

Formation Systems Of Political Elite: Essence, Peculiarities And Advantages

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Abstract:

In this article, the essence, features and advantages of the systems of formation of the political elite are studied scientifically and theoretically. In particular, a number of factors that influence the choice of the political elite in two directions in the formation of the political elite—the closeness of the process of forming the political elite and the completely opposite direction of the specifics of the democratic political order—have been analyzed. Also, the place, features of the guild and entrepreneur system, which are the two main systems of elite selection, are revealed through scientific views. It should be noted that the article deals with aspects related to the state apparatus, local self-government bodies, the army, political parties, the education system and other structures and areas that today make up the personnel system and provide it with personnel for the political elite.

Key words:

elite, political elite, democratic political order, guild-entrepreneur system, personnel training.

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I. INTRODUCTION

It should be noted that the formation of the political elite is influenced by a number of factors. The order of formation of the elite in democratic states is enshrined in the Constitution and legislation of the country. In stable countries, where the legitimacy of political power is ensured a political elite is formed in accordance with legal norms. However, life is so diverse that it cannot be fully covered by the means of the Constitution and legislation. Therefore, the specific of the transition period, when the political situation in the country is seriously changing, does not cease to influence the formation of the political elite. This process is also strongly influenced by factors such as the political order established in the country, the education system, and the nature of public service.

The system of choice of the political elite is determined by a number of factors. The main ones are the width of the social base, the circle of people who make the choice, the criteria and procedure for selection to the elite. Naturally, these factors will have their own characteristics in each country. Much comes from the political order

established in these countries. The above factors and features of the political order give rise to two directions in the formation of the political elite. A characteristic feature of the first direction is the isolation of the process of formation of the political elite. While the legal basis of the formation of elite will be very narrow, as a rule, the elite will be supplemented by representatives of dominant social strata of society, and the persons, making the choice in favor of the elite, will be limited.

II. METHOD

The article uses chronological and systematic periodic data, comparative and quantitative methods. More than ten scientific papers on the topic are used to explain "Formation systems of political elite: essence, peculiarities and advantages". In addition, the researcher used different materials to collect data related to the study.

III. DISCUSSION

This direction will be typical for states where authoritarian and totalitarian political orders

are established. An important point of the issue is that this direction leads to stagnation, aggravation of the crisis situation. The smaller the political elite, the more it loses the ability to effectively manage society and, consequently, becomes unable to maintain its dominant position.

The second direction in the formation of the political elite is completely opposite to the first. It is worth noting that this trend is typical for countries where a democratic political order is established. Consequently, in these states, the bulk of the political elite are formed through elections, not appointments. This direction is characterized by the following aspects: - "the circle of the electorate will be wide (all voters will participate in it);

- characterized by an open selection process;

- a representative of any social stratum is given the opportunity to take a place in the political elite;

- the competition will look competitive;

"high demands are placed on the personal qualities and abilities of applicants for leadership positions"[1.107]. Thanks to this system, talented, purposeful, highly qualified people get a place in the political elite.

The formation of the political elite is significantly influenced by the system of elite selection. There are two main systems for selecting elites: the guild system and the entrepreneur system. In democratic states, the entrepreneur system prevails, while the guild system is characteristic of totalitarian states. But some elements of the guild system are also found in the UK, Japan and other countries. Which of these systems will take priority depends on a number of factors. These include factors such as the place and role of the party system in society, political traditions, the level of cultural integrity, the level of social inequality, etc. The Guild system is characterized by:

- "Isolation, which depends on selection of applicants for much higher, positions mainly from the lower strata in the elite itself, gradual promotion. An example is a complex service staircase that requires moving through multiple service staircases.

- A high degree of institutionalization of the selection process, the presence of formal requirements for action, a large number of institutional cleaners. This can be party membership, age, duration of work, education, leadership characteristics, and so on.

- Not multiple, relatively closed circle of selectors [2.160]. Usually it includes only representatives of a higher governing body or the sole first head – the government, the head of the company, and the like.

- Selection and appointment of personnel by a narrow circle of managers, lack of open competition.

- The principle aimed at reproducing the existing type of elite. At its core, this feature follows from the previous ones-the presence of many official requirements, the appointment to work by higher management, as well as the long-term presence of the applicant in this area of the organization's activities "[3.161-162]. Under the guild system, the selection of candidates focuses on their political leanings, taking into account how much they adhere to the rules and norms established within the group or organization (party, movement). This makes it possible to anticipate political changes, ensures the continuity of the political course, and reduces the likelihood of political conflicts. Due to the large number of formal requirements for appointment to positions, a thorough sorting of candidates is ensured. The fact that the candidates share the same political values ensures a high level of solidarity among the elite. Due to the fact that the selection process is carried out by a narrow circle of minorities, there is almost no competition between candidates. At this time, the Guild system is dominated by an administrative-command, old-fashioned styles of work, selections tend to arbitrariness, trying to "bypass" the formal rules of selection. When this system is in place, it becomes difficult that initiatives from outside reach the political elite, and eventually the political elite degrades, becoming a privileged stratum, alienated from society.

Even in the nomenclature ranking system, there is a high level of group cohesion and elite cohesion. This system was one of the historical manifestations of the guild system, widespread in the USSR. Nomenclature is the way that only people belonging to the ruling party hold leadership positions. At the same time, the candidate's promotion on the career ladder will directly depend on the candidate's political and ideological motivation, his personal loyalty to coaches, and sympathy for senior managers, and creative activity. In the nomenclature system, the selection criteria for the elite become highly ideologies and politicized. As a result, the political elite were replenished mainly at the expense of cadres who were not capable of leadership and did

not have influence. The entrepreneur's elite selection system is the opposite of the Guild system and is characterized by the following aspects:

- "openness, availability of wide opportunities for representatives of any social group to hold senior positions;
- insufficient number of official requirements, departmental cleaners (filters)
- the breadth of the electoral circle in which all the electors of the country can be included;
- high competitiveness of qualifications, the strength of competition for leadership;
- the variability of elite content, for which personal qualities, individual activity, the ability to win the support of a wide audience, to interest them in attractive ideas and programs are of paramount importance" [4].

The entrepreneur system will be open to young staff and updates. In this selection, such qualities of the candidate as creativity, the ability to convince others of them, the ability to please voters are emphasized. The entrepreneur system allows representatives of various social groups of society to take a place in the power structure. The selection process itself does not involve strong competition of candidates. The democratic nature and effectiveness of this system also lies in the fact that the elite include the most talented, worthy, worthy people who meet the requirements of the time.

But this system is not without some drawbacks. Due to changes in the structure of the ruling elite, the methods of political management can also change frequently, the ability to anticipate political processes decreases, and frequent conflicts arise within the elite. Currently, the level of risk in this system is high, and when a choice is made, the political elite includes people who have not been tested, people who have not been tested in politics. However, as the experience of a number of developed countries shows, it is the entrepreneurial system that is more adapted to changes in life, to the requirements of modernity.

In practice, neither the guild system nor the entrepreneur system in its pure form are found. Usually, the disadvantages of one system are compensated by absorbing the advantages of another system. Therefore, a certain degree of consistency between both systems is often achieved.

It is worth noting that the principles of nominating new candidates become important in the selection of the political elite. These principles

will depend on the characteristics of society, the political order and the historical era. In different periods of human history, family relations, property qualifications, professional qualifications, partisanship, personal loyalty, long service life, familiarity and other factors contributed to the candidate's place in the political elite.

Among the channels of personnel delivery to the political elite, scientists include "the state apparatus, local self-government bodies, the army, political parties, the education system"[5] and other structures. The dominance of a particular channel is determined by the historical traditions of political development, the peculiarities of the political system, and the peculiarities of the political order.

R. Putnam, who conducted a comparative analysis of the effectiveness of various channels of elite formation in different countries. According to the conclusions made in his work "Comparative analysis of political elites"[6], the role of political parties in the formation of the highest authorities in the parliamentary republics that have developed in the West will be strong.

In developing countries, the bureaucracy plays an important role in the formation of elites. However, even in such developed countries as Germany, Japan, and Sweden, the composition of the political elite is replenished mainly at the expense of civil servants. If you look at the biographies of members of the parliaments of the United States, Germany, France, Italy, Austria, it turns out that most of them worked in local governments. By comparison, it will be seen that in the political system of Great Britain and the United States, the Civil service was much later institutionalized as a channel for delivering value to the political elite. In addition, the formation of higher authorities is relatively little influenced by such a factor as the length of public service. However, in many post-Soviet States, the civil service is one of the leading channels for the formation of the political elite.

In addition, in some cases, trade unions, religious organizations and similar public institutions also act as channels for staffing the elite. Religious organizations in Italy, Spain, and Poland have a particularly strong influence on the formation of the political elite. A significant part of the cadres from the highest levels of the political hierarchy in Latin American countries such as Brazil, Argentina, and Peru are leaving the army. Working in the military and intelligence services is also an important tool for a successful political career in Israel. Including five Prime

Ministers of Israel- Sh. Peres, Rabin, Netanyahu, Ehud Barak and Sharon's political career growth (four of them have general ranks) which was motivated by his work in the army and special services [7.390].

IV. RESULTS

In almost all regions of the world, the education system is an effective means of moving to the top of the political hierarchy. The importance of the education system in the formation of the political elite in individual states is so great that it can be concluded that the education system is similar to the systems of selection to the elite. Schools of the Public school category are important links in the system of training future leaders of the country. Although about 5% of all students study in such schools, these schools are the primary channels for the formation of the political elite. The most prestigious educational institutions were such schools as Eton, Winchester, Rugby and Harrow. Some of them have a high degree of continuity. For example, two-thirds of Eton students are children of former graduates of this school. Currently, eighteen graduates of this school have been promoted to the Prime Minister level [8.390]. Cambridge and Oxford colleges are also an important link in the system of elite formation.

The education system in France is recognized as a factor in the formation of the elite, a priority channel for the promotion of personnel to higher management structures. Applicants for training in special prestigious institutions are subject to strict selection and selection in the process of entrance exams. Admission to the appropriate educational institution (for example, the National school of management) provides an opportunity to enter the highest level of managers and take a prestigious position in the public administration apparatus. Currently, in France, the choice of the political elite is limited by time limits, and the applicant is given the opportunity to experience their happiness almost once, while those who cannot pass the exam are not given the opportunity to re-apply. Thus, the fate of a person who aspires to enter the elite is decided at a fairly young age – during the period of graduation from school and admission to a higher educational institution. At the same time, public service is considered prestigious and honorable.

In the formation of the political elite in the Republic of Uzbekistan, the role and importance of the Academy of state and public construction, established in 1995 on the basis of a special decree

of the President of the country for the purpose of training senior personnel, is also great. In his speech at the opening ceremony of the Academy First President of the Republic of Uzbekistan I. Karimov stated: "The essence of the Academy is embodied in its name. It reflects everything: it should be of historical and decisive importance in building our statehood, civil society, reforming political and economic systems and achieving our goals... The selections of talented, intellectually gifted students from among the employees of the state, social and economic structures, improve their political, moral and qualification level, raising them strong supporters of forming in the Republic a democratic state and civil society based on a combination of national and universal values, – the main task of the Academy" [9.19-20].

In accordance with the decree of the President of the Republic of Uzbekistan" on the establishment of the Academy of state and social construction under the President of the Republic of Uzbekistan "the Academy is - education of the gifted comprehensively, professionally and spiritually Mature young specialists with higher education and who has worked not less than two years after graduating from high school, as a promising young managers" [10]. In addition, one of the tasks of this institution is "training managers using modern methods of professional training of managers and the formation of the common state bank reserve of managers for all levels of social and state construction". Over time, the academy was transformed into the Academy of Public administration, which meant the creation of both a legal democratic state and a free civil society.

Due to the independence in the changing trends of social development, establishing new economic, political and social relations, staffing of the public administration, the formation of effective political elite became one of the priorities that determine the fate to the ongoing fundamental reforms. After all, it is highly qualified, educated, experienced, highly spiritual, law-abiding leadership cadres who will be able to build a real democratic state. Thus, the questions of what are the systems of formation an effectively functioning political elite, what criteria and principles should be based on when choosing a political elite, are of a cross-cutting nature.

The need to use new approaches in the process of forming the political elite causes a number of objective reasons. They are directly related to the fundamental changes taking place in our society due to independence, with the processes of democratic renewal. While the

administrative-command system of governance collapses, forming a new, democratic model of state management, established market relations, the role and importance of the private sector becomes increasingly important, it is only natural that in the process of formation of political elite, responsible for carrying out these reforms, is also undergoing fundamental changes. In the context of democratic reforms, the functions, powers, duties, rights and responsibilities of senior personnel have changed, and as a result, the requirements for their professional qualifications, working capacity, and spiritual and moral qualities have also changed. In the socio-political sphere, there is a need for new leadership personnel capable of leading in accordance with the requirements of the new era. It is important to find such people, objectively assess their qualities, and create conditions for their professional development.

The leadership of the Republic realized that it was impossible to form effective political elite in Uzbekistan by improving the former nomenclature system of selection and placement of senior personnel. Therefore, it was necessary to put an end to this system, move to a new, democratic model of public administration and form a new, scientifically based system for selecting senior personnel that meets modern requirements.

Objectively analyzing the nomenclature-administrative system of the formation of the political elite, we can conclude that the monopoly of one party, the lack of legislative regulation of the process of selecting and appointing personnel to senior positions, the lack of mechanisms to restrain power led to subjectivism in solving personnel issues, the predominance of familiarity, kinship, locality, violation of legislation, deviation from democratic principles. In the end, the monopoly of one party caused stagnation in society, caused nausea of the personnel of the state apparatus, abuse of power.

As a result of arbitrariness in the decision of personnel issues, the appeal of candidates for the leadership of the party to the Central and local state authorities, democratic institutions such as elections, the principles of transparency, openness, control, accountability of the activities of officials were violated.

The requirement of membership in the CPSU, the absolutization of the class approach, the priority of such requirements as the social origin of the candidate, gender, age, nationality, the guardianship of state bodies over him even in the most insignificant matters, would reduce the

resources of the formation of the state apparatus. Senior personnel were selected from narrow and hierarchical nomenclature circles, and this selection was carried out behind "closed doors" (as a rule, the selection was carried out by the first leader on an individual basis, often to the detriment of professionalism, erudition, moral qualities). In this regard, it should be noted that to rely on the principle of "closed doors" in the formation of the state apparatus, to rely on the chosen from narrow nomenclature circles, is in itself defective, since it is inevitable that any closeness system will eventually decline.

In the formation of the state apparatus, in some cases, he also relied on the principle of personal loyalty. At the same time, priority was given to those who quickly fulfilled the duties assigned to them, unconditionally obeyed the will of the first leader. Independent, proactive, not waiting for instructions from above employees does not receive support and do not climb the career ladder. Such conditions created an atmosphere of frivolity, flattery, and condescension in the state apparatus before the leadership.

The reason why we will focus separately on the vices of the post-Soviet administrative-command system is that the need to eliminate its remnants remains. In particular, it is unacceptable that persons who do not have the necessary managerial skills and appropriate professional qualifications should occupy positions in the state apparatus. When appointing to a position, it is required to be guided by the principle of personal loyalty, to prevent cases of selection of "worthy and suitable" personnel. Even at the present time, in the leadership cadres, unfortunately, you can meet morally unstable, morally leading cadres; there are cases of using official duties in personal interests. It is also a matter of concern that there are still vices of a local, generic nature among officials. To eliminate the above-mentioned negative circumstances, it is important to develop mechanisms for monitoring the activities of officials, and to form a system for attracting young people to management. The radical socio-political and economic reforms and democratic updates carried out in Uzbekistan have led to the improvement of the system of personnel selection for the political elite and leadership positions. To eliminate the vices of the former Soviet administrative-command system, it was impossible to completely update all the personnel employed in the civil service, to replace them mechanically. A new era, new conditions required changes in the

criteria for selecting candidates for senior positions. Meanwhile, the solution to this problem also could not be delayed for a long time. After all, the leading personnel working in state structures had to meet the requirements of reforming the country. All this gave rise to the need to develop a democratic system for the formation of the political elite, gave rise to the need to use new approaches to recruitment.

Indeed, the complex tasks facing our state were successfully solved by a new generation of leadership personnel who are able to meet the requirements of democracy, have the necessary knowledge and qualities, are highly qualified, and possess modern methods of public administration. The democratic reforms implemented in Uzbekistan, the liberalization of all spheres of public life, the formation of a multi-party system, the formation of civil society and the rule of law have created the basis for applying new approaches to the selection of personnel in state bodies. During the period of independence, the formation of a democratic system of choice of the political elite was based on the instructions and recommendations of the President of the Republic of Uzbekistan, an appropriate regulatory framework was created, the priority principle of which is strict compliance with the law. When appointing to a position, the determining criteria were the ability to work, personal qualities of a person, the main requirement was the selection of personnel depending on their professionalism (professional competence), responsibility, efficiency and moral qualities.

When forming the personnel of state bodies, the source is political parties, social movements, public organizations, business structures, private structures, legislative and representative bodies, enterprises of all forms of ownership, special educational institutions. It can be said that as a result of this approach, all groups and strata of society have formed the social base of the political elite. As for the political elite, the base has expanded incredibly, the sources of replenishment of the elite with personnel have increased.

The need to improve the efficiency of public administration determines the need to improve the quality and human resources of the political elite. At the same time, it should be taken into account that the higher the position, the higher the intellectual, professional and moral qualities of applicants, since political power has a hierarchical structure. It is desirable to base the selection of managerial personnel on a competitive basis on the

use of methods that allow an objective assessment of the professional, business and personal qualities of applicants. To date, more than 20 methods of assessing the quality of management personnel are used in practice. Each of them is characterized by its own positive aspects, but none of them can absolutely objectively and fully reflect all the qualities of the individual. Of these, the following are widely used in the formation of Civil service personnel: conversation, Control work, evaluation of the abstract, questionnaires, the method of expert survey, the style of group discussion, a purposeful style of play [11.1909-194].

V.CONCLUSION

"It is obvious that the change of generations in the state apparatus will take time. But time will not keep you waiting, it will require quick action. Such measures include the creation of a personnel reserve for all levels of the state apparatus, including the highest ones, the holding of open competitions and competitions for the replacement of administrative positions, including heads of local self-government bodies and, possibly, individual ministries. In this work, the press and other media can be widely used [12.344]."

The ways in which the selection of the political elite is carried out determine the personnel potential of the elite. Therefore, it matters how officials and senior personnel who are part of the political elite are selected and appointed to positions. In this regard, when forming the "personnel stuff" of the political elite, it is necessary to determine priority tasks, clarify the principles and technologies of selection, and formulate a strategy for personnel policy as a whole. When developing such a strategy, it is desirable to focus on:

- the strategy of personnel policy should correspond to the prospects of development of the state, the characteristics of society, the interests of the individual;

- as a result of the system of selection to the political elite, the highest positions should be occupied by such persons who, along with the performance of their tasks, should contribute to increasing the respect and prestige of public administration bodies;

- legal regulation of the process of staffing the political elite should contribute to the elimination of violations of labor discipline, abuse of office, corruption and other similar negative phenomena;

- the establishment of a positive moral and psychological climate among the representatives of the political elite not only encourages them to effectively perform their duties, but also provides an opportunity to develop the personal qualities of personnel.

In General, the democratic approach to the formation of the political elite involves relying on the current legislation, maintaining transparency and fairness, maintaining continuity in the personnel structure and at the same time updating the composition, strictly following the principle of appointment and election of personnel, and alternative choice. The formation of a political elite structure based on democratic principles would help to ensure that decent and reasonable people take their place in the leadership. At the same time, the democratic course determines the renewal of the political elite at the expense of active, new-thinking, initiative youth. Such an update will avoid weakening the elite, will give an impetus to its effective management of society. After all, the inclusion of decent, highly qualified, new-thinking people in the political elite is the key to the health of society.

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