

DEVELOPING ANTI-CORRUPTION IMMUNITY AMONG CIVIL SERVANTS

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Abstract: This article analyzes the social, spiritual, and institutional mechanisms for developing anti-corruption immunity among civil servants. It also discusses systematic measures aimed at eradicating the roots of corruption based on international experience, psychological approaches, and innovative solutions. The author takes a creative approach to the issue and proposes ways to strengthen anti-corruption resilience through modern technologies, digital culture, and educational programs.

Keywords: corruption, civil servants, immunity, conscious resistance, honesty, spirituality, prevention, transparency.

In today’s globalized world and the era of rapid information exchange, corruption has become not only an economic threat but also a social and spiritual danger. In particular, forming anti-corruption immunity among civil servants and developing their ability to consciously resist corruption is a vital factor for societal stability and progress. In this regard, not only legal measures but also moral and ethical approaches, exemplary leadership, and transparent governance play a crucial role.

Corruption is one of the biggest obstacles to human development. Beyond economic losses, it undermines public trust and damages the principles of justice. That is why civil servants need to be “vaccinated” against corruption – in other words, they must develop an anti-corruption immunity. The term “immunity,” used in medicine, refers to the body's natural defense mechanism against external threats. Similarly, civil servants must develop moral, ethical, and professional immunity. This immunity empowers them to resist unethical offers, pressure, and temptations with internal strength. The most effective way to combat corruption is prevention, that is, taking proactive measures. In particular, it is essential to promote a culture of integrity among civil servants, create a transparent working environment, and make it a habit to assess every

action from a legal standpoint. For instance, in Estonia, public services have been fully digitized, leaving no room for corruption. This technological approach can serve as an inspiring model for us as well. From the moment young people enter public service, they should be instilled with a zero-tolerance attitude toward corruption.

Through special training programs, stage performances, and simulations, their ability to make honest decisions in complex situations can be enhanced. This approach fosters not only knowledge but also emotional resilience. Today, the concept of a “digital footprint” plays a crucial role in public service. If every decision and every expense is electronically documented, there is no room for corruption. Furthermore, suspicious activities can be automatically detected using artificial intelligence systems that analyze employee actions. The immunity of civil servants to corruption is not only about knowing the law—it is about genuinely embracing the philosophy of living an honest life. Integrity is not a choice; it is a responsibility. Only then can we confidently move toward a society free from corruption.

At a meeting chaired by President Shavkat Mirziyoyev on March 5, a number of tasks and assignments aimed at preventing corruption were set forth. These tasks include:

---The compliance control of the Ministries of Health, Construction, Water Management, "Uzbekneftgaz," and "Uzsuvta'minot" will be transferred to the Anti-Corruption Agency.

---The Agency, together with ministers and governors, will study in depth the factors of petty and systemic corruption in at least three highly corrupt sectors each quarter, down to the district level.

---Based on the recommendations of international rating organizations, a "roadmap" will be developed, clearly outlining the tasks for each ministry and agency. Proposals will be made to penalize leaders who show negligence.

---The composition of regional anti-corruption councils will be completely renewed, and the heads of the regional people's deputies' councils will be appointed as their chairpersons.

---Each quarter, these councils will submit proposals to the National Council to eliminate corruption factors in at least one sector and ensure the rule of law and inevitability of punishment.

---The work of inspection heads who knowingly or unknowingly tolerate

corruption within the Cabinet of Ministers system will be evaluated, and specific tasks will be assigned to eliminate corruption factors within two weeks. The activities of one inspection will be critically reviewed each month.

---The Senate will submit proposals to significantly reduce crime in at least one region, and the Legislative Chamber will submit proposals to eliminate corruption in at least one sector. Direct procurement will be halved. By the end of the year, an electronic system will be launched using artificial intelligence to detect and prevent violations in public procurement.

---An expert commission will be established to create an electronic platform showing the average market prices of goods based on best practices for public procurement. Requirements for purchasing fixed assets from the budget and off-budget funds will be strengthened.

---International anti-corruption standards will be introduced in investment projects, and conditions for major auctions will be subject to competitive expert review. Open and transparent hiring, the establishment of a civil servant registry, and assessment of candidates' susceptibility to corruption will be introduced through a draft decree. A draft law on income declaration for civil servants will be submitted for public discussion and introduced by April 1. A solid legal framework will be developed to effectively combat cyber corruption. Immunity against corruption is, above all, moral immunity.

This is directly linked to an individual's ethical values formed from childhood, family upbringing, and the cultural environment prevailing in society. A person who feels responsible before the people and possesses a clear conscience will never resort to dishonest behavior. For example, in Japan's public administration, the “culture of personal responsibility” is so strong that even for the smallest mistake, officials tend to resign.

The main guide for every civil servant should be the Code of Ethics and a strict approach to its implementation. In recent years, codes of ethics have also been introduced and applied in Uzbekistan's civil service. However, for these codes to be effective not only on paper but also in practice, a system of oversight and incentives is necessary.

To strengthen this immunity, continuous monitoring and preventive mechanisms are required. In this regard, the principle of a “collaborative state” should prevail over that of a “surveillance state.” If each employee's activity is transparent and their results are visible to the public, there will be no space for

corruption. For instance, Georgia tackled corruption through automated services. As a result, public trust in state institutions increased from 30% to 70% within five years.

Conclusion:

Building anti-corruption immunity among civil servants requires not only legal, but also social, ethical, and psychological approaches. To implement this system effectively, education, monitoring, legal frameworks, and the cultivation of a critical public attitude toward corruption are essential. Such an approach will intensify the fight against corruption, improve state efficiency, and restore public trust in government institutions.

Changing public consciousness, morally condemning corruption, and actively combating it have a direct impact on the behavior of civil servants. Society must adopt a zero-tolerance attitude toward corruption, and each individual should play an active role in the fight against it. Civil servants must adhere to principles of cooperation, transparency, and justice.

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