all social and economic programs in the country are being implemented based on the demands of the population at the local level, with many powers, organizational and financial opportunities being provided to mahallas. The “five-member system” consisting of the mahalla chairman, deputy mayor, women's leader, youth leader, and territorial preventive inspector was established. In order to further improve this system, President Shavkat Mirziyoyev announced that the five-member system in mahallas will transform into the “seven-member system.” This system will also include tax officers and social workers.

Councils at the national, regional, and district (city) levels are introduced to support and promote the development of mahallas. The national council is led by the Prime Minister, and regional councils are headed by governors. The councils will resolve issues raised by the “seven-member system” and manage financial resources.

Currently, the employees of the “mahalla seven-member system” are involved in various tasks, including:

The chairman of the citizen assembly has the right to implement the following 32 powers to fulfill the duties assigned to them.

Some of these responsibilities are as follows:

- Ensures the proper organization and effective implementation of activities within the scope of the citizen assembly and its bodies, as well as ensures the timely execution of adopted decisions.
- Directs activities related to the development of entrepreneurship, ensuring employment, and reducing poverty in the neighborhood, primarily addressing problems that must be solved in the area and establishing public control in this regard.
- Evaluates the activities of the deputy mayor, youth leader, women's leader, and territorial preventive inspector related to entrepreneurship development, employment provision, and poverty reduction in the neighborhood, and informs the relevant People's Council about the results.
- Promotes or applies disciplinary measures to these employees, including dismissal from their positions, and submits proposals to higher organizations for review.
- Submits nominations for candidates for community advisers and members of commissions for the main areas of the citizen assembly's activities to the assembly meetings (meetings of citizens' representatives).

In the new Uzbekistan, a new worldview is taking shape, and the position of the deputy mayor has been established. These officials are performing the following tasks.

Starting from January 1, 2022, positions for assistants to the district (city) mayors were established in each town, village, and neighborhood to address issues related to the development of entrepreneurship, ensuring employment, and reducing poverty in cities, towns, villages, and neighborhoods. The responsibilities of these positions are as follows:

- Study the socio-economic situation of the neighborhood by household, including analyzing the employment level of the population, family income sources, the usage of household plots, as well as the population's interest in and need for income-generating labor;
- Identify internal opportunities for developing entrepreneurship in the neighborhood, considering specialization in entrepreneurship and labor resources, and determine factors and directions that will stimulate its development to ensure the neighborhood's economic growth;
- Direct those without a permanent source of income, especially youth and women, to training centers for vocational education and entrepreneurship, and assist in ensuring the employment of graduates of these centers;
- Identify vacant job positions in the neighborhood and the demand for seasonal workers from businesses, and place unemployed youth and women, particularly those listed in the “iron register,” “women's register,” and “youth register,” in these vacancies, as well as involve them in paid community work;
- Assist in the development of family entrepreneurship in the neighborhood, including supporting the acquisition of loans for crafts, small-scale production, services, and other types of activities within the framework of family entrepreneurship programs;
- Organize the distribution of preferential loans for entrepreneurs willing to set up cooperative-based businesses, based on the neighborhood's specialization, and assign individuals without experience in entrepreneurship to mentors with established businesses to support their ventures;
- Assist in organizing the effective use of household plots by encouraging the establishment of activities such as farming, livestock breeding, poultry farming, beekeeping, seed production, gardening, and flower cultivation;
- Support the organization of entrepreneurship and income-generating activities for the unemployed population in the neighborhood, helping them set up greenhouses, drill vertical irrigation wells, join agricultural cooperatives, buy tools and equipment, and apply for subsidies for training in various crafts and entrepreneurship;
- Identify vacant buildings and land in the neighborhood and propose their allocation to relevant businesses according to the established procedures;
- Ensure that obstacles to entrepreneurial activities (such as connecting to engineering and communication systems, obtaining licenses and permits for various activities, allocating vacant buildings and land for entrepreneurship, etc.) are resolved by the relevant authorities.

In order to introduce new management mechanisms for working with youth, create a vertical system for addressing youth issues, and improve the effectiveness of spiritual, educational, and moral work in educational institutions, a new position of youth leader has been introduced in each neighborhood, town, village, and urban area.

- Form a “Youth Balance” and input the necessary information about youth into the “Youth Register” and “Youth Portal” electronic platforms to organize effective work with them;

- Organize meaningful recreational activities for youth in neighborhoods, promote national folk games and sports among youth, implement projects related to the Five Important Initiatives, youth festivals, and other cultural-educational events;
- Enhance youth social activism, encourage their talents, initiatives, and abilities, and assist them in finding their place in life;
- Educate youth in the spirit of patriotism and ensure their intellectual and spiritual development;
- Work systematically with youth inclined to commit offenses, assist the social-pedagogical rehabilitation of youth released from correctional institutions, and help those returning from specialized educational institutions adjust to society.

Youth leaders will carry out their activities in their assigned neighborhoods in the following key areas:

In promoting culture and the arts — organizing the “Art Buds” competition, maqom, bakhshichilik, and pop music contests, as well as the “Youth Voice,” “Young Artists” competitions, and the “Kamalak Stars” children’s creativity festival, along with establishing youth and children’s theater groups.

In promoting healthy lifestyles and sports — organizing competitions in mini-football, volleyball, basketball, table tennis, cycling, running, chess, checkers, badminton, archery, health marathons with 5,000 steps, and the “Young Ecologist” campaign.

In organizing the effective use of information technology — implementing the “One Million Programmers” and “First Step in Programming” projects, organizing cyber sports championships and the “Information Technology Expert” contest.

In promoting spirituality and reading — organizing the “Zakovat” competition, “Cheerful and Smart,” “Smart Reader,” “Young Reader,” “Young Reading Family,” “Foreign Language Expert,” and “Young Polyglot” contests, and organizing intellectual debates and national folk games.

In fostering patriotism and improving legal literacy — organizing contests such as “Young Border Guard,” “Young Rescuer,” “Cheerful Starts,” “Temurids,” “Tomaris Queens,” “Falcons,” “Young Lawyer,” “Young Voter,” “Young Deputy,” as well as the “I Will Be a Soldier” campaign and organizing visits to military units.

In supporting entrepreneurial ideas — organizing the “100 Ideas for Uzbekistan” contest, “Neighborhood Entrepreneur of the Year” contest, and the “First Step in Business” grant project, as well as meetings with successful entrepreneurs.

Each neighborhood will implement the “One Elder, Ten Youth” and “Senior Citizens’ Meetings” projects, and in cooperation with the National TV and Radio Company of Uzbekistan and the National Information Agency, organize a series of shows under the banner “Youth in the Attention of Elders.”

Organize events aimed at fostering patriotism, respect for national values, participation in reforms, religious tolerance, and inter-ethnic harmony among youth in neighborhoods, and ensure their participation in various cultural activities.

Every quarter, a competition among amateur youth will be held at least once in each region, and measures will be taken to support young athletes who achieve positive results to continue their sports career and become professional athletes.

The youth leader will collaborate with the assistant mayor to support the development of entrepreneurship, ensure employment, and reduce poverty in the neighborhood, providing assistance in the form of credits, subsidies, and other measures.

The leader will study the effectiveness and relevance of each request for assistance and submit recommendations to the responsible departments and organizations for approval.

To improve the system of working with women, the elderly, and families, and enhance the support for neighborhoods, certain responsibilities and powers have been defined to ensure the efficient functioning of local authorities and their cooperation in achieving these goals.

Support for women in social and legal aspects in families, neighborhoods, and work teams, increasing their socio-political activity, enhancing their spirituality, preparing young people for family life, shaping a modern exemplary family, strengthening its moral-ethical environment, and reinforcing traditional family values through targeted measures:

- Implementation of women's entrepreneurial ideas, attracting credit, subsidies, and other forms of assistance to their activities, promoting entrepreneurship in the neighborhood, ensuring employment, and addressing poverty reduction in cooperation with the district (city) mayor's assistant;
- Cooperation with "Women's Advisory Councils" to train socially vulnerable women in entrepreneurship, develop business plans, assist them in obtaining loans, and conduct targeted work with women included in the "Women's Registry";
- Timely identification of women's issues, individually working with women who find themselves in severe social situations, including women with disabilities, and organizing social-legal, psychological, and material assistance for them.

In accordance with the decision of the President of the Republic of Uzbekistan on improving the activities of the State Tax Service, special attention is given to issues of tax service and its organization in local self-government bodies, particularly:

- Implementation of state tax policy, ensuring compliance with tax laws, accurate calculation and timely payment of taxes and fees, and ensuring that revenues for the State Budget and targeted state funds are formed on a stable basis, in accordance with the tax laws;
- Ensuring the timely and reliable registration of taxpayers and taxable objects, improving the mechanisms for comprehensive coverage of these taxpayers using modern information and communication technologies and advanced automated analysis techniques in the tax administration process;
- Expanding the taxable base through analysis and measures aimed at increasing tax revenues, applying modern methods for tax control, and preventing the illegal circulation of financial resources;
- Monitoring the financial activities of markets and trade complexes, ensuring compliance with tax laws, and conducting pre-investigation checks on violations identified within their territories and transferring relevant criminal cases to law enforcement agencies;

- Creating favorable conditions for taxpayers to voluntarily fulfill their tax obligations, ensuring the fulfillment of the objective to make the tax service a trusted partner for honest taxpayers;
- Improving work with taxpayers through complete transition to electronic services without direct communication.

Social worker – a person with the necessary professional qualifications who organizes or directly provides social services.

The Ministry of Employment and Labor Relations, the Ministry of Public Education, the Ministry of Higher and Secondary Special Education, the Ministry of Finance, the Ministry of Health, and the Ministry of Preschool Education of the Republic of Uzbekistan, in accordance with their decisions, perform the following five tasks:

1. Implement social services provided by relevant organs and organizations.
2. Ensure the complex social protection of vulnerable population categories based on the demand for social services.
3. Implement comprehensive measures for the protection of orphaned children, children at risk of losing parental care, those subjected to violence, children with psychological or physical development defects, and other children in need of protection.
4. Protect the personal, property, and non-property rights and legal interests of orphaned children and those deprived of parental care.
5. Ensure measures to solve the problems faced by children leaving educational, health, and social protection institutions and by non-affiliated youth as they adapt to independent life.

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6. Decree of the President of the Republic of Uzbekistan, dated June 30, 2020, PF-6017
7. Decree on the establishment of the "Youth Affairs Agency of the Republic of Uzbekistan," dated June 30, 2020, PQ-4768
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