

Assessment in Admission of Civil Service

Firdovsi Karimov

Khazar University, English Language Department

Dear ladies and gentlemen!

1. The Republic of Azerbaijan is a country in the Caucasus region of Eurasia. It borders with Iran and Turkey in the south, Russia in the north, Georgia in the north-west and Armenia in the west. In the east Azerbaijan is surrounded by the Caspian Sea. Thus, located at the crossroads of Eastern Europe and Western Asia, Azerbaijan was part of the Silk Road and historically served as a bridge between the Western and Oriental civilizations, having benefited from both.

2. The Republic of Azerbaijan achieved state independence in 1991. From this moment Azerbaijan, being a full member of the international law, turned into the effective participant of the processes developing both in the region and worldwide. Now the country has one of the most rapidly recovering economies in the world. It may well be observed by the remarkable growth of GDP up to 30% in 2006, which is one of the highest rates in the world.

3. Our Republic keeps on reforming in the direction of the national state building meeting modern worldwide public administration systems. Main objectives of implemented reforms are to build public administration system, to provide to a human and citizen the highest state guaranty of rights and freedoms and, generally, to accelerate process of integration of Azerbaijan into the international world.

4. One of the most significant steps in this direction was adoption of the Law On civil services (21st July 2000) resulting of reforms being implemented in the civil service area. Adoption of this law has laid the foundation of the single state policy building in the civil service area in the Republic of Azerbaijan. However, during implementation of the Law it became obvious that some amendments shall be made to the Law. Particularly, the significant problems were the absence of the relevant state body to be responsible for the civil service and the necessity to elaborate the rules which will describe a procedure on admission to the civil service.

5. Taking into consideration the risks of implementation of the legal act without the exact mechanism, it was resolved to reform the civil service activity in the country. To that end, a network of HR employees and lawyers of the ministries and other state authorities was established. Furthermore, representatives of the network made a business trips to Greece, Poland and Slovakia to research the civil services mechanism in these countries. As a result, important amendments and additions were made to the Law on Civil Service and the Civil Service Management Board (hereinafter the "Board") was established.

6. The Board consists of 18 members, 6 of them are appointed by the President, other 6 – by the Milli Mejlis and last 6 persons by the Chairman of the Constitutional Court of Azerbaijan. The board is not recognized as a state body and its responsibilities determines under the Regulation approved by Law. The main objectives of the Board are to provide surveillance of the implementation of the Law on Civil Service and to elaborate relevant legal and methodical acts on civil services.

7. Furthermore, the other authority, the Civil Service Commission under the President of the Republic of Azerbaijan was established under Decree of the President of the Republic of Azerbaijan No 180 dated of the 19th January 2005.

Main aims of the Commission are organization of the standard legal acts enforcement adopted in the civil service area, selection and placement of the civil service HR on the competitive basis, professional development, attestation and social protection of the civil servants, as well as ensuring of performance of the policy provided for by the legislation of the Republic of Azerbaijan referring to other issues related to the civil service.

In order to implement these aims, the Commission participates in forming of the single state policy in the area of civil service and other HR issues and carries out this policy hereby, as well as drafts proposals on forecasting of the civil service HR staffing, implements relevant tasks of the President of the Republic of Azerbaijan and Civil Service Management Board in this field. Moreover, the Commission, prepares drafts of the standard legal acts required for the performance regulation of the civil service and HR area, coordinates performance of the state bodies in training, re-training and professional development of civil servants, analyzes actual state of affairs in this field and prepares proposals thereupon.

In accordance with articles 2.3, 28.1 and 28.2 of the Law of the Republic of Azerbaijan On civil services, the Commission ensures competitive and transparent citizens recruitment to the civil service in the centralized order, maintains centralized database on civil servants administration, provides its efficient application and performs other responsibilities the Commission entrusted with by the legislation of the Republic of Azerbaijan.

8. Thus, from aforesaid we may see that all necessary steps were taken for the development of civil services in Azerbaijan and the base for the healthy human resources potential was established.

Thank you for your attention!