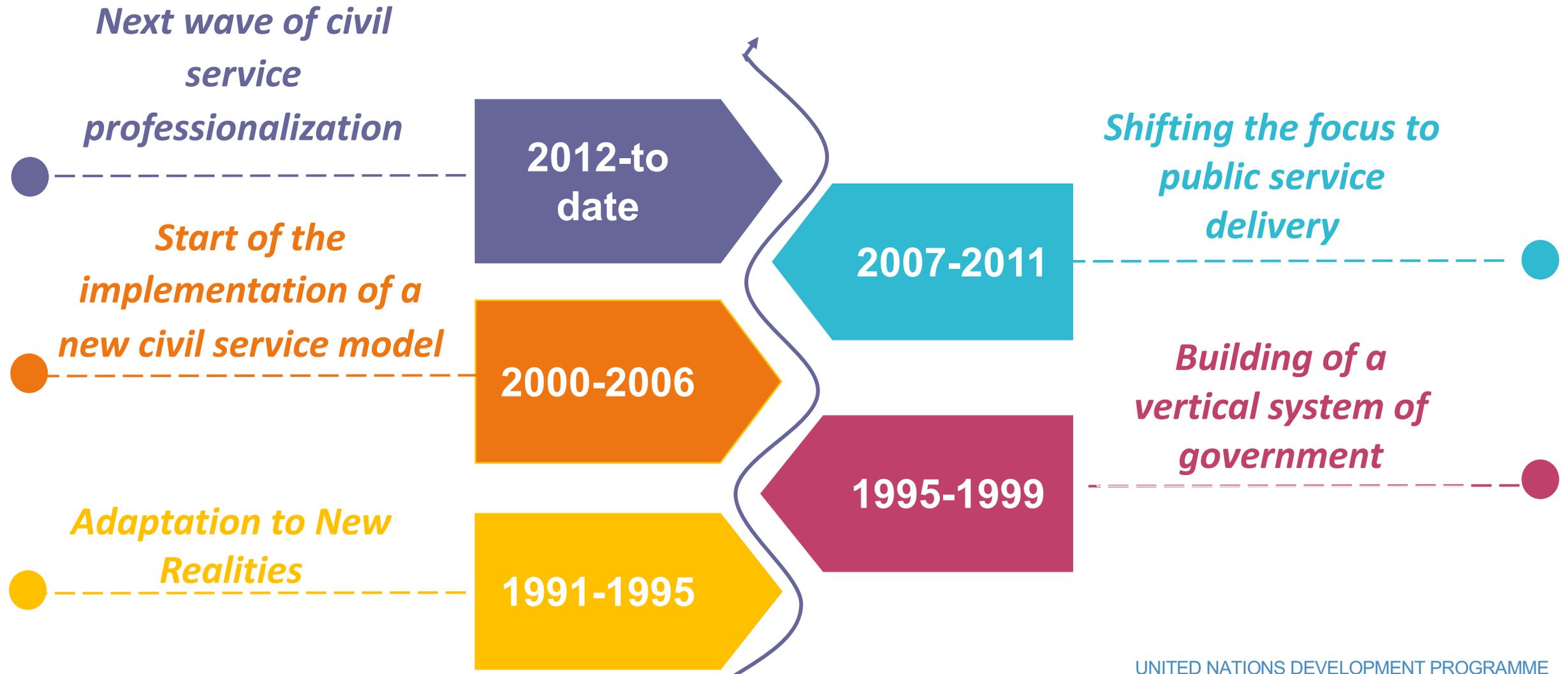




# THE EVOLUTION OF THE CIVIL SERVICE IN KAZAKHSTAN

# Kazakhstan's Civil Service Reforms Major Stages



## *Adaptation to New Realities*

**1991-1995**

- 💡 **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 Government Strategy "Kazakhstan-2030" in 1997**

💡 **The Agency for Civil Service Affairs, 1998**

💡 **The Law on Civil Service, 1999**

💡 **The Anti-Corruption Law, 1998**

**1995-1999**

*Building of a vertical system of government*

*Start of the implementation of a new civil service model*

2000-2006

- 💡 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

2007-2011

*Shifting the focus to public service delivery*

*Next wave of civil service  
professionalization*

**2012-to  
date**

- 💡 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 adaption 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!**