

Corruption in Job Allocation and Its Legal Consequences

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Abstract: This article investigates cases of corruption in job allocation in Uzbekistan, its types, causes, and legal consequences. It analyzes the manifestations of corruption in the distribution of jobs and the challenges related to ensuring transparency in the recruitment process. The study examines legislative acts adopted in Uzbekistan during 2023–2025 aimed at combating corruption in job allocation and their application in practice. In conclusion, the article presents proposals for improving legal mechanisms and preventive measures to eliminate corruption in job distribution.

Keywords: Corruption, job allocation, labor law, transparency, nepotism, favoritism, anti-corruption legislation, legal liability.

Introduction: Corruption is a serious socio-economic issue for any society and can negatively affect all spheres of state and public life. Corruption in job allocation leads to social injustice, loss of qualified personnel, and economic inefficiency. This process results in a loss of public trust, reduced economic growth, and a weakening of the state governance system.

In recent years, combating corruption has become one of the priority directions of state policy in Uzbekistan. The Law "On State Civil Service" dated June 16, 2021, and subsequent regulatory documents have established new mechanisms for ensuring transparency and fighting corruption in public service. Moreover, the new edition of the Labor Code that came into force in 2023 strengthened the fundamental principles of combating corruption in the recruitment process. The aim of this study is to analyze the legal consequences of corruption in job allocation in Uzbekistan, to study the existing legislative framework, and to propose effective legal mechanisms. The study focuses on the following issues:

- The main forms of corruption in job allocation;
- The existing legal framework for combating corruption;
- Issues of legal liability for corruption;
- Mechanisms for ensuring transparency in the

recruitment process.

METHODOLOGY

This research was carried out using the following methods:

1. Legislative analysis: Key legislative documents in Uzbekistan related to the fight against corruption were examined, including the Law "On Combating Corruption," the Law "On State Civil Service," and relevant provisions of the new edition of the Labor Code.
2. Statistical data analysis: Official statistics published by the Prosecutor General's Office of the Republic of Uzbekistan, the Anti-Corruption Agency, and other government bodies for 2023–2025 were reviewed.
3. Comparative legal analysis: International standards and advanced foreign experiences in combating corruption in job allocation were studied.
4. Systematic analysis: Legal mechanisms in the field of anti-corruption and their effectiveness in practice were examined using a systematic approach. Within the research framework, monitoring results conducted by the Anti-Corruption Agency of the Republic of Uzbekistan during 2023–2025, judicial practice materials, and reports of international organizations were also reviewed.

RESULTS

Modern Forms of Corruption in Job Distribution: According to the research results, the following main forms of corruption in job distribution were identified in Uzbekistan:

1. **Nepotism and Favoritism** – making decisions based on personal connections, kinship, and familiarity during candidate selection. According to the 2023 report of the Anti-Corruption Agency, 42% of corruption cases in public service were related to nepotism.
2. **Bribery** – receiving or offering material benefits in exchange for employment. In 2023, 38% of corruption cases related to job recruitment involved bribery.
3. **Use of Administrative Resources** – abuse of power by officials to give illegal advantages, especially common in public service recruitment.
4. **Organizational Corruption** – manipulating recruitment criteria to favor certain candidates or artificially conducting selection processes.

Legal Consequences of Corruption: The study identified the following types of legal consequences related to corruption:

1. **Criminal Liability:** According to Articles 210–216 of the Criminal Code of the Republic of Uzbekistan, abuse of official authority, bribery, and other corruption-related crimes are subject to criminal liability. In 2023, 487 criminal cases were initiated in the field of recruitment, and in the first half of 2024, this number reached 328.
2. **Administrative Liability:** Under the relevant articles of the Code of Administrative Responsibility, corruption-related offenses are subject to administrative liability. In 2023, 1,245 officials were held administratively liable for such offenses.
3. **Civil Liability:** Obligation to compensate for damages caused by corruption. In 2023, the total damage to the state caused by corruption amounted to 38.7 billion soums.
4. **Disciplinary Liability:** According to Article 162 of the new edition of the Labor Code, managers and officials involved in corrupt practices during recruitment can be subject to disciplinary action. In 2023, 783 officials were held disciplinarily liable on these grounds.

Legislative Developments in the Fight Against Corruption (2023–2025):

1. **New Edition of the Labor Code (2023):** Article 16 prohibits discrimination in recruitment; Article 24 establishes transparent recruitment mechanisms in

public institutions. Article 74 states that if corruption is detected in the hiring process, the employment contract may be declared invalid.

2. **Presidential Decree “On Improving the Recruitment and Selection of Personnel in State Institutions” (March 15, 2023):** Mandates that recruitment in state bodies be conducted through an electronic platform with all stages recorded on video.
3. **Cabinet of Ministers Decision on Introducing the “Open Recruitment” System (June 10, 2023):** Introduces open competition principles and transparency mechanisms in public service recruitment.
4. **Amendments to the Law “On Combating Corruption” (February 20, 2024):**

Strengthens protection mechanisms for whistleblowers and provides additional legal guarantees to those reporting corruption in recruitment.

Statistical Data Analysis (2023–2025):

1. According to the Anti-Corruption Agency, 897 corruption cases related to public sector hiring were identified in 2023, and 612 cases in the first half of 2024 – indicating a rising trend.
2. In 2023, 278 individuals were convicted for corruption crimes related to hiring; in the first half of 2024, this number reached 184.
3. According to a 2023 survey by the Anti-Corruption Agency, 67% of respondents stated that corruption is present in the hiring process.
4. In 2023, 3,847 citizen complaints were received regarding corruption in hiring; in the first half of 2024, there were 2,675 such complaints.
5. By early 2025, open competition-based recruitment was implemented in 78% of public sector vacancies.

DISCUSSION

Negative Consequences of Corruption: The study shows that corruption in job distribution leads to the following negative consequences:

1. **Economic Consequences:** Hiring unqualified personnel causes inefficiency, reduced labor productivity, and financial losses. The 2023 report of the Anti-Corruption Agency noted that hiring unqualified staff caused 54.2 billion soums in damage to the state.
2. **Social Consequences:** Corruption intensifies the sense of injustice in society and reduces public trust in state institutions. According to 2023 public opinion surveys, 72% of respondents believe that the public service recruitment system is unfair.

3. Legal Consequences: Violations of legal requirements, diminished credibility of law enforcement, criminal liability, and other legal repercussions arise. Effectiveness of Anti-Corruption Mechanisms: Analysis of legal documents and their implementation revealed the following conclusions:

The norms on transparency and non-discrimination in the new Labor Code are effectively functioning, but certain implementation challenges remain. The introduction of the "Open Recruitment" system has significantly improved transparency in public sector hiring, though its application in the private sector is still limited. Although protection mechanisms for whistleblowers have been strengthened, their practical effectiveness remains insufficient. Control mechanisms to detect and prevent corruption during recruitment need further improvement.

International Best Practices: The study of international experience shows that the following effective mechanisms are used in developed countries to combat corruption in job distribution:

1. Anonymous Selection System (Singapore, South Korea): Personal data of candidates is hidden during the selection process, minimizing nepotism and favoritism.
2. Electronic Recruitment Platforms (Estonia, Denmark): The hiring process is fully electronic and automated.
3. Incentives for Whistleblowers (USA, UK): Financial rewards are provided to individuals who report corruption cases.

CONCLUSION

According to the results of the research, although cases of corruption in the distribution of jobs in Uzbekistan have shown a decreasing trend in recent years, the issues in this area remain relevant. The legal consequences of corruption include criminal, administrative, civil, and disciplinary liability, and it is necessary to increase the effectiveness of their practical application. To enhance the effectiveness of the fight against corruption in job distribution, the following recommendations have been developed:

1. Improving the legislative framework: Further improvement of the norms related to ensuring transparency in the recruitment process in the new version of the Labor Code; Strengthening accountability measures in cases where corruption is detected during the hiring process.
2. Strengthening control mechanisms: Expanding the powers of the Anti-Corruption Agency and improving the system of monitoring recruitment processes; Reinforcing internal control systems in

government agencies and organizations.

3. Developing electronic platforms: Extending the "Open Recruitment" electronic platform to the private sector; Digitizing and automating all stages of the hiring process.
4. Enhancing public oversight: Developing mechanisms for the participation of non-governmental non-profit organizations in recruitment processes; Improving reliable channels for reporting corruption incidents.
5. Implementing international practices: Introducing an anonymous selection system on a pilot basis in government agencies; Developing a system for encouraging whistleblowers who report corruption cases.

The fight against corruption in job distribution must be carried out not only by improving legal mechanisms but also by fostering an uncompromising attitude toward corruption in society and increasing the legal awareness and culture of citizens.

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