



ISSUES OF STAFFING OF THE DIPLOMATIC SERVICE OF THE REPUBLIC OF UZBEKISTAN

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Article history:	Abstract:
Received: February 4 th 2022 Accepted: March 8 th 2022 Published: April 24 th 2022	The article addresses the issues of staffing of the diplomatic service in the Republic of Uzbekistan. Based on the ongoing reforms on foreign policy of Uzbekistan, it analyzes the personnel affairs of the diplomatic service, examines the requirements for diplomatic staff, its professional qualities, due selection and training, the procedures of hiring diplomatic workers in Uzbekistan, organizing competitions and legal basis thereof. Proposals and recommendations are formulated that are of practical importance for the further improvement of national legislation in the field of staffing the diplomatic service of the Republic of Uzbekistan.

Keywords: Diplomacy, diplomatic personnel, diplomatic service, diplomatic law, diplomatic worker, admission to the diplomatic service, professional qualities of a diplomat, national legislation.

Since 2017, broad transformations have begun in Uzbekistan, and reform of the foreign policy of the Republic of Uzbekistan and the Ministry of Foreign Affairs of the Republic of Uzbekistan has become a part of these reforms. The main objective of these reforms was to make Uzbekistan more open to the outside world. In 2018 adopted, Decree of the President of the Republic of Uzbekistan dated April 5, 2018 No. UP-5400 "On measures to fundamentally improve the system of the Ministry of Foreign Affairs of the Republic of Uzbekistan and strengthen its responsibility for the implementation of priority areas of foreign policy and foreign economic activity" [1] and Decree of the President of the Republic of Uzbekistan dated April 5, 2018 No. PP-3654 "On organizational measures to further improve the activities of the Ministry of Foreign Affairs of the Republic of Uzbekistan" [2].

The adoption of these legal acts laid the legislative foundation for Uzbek diplomacy. In addition, the world is currently facing new security and sustainable development challenges. This dictates the need for a radical revision of the organizational and legal mechanisms for regulating relations in the sphere. It should be emphasized that in recent years, consistent work has been carried out to radically improve the legal framework for the country's foreign policy and foreign economic activity, as well as the legal framework for international cooperation [9. p. 321-322].

At the present stage, in the era of globalization, great changes are taking place in diplomatic activity. As Professor G.Yuldasheva rightly points out, "... today the nature of traditional diplomacy is changing, and it has become a complex global phenomenon. Traditional

diplomacy has undergone a lot of changes and expanded since the end of the Cold War, which has undoubtedly led to a transformation of diplomacy and diplomatic functions." Further, she believes that new problems that have arisen in the world community at the end of the 20th and the beginning of the 21st centuries, such as the threat of international terrorism, religious extremism and fundamentalism, human trafficking caused further improvement of the activities of diplomatic missions and consular institutions and their legal framework, as well as taking the necessary measures to protect the interests of their states, citizens and the state [3, p. 321-322].

In addition, at the beginning of the 21st century, diplomacy increasingly began to fall under the control of the public, and its further development and improvement began to depend not only on the norms of diplomatic law, but also on the training of modern diplomats.

Therefore, today the need to constantly update the arsenal of diplomacy, mastering new forms and directions in the context of expanding the range of international activities, which today includes not only issues of ensuring peace, security and other political issues, but also economic, investment, trade, legal, humanitarian, ecological, information and others.

In this regard, in Appendix No. 1 to the Decree of the President of the Republic of Uzbekistan On the development strategy of the new Uzbekistan for 2022-2026 dated January 28, 2021 No. UP-60, in part 5 of goal 82, strengthening the human resources and resources of diplomatic missions and consular institutions, the Agency for External Labor Migration,



as well as other departments dealing with citizens who leave abroad for a long time and live abroad [4].

However, it should be pointed out that the modern challenges and threats faced by modern diplomacy do not at all exclude the need to preserve and improve those professional qualities that have been necessary for a diplomat and the diplomatic service since time immemorial. These qualities include patriotism, moral requirements, knowledge and understanding of the national interests of their country, a high level of education, knowledge of languages, intellect and culture.

The famous British historian and diplomat writer Harold Nicholson in his book *Diplomacy* notes "seven special diplomatic virtues, namely: 1) truthfulness, 2) accuracy, 3) calmness, 4) even character, 5) patience, 6) modesty, 7) loyalty" [5, p. 67].

In our opinion, a modern diplomat needs all the qualities listed above, and they also urgently need a number of qualification and professional requirements, knowledge of IT technologies, knowledge in the field of economics and trade, good taste, be hospitable, calm, patient and balanced person.

Currently, the Republic of Uzbekistan is reorienting the work of Uzbek diplomats abroad towards interaction and attraction of foreign investors. This is facilitated by: the creation of the Main Directorate for Economic Cooperation, the appointment of the first deputy minister responsible for interdepartmental coordination of foreign economic policy and for the foreign economic activity of diplomatic missions.

We agree with the opinion of G. Yuldasheva that today in Uzbekistan the role of sectoral ministries in the implementation of foreign policy is growing in connection with the intensification of cooperation between sectoral ministries and departments of various countries. Also, the competence of such organizations in certain areas contributes to the growth of the importance of these state bodies in international relations. In this regard, in many states, the ministries of foreign affairs began to perform the functions of a coordinating body for external relations [6, P. 275].

We believe that the Ministry of Foreign Affairs of Uzbekistan should borrow the positive experience of foreign countries in the use of modern information technologies in their activities. It is necessary to actively implement the tools of "digital diplomacy" in promoting global interests and a positive international image of Uzbekistan, through information interaction with citizens, expert communities, media, public and scientific circles.

In this direction, it is necessary to: create websites for all diplomatic missions of Uzbekistan

abroad, ensuring their uniform design and structure, create and implement a training program for employees of the Ministry of Foreign Affairs on the use of new information technologies and digital diplomacy tools, attract specialists in social networks and digital diplomacy.

Many countries today actively use the methods of cultural diplomacy to promote and protect national interests abroad, to form and maintain a positive image of the state, to stimulate mutual cooperation. In this regard, the Ministry of Foreign Affairs should strengthen its work on informing, maintaining and developing contacts with other states in the field of education and culture, in order to create an attractive image of the country abroad, and expand cooperation. The development of cultural diplomacy in Uzbekistan will contribute to ensuring regional and international stability, strengthening trust and mutual understanding between peoples.

The Ministry of Foreign Affairs of Uzbekistan should also intensify its activities in the field of economic diplomacy, by holding meetings and round tables of businessmen seeking to enter the world market, diplomatic support and promotion of important projects and transactions.

In the context of the information revolution, diplomats master new technologies to fully exploit the opportunities that have opened up.

In connection with the development of information technologies and means of communication, the requirements for the information work of foreign missions are increasing, including those related to the selection, generalization and analysis of important and reliable information in a huge flow of information. Thus, the importance of the information and analytical work of the diplomatic mission is undoubtedly growing compared to the past.

Therefore, special attention should be paid to the personnel work of the diplomatic service of the Republic of Uzbekistan, it should raise the question of how to make sure that the employees of the diplomatic service of Uzbekistan meet all the modern requirements for diplomatic personnel today.

Today, the requirements for professional diplomats and their training are also changing. If earlier governments focused on the training of general diplomats, now the emphasis is on the training of specialized diplomats.

It should be noted that the system of competitive selection with passing exams for the diplomatic service is successfully used in many foreign countries, whose useful experience can be used in Uzbekistan. For most countries, the obligatory



conditions for entering the diplomatic service are citizenship, higher education, professional knowledge of the national language, as well as foreign languages, appropriate physical fitness and health, high moral and business qualities.

In the context of globalization and the complication of international relations, states need high-level diplomats who meet all modern requirements, so proper selection and training of diplomatic personnel are of great importance. In this regard, there is a need for normative consolidation in Uzbekistan of the procedure for competitive selection of personnel for the diplomatic service. This will make it possible to improve the personnel selection system for admission to the diplomatic service and to attract the most qualified and trained specialists for the successful fulfillment of the tasks assigned to the diplomatic service.

In our opinion, the next source of replenishment of the personnel of the diplomatic service is the personnel reserve (including citizens who have the professional, personal and moral qualities necessary to fill vacant positions, who have positively shown themselves in their previous positions). The personnel reserve ensures the stability and continuity of the diplomatic service; preservation, increment of positive professional experience of official activity; timely replacement of employees upon their dismissal; occupation of unfilled vacancies by qualified workers.

The personnel reserve of the Ministry of Foreign Affairs should include diplomatic workers who quit due to transfer to work in government bodies, for teaching or research work in institutions subordinate to the Ministry of Foreign Affairs. These persons, if they meet the qualification requirements for the position, should retain the right to apply for filling vacant positions in foreign institutions and the central office of the Ministry of Foreign Affairs.

A.V.Torkunov writes that long-term experience of working with the personnel reserve of the diplomatic service shows that this is a fairly effective form of work with personnel and the most important element of the service system. Systematic work with a reserve makes it possible to give personnel work a thoughtful systemic character, to prepare and bring to many responsible areas of diplomatic work the most worthy and trained specialists [7, p. 201].

When appointing applicants for civil service positions from the personnel reserve, it is advisable, by analogy with the competition procedure, to conduct testing and individual interviews (or use other assessment methods) in order to assess the professional and personal qualities of the candidate.

In recent years, when the world has come close to new cross-border threats (international terrorism, organized crime, environmental and man-made disasters, drug trafficking, climate change, epidemiological diseases, the migration problem, etc.), the range of problems discussed at international forums has seriously increased. representatives of science, business, non-governmental organizations often participate in negotiations, with whom a diplomat must be able to establish a dialogue.

"Catalyst diplomacy" [8], which, according to B. Hawking's definition, involves cooperation and interaction between state and non-governmental actors, contributes to the further improvement of professional diplomacy. We are talking about the higher requirements that modern practice imposes on diplomats both professionally and in terms of personal qualities.

Therefore, a modern diplomatic worker must be a comprehensively developed personality, which is what his professional training (retraining) is intended to contribute to. A diplomat is the "face" of the state he represents, therefore the best representatives of the country, ready to defend its interests under any circumstances, have always been and will be appointed to this position.

Thus, in modern conditions, the main practical tasks of the personnel activities of the Ministry of Foreign Affairs of the Republic of Uzbekistan should be aimed at: strengthening the stability of the personnel. This implies a systematic rejuvenation of the staff, by hiring new employees, increasing the motivation of employees, incl. by improving the conditions of service, retaining promising employees, and gradually, taking into account the need to ensure continuity and maintain institutional memory, retire and retire employees who have reached the age limit for civil service, increase the level of requirements for the admission of new employees to the diplomatic service and permanent, in fact, lifelong, advanced training of diplomatic employees of all official levels, as well as the development and improvement of the regulatory framework for personnel work and the diplomatic service as a whole.

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