THE EVOLUTION OF THE CIVIL SERVICE IN KAZAKHSTAN
Kazakhstan’s Civil Service Reforms Major Stages


1995-1999: Building of a vertical system of government

2000-2006: Start of the implementation of a new civil service model

2007-2011: Shifting the focus to public service delivery

2012-to date: Next wave of civil service professionalization

UNited Nations Development Programme
Renaming the former executive bodies
Establishing several new structures related to the functions of an independent state

- Changes to the political and administrative systems of the country according to The Constitution in 1995
- The Decree of the President of the Republic of Kazakhstan On Civil Service
- The Agency for Civil Service Affairs, 1998
- The Law on Civil Service, 1999
- The Anti-Corruption Law, 1998

Building of a vertical system of government
Public positions have been divided into political and administrative.
The open competitive selection became mandatory.
The protection of professional civil servants is put in The Civil Service Law.
And other measures

‘One-Stop Shop’ Public Service Delivering Centres
The development of e-Government
The introduction of the Executive Secretary position
The development of Civil Servants’ Performance Appraisal System
The introduction of State Bodies Performance Evaluation System

Start of the implementation of a new civil service model
2000-2006

Shifting the focus to public service delivery
2007-2011
The creation of the Corps “A”

The strengthening of the principle of meritocracy and the role of competitive selection

The enhancing of the role and status of HR Departments and the introduction of an automated system "e-kyzmet“

The strengthening of ethical standards and introduction a new position "ethics commissioner"

The adoption of a new Law on Civil Service in Kazakhstan according to "Plan of the Nation - 100 Concrete Steps“

The development of a Unified Competency Framework

The development of a new approach for remuneration

The adoption of the Law “On Public Services” of 2013

Etc.
Thank you!