

Ospanova D.A.

**The principle of the meritocracy  
as the basis of public service in  
the Republic of Kazakhstan**

In this article the principle of a meritocracy as bases of public service in the Republic of Kazakhstan is considered. Meritocracy (letters. «the power worthy», from armor. *meritus* – worthy, etc. – Greek *κράτος* – the power, board) – the principle of management according to which the most capable people, irrespective of their social origin and financial prosperity have to hold the leading posts. In the international practice the meritocracy is considered as recognition of merits when work of the person, the public servant is appreciated and opens for it opportunities for professional, career and social development. At a meritocracy the most worthy, moral, competent, talented and hardworking people come to public service. These equal opportunities for citizens are a basis of social elevators in the country.

**Key words:** public service, personnel structure, modernization, administrative and legal regulation, quality of work.

Оспанова Д.А.

**Қазақстан Республикасындағы  
меритократия қағидасы  
мемлекеттік қызметтің негізі  
ретінде**

Бұл мақалада меритократия қағидасы Қазақстан Республикасындағы мемлекеттік қызметтің негізі ретінде қарастырылған. Меритократия (лат. *meritus* – лайықты және көне грекше: *κράτος* – билік, басқарма, яғни «лайықты билік» деген мағынаны білдіреді) – басқару принципіне сәйкес, басшылық қызметтерді әлеуметтік шығу тегіне және қаржылық молшылығына қарамастан қабілетті адамдар алуы тиіс. Халықаралық тәжірибеде меритократия мемлекеттік қызметшінің кәсіптік, мансаптық және әлеуметтік өсуінің әділ бағалануына мүмкіндіктер ашылуының негізі ретінде қарастырылады. Меритократия кезінде мемлекеттік қызметке аса лайықты, адамгершілігі мол, құзыретті, дарынды және еңбекқор адамдар келеді. Бұл азаматтар үшін елдегі әлеуметтік сатының тең мүмкіндіктерінің негізгісі болып табылады.

**Түйін сөздер:** мемлекеттік қызмет, меритократия, реформалау, тұжырымдама, мемлекеттік басқару.

Оспанова Д.А.

**Принцип меритократии  
как основы государственной  
службы в Республике  
Казахстан**

В данной статье рассматривается принцип меритократии как основы государственной службы в Республике Казахстан. Меритократия (букв. «власть достойных», от лат. *meritus* – достойный и др.-греч. *κράτος* – власть, правление) – принцип управления, согласно которому руководящие посты должны занимать наиболее способные люди, независимо от их социального происхождения и финансового достатка. В международной практике меритократия рассматривается как признание заслуг, когда труд человека, государственного служащего оценивается по достоинству и открывает для него возможности для профессионального, карьерного и социального роста. При меритократии на государственную службу приходят наиболее достойные, нравственные, компетентные, талантливые и трудолюбивые люди. Это равенство возможностей для граждан является основой социальных лифтов в стране.

**Ключевые слова:** государственная служба, меритократия, реформирование, концепция, государственное управление.

**THE PRINCIPLE OF  
THE MERITOCRACY  
AS THE BASIS OF  
PUBLIC SERVICE IN  
THE REPUBLIC OF  
KAZAKHSTAN**

In the message of the President of the Republic of Kazakhstan of November 30, 2015 «Kazakhstan in new global reality: growth, reforms, development» N.A. Nazarbayev has noted: «Plan of the Nation. Hundred concrete steps on realization of 5 institutional reforms» ... They will begin to work since January 1, 2016 as we also planned. Administrative barriers to small and average business are eliminated, public administration, education and health care are improved. All these measures will also give margin of safety to the state, society, our economy» [1].

As a result of the carried-out institutional reforms and legislative innovations directed to formation of modern system of public administration, the general character and separate lines of public service have undergone essential changes.

The Kazakhstan system of public service was a combination of the best practices of the foreign states, and also national traditions of administrative culture. At the same time, introduction of the new principles of functioning of system of public service wasn't always carried out successfully and was followed by certain difficulties.

The condition of public service was in many respects caused by her structural and functional transformations which have defined a general characteristic of this institute and presence at him of problem aspects of development. The system of public service is characterized by dynamism of the carried-out reforms in this area. As a result, the Kazakhstan system of public service possesses the following main characteristics:

- division of system of public service on political and administrative;
- the statement of the principles of a meritocracy at selection and advance of the public servant;
- introduction of competitive and career model in system of public service;
- use of new technologies in management process and monitoring of shots;
- existence of mechanisms of stimulation of continuous training of public servants;
- development and deployment of information system «electronic Government» [2].

Periodization of the contemporary history of development of public service in Kazakhstan as the sovereign state on stages of her development: 1) preparatory stage (the middle of the 80th years of the 20th century – the end of 1992) – reforming of public administration and public service, legal regulation of special types of public service: military, bodies of prosecutor's office, law-enforcement bodies; 2) the initial stage (1993-1995) – adoption of the first Constitution of the Republic of Kazakhstan 1993 [3, S. 389-400] ; 3) the main stage in which four periods are allocated: а) 1995-1998 – adoption of the existing Constitution and the first basic act for public service – the Decree of the President of the Republic of Kazakhstan, the valid law, «About public service» No. 270; б) 1999-2014 – adoption of law of the Republic of Kazakhstan of July 23, 1999 No. 453-1 «About public service»; в) 2013-2015 – adoptions of the Concept of new model of public service; г) 2015 г. – adoption of the new Law of the Republic of Kazakhstan «About public service» of November 23, 2015 No. 416-V O to public service and the subordinate regulations providing implementation of this law.

Within administrative reform for openness, transparency and democratic character of selection of shots open competitions are introduced, procedures of testing and certification are ordered; standards of rendering the state services by public servants on the posts to the population are developed. The system of public service is modernized and transition to the international standards of rendering the state services is carried out. The computerization of government bodies at all levels is carried out to this period, information system of the electronic government is introduced that has provided an operative communication between centers and regions of Kazakhstan. At the main stage of reforming of public service there were high-quality changes in formation of her positive image. According to the Decree of the President of the Republic of Kazakhstan from 1/13/2007. «About measures for modernization of system of public administration of RK» activity of state bodies has been directed on:

- increase of professionalism and coordination of government;
- decrease in corruption;
- introduction of the optimum methods of the state management focused on the end result and also new approaches in the budgetary process;
- creation of conditions for attraction on civil service of the most talented shots; complex assessment of efficiency of activity of state bodies;

- increase of efficiency of control and supervising functions of the central government bodies at preservation of independence of regions;

the current stage (since 2007 till present) is noted by reduction of the legislation on public service in compliance with the changes brought on May 21, 2007 in the Constitution of the Republic of Kazakhstan directed to redistribution of powers of authority between government bodies [4, page 272]

For increase of efficiency of use of funds for compensation of employees of the bodies which are contained at the expense of the state budget, and ensuring high-quality performance of the functions and tasks assigned to them according to the Decree of the President of Kazakhstan from 9/27/2010. «About some measures for further carrying out administrative reform» the system of public administration is modernized. One of important results of administrative reform can consider adoption of the Decree of the President of the Republic of Kazakhstan of July 21, 2011 No. 119 «About the Concept of new model of public service».

The new model of public service consists in:

- formation of positive image of public service
- improvement of quality of the state services
- improvement of ethical standards in public service
- improvement of process of management of personnel of public service
- improvement of system of motivation of public servants [4, page 253].

In implementation of the Concept of new model of public service and concrete orders of the Head of state the bill «About Modification and Additions in Some Acts of the Republic of Kazakhstan concerning Public Service» is developed. The law is directed to strengthening of the principle of a meritocracy, creation of the administrative case «А», improvement of institutes and mechanisms of human resource management, strengthening of disciplinary and ethical control, including anti-corruption norms.

Formation of modern system of the public service meeting all requirements of modern times will depend in different degree on a number of internal and external factors. To those will be belongs: attraction of civil sector for establishment of the consolidated control over activity of government bodies and the general democratization of nature of functioning of public service, acceptance of more active measures for prevention and suppression of malfeasances and to increase of morality among officials, strengthening of mobility and efficiency of

government and its further optimization by quantity and structure, the level of technologization of the state services and eradication of bureaucratic delays, continuations of policy of effective cooperation with the foreign/international organizations and development of the advanced administrative technologies [5].

In general intermediate results of modernization of system of public administration and public service in particular can be characterized as positive. At the same time it should be noted systemacity of these transformations which was shown in the form of synchronization and preservation of the general orientation of reforms.

Efficiency of public service which it was characterized by a certain stabilization and optimization of organizational structure of government bodies and their devices has significantly increased, events for differentiation of functions, definition of tasks, powers and responsibility of government bodies have been held.

In Strategy «Kazakhstan-2050» priorities of development of public service are defined: «improvement of system of hiring, preparation and advance of shots»; «public service as service of the nation»; «creation and support of high reputation of public service» which are put by the present Concept in a basis of formation of

new model of public service of the Republic of Kazakhstan [5].

The new model of public service is directed to formation of effective personnel mechanisms – an effective and transparent order of revenues to public service, a possibility of continuous professional development of public servants, interrelation of results of work and systems of encouragement.

In new model of public service the case of the highest administrative public servants who are professionally providing efficiency of realization of a state policy will be created, mechanisms of receipt and passing of public service will be essentially improved.

The professional public service focused on result and high-quality rendering the state services and also corresponding to actual requirements state socially – economic development will become result of formation of new model.

As annually there take place changes in the international and domestic policy, and our state needs reforming. Namely rationalization of structure of the central executive bodies and streamlining of their activity is necessary. The positive result is reforms will create the redistribution of function corresponding conditions for rationalization of territorial administration and optimum between the central and local executive bodies.

#### References

- 1 Message of the President of the Republic of Kazakhstan N. Nazarbayev to the people of Kazakhstan. On November 30, 2015 «Kazakhstan in new global reality: growth, reforms, development». – www.akorda.kz
- 2 The law of the Republic of Kazakhstan of November 23, 2015 No. 416-V About public service.
- 3 Uvarov V. N. Public service and management Kazakh humanitarian and legal university, North Kazakhstan legal academy. – Petropavlovsk: [ . and. ], 2010. – 414 pages.
- 4 Turisbek A.Z. Teoretiko-prikladnaya model of public service in the Republic of Kazakhstan. Monograph. M.: Institute of the state and the right of the Russian Academy of Sciences – Yurinfor-MGU Institute, 2012.
- 5 <http://anticorruption.gov.kz/rus/index.php> official site Ministry of affairs of public service.