

**LEGAL BASIS OF THE FIGHT AGAINST CORRUPTION IN THE PRE-SCHOOL  
EDUCATION SYSTEM**

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**Annation:** In the article, the legal mechanisms of combating corruption in the pre-school education system were analyzed from a scientific and theoretical point of view and justified by normative documents.

**Key words:** Corruption, society, legal consciousness, legal culture, justice, integrity, loyalty to the country.

One of the most global problems that worries humanity today is the scourge of corruption. There is no accepted definition of corruption. The UN Convention on Combating Corruption defines corruption as follows: "Corruption is a terrible evil that afflicts society in various ways. It undermines the foundations of democracy and the rule of law, leads to violations of human rights, hinders the functioning of markets, worsens the quality of life, and creates conditions for organized crime, terrorism and other phenomena that threaten people's security to take root and flourish." While the World Bank defined corruption as "the abuse of the government for personal gain", the Law of the Republic of Uzbekistan "On Combating Corruption" (approved by the Legislative Chamber on November 24, 2016 adopted, approved by the Senate on December 13, 2016, signed by the President of the Republic of Uzbekistan on January 3, 2017) the concept of corruption is defined as follows: Illegal use for material or immaterial benefit for the benefit of other persons, as well as illegal presentation of such benefit. It can be seen that corruption is a vice that occurs as a result of a person's abuse of official powers for his personal interests.

Decree No. PF-5618 of the President of the Republic of Uzbekistan dated January 9, 2019 "On the fundamental improvement of the system of raising legal awareness and legal culture in society" was an important document that defined the tasks ahead of us in this direction.

The purpose of the decree is that "Raising legal awareness and legal culture in society is one of the most important conditions for ensuring the rule of law and strengthening legitimacy."

In recent years, significant work has been done on the fundamental reform of the national legal system, the formation of legal culture in society, and the training of qualified legal personnel.

At the same time, a number of problems and shortcomings that prevent the formation of respect for human rights and freedoms, raising the legal consciousness and legal culture of the population, and increasing the level of legal literacy of citizens in society remain. In particular:

First of all, the work of raising legal consciousness and legal culture in the society is not organized systematically and organically. There is no effective mechanism for conveying legal information in society, family, neighborhood, educational institutions and organizations. The ideas of ensuring a balance between personal interests and the interests of society are not sufficiently instilled in the minds of the population, especially civil servants;

secondly, educational processes in the continuous education system are not carried out in harmony with legal education, the history, religion, traditions, and national values of the Uzbek people are not relied upon in forming the legal culture of the population, especially the youth;

thirdly, an effective system of cooperation with non-governmental non-profit organizations and other institutions of civil society was not created in the organization of activities to improve legal culture, work was not organized on the basis of the principle of social partnership;

fourthly, specific targeted measures for forming legal immunity against factors that have a negative impact on the legal education of young people have not been established;

fifthly, the active participation of state bodies and other sectorial services in the organization and implementation of targeted legal promotion activities in the society is not ensured, high efficiency and effectiveness in this regard are not visible;

sixth, legal activities are still carried out in traditional ways, by holding simple meetings, in this regard, innovative methods of propaganda, including web technologies, are not used, there are not enough legal websites;

seventhly, there are no legal mechanisms to encourage projects aimed at increasing legal literacy, events are organized only in the name of events, publishing and distribution of legal literature on improving legal knowledge, conducting scientific research are ineffective.

The rules of conduct of employees of the system of the Ministry of Preschool Education of the Republic of Uzbekistan, approved by Appendix 1 of Order No. 11 of the Ministry of Preschool Education of the Republic of Uzbekistan on January 11, 2021, contain the basic rules and principles of the behavior of system employees in the service. are shown, which are as follows: legality - employees of the ministry system strictly comply with the legislation of the Republic of Uzbekistan and perform their service obligations in accordance with career instructions, labor contracts, internal documents and the legislation of the Republic of Uzbekistan;

the priority of the rights, freedoms and legal interests of citizens - the rights, freedoms and legal interests of citizens are considered the highest value of the ministry system, the employees of the sector do not allow the rights, freedoms and legal interests of citizens to be violated, and in case of violations, they are committed to restoring them they say.

patriotism and loyalty to duty - the employees of the ministry system perform their activities on the basis of spiritual and patriotic values, loyalty to the Motherland, loyalty to duty, expressing the society's demand for the system. Employees of the ministry system perform their duties regardless of personal benevolence, their own interests and ideological views;

Loyalty to the interests of the state and society - employees of pre-school education structures and organizations must refrain from any actions related to the influence of their personal interests that prevent them from conscientiously fulfilling their service obligations and pursuing the interests of the state and society. ;

justice, honesty and impartiality - they ensure a fair, honest and impartial attitude towards all persons who apply to the ministry system;

professionalism and competence - employees of the ministry system are the main value of the system, their competence, trust, goodwill, cooperation and team spirit allow to achieve the set goals and improve the sector. Employees of the ministry system must ensure professionalism, reputation of impeccable work, help in creating a comfortable moral and spiritual environment in the team, as well as effective exchange of knowledge and experience with colleagues;

efficiency and economy - as one of the strategic tasks of the ministry system to increase the efficiency of its activities, including the improvement of the system of internal management, interaction with citizens, organizations and state bodies, the implementation of innovative technologies and other constantly reviewed in ways. Field employees, in turn, approach the property of the system, their time and the time of other employees with responsibility and care. In forming the moral behavior of subordinate employees, the ministry system focuses on the following:

- set a personal example of unconditional compliance with the norms and principles of etiquette defined in the "Rules of Conduct for Employees of the Ministry of Preschool Education of the Republic of Uzbekistan" in fulfilling their professional duties;
- to be honest in interactions with employees, to respond to their proposals, ideas, demands and complaints in a timely manner;
- non-discrimination policies and guaranteeing equal rights and opportunities to employees in terms of remuneration and promotion;
- creating conditions for employees that do not harm their life and health;

- establish relations with employees on the basis of long-term cooperation, common goals, respect and consideration of mutual interests, social partnership;
- taking timely primary measures to prevent and resolve conflicts of interest;
- taking measures to prevent corruption, as well as to protect and encourage employees who actively participate in the fight against corruption;
- to clearly define the scope of tasks and distribute them among subordinate employees based on their position and professional ability, not to assign tasks that deviate from the scope of the duties of employees;
- taking measures against unjustified promotion and promotion of an employee, as well as ignoring illegal actions (for example, by employees to eliminate shortcomings in their work inadequate measures);
- prevent employees from participating in forced labor, including landscaping of urban areas, seasonal agricultural work, collecting metal scraps, as well as other seasonal activities (on the territory of the relevant organization, strictly according to safety standards with the exception of cases where a voluntary sabbath is established in compliance);
- effective management of employees, monitoring of their prudent and economical relationship with system assets and financial resources;
- to answer for the inaction to prevent violation of these rules by subordinate employees.
- the heads of the ministry system should be a professional, honest and fair example of behavior in relations with subordinates, create a comfortable working environment and help to create a positive moral and psychological environment in the field.
- the heads of the ministry system hire, rotate, appoint, encourage or punish employees based on nepotism, favoritism, localism, patronage, nepotism and other signs, as well as the way to treat them differently They should not put l.

Gifts given by employees of the ministry system on personal holidays of other employees in the system (birthday, birth of a child, Defender of the Fatherland Day, International Women's Day) that are not related to the performance of service obligations are related to the employee's identity. are recognized as gifts.

When giving such gifts, the following requirements must be observed:

- giving gifts in the presence of at least three employees of the system;
- giving a gift should be accompanied by a congratulatory speech, in which the event that led to giving a gift should be clearly expressed;
- the total value of the gift (including all taxes and fees) should not exceed the amount of 5 (five) base calculations;
- the amount of expenses spent by one employee of the system for a gift to another employee should not exceed the amount of 1 (one) basic calculation in each case.

When there are any doubts about the legality of accepting gifts, it is advisable for the employee to familiarize himself with the rules of the anti-corruption policy in the system and ask for advice from the employees responsible for the fight against corruption in the field.

Receiving and giving gifts and hospitality in business dealings is regulated by the anti-corruption policy in the system.

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