

# Chapter 11

## Public Administration Education: The Case of Kyrgyzstan

**Nurkhodzha Akbulaev**

 <https://orcid.org/0000-0003-4271-9550>

*Azerbaijan State University of Economics (UNEC), Azerbaijan*

**Elvettin Akman**

*Suleyman Demirel University, Turkey*

**Ferruh Tuzcuoglu**

*Sakarya University, Turkey*

### ABSTRACT

*Kyrgyzstan is a relatively young state that was previously part of the USSR. As a legacy from this state, Kyrgyzstan received an outdated command-and-control system. Almost immediately, the question of changing the state system became acute. It was necessary to reform the education system for state cadres because earlier employees could be sent from other regions of the USSR. Still, now it became necessary to train qualified personnel for each region completely independently. The subject of the chapter is the training of government personnel in Kyrgyzstan. The work aims to identify all the specific features in the training of government personnel in Kyrgyzstan, compare training with other countries, and highlight the key problems in this area. As a result of the work, the main problems will be summarized, and recommendations for eliminating these difficulties will be proposed. The work will use the following methods: analysis, generalization, description, comparison, synthesis, deduction, induction, and abstraction.*

DOI: 10.4018/978-1-7998-8243-5.ch011

## **INTRODUCTION**

Since the formation of independent Kyrgyzstan, reforms have been carried out in the country in the field of economics and politics to advance the state towards a social orientation, as well as for the further development of the rule of law. Of all the reforms carried out, one of the key places is given to improving the functioning of civil servants at all levels of government. Such improvement is possible only with high professionalism, competence and responsibility of civil servants in any government body. To achieve such indicators, it is necessary to provide sufficient conditions for increasing professional competencies.

The goals and objectives of the government in Kyrgyzstan are becoming more complex every year. For their effective solution, the state needs a competent scheme for training the required number of personnel. Note that at the moment there are not enough qualified personnel in government structures in Kyrgyzstan, which significantly justifies the relevance of this work.

To analyze the development of the development of public administration personnel training in Kyrgyzstan, various scientific methods will be applied in the work: analysis, generalization, description, comparison, synthesis, deduction, induction and abstraction. So, the main method will be analysis - having studied statistics, the work of other scientists, legislation, events in the country, and so on, various factors and characteristics that affect the conclusions of the work will be analyzed. Describing the situation in the state and various legislative acts, the resulting conclusions will be proved. Comparing education in the public sphere, the shortcomings of Kyrgyzstan in this area, the existing specifics, and differences from some developed countries will be studied. With the help of synthesis, the most important differences and disadvantages in this area will be identified. Generalization will make it possible to accumulate the opinions of various scientists in one work. Deduction and induction will make it possible to fully analyze the forms of education, programs, methods used and other factors that influenced the education of civil servants in Kyrgyzstan. Using these methods, it will be possible to fully disclose the topic of work.

Note that this topic has been relevant for a long time. Many scientists study it regularly, describing the ongoing changes, identifying positive and negative trends. Among the most important works on this topic, it is necessary to highlight the works of the following scientists: Duisho (2019), Abdyrmanova (2020), Meimanov (2014), Beishembaeva and Tuleyev (2012), Abdugarimova and Zhalil (2019), Duishenaliyeva (2016) and some others. In the articles of these authors, the education of civil servants in Kyrgyzstan is studied from various angles, its changes in the course of time and under the influence of events. Therefore, for example, Abdyrmanova (2020) highlighted the problems regarding the system of training civil servants. In another work, the same author revealed the peculiarities of the public service in Kyrgyzstan. Duishenaliyeva (2016) identified differences in the development of civil service in different countries, comparing them with Kyrgyzstan. It was the works of these authors that became the basis for this article.

## **THEORY OF PUBLIC ADMINISTRATION PERSONNEL TRAINING**

Studying the theory of personnel education for civil service, it is necessary to highlight three key approaches (Beishembaeva & Tuleyev, p. 2012):

- Legal approach;
- Political approach;

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