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Z.Torebekova¹ , B.Bokayev^{1*} 

Syracuse University, Syracuse, NY 13244, The United States of America

*e-mail: bbokayev@syr.edu

SOCIAL AND ECONOMIC STATUS OF PUBLIC SERVANTS: EXAMINING THE CASES OF THE UK, CANADA, GERMANY, NEW ZEALAND, AND KAZAKHSTAN

Abstract.

Public servants play a critical role in the governance and functioning of modern societies. Their social and economic status reflects not only their well-being but also broader trends in public administration and governance structures.

This research article examines the socioeconomic status of public servants in five diverse countries: Canada, the United Kingdom (the UK), Germany, New Zealand, and Kazakhstan. Through a comparative analysis of policies, practices, and empirical data, this study aims to elucidate the factors influencing the status of public servants and their implications for governance, public service delivery, and societal development.

The findings reveal that public servants in Canada, Germany, and New Zealand are more likely to be satisfied with their socioeconomic status and service in the public service system. Those working for the public service in the UK and Kazakhstan are less satisfied with their job in the public service system. The study also highlights unique challenges and opportunities faced by public servants in each country, highlighting the importance of context-specific approaches to enhance their status and promote effective public administration.

Keywords: public servants, social status, economic status, governance, comparative analysis, Canada, the UK, Germany, New Zealand, Kazakhstan.

Introduction.

According to the OCED report (2021), the number of public servants varies greatly among OECD nations. The biggest percentage of employment in the government system is seen in Norway, Sweden, and Denmark, involving 30% of all employees. Among Asian nations, Korea and Japan have the lowest number of public servants, with public workers accounting for just 8% and 6% of total employment, respectively [1].

Furthermore, the average percentage of public service employment in the OECD has been comparatively constant since 2007, declining from 18.2% of total employment in 2007 to 17.9% in 2019. The countries with the biggest declines in the number of public service workers were Israel and the United Kingdom with a 3% drop in the share of public service employees. During the same period, the share of public servants rose in the following states: Spain (2.1%), Estonia (2%), Mexico (1.3%), Slovenia (1.2%), Luxembourg (1%), and Norway (1.1%) [1].

Meanwhile, public satisfaction with the public service system is perhaps one of the main determinants of its performance. Across OECD countries, people tend to view public institutions as reliable and qualified with public services. The latest OECD research (2023) indicates that around two-thirds of people positively assess the health care system (68%), the education system (67%), and administrative services (63%) in their country. More than half of respondents, on average across 22 OECD surveyed countries, trust their government and use their data for legitimate purposes (51%) [2].

There is no denying that public servants form the backbone of government institutions, responsible for implementing policies, delivering services, and upholding the rule of law. Studies highlight that job satisfaction and socioeconomic status are the main factors determining organizational dynamics and public employee well-being [3]. According to Obinque et al. (2023), there is a positive correlation between job satisfaction and the socioeconomic status of public servants [3]. In particular, high socioeconomic status, adequate income level, and broad professional and educational background constitute the positive outcomes of public service system outcomes.

Thus, the social and economic status of public servants reflects their role within society and influences their effectiveness in fulfilling their duties. This research examines the experiences of public servants in Canada, the UK, Germany, New Zealand, and Kazakhstan, exploring the factors shaping their status and the implications for governance and societal development.

The primary objective of this research is to investigate how socioeconomic factors influence the activities of public servants across different countries, and to derive lessons that can enhance the overall public service system. To achieve this goal, the study addresses the following tasks:

1. **Selection of Countries Based on Comparative Criteria:** Countries were selected based on diverse criteria such as economic development, public sector size, and cultural diversity to provide a comprehensive understanding of global variations in public service dynamics.
2. **Data Collection and Parameters:** Comprehensive data was collected encompassing variables such as salary structures, socioeconomic indicators at the national level, status and roles of public servants, economic conditions within each country, and the overall number of public servants employed.
3. **Comparative Analysis:** A rigorous comparative analysis is conducted to examine and contrast the experiences of public servants across the selected countries. This analysis aims to identify patterns, challenges, and successful practices in managing public service systems under diverse socioeconomic conditions.
4. **Identification of Key Issues, Solutions, and Recommendations:** The study identifies prevalent issues affecting public service delivery and governance in each country. By synthesizing findings from the comparative analysis, the research proposes actionable solutions and a set of recommendations aimed at improving public service effectiveness, responsiveness, and societal impact globally.

By addressing these tasks, the research aims to contribute insights that can inform policymakers, practitioners, and stakeholders on strategies to enhance the socioeconomic conditions and performance of public servants, thereby fostering better governance and public service delivery worldwide.

Materials and methods of research.

This research employs a comparative analysis approach, integrating a range of secondary data sources to investigate the social and economic status of public servants across multiple countries.

The selection of countries in this study was guided by several criteria aimed at capturing diverse socioeconomic contexts and variations in public service systems. Specifically, the countries chosen — UK, Canada, Germany, New Zealand, and Kazakhstan—were selected based on the following criteria:

1. **Geographical Representation:** The inclusion of countries from different regions ensures a broad global perspective on public service dynamics.
2. **Economic Development:** Variations in economic development stages (e.g., high-income like the UK and Germany, upper-middle-income like Kazakhstan, and high-income with unique political systems like New Zealand and Canada) provide insights into how economic factors influence public service outcomes.
3. **Public Sector Size and Structure:** Differences in the size and structure of the public sector in these countries offer comparative insights into workforce composition, employment policies, and public service management practices.
4. **Cultural and Institutional Diversity:** Cultural diversity and institutional contexts impact governance and public administration practices, influencing the status and roles of public servants.

Primary data sources include government reports, academic articles, and statistical databases from reputable international organizations such as the OECD, World Bank, and national statistical agencies. These sources provide a comprehensive dataset comprising quantitative indicators such

as salary levels, employment rates within the public sector, and results from standardized job satisfaction surveys.

Quantitative methods are applied to analyze numerical data obtained from these sources. Statistical techniques, including regression analysis and descriptive statistics, are utilized to assess variations in salary structures, employment trends, and levels of job satisfaction among public servants across different countries. These analyses help in identifying patterns and correlations that illuminate the socioeconomic contexts influencing public service outcomes [1], [2].

In addition to quantitative data, qualitative insights are gathered through the review of policy documents. Policy documents provide contextual information on governance frameworks, public service reforms, and regulatory environments within each country.

The integration of quantitative and qualitative data enables a comprehensive analysis of the multifaceted factors shaping the social and economic status of public servants globally. By triangulating these diverse sources of information, this study aims to uncover not only the comparative trends but also the underlying mechanisms driving variations in public service performance across different national contexts.

Results and its discussion

This section presents the key findings of the study, synthesizing factual data relevant to the research objectives. The results are presented in a logical sequence based on the aims and tasks of the investigation. The significance and novelty of the study are highlighted, accompanied by specific recommendations and constructive proposals.

Canada

In Canada, the public sector has experienced significant growth, with the number of public sector employees reaching 274,219 in 2023, marking a 40.4% increase since 2015 [4]. This expansion encompasses various levels of government and includes workers in public administration, healthcare, and education. Public servants in Canada benefit from robust salary structures, comprehensive benefits packages, and strong job security. For instance, Statistics Canada reported a median annual salary of CAD 132,540 for federal government employees in 2023 [5].

The Civil Service Modernization Act of 2003 has played a crucial role in enhancing the accountability and qualifications required for public service roles. This legislation emphasizes equal pay for equal work and includes provisions for additional incentives such as bonuses for exceptional performance [6]. Despite competitive salaries and benefits, job satisfaction among Canadian public servants remains high, influenced significantly by supportive workplace environments and alignment of job roles with personal interests [7].

The United Kingdom

In the UK, civil servants serve in central government departments, agencies, and non-departmental government bodies (NDPBs). The National Health Service, personnel of the Royal Household, members of the British Armed Forces, police, officers of local government or NDPBs of the Houses of Parliament, and politically appointed government ministers are not included in the Civil Service [8]. The Westminster Model, a constitutional framework that governs civil workers, mandates political neutrality and limits their primary accountability to ministers in the present administration. Senior staff and the general public take significant notice of the various ethical and other limitations that they operate under.

In March 2024, 510,665 full-time equivalent civil servants were employed, 8,220 (1.6%) more than in the same quarter the previous year. Compared to a year ago, there are currently 22,175 (4.5%) more federal servants [9]. According to Civil Service Careers [10], those who choose to work in the civil service gain the following advantages: employment at a forward-thinking company with exceptional learning and development opportunities, adaptable work schedules, and desirable Civil Service Pension Scheme.

The UK government plans to implement a performance-based pay system for top civil officials in the summer of 2024. The goal is to align compensation with employee performance and public service delivery. This step would assist in hiring the civil service system the best candidates with the resources and abilities necessary to handle various challenges [10]. By tackling the productivity challenge head-on, the government's initiatives help create a productive civil service ready for the future. The performance-related compensation has been a longstanding goal of the UK government. It also aims to lower turnover by encouraging senior civil officials to stay in their current positions through the project until benchmarks gain. Additionally, it will not raise base pay; instead, it will encourage hiring in priority areas by enhancing the appeal of reward packages to prospective employees.

According to the Cabinet Office's survey (2022), 33.9% of public servants were satisfied with their salary and benefits package. This result was the lowest score since 2017 and a drop of 11.4 points from the prior year. With the majority (54.0%) desiring a higher wage and benefits package, less than half (42.3%) of respondents said they wanted to continue working in the public service system for at least the next three years [11].

Germany

The German public sector employs about 6.2 million people, including troops and workers for government-owned businesses. Germany is among the nations that mandate extensive pre-service education and training as a prerequisite for future employees in the public sector [12]. The German public sector offers a range of education and training programs in a wide range of occupational fields for about 200,000 trainees. These specialized training programs are available to potential police officers, tax inspectors, court administrators, social insurance officials, and social workers [13].

In general, entry points to the administrative career hierarchy are arranged by various educational levels. General administrative or technical services require skilled (manual and non-manual) workers and service professionals in the "clerical class" category. These workers have completed a two- or three-year apprenticeship with training in a vocational school (dual system). A three-year bachelor's degree is required to advance one level into the middle management civil service, constituting the "backbone of the civil service" [14].

Most civil personnel are paid according to pay scale A, which has fifteen grades ranging from A2 (basic manual tasks) to A16 (division head of a ministry). There is a pay scale B with eleven grades for more senior grades. Each grade on scale A is divided into eight stages. Before being promoted to the next grade, a civil servant must progressively pass each previous grade.

Seniority and individual performance determine who moves on to the next level. Additionally, civil servants are eligible for allowances, such as family allowance. For exceptional achievement, civil personnel have been eligible to receive additional one-time bonuses for the last 20 years. Nonetheless, at the federal level, the amount of bonuses tied to performance is often capped at 15% of that status group within an organization. Furthermore, these payments cannot exceed 7% of the base wage.

Public employees may also be eligible for performance-based pay in addition to other types of allowances; however, this is currently only available as a small percentage of salaries, typically only one percent [15]. Most government institutions also practice performance-based compensation for public employees.

In Germany, pension levels for civil personnel are relatively high. Depending on the years spent, the replacement rate may reach 72 percent. In contrast to specific pension provisions or any insurance system, the majority of the funding comes from the general budget. Retirement benefits for public employees are obtained through the national statutory pension insurance scheme [12].

In addition, they get benefits from an additional occupational pension plan negotiated by unions and government representatives. Public employees should contribute to public insurance funds monthly, just like any other employee in the private sector. These contributions cover long-

term care, illness, unemployment, and old age. In Germany, employers and employees contribute equally to public insurance funds, following the idea of parity.

Employees of the German government are also entitled to some healthcare benefits. They enroll in a private health plan instead of the mandated public health insurance system and have the right to government benefits to cover medical expenses. Typically, the insurance plan pays for the remaining half of these costs, with the government allowance covering the other half [16].

Revenue in the public sector has increased in recent years, at least in certain professional classes and professions. Many applicants view the public service as advantageous (in comparison to for-profit employers), with relatively adequate social benefits and relative. However, public employers likely face challenges in attracting young talent during a period of demographic change [12].

New Zealand

New Zealand's public service is characterized by a merit-based recruitment system, emphasizing professionalism and accountability. Public servants benefit from a transparent pay structure and opportunities for career advancement. According to the Public Service Commission (2023), the median annual salary for public servants in 2023 was NZD 84,800, with variations based on job classification and responsibilities [17].

There is currently no standardized system for assessing the performance of public servants or a uniform performance-based pay system in New Zealand. Within certain broad limits, each agency independently develops its own evaluation and payment systems. There is no centralized supervision over the functioning of departmental systems for assessing the performance of civil servants and performance-based remuneration [18].

Control is exercised through overall financial accountability by the head of the department, who must verify that there are adequate budgetary allocations for performance-based pay. To implement this policy, an effective contract is concluded with a civil servant, which clearly states his obligations to achieve certain departmental goals, determines performance indicators and the amount of payment when certain indicator values are achieved [19].

The practice of “open hiring” is often used, in which the head of the department sets certain goals and objectives. These schemes could potentially apply to all civil servants, including heads of departments, in the latter case of which an effective contract is awarded to them on behalf of the government. However, some public servants in health and education are not subject to contracts.

In New Zealand, a civil servant's remuneration is entirely dependent on his performance. Departments independently set the level of remuneration based on factors such as: market demand for relevant skills or abilities, experience in performing similar duties; factors in recruitment and retention of civil servants; and other factors relevant to a particular agency [20]. Yet, the key factor in determining the amount of remuneration is the budgetary restrictions of the authority and compliance with the requirement to establish payment above the minimum level; each head of the department is personally responsible for the expenses of the budget of the authority as a whole.

When determining the salary structure, department heads follow the government recommendations (Government's Bargaining Parameters) that performance must meet normal expectations; salary increases should be based on the working period; one-time payments should be used solely to reward cases of outstanding performance and exceeding performance indicators [18]. Managers' report on performance indicators set out in contracts on the implementation of specific program items of the current political leadership. A system for measuring and assessing the performance based on the results obtained [20]. It is common practice to use the services of specialized recruiting agencies and to give managers the right to recruit personnel bypassing the competition. In New Zealand, this policy brought results. There are trends in the convergence of personnel technologies between business and the civil service: decentralization of selection, increasing flexibility, and the spread of interview technology.

According to the latest survey among public servants in New Zealand (2021), 69% of participants reported being satisfied with their job. In the previous survey held in 2018, 77% of employed New Zealanders were content with their public service system. In the Public Service, the job satisfaction rates have remained relatively stable [17].

Kazakhstan

The status of a civil servant includes the general rights, freedoms, and responsibilities of a civil servant as a citizen of the Republic of Kazakhstan with restrictions established by the state laws related to the civil service, as well as rights, duties, and responsibilities determined by the specifics of the civil service. The status of a civil servant is acquired from the moment of appointment or election to a public position.

The Law on the Civil Service of the Republic of Kazakhstan adopted in 2015 formed the base for status of civil servants and their benefits. The social package provided for civil servants in Kazakhstan contains the following material and non-material benefits: career advancement based on the principles of meritocracy; a bonus system; a new remuneration system based on the position, performance, volume of work, and level of responsibility; and other incentives [21].

In the new Law “On the Civil Service of the Republic of Kazakhstan” incentives for civil servants are applied for exemplary performance of official duties, impeccable public service, completion of tasks of particular importance and complexity and other achievements in work, as well as based on the results of evaluation of their performance [21].

The following types of incentives may be applied to civil servants: one-time monetary reward; announcement of gratitude; rewarding with a valuable gift; awarding a certificate; conferment of an honorary title; other forms of encouragement, including departmental awards.

As for promotion in the civil service, which is also an element of motivation for the work of civil servants, promotion in the civil service of civil servants is carried out taking into account their qualifications, competencies, abilities, merits and conscientious performance of their official duties.

Promotion in the civil service in a state body involves the sequential occupation of higher government positions provided for by the staffing schedule of the state body. Higher government positions in other government bodies mean government positions for which higher qualification requirements are imposed, and if the qualification requirements are equal, a higher salary is established.

A special place in the new Law is given to a new system of remuneration and labor motivation. In particular, over time it is planned to switch to a factor-point system, which provides for a direct dependence of wages on the achieved results of the civil servant himself.

The factor-point scale, as mentioned above, will take into account not only the status of the position, but also the specific, “digitized” contribution of each employee to achieving the goals and objectives of the government body. It will also make it possible to introduce a competency-based approach, becoming the basis for a unified competency framework for civil servants, in which, taking into account the level (weight) of each position, a set of competencies for it will be determined [20].

In general, improving the system of state guarantees for civil servants and labor motivation basically involves the following areas of activity: ensuring the state has the opportunity to enter the civil service; ensuring the state has the opportunity to successfully complete the service; meeting the needs of civil servants and their interests; stimulating the effective solution of official tasks and securing employees in the public service.

In Kazakhstan, public servants face challenges related to relatively low salaries compared to other developed states. According to the Agency of Statistics of the Republic of Kazakhstan, the average monthly salary for civil servants in 2023 was KZT 371,954 which correlates with the national average [22].

The latest data show that the number of civil servants in Kazakhstan accounts for 83,009 people, of which around 55%, are female workers. Also, in the civil service, the share of women in leadership positions makes up around 39%. The reorganization, formation and change in the number of individual government agencies as a whole led to an increase in the number of 530 units compared to 2022 [22].

Recent empirical studies indicate that the motivation for entering the public service system is career growth (40.63%) and guarantee of financial stability (26.47%). At the same time, an analysis of the social status of civil servants shows that employees need better welfare benefits. Social support issues for civil servants related to rotation, eliminating the wage gap between the central and regional public service structures [23].

Table 1 illustrates the socioeconomic status of civil servants in Canada, the UK, Germany, New Zealand, and Kazakhstan, highlighting significant differences and commonalities across these countries. Each nation's public service system is shaped by unique legislative frameworks, cultural contexts, and administrative traditions, influencing factors such as salary levels, job security, benefits, opportunities for advancement, and job satisfaction.

In **Canada**, public servants operate under a legislative mandate that ensures equal pay for equal work, supplemented by additional incentives. Job security is robust, and payment structures reward education, training, and proficiency in official languages. Benefits packages are comprehensive, supporting overall compensation and job security. Career advancement opportunities are significant, emphasizing educational attainment and language proficiency as key determinants. Consequently, Canadian public servants report high levels of job satisfaction, driven by fair pay practices and supportive work environments.

The UK adheres to the Westminster Model, emphasizing political neutrality and accountability to ministers. Public servants are compensated through a performance-based pay system that rewards individual and seniority-based performance. While benefits are competitive, stringent ethical and service mandates impact job conditions. Opportunities for career advancement are moderate, primarily determined by seniority and individual performance. Job satisfaction in the UK reflects these complexities, with public servants experiencing varying levels of satisfaction amidst competitive pay structures and ethical mandates.

In **Germany**, public servants operate within a structured pay scale system that ensures equitable compensation across various roles. Job security is bolstered by this system, which rewards seniority and individual performance. Comprehensive benefits contribute to high job security and satisfaction among German public servants. Career advancement opportunities are favorable, linked to structured career paths and equitable pay scales. As a result, public servants in Germany report relatively high job satisfaction, supported by clear career trajectories and fair compensation structures.

New Zealand adopts a system where public servants operate under individual contracts defining roles, responsibilities, and compensation. Employment terms are clearly defined, ensuring job security and clarity in compensation. Benefits are structured according to contract terms, reinforcing job security and satisfaction. Career advancement is facilitated through performance contract systems, providing flexibility and alignment with individual goals. High job satisfaction in New Zealand reflects these clear contractual terms and performance-driven career paths.

Kazakhstan follows a performance-based pay system aimed at enhancing efficiency and individual performance among public servants. Job security and payment are tied directly to performance, with varying compensation levels based on achievements. Benefits include performance-based incentives, motivating public servants to achieve higher service standards. Career advancement opportunities are merit-based, offering growth potential based on individual achievements. Job satisfaction in Kazakhstan reflects evolving performance incentives and opportunities for professional advancement.

Table 1 – The determinants of the socioeconomic status of civil servants

Country	Sense of Purpose	Job Security and payment	Benefits	Opportunities for Advancement	Job Satisfaction
Canada	Set by legislation	The equal pay for the same duty, with additional incentives	Depends on the position	Based on level of education and training and acquaintance with official languages	High
The UK	Set by legislation	A performance-based pay system	Depends on the position	Based on seniority and individual performance	Average
Germany	Set by legislation	Based on pay scale	Depends on the position	Based on seniority and individual performance	Relatively high
New Zealand	Set by legislation	Defined by individual contracts	Defined by individual contracts	The performance contract system	High
Kazakhstan	Set by legislation	A performance based pay system	Depends on the position	A competency and merit based	Average

Note: Created by authors based on the analysis of literature

The analysis reveals significant variability in the socioeconomic and legal status of public servants across the selected countries, shaped by unique national contexts and governmental sizes. Canada and Germany stand out for offering favorable opportunities within their public service systems, driven partly by their demographic landscapes. Both countries attract graduates from local universities and skilled foreign workers due to factors such as an aging population and low fertility rates, which bolster the demand for public sector employment.

In contrast, the UK operates under the Westminster Model, characterized by stringent entry requirements into the public service and robust social security provisions. Public servants in the UK navigate substantial ethical responsibilities while fulfilling their professional obligations.

New Zealand adopts a predominantly performance-based and contractual approach in its public service system, emphasizing efficiency through clearly defined performance indicators, functional obligations, and contractual benefits. This framework supports flexibility and aligns individual goals with organizational objectives.

Kazakhstan is undergoing transformative changes towards a citizen-centered civil service model, guided by national legislation that sets out the socioeconomic and legal framework for civil servants. The evolving system increasingly emphasizes performance-based incentives, offering public servants enhanced opportunities for career advancement based on merit and performance indicators rather than traditional seniority.

The level of job satisfaction among public servants varies across these countries. Canada, New Zealand, and Germany report relatively high job satisfaction levels among their public servants, attributed to fair compensation, robust benefits, and structured career advancement opportunities. In contrast, public servants in Kazakhstan and the UK express lower satisfaction with their benefits and overall status, highlighting ongoing challenges in aligning public service policies with employee expectations and well-being [24].

Overall, these findings underscore the importance of contextual factors such as legislative frameworks, cultural norms, and administrative practices in shaping the socioeconomic status and job satisfaction of public servants across diverse national contexts. Aligning public service policies with evolving workforce expectations and optimizing administrative practices are crucial steps towards enhancing overall job satisfaction and operational efficiency in the public sector.

Conclusion.

The socioeconomic status of public servants is not merely a reflection of individual employment conditions but serves as a barometer of broader governance frameworks, public administration effectiveness, and societal values. This comparative analysis across Canada, the

USA, New Zealand, and Kazakhstan highlights the nuanced contextual factors influencing the status and benefits of public servants, emphasizing the need for tailored approaches to address challenges and optimize public service delivery.

Across these countries, efforts to provide adequate social security packages to public servants are evident, reflecting a commitment to attract and retain skilled personnel within the public sector. However, significant variations in job satisfaction levels underscore the importance of understanding and addressing localized factors that impact employee morale and commitment.

Effective governance hinges on the socioeconomic empowerment of public servants. Recommendations stemming from this analysis advocate for targeted policy interventions to bolster the socioeconomic status of public servants, thereby enhancing overall governance efficacy and public trust in governmental institutions.

Firstly, addressing disparities in remuneration is critical. Equitable pay structures aligned with job responsibilities and performance can mitigate disparities and ensure fair compensation across different roles within the public service. Implementing transparent salary scales and performance-based incentives can incentivize excellence and improve overall job satisfaction.

Secondly, strengthening merit-based recruitment practices is essential for cultivating a competent and motivated workforce. Clear criteria for recruitment and promotion based on merit, skills, and qualifications can enhance the professionalism and effectiveness of public service delivery.

Moreover, investing in professional development opportunities is pivotal for sustaining high job satisfaction and improving employee retention rates. Continuous training, skills enhancement programs, and career advancement pathways not only empower public servants but also align their professional growth with organizational goals and societal needs.

Furthermore, fostering a supportive work environment that values diversity, inclusion, and ethical standards is crucial. Promoting a culture of transparency, accountability, and respect within public institutions can cultivate a positive organizational climate conducive to employee well-being and job satisfaction.

In conclusion, this study underscores the imperative of context-specific strategies tailored to each country's unique governance framework and societal values. By enhancing the socioeconomic status of public servants through targeted policies and initiatives, governments can promote effective governance, improve public service delivery, and foster public trust in governmental institutions. Future research should focus on evaluating the impact of these interventions and exploring innovative approaches to further optimize the working conditions and professional satisfaction of public servants globally.

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МЕМЛЕКЕТТІК ҚЫЗМЕТКЕРЛЕРДІҢ ӘЛЕУМЕТТІК-ЭКОНОМИКАЛЫҚ МӘРТЕБЕСІ: ҰЛЫБРИТАНИЯ, КАНАДА, ГЕРМАНИЯ, ЖАҢА ЗЕЛАНДИЯ ЖӘНЕ ҚАЗАҚСТАН ҮЛГІСІ

Андатпа.

Мемлекеттік қызметкерлер қазіргі қоғамды басқару мен қызмет етуінде маңызды рөл атқарады. Мемлекеттік қызметкерлердің әлеуметтік және экономикалық мәртебесі олардың әл-ауқатын ғана емес, сонымен қатар мемлекеттік басқару мен басқару құрылымдарындағы тенденцияларды көрсетеді.

Бұл зерттеу мақаласы бес түрлі елдегі: Канада, Ұлыбритания, Германия, Жаңа Зеландия және Қазақстандағы мемлекеттік қызметкерлердің әлеуметтік және экономикалық мәртебесін зерттейді. Мемлекеттік саясаттарды, тәжірибелерді және эмпирикалық деректерді салыстырмалы талдау арқылы бұл зерттеу мемлекеттік қызметшілердің мәртебесіне әсер ететін факторларды және олардың мемлекеттік

басқаруға, мемлекеттік қызметтерді көрсетуге және қоғамның дамуына тигізетін салдарын анықтауға бағытталған.

Зерттеу нәтижелері Канада, Германия және Жаңа Зеландиядағы мемлекеттік қызметшілер өздерінің әлеуметтік-экономикалық мәртебесіне және мемлекеттік қызметтегі қызметіне қанағаттануы ықтимал екенін көрсетті. Ұлыбритания мен Қазақстанда мемлекеттік қызметте жұмыс істейтіндердің мемлекеттік қызметтегі жұмысына көңілі толмайды. Сондай-ақ зерттеу әрбір елдегі мемлекеттік қызметшілер алдында тұрған ерекше қиындықтар мен мүмкіндіктерге тоқталып, олардың мәртебесін арттыру және тиімді мемлекеттік басқаруды ынталандыру үшін контекстке негізделген тәсілдердің маңыздылығын көрсетеді.

Негізгі сөздер: мемлекеттік қызметшілер, әлеуметтік мәртебе, экономикалық жағдай, басқару, салыстырмалы талдау, Канада, Ұлыбритания, Германия, Жаңа Зеландия, Қазақстан.

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СОЦИАЛЬНО-ЭКОНОМИЧЕСКИЙ СТАТУС ГОСУДАРСТВЕННЫХ СЛУЖАЩИХ: НА ПРИМЕРЕ ВЕЛИКОБРИТАНИИ, КАНАДЫ, ГЕРМАНИИ, НОВОЙ ЗЕЛАНДИИ И КАЗАХСТАНА

Аннотация.

Государственные служащие играют решающую роль в управлении и функционировании современного общества. Их социальный и экономический статус отражает не только их благосостояние, но и более широкие тенденции в структурах государственного управления.

В данной исследовательской статье рассматривается социально-экономический статус государственных служащих в пяти разных странах: Канаде, Великобритании, Германии, Новой Зеландии и Казахстане. Посредством сравнительного анализа политики, практики и эмпирических данных данное исследование направлено на выяснение факторов, влияющих на статус государственных служащих, а также их последствий на реализацию государственной политики, предоставление государственных услуг и развития общества.

Результаты показывают, что государственные служащие в Канаде, Германии и Новой Зеландии с большей вероятностью удовлетворены своим социально-экономическим статусом и службой в системе государственной службы. Те, кто работает на государственной службе в Великобритании и Казахстане, менее удовлетворены своей работой в системе государственной службы. В исследовании также освещаются уникальные проблемы и возможности, с которыми сталкиваются государственные служащие в каждой стране, подчеркивая важность контекстно-ориентированных подходов для повышения их статуса и продвижения эффективного государственного управления.

Ключевые слова: государственные служащие, социальный статус, экономический статус, управление, сравнительный анализ, Канада, Великобритания, Германия, Новая Зеландия, Казахстан.

Information about authors:

Zulfiya Torebekova – PhD, researcher, Social Sciences Department, Syracuse University, USA

E-mail: tzulfiya@syr.edu

ORCID: <https://orcid.org/0009-0008-9583-4177>

Baurzhan Bokayev – **corresponding author**, PhD, PhD candidate, Social Sciences Department, Syracuse University, USA

E-mail: bbokayev@syr.edu

ORCID: <https://orcid.org/0000-0002-1037-7085>

Информация об авторах:

Зульфья Торебекова – PhD, исследователь, Департамент Социальных наук, Сиракузский университет, США

E-mail: tzulfiya@syr.edu

ORCID: <https://orcid.org/0009-0008-9583-4177>

Бауржан Бокаев – **основной автор**, PhD, кандидат в PhD, Департамент Социальных наук, Сиракузский университет, США

E-mail: bbokayev@syr.edu

ORCID: <https://orcid.org/0000-0002-1037-7085>

Авторлар туралы ақпарат:

Зулфия Төребекова – PhD, зерттеуші, Әлеуметтік ғылымдар департаменті, Сиракуз университеті, АҚШ

Social and economic status of public servants: examining the cases of the UK, Canada, Germany, New Zealand, and Kazakhstan

E-mail: tzulfiya@syr.edu

ORCID: <https://orcid.org/0009-0008-9583-4177>

Бауржан Боқаев – негізгі автор, PhD, кандидат в PhD, Әлеуметтік ғылымдар департаменті, Сиракуз университеті, АҚШ

E-mail: bbokayev@syr.edu

ORCID: <https://orcid.org/0000-0002-1037-7085>