



**THE NECESSITY OF ISSUING A UNIFIED ID CARD TO CIVIL SERVANTS AND THE PROCEDURES FOR ITS IMPLEMENTATION**

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Due to the improvement of information and communication technologies and the rapid pace of digitalization, all sectors, industries, and fields are being digitalized today.

In the 2025 Address of the President of the Republic of Uzbekistan, one of the primary issues focused on new innovative technological solutions, training qualified personnel, and preventing corruption factors[1]. Today, corruption factors exist in all sectors, industries, and fields; while the implementation of digitalization creates conditions for the emergence of corruption factors on one hand, it leads to the minimization of these factors on the other. Currently, cases of corruption factors being committed step-by-step through information technologies or tools are also increasing. For this reason, it is considered crucial to eliminate corruption factors related to abuse of office, taking and giving bribes, and mediation in the field of civil service.

It should be noted that today, almost all employees in the civil service sector are provided with traditional paper-based identification cards; as for those converted to digital format, their digital footprints are stored as logs, yet a unified digital control system is not maintained. This creates conditions for the emergence of corruption factors committed by presenting these IDs. Citizens who lack sufficient legal awareness and culture, or those who do not adequately understand the legal consequences of their illegal actions even if



they possess such awareness, are committing bribery-related crimes with civil servants. Although there is a technological solution to prevent these crimes, detect them, and ensure the inevitability of punishment, it is a regrettable situation that the competent authorities have not yet accelerated work in this direction.

To explain our point more clearly, the possibility of digitizing civil servants' identification cards already exists. Specifically, in accordance with the Presidential Resolution № PP-4502 dated October 31, 2019, “On measures to introduce the ‘Single National Labor System’ interdepartmental software and hardware complex”[1] and the Regulation approved by the Cabinet of Ministers Resolution № 971 dated December 5, 2019[2], the capabilities for concluding electronic labor contracts, registering labor contracts, and maintaining electronic labor books have already been established within the “Single National Labor System”. Furthermore, pursuant to the Presidential Decree № PD-76 dated May 24, 2023, the “hrm.argos.uz” electronic platform was introduced for managing human resources data and documents in state bodies. The Regulation approved by the Cabinet of Ministers Resolution № 492 dated September 22, 2023, provides for the procedure of generating and maintaining such human resources information on this platform within republican and local executive authorities.

The fact that the subsequent implementation of the instruction to develop proposals for creating a solid legal framework for effectively combating corruption in cyberspace—as specified in the Decree of the President of the Republic of Uzbekistan № PD-71 dated April 21, 2025, “On measures to effectively organize the execution of priority tasks set for further improving the anti-corruption system”[1] and the Resolution of the Council of the Legislative Chamber of the Oliy Majlis of the Republic of Uzbekistan № 711-V dated March 28, 2025, "On the work to be carried out by the Legislative Chamber of the Oliy Majlis of the Republic of Uzbekistan based on the priority areas set

out in the speech of the President of the Republic of Uzbekistan Sh.M. Mirziyoyev at the meeting of the National Council for Combating Corruption of the Republic of Uzbekistan”[2]-remains unknown, indicates the necessity of continuing the reforms in this area based on the 2025 Address of the President of the Republic of Uzbekistan.

At this point, a natural question arises: what will the introduction of ID cards for civil servants provide for Uzbekistan?!

**First**, state budget funds currently spent on paper-based identification cards will be 100% saved, and the economized funds will create opportunities to be redirected to other projects or used for the development of the civil service sector;

**Second**, while a state service identification card displays the employee's position, the absence of the position on an ID card and its replacement with a QR code will fully restrict cases of illegal use of the ID. This is because evidence of a civil servant presenting their ID can be recorded on an authorized officer's state-issued tablet and in the central database; this, in turn, enables law enforcement agencies and courts to use the information from the central database and the tablet as evidence;

**Third**, corruption factors carried out secretly or openly by presenting a traditional ID card to an authorized officer will be sufficiently eliminated. To implement this proposal, the staff units of all civil servants must be integrated into a single national database—the "Single National Labor System" interdepartmental software and hardware complex. Additionally, the possibility of obtaining ID cards through Public Service Centers or the employer's authorized representative must be created. The ID card should contain the following open information:

On the right side of the ID card: a photograph of the civil servant;

On the left side of the ID card: a QR code, the date of issue, the card number, and the full name of the user;

In the upper and lower parts: a statement that this card is the property of the Republic of Uzbekistan;

On the reverse side: instructions on whom to contact if the card is found, and a warning that illegal use of the card may lead to liability.

Furthermore, the QR code of the ID card will be made readable only through state-issued tablets provided to authorized officers, and it will be linked to the following information:

The organization where the cardholder works and their role (i.e., full job title);

The current validity of the card and whether it has been reported lost.

It should be noted that if the ID card is lost or becomes unusable, the civil servant must immediately notify their employer and place an automatic block on the card through their personal cabinet on the My.gov.uz (EPIGU) portal. This card is issued to the user for a lifetime, and there will be no need to replace it if the employee transfers to another organization or position; instead, employers themselves must update the information through the Single National Labor System (SNLS). In cooperation with the Ministry of Poverty Alleviation and Employment, they must ensure that the necessary data in the ID card's QR code is updated in real-time.

Even if a counterfeit ID card is created, the link between the ID card's QR code and the SNLS (Single National Labor System), combined with the fact that the card can only be validated through the tablets held by authorized officers, practically eliminates the possibility of using such forged cards. It is possible to integrate not only the civil servant's position into this card but also the following data to restrict the creation of fake documents and information. For instance, by linking the geolocation of the civil servant's whereabouts to the card, employers can monitor their employees' activities, track daily attendance, and even link wages to this attendance. Furthermore, if a crime is committed against the life or health of a civil servant, or even in cases of death

or kidnapping, it becomes possible to locate them through geolocation; likewise, if they are committing a crime, their location can be identified, which would be extremely useful for law enforcement agencies. It is worth noting that turnstiles are gradually being replaced by systems based on geolocation today. This is because the efficiency of expensive tools like turnstiles is significantly lower compared to cheaper and more effective technologies. Therefore, the proposal is highly pertinent, and it is advisable to adopt it through a Presidential document. Whether this proposal proves effective in practice can be initially determined through the state civil service alone; in this scenario, there is a technical possibility to resolve the issue through the “hrm.argos.uz” electronic platform instead of the SNLS.

In Estonia, Finland, Sweden, Denmark, Norway, Germany, Austria, Belgium, France, the Netherlands, Switzerland, Spain, Portugal, Poland, the Czech Republic, Lithuania, Latvia, and Slovenia, ID cards not only confirm identity but are also integrated with electronic signatures (E-signature) and Access Control Systems (ACS)[1]. In Singapore, all civil servants use a unified mobile application and physical card not only for workplace access but also to access public services on preferential terms[2]. Thus, by linking the ID card to the My.gov.uz (EPIGU) portal, there is an opportunity to simplify tasks for civil servants and create convenience for employers through a single phone or tablet.

The establishment of rules in the Decree of the President of the Republic of Uzbekistan № PD-157 dated September 8, 2025, “On additional measures to improve the system of providing public services and radically reduce bureaucratic procedures,” stipulates that an individual's personal data on the Single Portal (My.gov.uz) is equalized to its paper form. Furthermore, when this data is presented using the Single Portal's mobile application, state bodies and organizations are prohibited from requiring the paper form of such information[1]; this exempts civil servants from the constant necessity of carrying a physical ID card. In Estonia, through an ID card, civil servants have

the right to vote, pay taxes, and issue medical prescriptions[2]. Therefore, this card creates the possibility to implement norms in legislative acts—for instance, in Presidential and Government documents—regarding the equalization of wages, medical, and labor conditions to other authorized subjects. In the USA, without PIV (Personal Identity Verification) cards, federal employees cannot even log into computer systems (instead of using a login/password)[3]. Consequently, in this regard, when employees of law enforcement and regulatory bodies perform their legal activities, digital footprints will be formed for the documents they draft or the actions they take through their assigned ID card or the QR code in the mobile application. The logging, storage, and automatic accounting of these footprints will be beneficial for the Business Ombudsman, employers, and even the courts.

The implementation of this task will be provided for by a Presidential Resolution and a Government Resolution. The Presidential Resolution will outline key tasks for launching this system, the mutual integration of information systems, and crucial instructions for the Government and its constituent structures to execute these tasks. In turn, the Government Resolution will specify the procedure for using the ID cards introduced into the civil service sector.

Through the introduction of new technologies into the civil service in New Uzbekistan, it is possible to realize the essential tasks set forth in the 2025 Address of the President of the Republic of Uzbekistan.

#### **List of Used Literature**

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