

# **REPUBLIC OF KAZAKHSTAN**

## **Public Administration Country Profile**

Division for Public Administration and Development Management (DPADM)

Department of Economic and Social Affairs (DESA)

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# KAZAKHSTAN

[Click here](#) for detailed map



Source: [The World Factbook](#) - [Kazakhstan](#)

## Government type

Republic

## Independence

16 December 1991 (from the Soviet Union)

## Constitution

Adopted by national referendum 30 August 1995; first post-independence constitution was adopted 28 January 1993 ([click here](#))

## Legal system

Based on a civil law system

## Administrative divisions

14 provinces (oblys) and 3 cities (qalasy)

Source: [The World Factbook](#) - [Kazakhstan](#)

A country of more than 100 nationalities, Kazakhstan has achieved and maintained political stability and harmonious interethnic relations since independence.

Parliamentary elections are scheduled for October 2004, whereas Presidential elections are planned for 2006.

Kazakhstan booming economy is very closely linked to its rich oil and gas resources on and off shore near and in the Caspian Sea, which have attracted \$10 billion in foreign direct investment over the past decade.

Source: [European Commission \(External Relations\)](#) - [Kazakhstan](#)

# 1. General Information

1.1 People	Kazakhstan	Russian Fed.	Ukraine	1
<b>Population</b>				a
Total estimated population (,000), 2003	15,433	143,247	48,523	
Female estimated population (,000), 2003	8,024	76,300	25,994	
Male estimated population (,000), 2003	7,409	66,947	22,529	
Sex ratio (males per 100 females), 2003	92	88	87	
Average annual rate of change of pop. (%), 2000-2005	-0.36	-0.57	-0.78	
<b>Youth and Elderly Population</b>				b
Total population under age 15 (%), 2003	25	16	16	
Female population aged 60+ (%), 2003	14	22	25	
Male population aged 60+ (%), 2003	9	13	16	
<b>Human Settlements</b>				c
Urban population (%), 2001	56	73	68	
Rural population (%), 2001	44	27	32	
Urban average annual rate of change in pop. (%), '00-'05	-0.34	-0.64	-0.81	
Rural average annual rate of change in pop/ (%), '00-'05	-0.41	-0.64	-1.21	
<b>Education</b>				d
Total school life expectancy, 2000/2001	11.7	..	11.4 <sup>i</sup>	1
Female school life expectancy, 2000/2001	11.7	..	11.6 <sup>i</sup>	1
Male school life expectancy, 2000/2001	11.7	..	11.1 <sup>i</sup>	1
Female estimated adult (15+) illiteracy rate (%), 1989	0.9	0.6	0.5	2
Male estimated adult (15+) illiteracy rate (%), 1989	0.3	0.3	0.3	2
<b>Employment</b>				e
Unemployment rate (15+) (%), 2000	13.7 <sup>ii</sup>	13.4 <sup>iii</sup>	11.7 <sup>iv</sup>	1
Female adult (+15) economic activity rate (%), 2000	62 <sup>v</sup>	52 <sup>iii</sup>	51	2
Male adult (+15) economic activity rate (%), 2000	78 <sup>v</sup>	67 <sup>iii</sup>	64	2

Notes: <sup>i</sup> 1998/1999; <sup>ii</sup> 1998, Official estimates; <sup>iii</sup> 1999, Month of October, Aged 15 to 72 years; <sup>iv</sup> Month of October, Aged 15 to 72 years; <sup>v</sup> 1989

1.2 Economy	Kazakhstan	Russian Fed.	Ukraine	2
<b>GDP</b>				a
GDP total (millions US\$), 2002	24,205	346,520	41,380	
GDP per capita (US\$), 2002	1,636	2,405	849	
PPP GDP total (millions int. US\$), 2002	85,347	1,141,860	229,673	
PPP GDP per capita(int. US\$), 2002	5,769	7,926	4,714	
<b>Sectors</b>				b
Value added in agriculture (% of GDP), 2003	7.6	5.2	14.1	
Value added in industry (% of GDP), 2003	39.2	34.2	40.3	
Value added in services (% of GDP), 2003	53.1	60.7	45.6	
<b>Miscellaneous</b>				c
GDP implicit price deflator (annual % growth), 2003	7.9	14.2	6.9	
Private consumption (% of GDP), 2003	55.7	51.1	60.2	
Government consumption (% of GDP), 2003	11.5	16.9	15.8	

Notes:

<sup>1</sup> [United Nations Statistics Division](#):

<sup>a</sup> [Statistics Division and Population Division of the UN Secretariat](#); <sup>b</sup> [Statistics Division and Population Division of the UN Secretariat](#); <sup>c</sup> [Population Division of the UN Secretariat](#); <sup>d1</sup> [UNESCO](#); <sup>d2</sup> [UNESCO](#); <sup>e1</sup> [ILO](#); <sup>e2</sup> [ILO/OECD](#)

<sup>2</sup> [World Bank - Data and Statistics](#):

<sup>a</sup> [Quick Reference Tables](#); <sup>b</sup> [Data Profile Tables](#); <sup>c</sup> [Country at a Glance](#)

1.3 Public Spending	Kazakhstan	Russian Fed.	Ukraine	
<b>Public expenditures</b>				3
Education (% of GNP), 1985-1987	3.4	3.4	5.3	a
Education (% of GNP), 1995-1997	4.4	3.5 <sup>ii</sup>	5.6	a
Health (% of GDP), 1990	3.2	2.5	3	
Health (% of GDP), 1998	2.7 <sup>i</sup>	..	2.9 <sup>i</sup>	
Military (% of GDP), 1990	..	12.3 <sup>iii</sup>	..	b
Military (% of GDP), 2000	0.7	4	3.6	b
Total debt service (% of GDP), 1990	..	2	..	
Total debt service (% of GDP), 2000	10.1	4.6	11.5	

Notes: <sup>i</sup> 1999; <sup>ii</sup> Data may not be strictly comparable with those for earlier years as a result of methodological changes; <sup>iii</sup> Data refer to the Soviet Union

1.4 Public Sector Employment and Wages						
<i>Data from the latest year available</i>		Kazakhstan 1991-1995	Kazakhstan 1996-2000	Europe & Central Asia average <sup>4</sup> 1996-2000	Central Asia & Caucasus average <sup>4</sup> 1996-2000	Middle in- come group average <sup>4</sup> 1996-2000
<b>Employment</b>						
Civilian Central Government <sup>5</sup>	(,000)	196.0	4.05			
	(% pop.)	1.23	0.03	0.61	0.90	0.59
Sub-national Government <sup>5</sup>	(,000)	68.0	73.7			
	(% pop.)	0.43	0.49	0.61	0.90	0.59
Education employees	(,000)	299.0	490.03			
	(% pop.)	1.88	3.28	1.58	1.68	1.20
Health employees	(,000)	506.0	269.2			
	(% pop.)	3.17	1.80	1.15	1.23	0.70
Police	(,000)	..	..			
	(% pop.)	..	..	0.68	..	0.30
Armed forces	(,000)	..	..			
	(% pop.)	..	..	0.87	0.96	0.46
SOE Employees	(,000)	73.60	..			
	(% pop.)	0.47	..	20.08	37.78	3.61
Total Public Employment	(,000)	..	..			
	(% pop.)	..	..	..	..	6.05
<b>Wages</b>						
Total Central gov't wage bill	(% of GDP)	2.8	4.9	5.9	5.3	8.5
Total Central gov't wage bill	(% of exp)	..	9.7	13.1	11.8	21.6
Average gov't wage	(,000 LCU)	22.488	98.196			
Real ave. gov't wage ('97 price)	(,000 LCU)	101.469	98.196			
Average gov't wage to per capita GDP ratio		0.8	0.9	6.3	12.1	4.2

Source: [World Bank](#) - [Public Sector Employment and Wages](#)

<sup>3</sup> [UNDP - Human Development Report 2002](#)

<sup>a</sup> Data refer to total public expenditure on education, including current and capital expenditures.

<sup>b</sup> As a result of a number of limitations in the data, comparisons of military expenditure data over time and across countries should be made with caution. For detailed notes on the data see SIPRI (2001).

<sup>4</sup> Averages for regions and sub regions are only generated if data is available for at least 35% of the countries in that region or sub region.

<sup>5</sup> Excluding education, health and police – if available (view [Country Sources](#) for further explanations).

## 2. Legal Structure

The Republic of Kazakhstan is a unitary state with a presidential form of government. The state power is unified and executed on the basis of the Constitution and laws in accordance with the principle of its division into the legislative, executive and judicial branches and a system of checks and balances that governs their interaction.

Source: [Constitution of the Republic of Kazakhstan](#)

### 2.1 Legislative Branch

Bicameral Parliament consists of the Senate (39 seats) and the Majilis (77 seats)<sup>6</sup>  
*women in parliament:* 2 out of 39 seats: (5%). 8 out of 77 seats (10%).<sup>7</sup>

In conformity with the Constitution of the Republic of Kazakhstan adopted at the national referendum held on August 30, 1995, Parliament of the Republic of Kazakhstan is deemed as the supreme representative body of the Republic performing legislative functions.

Source: [President - Parliament of the Republic of Kazakhstan](#)

Parliament consists of two Chambers acting on a permanent basis: the Senate and the Majilis.

The Senate is composed of deputies elected in twos from each oblast, major city and the capital of the Republic of Kazakhstan. The elections of the deputies of the Senate are carried out on the basis of indirect electoral right under secret ballot. Half of the elected deputies of the Senate are re-elected every three years. Seven deputies of the Senate are appointed by the President of the Republic for the term of the Senate.

The Majilis consists of seventy-seven deputies. Sixty-seven deputies shall be elected in constituencies having one mandate and formed according to the administrative-territorial division of the Republic with an approximately equal number of constituents. Ten deputies shall be elected on the basis of the Party Lists according to the system of proportional representation and in the territory of a unified national constituency. Elections of the deputies of the Majilis shall be carried out on the basis of the universal, equal and direct right under secret ballot.

A deputy of Parliament may not be a member of both Chambers simultaneously. Term of the powers of Senate deputies are six years, term of the powers of the Majilis deputies are five years.

Article 61(1) of the Constitution stipulates that the right of a legislative initiative belongs to the deputies of Parliament of the Republic of Kazakhstan, the Government of the Republic and shall be realized exclusively in the Majilis.<sup>8</sup> In addition, Article 61 provides for the legislative process.

Source: [Constitution of the Republic of Kazakhstan](#)

#### Fact box:

*elections:* Senate - (indirect) last held 17 September 1999 (next to be held December 2005); Majilis - last held 10 and 24 October and 26 December 1999 (next to be held October 2004)

*election results:* Senate - candidates nominated by local councils; Majilis - percent of vote by party - Otan 30.9%, Communist Party 17.8%, Agrarian Party 12.6%, Civic Party 11.2%; seats by party - Otan 23, Civic Party 13, Communist Party 3, Agrarian Party 3, People's Cooperative Party 1, independents 34; most independent candidates are affiliated with parastatal enterprises and other pro-government institutions

<sup>6</sup> Source of fact boxes if nothing else stated: [The World Factbook - Kazakhstan](#)

<sup>7</sup> [Inter-Parliamentary Union - Women in National Parliaments](#)

<sup>8</sup> [Click here](#) for a brief overview of the legislative process

## 2.2 Executive Branch

*cabinet:* Council of Ministers appointed by the president

*elections:* President elected by popular vote for a seven-year term; election last held 10 January 1999, a year before it was previously scheduled; prime minister and first deputy prime minister appointed by the president

The President of the Republic of Kazakhstan is the head of state; its highest official determining the main directions of the domestic and foreign policy of the state.

The President of the Republic is elected by universal, equal and direct suffrage under a secret ballot for a seven-year term.<sup>9</sup> The candidate who receives more than 50 percent of the votes of the constituents that took part in the election shall be deemed elected. If none of the candidates receives the above number of votes, a second round of elections shall be held between the two candidates who obtained the largest number of votes. One and the same person may not be elected the President of the Republic more than two times in a row.

### Fact box:

*chief of state:* President Nursultan A. NAZARBAYEV (chairman of the Supreme Soviet from 22 February 1990, elected president 1 December 1991)

*head of government:* Prime Minister Daniyal AKHMETOV (since 13 June 2003), First Deputy Prime Minister Grigoriy MARCHENKO (since 6 January 2004)

The President of the Republic of Kazakhstan appoints (with the Parliament's consent) and releases the Prime Minister of the Republic, determine the structure of the Government of the Republic at the proposal of the Prime Minister, appoint to and release from office its members, as well as form, abolish and reorganize central executive bodies of the Republic which are not included into the Government, charge the Government with bringing a bill into the Majilis of Parliament, annul or suspend completely or partially the effect of the Government's acts and those of the akims of the oblasts, major cities and the capital. The President of the Republic of Kazakhstan may dissolve Parliament in certain cases.

The Government implements the executive power of the Republic of Kazakhstan, heads the system of executive bodies and exercises supervision of their activity.

Source: [Constitution of the Republic of Kazakhstan](#)

## 2.3 Judiciary Branch

Supreme Court (44 members); Constitutional Council (7 members).

Judicial power is exercised through the constitutional, civil, administrative, criminal and other forms of judicial procedure as established by law. The courts of the Republic are the Supreme Court of the Republic and local courts of the Republic established by law. The judicial system is established by the Constitution of the Republic and Constitutional Law (No. 132-II ZRK, dated 25 December 2000).

The Constitution provides for the Constitutional Council of the Republic of Kazakhstan which consists of seven members whose powers shall last for six years. The Chairperson of the Constitutional Council is appointed by the President. Two members of the Constitutional Council are appointed by the President of the Republic, two - by the Chairperson of Senate, and two - by the Chairperson of the Majilis. Half of the members of the Constitutional Council shall be renewed every three years. Article 72 of the Constitution stipulates the functions of the Constitutional Council.

<sup>9</sup> Term of office has been extended by virtue of a nation-wide referendum held on April 29, 1995 ([President of the Republic - Head of State](#))

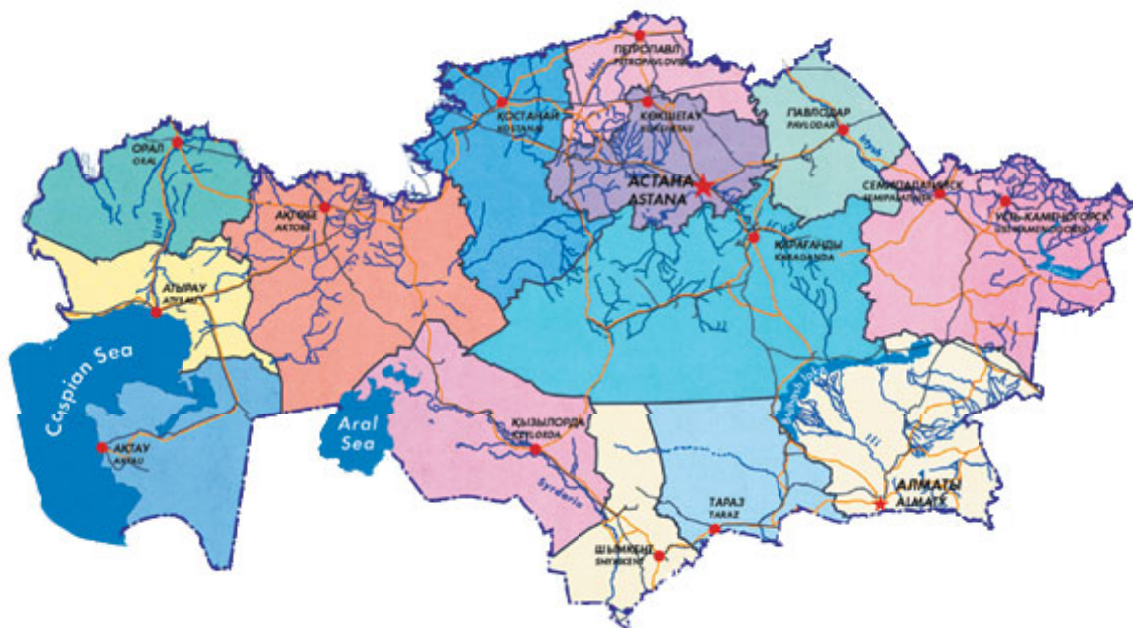
The Supreme Court is the highest judicial body for civil, criminal and other cases which are under the courts of general jurisdiction. The Supreme Court also exercises the supervision over their activities in the forms of juridical procedure stipulated by law, and provides interpretation on the issues of judicial practice [Art. 81].

The Chairperson of the Supreme Court, the Chair-persons of the Collegiums and judges of the Supreme Court of the Republic of Kazakhstan are elected by the Senate at the proposal of the President of the Republic based on a recommendation of the Highest Judicial Council of the Republic.<sup>10</sup>

Source: [Constitution of the Republic of Kazakhstan](#)

## 2.4 Local Government

In Kazakhstan, there are fourteen oblasts (regions), two cities with special status, eighty-four cities, thirty-nine of which are of national and oblast subordination; 160 raions (districts); ten city districts; two hundred towns and 2,150 rural counties.



Source: [Parliament of the Republic of Kazakhstan - Republic of Kazakhstan](#)<sup>11</sup>

The Constitution recognizes the rights of local self-government [Art. 89] as well as local government [Art. 85]. Bodies of local public administration include local representative bodies (*oblast, raion* and city *maslikhats*) and local executive bodies (*oblast, raion* and city *akimats* and rural *akims*). *Maslikhats* express the will of the inhabitants in the respective administrative-territorial units with due consideration of national interests, determine measures for its implementation and control their realization [Art. 86]. They are elected by inhabitants of the respective administrative-territorial unit through general, equal and direct vote by secret ballot for a term of

<sup>10</sup> The Highest Judicial Council is headed by the Chairperson who is appointed by the President of the Republic and consist of the Chairperson of the Constitutional Council, the Chairperson of the Supreme Court, the Procurator General (all appointed by the President), the Minister of Justice, deputies of the Senate, judges and other persons appointed by the President of the Republic.

<sup>11</sup> See also: [LGI - p. 460 of "Local Government in Kazakhstan" in "Developing New Rules in the Old Environment" \(2001\)](#)

four years. The number of *maslikhat* members is determined by the Central Electoral Commission of Kazakhstan within certain limits. The *akim* of the administrative-territorial unit heads the local executive authorities and represents the president and government of the republic [Art. 87].

The Law on Local Public Administration (22 января 2001 года N 536)<sup>12</sup> establishes the jurisdiction of local executive bodies, organization and procedure.

Administrative-territorial division is the organizational, legal, social and economic basis for the system of local government. The administrative-territorial structure in Kazakhstan is distinguished by its traditional division into administrative units of equal status. Exceptions to this rule are Almaty and Astana, whose representative and executive bodies are assigned broader powers by specific laws addressing the status of these cities.

Kazakhstan is divided into the following tiers of local government:

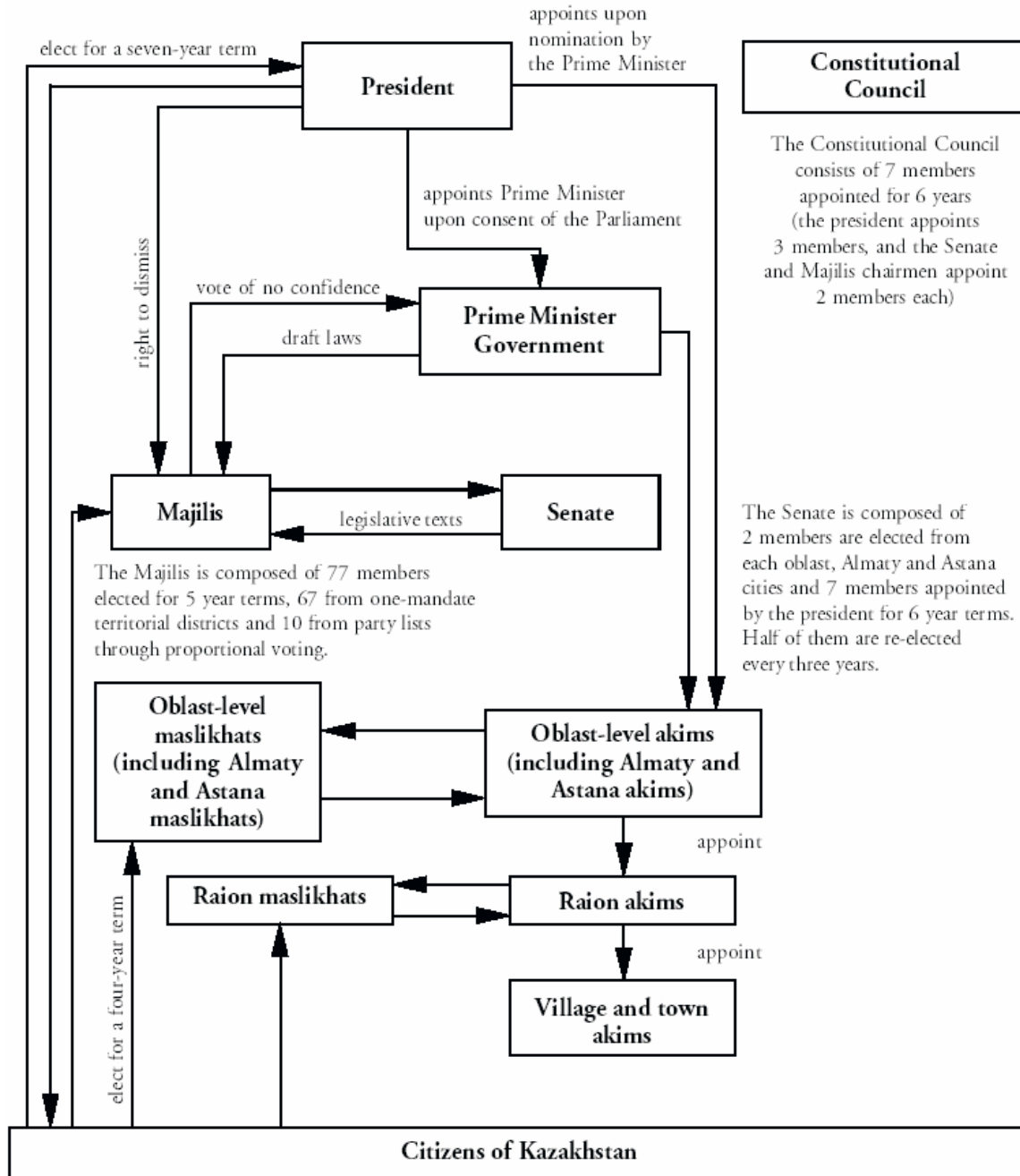
- First (oblast) tier, which includes the local state administrations, that is, the executive and representative bodies in fourteen oblasts and two cities, Almaty and Astana;
- Second (raion) tier, which includes the local state administrations, that is, the executive and representative bodies in 160 raions and seventy-nine cities of raion status;
- Third (rural) tier, which includes the local administrations, that is, executive bodies in towns, villages (auls) and rural counties.

Source: LGI - "Local Government in Kazakhstan" in "Developing New Rules in the Old Environment" (2001)

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<sup>12</sup> 22 January 2001, No. 536; [click here](#) for Law in Russian.

## Structure of Public Administration in Kazakhstan



Source: LGI - "Local Government in Kazakhstan" in "Developing New Rules in the Old Environment" (2001)

## 3. The State and Civil Society

### 3.1 Ombudsperson

In September 2002, President Nazarbayev issued a decree creating the Office of the Human Rights Ombudsman in Kazakhstan to complement the existing system of human rights protection. The new Ombudsman, approved by the Parliament, began receiving complaints on human rights violations and acting on them at that time.

Source: [Embassy of the Republic of Kazakhstan \(USA & Canada\) - Kazakhstan in Brief](#)

The Human Rights Ombudsman investigates complaints by citizens of violations of their rights by state agencies, although the Ombudsman is not authorized to investigate complaints concerning the President, Parliament, Government, Constitutional Council, Procurator General, Central Election Commission, or courts. In December 2004, the President issued a decree extending the powers of the Ombudsman's Office to include the authority to appeal to Parliament to resolve citizens' complaints, to cooperate with international human rights organizations and NGOs, and to participate in court proceedings where a violation of human rights is at issue.

Since the establishment of the Ombudsman's Office in 2002, the Ombudsman has received over 4,000 complaints. Many of the complaints were regarding court rulings over which the Ombudsman had no jurisdiction. The Ombudsman reported that 85 percent of the complaints from 2003 could not be resolved, in large part because the office acts only in an advisory capacity. The Ombudsman reports to the President.

Source: [U.S. Department of State \(Human Rights\) - Kazakhstan \(2004\) \(edited\)](#)

### 3.2 NGOs

More than 3500 non-governmental organizations are functioning in the Kazakhstan Republic today, solving social problems and promoting more active involvement of citizens in the society's democratization processes. About 35 thousand individuals are permanently employed by NGO, 50 thousand are temporary employed as experts and more than 100 thousand individuals act as volunteers.

At the first stage of the development of the civil society of the Republic, non-governmental organizations existed basically on foreign grants. During this time, more than 500 non-governmental organizations were established. These non-governmental organizations were aimed basically at civil rights protection. The 1998 Program of democratization of the country increased the role of non-governmental organizations as key element of democratization of Kazakhstan society.

In 2001 the Law of the Republic of Kazakhstan "On non-commercial organizations" was adopted towards the recognition of the role and place of non-governmental organizations. Registration of the non-governmental organizations was greatly simplified.

The code of the Republic of Kazakhstan "On taxes and other obligatory payments in the budget" № 209-II, June 12, 2001 stipulates tax advantages for the non-governmental organizations.

The Concept of the State support of the non-governmental organizations was accepted in January, 2002. It determines the purposes and priorities of the state support of the non-governmental organizations. Recognized leaders of non-governmental sector, as well as representatives of international organizations (UNDP, TESIS and Counterpart Consortium) took part in the development of the Concept.

The Resolution of the Government of Republic of Kazakhstan "On the Program of the state support of non-governmental organizations of Republic of Kazakhstan for 2003-2005 years" was adopted in 2003. The purpose of the Program of the state support to non-governmental organizations of the Republic of Kazakhstan is the creation of conditions for sustainable development of non-governmental organizations as an indispensable part of the civil society and strengthening of their role in resolving significant social problems of the society on the basis of interaction with the Government.

Development of the new Laws "On non-governmental organizations in the Republic of Kazakhstan" and "On the State social order" has begun. Laws are aimed at on the formation of the new model of relations in realization of the social policy in the Republic of Kazakhstan, creation of steady and effective system of relations between the state and public sector, maintenance the legal basis of activity of non-governmental organizations and carrying out of the State social order by them on a competitive basis.

Source: [Embassy of the Republic of Kazakhstan \(UK\)](#) - [Development of a civil society in Kazakhstan](#)

According to the Law "On public associations", civil society groups (public associations) can cooperate and interact with the public (State) authorities by concluding with them contracts for performance of types of work specified by law. The issues infringing on the interests of civil society groups in the cases stipulated by legislative acts can be settled by the public authorities as agreed with civil society groups.

The NGOs and the state authorities cooperate in realization of social projects; participate in the commissions attached to sectors and departments of local government agencies; public examination of draft laws; joint development and implementation of social programs; conduct of joint activities. The majority of the surveyed experts note a low level of interaction between public associations and the authorities resulting from the lack of sufficient experience on the part of the NGOs. Nevertheless, a number of experts point to positive interaction of their organizations with the authorities. In the opinion of a number of experts, many organizations are not satisfied with the interaction between the public associations and the authorities.

According to the Constitution of the Republic of Kazakhstan, the power to initiate legislation belongs to the deputies of Parliament and the government of the Republic of Kazakhstan. From 1994 to 1999, 469 laws and decrees were adopted in Kazakhstan, of which 76% was initiated by the government, 23% by the President and less than 1% by the Parliament. NGOs work with Parliament's and Government's committees on the issues of human rights, ecology and tax law by submitting their comments and proposals concerning the bills.

Source: [Transparency International](#) - [National Integrity Systems: Country Study Report - Kazakhstan \(2001\)](#)

### **3.3 Civil Society**

Source: [Institution](#) - [Source](#)

## 4. Civil Service

The authorities in Kazakhstan embarked on the first stage of a major public sector institutional reform program from about 1996. This included territorial and administrative reorganization, streamlining and consolidation of the central executive entities, first steps towards establishing a professional civil service, reforms of the budget process, reform of audit and financial controls, streamlining public procurement, and reform of housing and utilities.

Source: [World Bank \(Kazakhstan\) - Governance and Service Delivery Survey \(2002\)](#)

### 4.1 Legal basis

#### Decree of 23 June 1999 on Civil Service.<sup>m</sup>

Rights of public servants inter alia include retraining, occupational safety and work conditions that are healthy and safe, social insurance and a pension (art. 12). Provides for the modes and procedure of entry into public service (Chapter III) and the grounds for termination of public service (Chapter VI). Deals with wage payment system, working conditions and social protection (Chapter V). The pay of public servants shall consist of salaries, extra payments for grade levels, increments for length of public service and bonuses. A unified system of compensation is to be devised by the Government. Public servants shall be insured free state insurance against damage to life and health connected with the performance of their official duties, and also disease or disability which set in during their period of service. Provides for conditions of allowance of retirement pensions.

The Civil Service Agency was created to manage the implementation of the Civil Service Law (1999).<sup>n</sup>

Source: [International Labour Organization \(NATLEX\) - Kazakhstan: Public and Civil Servants](#)

### 4.2 Recruitment

Chapter III of the Civil Service Law ([N 453-1](#)) provides for the modes and procedures of entry into the civil service.

Among the requirements for the persons entering civil service, the Law "On Civil Service" indicates a certain level of education and professional training, as well as meeting the established qualifications. Recruitment to administrative service takes place according to the results of a competition. Administrative civil servants are to pass periodic tests with the view of assessing the level of their professional training, legal culture and ability to work with citizens.

Source: [Transparency International - National Integrity Systems: Country Study Report - Kazakhstan \(2001\)](#)

In addition to mandatory publication in the mass media, vacancies are also advertised on the web-sites of large mass media agencies and through the ACS web-site. Since 2000, civil service entry-level examinations are conducted through computer testing (for republican entities); 3 remote testing centers were also established to allow candidates from all over Kazakhstan easier access to the examinations. 3 more centers are under creation (2002).

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<sup>m</sup> [Click here](#) for Law on Civil Service (in Russian)

<sup>n</sup> [World Bank \(Kazakhstan\) - Reforms on the Silk Road: Institutional Reform in Central Asia \(2001\)](#)

In the first ten months of 2000, competitive recruitment was made to 12,342 vacant public administration positions in the public administration. Of these vacancies, about 10,200 were at the local level and 2,118 at the central level. There were 22,151 applicants for these vacancies. 8,818 persons were finally selected. Of the successful candidates, 48 percent were women, and 25 percent came from the private sector.

Source: [World Bank \(Kazakhstan\) - Governance and Service Delivery Survey \(2002\)](#)

#### 4.3 Promotion

Attestation is the periodic process (usually once in one or two years) by which a civil servant's qualification and performance are assessed by a body of reviewers, and the candidate is either recommended for promotion, confirmed or reconfirmed in the grade/title, or advised to upgrade the qualifications.

Source: [World Bank \(Kazakhstan\) - Governance and Service Delivery Survey \(2002\)](#)

#### 4.4 Remuneration

Chapter V of the Civil Service Law ([N 453-1](#)) deals with the wage pay system.

In Kazakhstan, average monthly government wages currently amount to about US\$50. What is significant is that average government wages are increasing in absolute terms (the average wage seems to have risen from about US\$35 per month in the early nineties) as well as relative terms (e.g., the ratio of average government wages to per capita GDP has increased from about 0.13 in 1994 to about 0.9 in 1999). For countries in the Europe and Central Asia (ECA) region, the government wage bill amounted to about 6.6 percent of GDP in 1999 (up from 5.6 percent in 1994) – compared to 4.9 and 2.8 percent for Kazakhstan respectively.

Wages are being increased in recent years, albeit slowly, but are still very low compared to the private sector: at the beginning of 2000, the average government salary was 98,196 tenge compared to more than 149,000 tenge in the manufacturing sector.

Source: [World Bank \(Kazakhstan\) - Governance and Service Delivery Survey \(2002\)](#)

#### 4.5 Training

**Government Decree No. 1706 of 13 November 2000 on Fundamentals of education of civil servants (Text No. 561)<sup>o</sup>**

*Aktiler Zhinagy, 2000-12-26, No. 47-48, pp. 252-280*

Provides for various types of education: training, upgrading, retraining, on the job training and self-education. Also establishes the organization of the educational process, content and development steps of the educational system.

Source: [International Labour Organization \(NATLEX\) - Kazakhstan: Public and Civil Servants](#)

The President of the Republic of Kazakhstan initiated the establishing of the Civil Service Training Centre launched in December 2003. The Agency for Civil Service Affairs of the Republic of Kazakhstan acts as the direct government counterpart for the project implementation. The Civil Service Training Centre will provide training courses for civil servants on key public administration topics using modern teaching methods and materials. It will also run a "Train the Trainers" programme geared towards developing the skills of the trainers of the regional civil service training centers of Kazakhstan and of civil service training institutions of neighboring countries.

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<sup>o</sup> [Click here](#) for Resolution on Concepts of educating state employees (in Russian)

Source: [Civil Service Agency - Eurasian Civil Service Training Centre \(edited\)](#)

In a survey conducted by the World Bank, seventy-seven percent of respondents reported that their institutions organize training activities for workers to improve their qualifications and professionalism, and nearly all described the activities as useful. However, only 61 percent reported ever having actually participated in training. Decisions regarding training were described in mostly positive terms—only 8 percent reported them to be non-transparent. However, nearly 40 percent having not participated in any training indicates there is considerable room for enhancing training programs. The key difference is at the republican level: nearly half of the respondents at the republican level have not participated in training. Also, evaluations of transparency are significantly lower at the republican level: 60 percent responded 'very transparent' as against 75 percent for other levels.

Source: [World Bank \(Kazakhstan\) - Governance and Service Delivery Survey \(2002\)](#)

#### **4.6 Gender**

At end-2000 there were 66,603 civil servants in Kazakhstan, including 54,921 at the local level. Women, comprising 54 percent of all civil servants, accounted for only 0.8 percent of political appointees.

Source: [World Bank \(Kazakhstan\) - Governance and Service Delivery Survey \(2002\)](#)

## 5. Ethics and Civil Service

### 5.1 Corruption

2003 CPI Score relates to perceptions of the degree of corruption as seen by business people and country analysts and ranges between 10 (highly clean) and 0 (highly corrupt).

Corruption Perceptions Index							
		2003 CPI Score	Surveys Used	Standard Deviation	High-Low Range	Number Inst.	90 percent confidence range
Rank	Country						
1	Highly clean	9.7	8	0.3	9.2 - 10.0	4	9.5 - 9.9
100	Kazakhstan	2.4	7	0.9	1.6 - 3.8	7	1.9 - 3.0
133	Highly corrupt	1.3	8	0.7	0.3 - 2.2	6	0.9 - 1.7

Source: [Transparency International - Corruption Perceptions Index 2003](#)

**Surveys Used:** Refers to the number of surveys that were used to assess a country's performance. 17 surveys were used and at least 3 surveys were required for a country to be included in the CPI.

**Standard Deviation:** Indicates differences in the values of the sources. Values below 0.5 indicate agreement, values between 0.5 and c. 0.9 indicate some agreement, while values equal or larger than 1 indicate disagreement.

**High-Low Range:** Provides the highest and lowest values of the sources.

**Number Institutions:** Refers to the number of independent institutions that assessed a country's performance. Since some institutions provided more than one survey.

**90 percent confidence range:** Provides a range of possible values of the CPI score. With 5 percent probability the score is above this range and with another 5 percent it is below.

The Law of the Republic of Kazakhstan "On struggle with corruption" was adopted in July, 1998.<sup>p</sup> In December 1998, the President's Decree approved the State Program of Struggle with Corruption for 1999-2000 aimed at developing a uniform mechanism of the Law's implementation and coordination of the efforts of all governing institutions and society. In January 2001, the new State Program of Struggle with Corruption for 2001-2005 was adopted. It is a logical continuation of the previous program and provides for measures directed, first of all, toward a further raise of the efficiency of detection and elimination of corruption-generating conditions primarily in the economic sphere.

At present, the functions of coordination and control are assigned to the President's Administration and the Security Council (2001).

Source: [Transparency International - National Integrity Systems: Country Study Report - Kazakhstan \(2001\)](#)

Two levels of corruption have been identified within Kazakhstan's civil service. The first one includes the bribes that low- and mid-level officials take as a result of extremely low salaries, vague administrative procedures, and acquiescence or support of their supervisors. The second level occurs at the top and medium echelons of power, where illegal commissions are paid for concluding contracts, issuing permits for banking operations with budgetary funds, or for providing credits, preferential export quotas, licenses, certification, and appointment to high-paid positions. The level of corruption in the police viewed as being highest among all civil servants. The public procurement system is also widely viewed as being thoroughly afflicted by corruption. Many tenders are carried out in violation of proper procedures, or are biased and garbled.

<sup>p</sup> [Click here](#) for Law on the Fight Against Corruption (in Russian)

During the past three years the government of Kazakhstan has been undertaking systematic anti-corruption actions. The Civil Service Agency has therefore initiated a pioneering program featuring the introduction of a computerized human resources information system, recruitment and testing procedures with numeric codes, a telephone hot line for citizens and the media, and expanded international experience exchanges. Free foreign-language courses, merit-based evaluation of performance, and regional disciplinary councils have been introduced. Out of 1501 cases, 160 resulted in sanctions.

The Kazakhstani Agency for Civil Service has introduced a long-term program to improve the country's administration, which includes the establishment of a special anti-corruption department to focus on mainstreaming anti-corruption policies and preventing corruption by careful recruitment and intensive training. The Kazakhstani approach to fighting administrative corruption through the development of a well-regulated and merit-based civil service is a unique and significant example of how institutional reform can reduce the scope for corruption.

Source: [UNDP - Fighting Corruption in Post-Communist States \(2002\)](#)

## **5.2 Ethics**

Following the enactment of the Civil Service Law, a Code of Ethics was adopted. The Code of Ethics is designed to establish clear guidelines for acceptable and unacceptable behavior for civil servants.

Source: [World Bank \(Kazakhstan\) - Governance and Service Delivery Survey \(2002\)](#)

[Click here](#) for the Law "Rules of Service Ethics".

## 6. e-Government

### e-Government Readiness Index:

The index refers to the generic capacity or aptitude of the public sector to use ICT for encapsulating in public services and deploying to the public, high quality information (explicit knowledge) and effective communication tools that support human development.

The index is comprised of three sub-indices: Web Measure Index, Telecommunications Infrastructure Index and Human Capital Index.

### Web Measure Index:

A scale based on progressively sophisticated web services present. Coverage and sophistication of state-provided e-service and e-product availability correspond to a numerical classification.

### Telecommunications Infrastructure Index:

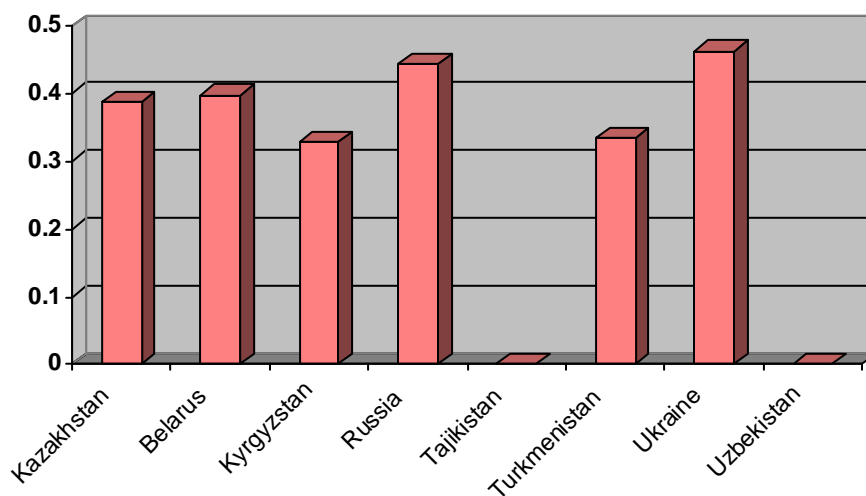
A composite, weighted average index of six primary indices, based on basic infrastructural indicators that define a country's ICT infrastructure capacity.

Primary indicators are: PC's, Internet users, online population and Mobile phones. Secondary indicators are TVs and telephone lines.

### Human Capital Index:

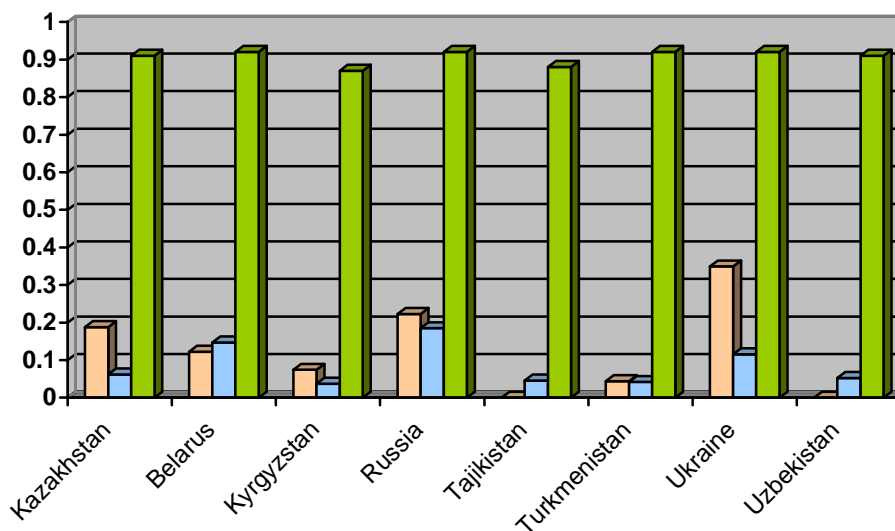
A composite of the adult literacy rate and the combined primary, secondary and tertiary gross enrolment ratio, with two thirds of the weight given to adult literacy and one third to the gross enrolment ratio.

### e-Government Readiness Index



Source: HUnited Nations – World Public Sector Report 2003H

### Web Measure Index Telecom. Infrastructure Index Human Capital Index



Source: HUnited Nations – World Public Sector Report 2003H

**e-Participation Index:**

Refers to the willingness, on the part of the government, to use ICT to provide high quality information (explicit knowledge) and effective communication tools for the specific purpose of empowering people for able participation in consultations and decision-making both in their capacity as consumers of public services and as citizens.

**e-information:**

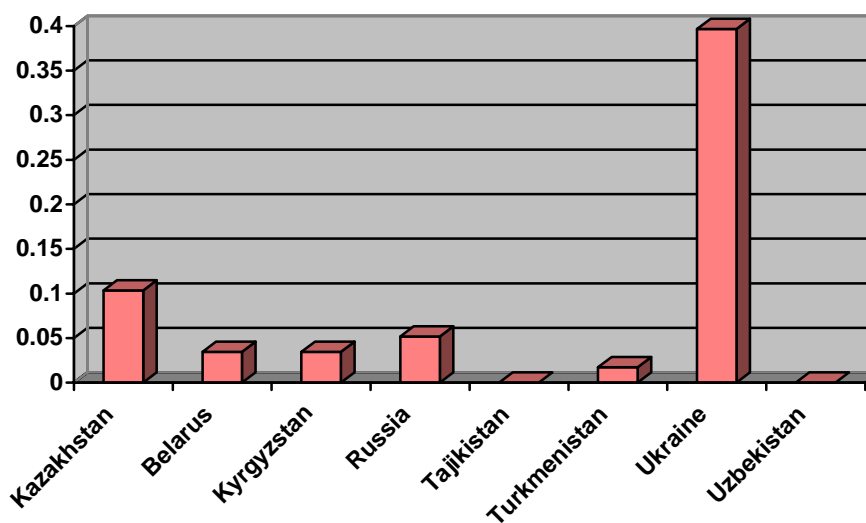
The government websites offer information on policies and programs, budgets, laws and regulations, and other briefs of key public interest. Tools for disseminating of information exist for timely access and use of public information, including web forums, e-mail lists, newsgroups and chat rooms.

**e-decision making:**

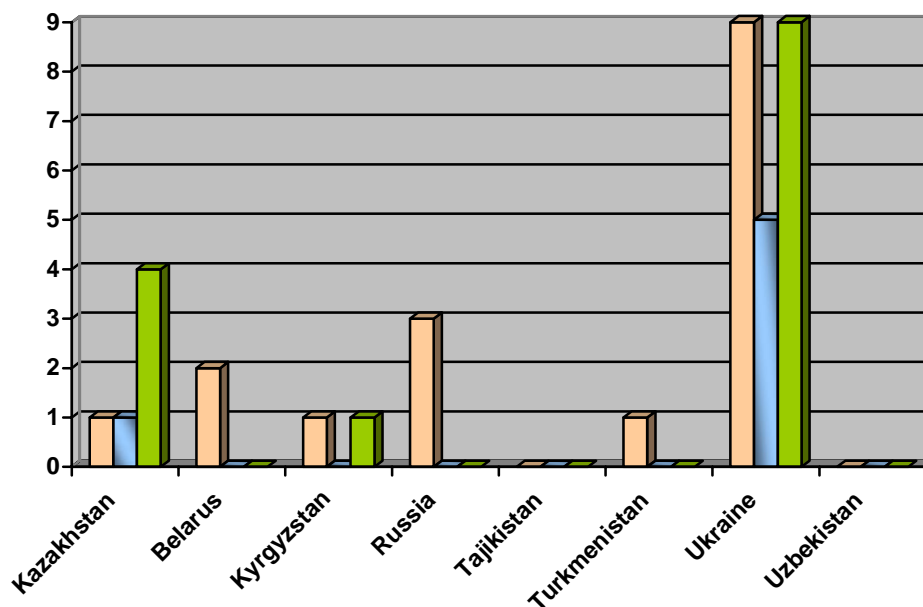
The government indicates that it will take citizens input into account in decision making and provides actual feedback on the outcome of specific issues.

**e-consultation:**

The government website explains e-consultation mechanisms and tools. It offers a choice of public policy topics online for discussion with real time and archived access to audios and videos of public meetings. The government encourages citizens to participate in discussions.

**e-Participation Index**

Source: HUnited Nations – World Public Sector Report 2003H d

**e-information e-decision making e-consultation**

Source: HUnited Nations – World Public Sector Report 2003H d

## 7. Links

7.1 National sites	
Authority	Topic
President	<a href="http://www.president.kz">http://www.president.kz</a>
Government	<a href="http://www.government.kz">http://www.government.kz</a>
Parliament	<a href="http://www.parlam.kz">http://www.parlam.kz</a>
Constitutional Council	<a href="http://www.constcouncil.kz">http://www.constcouncil.kz</a>
Civil Service Agency	<a href="http://www.gosslugba.kz">http://www.gosslugba.kz</a>
Central Election Commission	<a href="http://www.election.kz/">http://www.election.kz/</a>

7.2 Miscellaneous sites	
Institution	Topic
Asian Development Bank (ADB)	<a href="http://www.adb.org/Kazakhstan/default.asp">http://www.adb.org/Kazakhstan/default.asp</a>
Development Gateway - Kazakhstan	<a href="http://www.kazakhstan-gateway.kz/">http://www.kazakhstan-gateway.kz/</a>
European Bank for Reconstruction and Development (EBRD)	<a href="http://www.ebrd.com/country/country/kaza/">http://www.ebrd.com/country/country/kaza/</a>
European Union (EU)	<a href="http://europa.eu.int/comm/external_relations/kazakhstan/...">http://europa.eu.int/comm/external_relations/kazakhstan/...</a>
International Labour Organization (ILO)	<a href="http://www.ilo.org/dyn/natlex/natlex_browse.home">http://www.ilo.org/dyn/natlex/natlex_browse.home</a>
Organization for Security and Co-operation in Europe (OSCE)	<a href="http://www.osce.org/almaty/">http://www.osce.org/almaty/</a>
OSCE - Legislation	<a href="http://www.legislationline.org">http://www.legislationline.org</a>
Transparency Kazakhstan	<a href="http://www.transparencykazakhstan.org">http://www.transparencykazakhstan.org</a>
United Nations in Kazakhstan	<a href="http://www.un.kz">http://www.un.kz</a>
United Nations Development Programme (UNDP)	<a href="http://www.undp.kz/">http://www.undp.kz/</a>
UNDP - Central Asia Gateway	<a href="http://www.cagateway.org/">http://www.cagateway.org/</a>
USAID	<a href="http://www.usaid.gov/locations/europe_eurasia/car/kzpage.html">http://www.usaid.gov/locations/europe_eurasia/car/kzpage.html</a>
World Bank (WB)	<a href="http://www.worldbank.org/kz">http://www.worldbank.org/kz</a>