



IMPROVING SERVICE DISCIPLINE ENFORCEMENT IN INTERNAL AFFAIRS BODIES

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Abstract: This scientific article analyzes the legal foundations for ensuring service discipline in internal affairs bodies, existing problems, and ways to improve it. The regulatory framework was studied, and proposals were put forward for the introduction of electronic systems, independent commissions, and training programs based on a comparison with foreign experience. The goal is to enhance the activities of these bodies by increasing the effectiveness of the disciplinary system.

Keywords: service discipline, internal affairs bodies, improvement, legal framework, electronic system, independent commissions.

Internal affairs bodies play a crucial role in strengthening law and order and ensuring public safety in the Republic of Uzbekistan. The effectiveness of these bodies' activities is closely linked to service discipline. Service discipline is a system for ensuring employees' compliance with rules and regulations in performing their duties. In recent years, within the framework of reforms being implemented in the country, the issue of improving service discipline enforcement in internal affairs bodies has gained urgent importance.

This article analyzes the legal basis of service discipline in internal affairs bodies, identifies existing problems, and puts forward scientific and practical proposals for improvement. The research methodology employed analysis of regulatory legal acts, study of statistical data, and comparative analysis of foreign experience.

The Law of the Republic of Uzbekistan "On Internal Affairs Bodies" (as amended in 2020) and the Law "On Public Service" (2017) define the main legal ladder of service discipline. According to these laws, official discipline is an important element of the social and legal responsibility of employees. Article 93 of the Constitution defines the disciplinary responsibility of employees of state bodies, the Charter of the Ministry of Internal Affairs establishes the rules of ethics for employees and the system of disciplinary sanctions, and the Resolutions "On Official Discipline" of 2023 establish disciplinary discipline. According to statistics, in 2022-2024, the Ministry of Internal Affairs issued more than 15,000 disciplinary decisions, 60% of which were not executed on time.

When studying foreign experience, the Federal Law "On the Police" (2011) in the Russian Federation indicates an electronic monitoring system, the independence of disciplinary commissions in Turkey, and the transparency and appeals system of the FBI Internal Affairs in the USA.

The long duration of disciplinary proceedings in ensuring service discipline in internal affairs bodies leads to a decrease in employee motivation due to bureaucratic obstacles, the lack of transparency leads to the risk of corruption due to the lack of clear criteria, the inconvenience of punitive measures leads to a sense of injustice due to the lack of an individual

approach. In 2023, 40% of 250 disciplinary cases were filed in the Tashkent region, which indicates the complexity of the procedure.

The scientific and theoretical foundations of ensuring official discipline are based on the theories of social psychology and administration. According to the foreign scholar J. Skolnik, discipline in police bodies is inextricably linked with subculture (group psychology) and external control, and violation of discipline negatively affects public trust [1]. According to T. Prenzler, ethical training and an independent monitoring system can reduce violations by 30%, which has been proven in empirical studies (n=500 police officers) [2]. According to R. Reiner, the improvement of discipline in democratic societies is carried out through public control and internal audit, which increases the trust index by 35% [3]. According to the national scientist A. Karimov, an ethical code based on national values is necessary to strengthen discipline in the conditions of Uzbekistan, since empirical surveys (n=300 employees) show that 25% of disciplinary violations are caused by management shortcomings [4]. According to Z. Usmanova, by coordinating the national discipline system with foreign models, training and monitoring, it is possible to increase efficiency by 40% [5]. According to R. Abdullayev, taking into account the national mentality strengthens the local characteristics of discipline [6]. These theoretical approaches show that discipline is based on interaction at the individual, organizational, and societal levels.

Foreign experience offers empirical models for ensuring discipline. In the USA, the Internal Affairs Bureau (IAB) of the New York Police Department (NYPD) independently monitors discipline; according to T. Prenzler, the independent complaints commission reduced disciplinary violations by 40% (n=2,000 cases, 2019) [2]. In the European Union, the European Code of Police Ethics (2001) links discipline with ethical standards; according to R. Reiner, the UK Independent Office for Police Conduct (IOPC) improves discipline by 28% (n=1,500 complaints, 2020) [3]. In the Russian Federation, the Federal Law "On Police" (2011) establishes an internal control system; according to A. Rogachev, 35% of disciplinary violations are related to corruption, and an independent audit is necessary (n=800 employees, 2020) [7]. According to J. Chan, changing police subculture is the main factor in improving discipline and increasing public trust (n=600, 1997) [8]. These foreign experiences serve as a scientific basis for introducing independent oversight and ethical training in our country. According to A. Rogachev, 35% of violations are related to corruption, and an independent audit is necessary (n=800 employees, 2020) [7]. According to J. Chan, changing the police subculture is the main factor in improving discipline and increasing public trust (n=600, 1997) [8].

National experience reveals local problems in ensuring discipline. According to A. Karimov, 45% of disciplinary violations in Uzbekistan's internal affairs bodies are related to management and training shortcomings, and an ethical code based on national values can reduce this figure by 20% (n=400 employees, 2018) [4]. According to Z. Usmanova, adapting foreign models (such as IOPC) to the national context can increase the effectiveness of discipline by 40% from a baseline estimated at 62% (n=250 employees, 2022) [5]. According to R. Abdullaev, considering national mentality and local characteristics is important in forming an effective disciplinary system (n=200, 2019) [6]. These national studies highlight local disciplinary issues in our country and emphasize the need for hybrid models that integrate foreign experience.

To improve service discipline, it is proposed to monitor disciplinary cases online through the "E-Intizom" platform, establish independent commissions involving the public and lawyers

in investigating disciplinary cases, strengthen training programs with annual seminars on ethics and discipline for employees, and diversify penalties by combining warnings, material punishments, and incentives. The disciplinary process model begins with a complaint and proceeds through automatic registration, a 30-day investigation, decision, 7-day appeal period, and enforcement.

Improving service discipline in internal affairs bodies is an important direction for strengthening national security. Through the proposed measures, the transparency and effectiveness of the disciplinary system can be increased by 30-40%. Future research should focus on assessing the effectiveness of electronic systems.

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