

Civil Service Strategy and Institutional Reforms

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Content

- ✓ **“The Strategy for Civil Service Development in the Republic of Azerbaijan for 2019-2025”**
- ✓ **Aims**
- ✓ **Goals**
- ✓ **Civil Service Development Directions**
- ✓ **“2019-2021” Action Plan Implementation**
- ✓ **“2022-2025” Action Plan Draft**
- ✓ **Reforms**
- ✓ **Training Strategy**
- ✓ **Further Priorities**



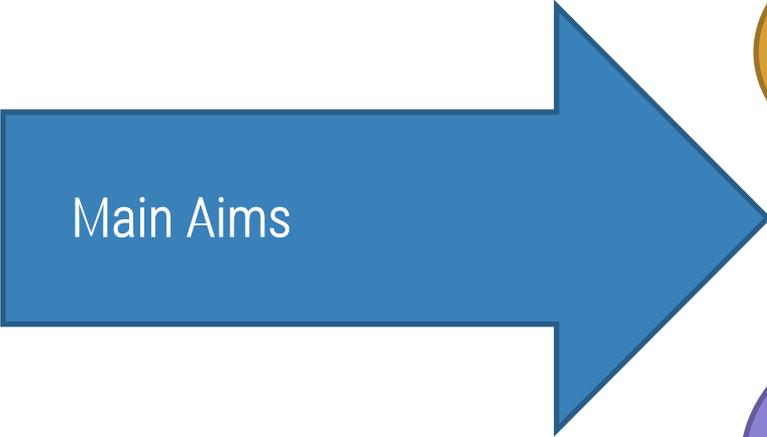
Strategy for Civil Service Development

- ✓ **Signed by The President of the Republic of Azerbaijan. 23/11/2018**
- ✓ **Order N:739**
- ✓ **Consists of 2 Action Plans (2019-2021/2022-2025)**



Strategy for Civil Service Development

Main Aims



Improvement of
management in the
civil service system

Development of human
resources of the state
bodies

Formation of corps of
civil servants, based on
high moral and ethical
values, with
knowledge, skills and
positive personal
qualities

Strategy for Civil Service Development

Goals are :

- ✓ **Increasing the professionalism and efficiency of civil servants in the civil service**
- ✓ **Application of competence and advanced motivation models in civil service**
- ✓ **Improvement of civil service information support**
- ✓ **Improvement of legislation in civil service**



2019-2021 Action Plan Implementation

- ✓ **44 Action Plan activities were indicated**
- ✓ **27 of them were fully completed**
- ✓ **17 activities are under process**
- ✓ **Legislation base was developed:**
 - 1 Civil Service Code**
 - 15 Law**
 - 16 Decree**
 - 11 Resolution**
 - 5 Order**



2022-2025 Action Plan Draft

Action Plan Draft mostly covered:

- ✓ **Proposals for the formation of the content of the test examination program in civil service**
- ✓ **Organizing the Training Center**
- ✓ **Digitalization of the performance assessment of civil servants**
- ✓ **Regulation of the issues regarding the ethical conducts in civil service and etc.**
- ✓ **Improvement the legislation monitoring processes**
- ✓ **Development of the motivation systems in salary payment**



Training Strategy

- ✓ **Draw attention to the civil servants trainings**
- ✓ **Application of unit standards in the field of civil servants trainings**
- ✓ **Organizing the effective training processes**
- ✓ **Management, coordination and funding of trainings**
- ✓ **Conducting priority trainings in civil service**
- ✓ **International partnership and monitoring of activity plans**
- ✓ **Determination of training needs and organizing trainings in state bodies**



Training Modules

- ✓ **Adaptation trainings**
- ✓ **Human Resources management**
- ✓ **Ethical conduct rules and anti-corruption processes**
- ✓ **Training for trainers**
- ✓ **Performance assessment of civil servants**
- ✓ **Leadership**
- ✓ **Legislation in civil service and etc.**



Reforms

- ✓ **Validation of the competency model in civil service**
- ✓ **The new model of exams for civil service recruitment and promotion**
- ✓ **Reinforcement of the digitalization in civil service**
- ✓ **Creation of Civil Service Management Board**
- ✓ **Development of State Examination Center activities**
- ✓ **Coordination of training-education centers of state bodies and development of training mechanisms and etc.**



Further Priorities

- ✓ **Implementation of activities indicated in the Action Plans (2019-2021/2022-2025)**
- ✓ **Validation and application of the competency model**
- ✓ **Digitalization of the recruitment, promotion, performance evaluation and processes in civil service**
- ✓ **Development of HR policy in civil service**
- ✓ **Development of institutional reforms in civil service**
- ✓ **Improving the motivation system in civil service and etc.**





**Thank you for
attention**

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