

Issues on the Application of Civil Service ‘Merit’ Principles in Mongolia (Summary)

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The Mongolian Parliament passed the Law on Public Administration Service in 1995. It was the first legislative framework that saw modern civil service institutionalized. Ever since, the civil service of Mongolia has seen achievements and faced challenges in its development. However, the ‘merit’ core concept remains unchanged, although its meaning was gradually extended by learning from other countries and international experiences.

Mounting a new ‘merit’ principle requires much more work on not only harmonizing common understanding, establishing the proper criteria, and creating a comprehensive leadership, but also on developing awareness of a transparent, competitive, and well-functioning recruitment system. Although the number of public servants had been increasing over time, the Mongolian civil service tried to increase efficiency, improve effectiveness, and diminish whole expenditure through phases of public sector reforms. In particular, pay and compensation reform became essential to overcome problems related to the pay and grading system as well as a compensation policy. The CSC¹ is striving to generate new cultural and ethical concerns in public institutions, creating new public and civil service values in the modern world of digitalization, and providing more training and awareness-building activities for promoting outstanding performance and higher performance levels of professionals. Specifically, it is building a protective culture to reduce risks, while supporting transparency and accountability in all areas of the public service. But consistent policy is needed, along with sustainable and professional guidance, before the expected outcomes of the civil service reform in Mongolia are realized.

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¹ CSC – Civil Service Council