

JUNGE MENSCHEN AUF GOVERNANCE VORBEREITEN: DIE ERFAHRUNG EINIGER AMERIKANISCHER UND EUROPÄISCHER LÄNDER

Dilnozakhon Kattakhanova

**Unabhängiger Forscher der Akademie für öffentliche Verwaltung unter
dem Präsidenten der Republik Usbekistan**

Zusammenfassung: Der Artikel untersucht die Erfahrungen einiger amerikanischer und europäischer Länder, insbesondere der Vereinigten Staaten, Brasiliens, Großbritanniens, Deutschlands, Frankreichs und anderer, bei der Ausbildung junger Fachkräfte für öffentliche Verwaltungen und Führungspositionen und analysiert die Mechanismen zur Umsetzung effektiver Praktiken in Usbekistan.

Schlüsselwörter: öffentliche Verwaltung, politische Partizipation, Entscheidungsprozess, Jugendbeteiligung, Parlamentarismus, politische Institution, Nachwuchskräfte.

PREPARING YOUNG PEOPLE FOR GOVERNANCE: THE EXPERIENCE OF SOME AMERICAN AND EUROPEAN COUNTRIES

Dilnozakhon Kattakhanova

Independent researcher of the Academy of Public Administration
under the President of the Republic of Uzbekistan

Abstract: The article examines the experience of some American and European countries, in particular, the United States, Brazil, Great Britain, Germany, France and others in training young professionals for public administration and leadership positions, and analyzes the mechanisms for implementing effective practices in Uzbekistan.

Keywords: public administration, political participation, decision-making process, youth involvement, parliamentarism, political institution, young staff.

It is worthwhile to look at the history of developed countries to identify the most effective mechanisms for training young leaders. Youth and personnel policy depends on the social, economic, demographic, cultural, educational development of the country and various other factors.

Although European and American countries have developed economies, most of them are demographically aging countries. In particular, the demographic indicators of France, Germany and the United Kingdom, which belong to the Group of Eight, are as follows:

/p	The name of country	Population (mln)	The youth (mln)	The youth (15-30 years old-per)
	France ¹	67,41	11,68	17,34%
	Germany ²	84,05	13,7	17%
	Great Britain ³	68,38	13,2	19,3%
	Uzbekistan ⁴	34,86	10,16	29,14%

(Table 1. Population of France, Germany, Great Britain and Uzbekistan)

The fact that the number of older people in these countries exceeds the number of young people means that the number of able-bodied people is declining from year to year, as well as the majority of middle-aged and older people in management positions. But despite this, these countries have come a long way, and they have a system of training that has been tested over the years.

In particular, **in France**, the National School of Management carries out targeted training of young people for the civil service, and as a result, political beliefs are formed in their minds;

For 60 years, the school has produced more than 80,000 civil servants, including 5,600 French and 2,600 foreign top executives (presidents and ministers such as Georges Pompidou, François Mitterrand, Jacques Chirac, François Hollande, Emmanuel Macron).

Also in France, political research institutes prepare candidates for employment in government agencies and organizations for a year after receiving their diplomas.

The Paris Institute for Political Studies coordinates the training of young professionals in government agencies in the fields of economics, social and political sciences.

The institute is in the QS World University Subjects Rankings ranked 3rd. More than 200 researchers and 350 candidates of science are conducting research there.

In Germany, there are special education programs for government agencies and organizations. Higher education institutions that train German specialists are located in Potsdam and Constanta, while in the European Union - in Bonn, Berlin, Saarbrücken and Hamburg.

Qualified internships will be organized for prospective and current civil servants at Baden-Württemberg (large and medium) enterprises.

Practitioners get acquainted with the activities of the enterprise, participate in the meetings of their boards and in the management of the enterprise. They can do foreign internships in government offices and enterprises in countries such as France, UK, USA, Japan, Canada. Examples of organizations that offer places for practice include the U.S. Congress, the World Bank, ministries and agencies in France, the U.S. governor's office, and so on.

In the UK, the Civil Service College will improve its curricula based on current political and socio-economic goals and objectives; monitors staffing and

planning requirements by studying the need for civil servants and their knowledge across the network.

“Fast flow” program - provides for the rapid appointment of staff from vacancies to vacancies.

According to researchers, at the end of the twentieth century, the current period was characterized by a pattern⁵ of British local government and put into new forms. Political scientist M. Laflin describes it as follows:

1) multifunctionality as a responsibility for a wide range of services, which is important for the overall welfare of the state;

2) the experience of individual management organizations working on the basis of connection to a wide network - a combination of many management participants to create a wide team capacity to effectively solve problems.⁶

By the beginning of the 21st century, the effectiveness of local government has increased. It can be characterized by the following characteristics: 1) the ability of local governments to coordinate many management functions, as well as the ability to choose the welfare and development strategy of local areas; 2) local authorities have become the only agency representing the interests of local territorial structures at the national level⁷.

In the UK, government agencies create their own brand in order to increase the attractiveness of public service in the US. An employer's brand is the image of an organization that is shaped by job seekers or existing employees in the job market and includes a set of benefits that are employed in that organization.

In the United States, personnel reserve technologies involve the selection of personnel from among prospective employees of large companies (such as General Motors, General Electric, Microsoft) who can later work in management positions.

In Brazil, senior civil servants (Direcao e Assessoramento Superior (DAS) - senior management and consulting staff) are employees who are appointed to their positions without any competition.

The DAS system is used to attract young, talented and highly qualified specialists to the civil service. Facilitates the recruitment of staff from the private sector to the civil service, the interaction of practice and science.

Conducting social research aimed at studying the aspirations, ideas and thoughts of young people, the obstacles and problems they face is not systematically organized.

In France, Germany, the United States and the United Kingdom to study the economic and political situation in the country in order to obtain the necessary information for training and formation of human resources, 5-10 year prospects are set for the need for specialists.

The implementation of administrative reforms implies changes that will take place as a result of external (foreign and international) influences, especially factors such as global integration and globalization. The pursuit of integration encourages the administrative reforms that each state undertakes⁸.

At present, countries such as the United States, the United Kingdom, France, and Germany have implemented reforms based on performance management

concepts. Such new developments have spread to many countries. At the same time, the main focus is on the performance of personnel working in public administration. This, in turn, allows for the distribution of positions depending on the performance, potential and skills of the candidates.

Therefore, in developed countries, young professionals with soft skills are employed in management positions of large companies.

Moldova has implemented a program to ensure justice for the poor and disadvantaged, with special emphasis on achieving basic human rights and needs for various vulnerable groups, ensuring socio-economic stability for young people, and creating equal opportunities for all in building an inclusive society. To achieve this, the state envisages the expansion of the system of guaranteed legal aid for citizens in areas not related to criminal cases.

The project includes at least 10 advocacy groups of young people in need of protection, including unemployed youth, people living with HIV and AIDS, members of the Roma community (Society of the Elderly), the disabled, immigrants and refugees. Strategic advocacy skills were developed on issues of concern to young people, who were trained to connect legal aid providers to support networks, and to develop the capacity of relevant initiatives to support the National Legal Aid Council and vulnerable youth.

This project also serves to ensure the participation of vulnerable groups of the younger generation in expanding the participation of young people in public administration training and decision-making.

In many countries, young people (18-30 years old) make up more than half of the population, but often feel left out of politics and decision-making. They are struggling to earn the respect of government officials and lack the skills and experience to engage in political activity and make positive changes in their communities. This situation can leave young people empty-handed and arouse a sense of distrust in the state.

Today's youth need opportunities to participate in political processes and contribute to practical solutions that promote development. Given the opportunity to organize, express their views, and play an important role in political decision-making, young people are constantly demonstrating their willingness and ability to change their positions. They will also have the ability to demand and defend democracy and contribute to it.

Today, there are 3.5 billion people under the age of 30 in the world, making them the largest population in history. 90% of young people live in developing countries. Today's youth are disproportionately affected by some of the world's most challenging development challenges, including unemployment, environmental degradation, violent conflict, physical, social and emotional vulnerability, health, inadequate education and migration.

The political participation of young people is recognized in a number of international treaties, including United Nations Security Council Resolution 2250 "Youth, Peace and Security" and the Inter-Parliamentary Union Resolution "Youth Participation and Democracy".

If different categories of young people have access to education, health, employment and socio-political activism, they can become a demographic dividend of the country, which will accelerate the socio-economic development of the country. If young people are not recognized as drivers of reforms and are not sufficiently supported, they run the risk of becoming indifferent and indifferent, which can undermine the potential results expected from investments. Therefore, in order for young people to realize their potential and take a global step, governments and political leaders should purposefully involve young women and men in public civic service, including leadership positions in public administration, thereby creating creativity, new ideas and aspirations for the future of the nation. they play an important role in enabling them and their communities to mobilize for greater prosperity.

This approach is called Positive Youth Development (IYoR) and has been widely used in the United States for 20 years. This approach sees young people not as individuals receiving state support, but as equal partners, state support, and is showing more positive results.

In order to support the political participation of young people, it is necessary for them to encourage the activities of various structures. Experience in preparing young people for public service and management positions by expanding the number and scope of projects that take into account the interests of young people in the decision-making process, such as organizing around NGOs, the Youth Parliament, the United Nations Model giving results. In these processes, the main focus should be on the unorganized, marginalized strata of youth, women, and young people with disabilities.

Young people can be a dynamic source of innovation, a creative force. Historically, they have often been the catalyst for important reforms in political structures, using their power to properly distribute power and economic opportunities. At the same time, young people often face problems such as poverty, barriers to education, various forms of discrimination, and limited employment opportunities.⁹

An analysis by the United Nations Development Program and the Inter-Parliamentary Union in 2012 shows that today in every third country in the world, the right of young people to become members of the National Parliament comes into force at the age of 25;

1.65% of MPs in the world are 20 years old, 11.87% are 30 years old; the average age of parliamentarians around the world is 53 years (50 years for female MPs); Citizens between the ages of 15 and 25 make up one-fifth of the world's population.

According to the Inter-Parliamentary Union's latest 2020 report on youth participation in national parliaments, the share of MPs under the age of 30 in world parliamentarism has increased by 2.6%. This is an increase of 0.4% compared to two years ago. However, as 50 percent of the world's population is under the age of 30, the report shows a significant gap in the political representation of young people around the world.

Ten years ago, in 2010, the parliaments of the International Inter-Parliamentary Union adopted a resolution on the participation of youth in democratic processes. The resolution established the Forum of Young Parliamentarians, the largest global body of the world's youngest parliamentarians. As a result, data on youth participation in parliament were summarized and analyzed, and traditionally four reports were published in a row¹⁰.

The issue of training young people will have a positive effect not only on the executive branch, but also on the legislature, as it monitors the shortcomings in the implementation, a new approach to legislation, the ability to adapt to change, finding creative solutions, making modern decisions. youth-specific aspects should be an integral part of parliament.

International experience and foreign experts have been analyzing the state of world parliamentarism in this regard and making the above recommendations.

The conclusion is that the scope of work to be done in Uzbekistan is wide, and reforms must be carried out today, in the Youth Parliament.

The article presents the experience of 7 countries, analysis of more than 10 international documents and projects, the results of which are implemented as an experiment in the activities of public administration and local government of the Republic of Uzbekistan.

References:

-
- ¹ <https://www.statista.com/statistics/464032/distribution-population-age-group-france/>
 - ² <https://www.solidarnost.org/articles/pokoleniya-x-y-z.html>
 - ³ <https://www.statista.com/statistics/281174/uk-population-by-age/>
 - ⁴ <https://stat.uz/uz/rasmiy-statistika/demography-2>
 - ⁵ Pattern is a legitimate regularity that occurs in nature and in human unity
 - ⁶ Loughlin M. Legality and locality: the role of law in central-local government relations. Oxford: Oxford University Press, 1996.-P.80.
 - ⁷ Chandler J. Local government in liberal democracies: an introductory survey/Ed. N. Y.; L.: Routledge,1993.-C.1-2.
 - ⁸ Dubrovin Yu.I. Administrative and state reform in the countries of the European Union. Abstract dis. for a job. uch. doctorate watered. Nauk.-M., 2009.-P.15-16;
 - ⁹ <https://www.un.org/esa/socdev/documents/youth/fact-sheets/youth-political-participation.pdf>
 - ¹⁰ <https://www.ipu.org/youth2021-PR>
 11. <https://stat.uz/uz/rasmiy-statistika/demography-2>
 12. <https://www.ipu.org/youth2021-PR>
 13. <https://www.solidarnost.org/articles/pokoleniya-x-y-z.html>
 14. <https://www.statista.com/statistics/464032/distribution-population-age-group-france/>
 15. <https://www.un.org/esa/socdev/documents/youth/fact-sheets/youth-political-participation.pdf>
 16. Chandler J. Local government in liberal democracies: an introductory survey/Ed. N. Y.; L.: Routledge, 1993.-P.1-2.
 17. Loughlin M. Legality and locality: the role of law in central-local government relations. Oxford: Oxford University Press, 1996.-P.80.
 18. Dubrovin Yu.I. Administrative and state reform in the countries of the European Union. Abstract dis. for a job. uch. doctorate watered. Nauk.-M., 2009.-P.15-16.