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THE INFLUENCE OF CULTURAL RIGHTS ON THE PROFESSIONAL CULTURE OF CIVIL SERVANTS

Abstract

The article is devoted to the analysis of cultural rights as an element of the legal status of a civil servant. International standards, domestic legislation, possible restrictions related to the public nature of public service are considered. The authors substantiate the need to harmonize individual rights and public duties, as well as propose ways to legally regulate and protect the cultural rights of civil servants. The authors analyze international standards, the legislation of the Kazakhstan, raise the issue of permissible restrictions on this right within the framework of public service. It is concluded that there is a need for a legal balance between personal freedom and the interests of public service. Taking into account world practice, ways to improve laws related to the protection of the cultural rights of civil servants are proposed. It is determined that cultural rights play an important role in raising the level of civil service.

Ensuring the achievement of government servants' cultural rights as societal representatives and custodians of cultural values is particularly crucial in light of globalization and the growing focus on human rights problems. This calls for both the consolidation of laws and the establishment of conducive environments for their application in day-to-day operations. Specific methods for the protection of cultural rights, the creation of ethical standards, and professional development programs for civil officials that prioritize respect and observance of cultural values could be the focus of future research in this field. The authors' perspective.

Key words: professional culture, civil servants, cultural rights, ethics of public service, public administration, professional competence, public service and culture.

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МЕМЛЕКЕТТІК ҚЫЗМЕТШІЛЕРДІҢ КӘСІБИ МӘДЕНИЕТІНЕ МӘДЕНИ ҚҰҚЫҚТАРДЫҢ ӘСЕРІ

Аңдатпа

Мақала мемлекеттік қызметшінің құқықтық мәртебесінің элементі ретіндегі мәдени құқықтарды талдауға арналған. Мемлекеттік қызметтің мемлекеттік сипатына байланысты халықаралық стандарттар, отандық заңнама, ықтимал шектеулер қарастырылады. Авторлар жеке құқықтар мен қоғамдық міндеттерді үйлестіру қажеттілігін негіздейді, сондай-ақ мемлекеттік қызметшілердің мәдени құқықтарын құқықтық реттеу және қорғау жолдарын ұсынады. Авторлар халықаралық стандарттарды, Қазақстан заңнамасын талдайды, мемлекеттік қызмет аясында осы құқыққа рұқсат етілген шектеулер туралы мәселені көтереді. Жеке бас бостандығы мен мемлекеттік қызмет мүдделері арасында құқықтық тепе-теңдік қажет деген қорытынды жасалады. Әлемдік тәжірибені ескере отырып, мемлекеттік қызметшілердің мәдени құқықтарын қорғауға байланысты заңдарды жетілдіру жолдары ұсынылуда. Мәдени құқықтардың мемлекеттік қызмет деңгейін көтеруде маңызды рөл атқаратыны анықталды.

Жаһандану және адам құқықтары мәселелеріне көңіл бөлу жағдайында қоғам өкілдері және мәдени құндылықтарды тасымалдаушылар ретінде мемлекеттік қызметшілердің мәдени құқықтарын іске асыруды қамтамасыз ету ерекше маңызды. Бұл тек заңнамалық бекітуді ғана емес, сондай-ақ оларды күнделікті қызметте іске асыру үшін қолайлы жағдайлар жасауды да талап етеді. Осы саладағы зерттеулер мәдени құндылықтарды құрметтеу мен сақтауға баса назар аудара отырып, мәдени құқықтарды қорғаудың нақты тетіктерін зерделеуге, этикалық кодекстер мен мемлекеттік қызметшілердің біліктілігін арттыру бағдарламаларын әзірлеуге бағытталуы мүмкін.

Түйін сөздер: кәсіби мәдениет, мемлекеттік қызметшілер, мәдени құқықтар, мемлекеттік қызмет этикасы, қоғамдық басқару, кәсіби құзыреттілік, мемлекеттік қызмет және мәдениет.

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ВЛИЯНИЕ КУЛЬТУРНЫХ ПРАВ НА ПРОФЕССИОНАЛЬНУЮ КУЛЬТУРУ ГОСУДАРСТВЕННЫХ СЛУЖАЩИХ

Аннотация

Статья посвящена анализу культурных прав как элемента правового статуса государственного служащего. Рассматриваются международные стандарты, отечественное законодательство, возможные ограничения, связанные с публичным характером государственной службы. Авторы обосновывают необходимость гармонизации индивидуальных прав и публичных обязанностей, а также предлагают способы правового регулирования и защиты культурных прав государственных служащих. Авторы анализируют международные стандарты, законодательство Казахстана, поднимают вопрос о допустимых ограничениях данного права в рамках государственной службы. Делается вывод о

необходимости правового баланса между личной свободой и интересами государственной службы. С учетом мировой практики предлагаются пути совершенствования законов, связанных с защитой культурных прав государственных служащих. Определено, что культурные права играют важную роль в повышении уровня государственной службы.

В условиях глобализации и возрастающего внимания к вопросам прав человека, особенно важно обеспечить реализацию культурных прав государственных служащих, как представителей общества и носителей культурных ценностей. Это требует не только законодательного закрепления, но и создания благоприятных условий для их реализации в повседневной деятельности. Дальнейшие исследования в данной области могут быть направлены на изучение конкретных механизмов защиты культурных прав, разработку этических кодексов и программ повышения квалификации государственных служащих с акцентом на уважение и соблюдение культурных ценностей.

Ключевые слова: профессиональная культура, государственные служащие, культурные права, этика государственной службы, публичное управление, профессиональная компетентность, государственная служба и культура.

General Provisions

A thorough awareness of a public servant's legal status, including the application of his cultural rights, is essential to the modern growth of the civil service in addition to a high degree of professional competence. A good balance between the public responsibilities and personal rights of those in government is especially crucial in the establishment of a legal state.

Civil servants' professional culture is significantly shaped by cultural rights, which are a subset of widely acknowledged human rights. Freedom of expression, involvement in cultural activities, access to cultural values, education, and self-identification are some of these rights. The exercise of these rights promotes the growth of moral dispositions, tolerance, openness, respect for cultural diversity, and adherence to professional ethics standards.

As a form of public action, public service does, however, include significant limitations on the liberties and rights of its participants, including cultural ones. It is crucial to remember that a civil servant represents the interests of the state and society in addition to exercising his personal rights and acting in conformity with accepted legal and ethical norms. This calls for a legal equilibrium between individual liberties and governmental authority.

In this context, the question of how to legally regulate and safeguard civil servants' cultural rights while adhering to national laws and international norms is becoming increasingly important. We can create recommendations for enhancing the legal framework for defending these rights in public service by analyzing current legal standards and identifying potential conflicts between official responsibilities and cultural rights.

The purpose of this article is to examine how cultural rights are a fundamental component of a public servant's legal position, assess their significance for the development of professional culture, and examine the moral and legal ramifications of their application and restriction.

Introduction

Intangible elements like civil servant ethics and professional culture are becoming more and more significant in the context of modernizing the public administration system. The degree of internal moral motivation of employees, their ethical attitudes, and the overall culture of behavior all have a significant role in determining the success of government agencies, in addition to the administrative processes and regulatory framework.

The civil service is the foundation of public administration. The operation of the entire political system is essential to the State's ability to carry out its many responsibilities. Therefore, a skilled civil service is essential to the State's operation. In turn, adherence to professional ethics is necessary for civil servants to be effective [1;5]. Morality in all its manifestations is the focus of the philosophical

study of ethics, which derives its name from the Greek word *ethos* and the Latin word *ethics* -custom, character.

Professional ethics, in turn, is a branch of ethical science that examines the system of moral norms and principles functioning within the specific context of interpersonal relationships in a given profession [2; 41].

The process is still far from being completed, even though our nation began overhauling the civil service a number of years ago, emphasizing it as one of the most crucial priority areas of development. A civil worker has been entrusted by society and the state to provide public service on behalf of the people. The Republic of Kazakhstan's Basic Law states that the people are the exclusive source of state power [3].

As a result, civil servants are viewed as «servants of the people» and are supposed to improve society. Because of this, society has very high expectations for civil workers' moral and ethical character. Their job is done in public view, and they perform their obligations on behalf of the people, as well as the state. Society views a civil servant's transgression of official ethics as a violation of justice and law, a violation of citizens' rights, and this results in a decline in public confidence in the state and civil officials alike. Thus, Kassym-Jomart Tokayev, the president of the Republic of Kazakhstan, has underlined that one of society's primary responsibilities is «to bring to life the concept of a «Hearing State» that promptly and effectively responds to all constructive requests from citizens» [4].

Representatives of the modern civil service must meet strict moral and professional standards. Civil servants' culture and ethics serve as the most significant rules for their official conduct, influencing not only how well they carry out their jobs but also how much the public trusts the government. The issue of the function of cultural and ethical underpinnings in civil servants' work is particularly significant in light of the evolution of public relations and the growing demands on public authority.

Civil servants' professional culture is a collection of moral, intellectual, behavioral, and spiritual traits that show up in the way they carry out their official responsibilities. It consists of:

- the speech and communication culture required for interacting with coworkers and citizens;
- formal etiquette, which entails adherence to the standards of propriety, moderation, and correctness;
- ideals centered on justice, lawfulness, and human rights;
- inspiration for professional growth, education, and self-improvement.

The formation of a professional culture begins with the stage of preparation for public service and continues in the course of work through participation in seminars, advanced training courses and the internal corporate culture of government authorities.

Despite the regulatory regulation of ethics, in practice there are often difficulties with its observance: corruption, abuse of authority, formalism and indifference. This indicates the need to strengthen not only control, but also value-based training, the introduction of ethical training and the development of service culture as an institution [5;50].

In addition, an important area is the introduction of the institute of ethics commissions and ethics ombudsmen, designed to resolve disputes and form common standards of conduct.

The development of civil servants' professional ethics is greatly influenced by ethical norms and principles, ethical codes and regulations, and the ethical regime in many nations. Studying the characteristics of Kazakh ethical standards and how they influence government officials' professional ethics is therefore of scholarly and practical importance.

Given the foregoing, the aim of this paper is to investigate how cultural rights affect public servants' professional cultures. Human rights, particularly cultural rights, and their effects on management performance and the development of moral and ethical values in civil servants' work have drawn a lot of attention in recent decades. Cultural rights, which include freedom to participate in cultural life, access to cultural values and the free expression of creative abilities, are an integral part of the legal status of every citizen. In addition to aiding in the personal growth and self-realization

of civil servants, these rights also play a significant role in the establishment of a professional culture, which influences the caliber of managerial decision-making, interactions with the public, and adherence to ethical standards [6;1597].

The work's goal is to examine the ways in which civil servants' cultural rights impact their professional culture, moral principles, communication abilities, and the standard and efficacy of public service. We also explore how the recognition of cultural rights in the context of public administration contributes to strengthening institutional sustainability and increasing public confidence in government.

Literature Review

The culture and ethics of civil servants are not only professional standards, but also important elements that determine the interaction of employees with citizens and with colleagues. The issues of professional culture of civil servants are actively studied in the works of such authors as A.N. Kokotov, G. Sapargaliev, E.Kagazbayeva, L.A. Paseshnikova, E.V. Radko, N.Kalmykova, O.V. Zaslunkina. In particular, they examine how cultural and ethical norms affect the quality of decision-making, public perception of government, and citizens' trust in institutions. In addition, the development of cultural rights among civil servants affects their ability to navigate multicultural and multilingual contexts, which helps to improve communication, reduce conflict and improve the efficiency of government agencies.

Materials and Methods

In order to ensure an objective analysis of the issue under study and the reliability of the results and conclusions obtained, a set of general scientific and special scientific methods of cognition of state-legal phenomena and processes were employed due to the versatility, variability, and diversity of cultural human rights manifestations. By using these resources and techniques, it will be easier to conduct a thorough evaluation of how cultural rights affect civil servants' professional cultures, behavior, ethics, and perceptions of cultural values in public administration. This will not only identify current trends, but also suggest ways to improve public service, taking into account the cultural and ethnic diversity of society.

The research conducted in the article is based on a content analysis of regulations and international documents to identify the specifics of the cultural rights of civil servants. Comparative evaluation of several nations' laws pertaining to cultural rights and how they affect workplace culture. Examination of variations in methods and outcomes of the implementation of cultural rights in public institutions based on the degree of advancement of ethical and cultural norms. A relevant examination of the legal frameworks of norms that consolidate cultural rights at the national and international levels, as well as the identification of implementation issues, were made possible by the logical process, which encompasses analysis, synthesis, induction, and deduction.

One of the primary techniques for simplifying laws is the systematic approach, which allowed for the identification of issues with observing civil servants' conduct while they were on duty in order to assess how cultural rights impacted their interactions with coworkers and citizens.

Legal modeling and forecasting techniques gave researchers the chance to model scientifically sound concrete proposals aimed at creating universal cross-border updates to the provisions of norms that enshrine cultural human rights in the context of contemporary, innovative social development. These models were based on the experience of modern practice of the states under analysis and factors influencing the development of their legislation.

Results

Civil servants are a special category of citizens for whom certain restrictions of rights, including cultural ones, are possible if they contradict the requirements of the service (for example, participation in politicized cultural actions, radical movements, anti-cultural propaganda, etc.).

However, it is worth noting that within the general legal framework, civil servants have the same set of cultural rights. The same rights as any other citizen.:

1. Possible forms of implementation:

- Participation in cultural events outside of working hours;
- Getting a second education in the field of culture;
- Participation in creative unions, if it does not violate the ethics of the civil service;
- The opportunity to engage in creative activities (writing books, music, painting, etc.);
- Access to museums, theaters, libraries, cultural platforms.

2. Possible limitations:

- Speaking in public on your own behalf as a civil servant may be regulated by official ethics;
- Copyrights and other creative products created in the framework of official activities may

belong to the state;

- Political neutrality and loyalty to the state may limit some cultural expressions.

It is worth noting that in a state, along with the economic, political and legal, it is possible to separate the socio-cultural space, which includes not only the spatial extent, the scope of a particular culture, but also the level of concentration, the practical embodiment of culture in the behavior of social communities and individuals. The convergence of cultures, practices, and traditions from different geographical areas within the state, along with the efficient exercise of their separate rights, are the foundations for the creation of such a socio-cultural space. In this instance, the state joins the global system of political, economic, and cultural ties as well as the mainline of civilizational growth. It can be stated that the rights under study are directly related to the concept of a welfare state, and therefore, most of them can be granted and protected only by society and the state[7;40].

N.Kalmykov asserts that corporate culture, which functions as a systemic tool for managing organizational behavior and, as a result, influences employee effectiveness, is what guarantees industrial comfort and job motivation[8; 98].

It is feasible to identify the primary components of corporate culture that are stated in practically all current definitions, despite the fact that they vary slightly. The majority of the organization's employees share these values, and customs and behavioral standards guarantee that they are passed down to the next generations of workers. All of the aforementioned is true for businesses, public and private sector organizations, and the civil service in general.

The core principles of the contemporary civil service in Singapore are «Integrity. Service. Excellence». The creation of this motto started considerably earlier, in the years after Singapore gained independence in 1959, even though it was only formally adopted in 2003. The transformation of civil servants' values—more especially, the removal of any traces of a «colonial mentality» and the development of a view of the civil service as an essential institution in the nation's modernization process—was one of the main goals of the Center for Political Studies, which was founded during this time. The new management style was based on the ideas of transparency, commitment, and a never-ending quest for perfection. These fundamental principles are still very important today, according to a Public Service Division (PSD) study, even after all these time.

Therefore, in addition to having excellent professional skills, a civil servant must also have the right moral traits. This can help focus on results and advance the state's development. Furthermore, public service is often seen in Singapore as a life position and purpose rather than merely a profession. This strategy, in the first place, improves the public service institution's standing in the eyes of the public. Secondly, it permits stricter standards for both entrance and the continued employment of civil servants.

The establishment of a so-called "culture of trust" is crucial to fostering the initiative of civil servants since it would enable staff members to voice concerns and ideas more freely and openly because they know their voices will be heard.

To remove values from the domain of formal prescriptions, further steps are also necessary in the process of creating a value-oriented public service institution. Joint events, seminars, case study involvement, and anonymous texting between staff members reporting instances of inappropriate behavior are a few examples.

Therefore, the efficacy of the public administration system is directly impacted by values as a component of civil servants' corporate culture. They outline the objectives of the civil service institution in terms of advantages for the state and society and act as a sort of guidance. Since these objectives are typically very appealing and enticing, they not only show what is wanted but also have an impact on employees' emotional states, which boosts their motivation and engagement at work. The experience of Singapore could be helpful.

To establish a corporate culture among government servants in the Republic of Kazakhstan, a set of values must be developed for officials who must match the objectives and standards of the country's society while also taking into account its specific features.

The beliefs, behavioral standards, and knowledge and abilities required for the efficient and moral execution of official tasks make up the professional culture of civil workers. Both official legal restrictions and unofficial societal norms have an impact on its formation.

The main features of the professional culture of civil servants:

1. The social significance of the activity. Civil servants perform functions that have a direct impact on society, which requires them to be highly responsible and professional.

2. Regulation and formalization. Regulations tightly control the actions of civil servants, dictating how they behave and engage with the public.

3. Moral principles and ideals. The upholding of moral principles including integrity, equity, respect for people's rights, and dedication to the public interest are all part of professional culture.

4. Psychological stability and stress tolerance. Working in government agencies is often associated with high levels of stress, which requires employees to be able to maintain emotional balance and effectively cope with stressful situations.

5. Continuous professional development. Professional culture involves continuous improvement of knowledge and skills, adaptation to changes in legislation and technology.

Zaslonkina O.V. «Professional culture of civil servants as a factor of effective implementation of state programs in the region» analyzes the influence of professional culture of state civil servants on the success of the implementation of state programs at the regional level [9;145]. The author highlights that the degree of professional training, credentials, and the capacity of civil officials to make logical and efficient management decisions in a social environment that is changing quickly all play a significant role in how effective government changes are.

The standards for the degree of training, professionalism, and personal attributes of civil officials are rising in the context of the Republic of Kazakhstan's modernization of the civil service and a drastic overhaul of the public administration system.

Analyzing how the multifaceted, intricate, and inconsistent social development processes occurring in contemporary Kazakhstan necessitate a drastic shift in the ways that all aspects of society are influenced. Since the outcome of any changes primarily depends on the professional training and qualifications of government civil servants, this objectively determines the rising expectations placed on them. Therefore, one of the main factors influencing how well government initiatives are implemented in the various regions is the professional culture of civil officials. An integrated strategy is needed for the creation and growth of this culture, one that takes into consideration regional characteristics as well as enhancing the professional development of civil service employees.

The information, skills, talents, value orientations, and behavioral conventions that make up a modern civil servant's professional culture are said to constitute an approach to carrying out official tasks and interacting with the public. This idea encompasses not just professional abilities and expertise but also moral principles, beliefs, and behavior standards that characterize a civil servant's work.

Such an ideology, of course, has its roots because, in the modern world, the younger generation is seen as the nation's future and is the main force behind social, cultural, spiritual, and other social transformations. Unquestionably, the constitutional consolidation of guarantees for their implementation—which outlines the State's obligations to both recognize and implement these rights—is a positive feature that distinguishes the State's national legal policy in the area of ensuring cultural human rights.

As a result, the following essential components can be identified:

- Professional knowledge and abilities: required for the efficient execution of official tasks.
- Honesty, justice, adherence to the public interest, and respect for citizens' rights are examples of ethical norms and ideals.
- Standards of conduct: regulate interaction with colleagues and citizens, ensuring compliance with official etiquette and culture of communication.
- Motivational attitudes: focused on serving society, professional development and improving the effectiveness of public service.

To improve the level of professional culture of civil servants, we suggest:

- Continuous training and professional development: includes participation in seminars, trainings and courses aimed at developing professional competencies.
- Formation and maintenance of corporate culture: creation of a favorable working environment conducive to the development of professional and ethical standards.
- Development of a mentoring system: transfer of experience and knowledge from experienced employees to newcomers to form stable professional traditions.
- Assessment and encouragement of professional behavior: the introduction of mechanisms for evaluating the effectiveness and ethics of employee behavior, followed by rewards for achievements.

It is crucial to draw attention to the conflicting effects of globalization on cultural development in general and cultural rights in particular while examining the relationship between cultural evolution and the modernization of rights within the sector being studied. On the one hand, transnationalism, a major factor in the loss of identity and cultural autonomy, is a concern associated with the domination of global culture. However, the broad adoption of cultural models by the populace, enhanced access to the ideals and accomplishments of other civilizations, and the vibrant, inventive nature of contemporary culture are some of the most important benefits of the current global shifts [10; 88-89].

Cultural rights and ethics of civil servants are important aspects of their professional activities, ensuring effective interaction with society and respect for citizens' rights. These rights are enshrined in international documents such as the Universal Declaration of Human Rights and the International Covenant on Economic, Social and Cultural Rights. As government representatives, civil servants have a duty to uphold and defend citizens' rights, fostering the growth of society's cultural potential.

Therefore, cultural human rights' ability to adjust to the shifting circumstances of cultural evolution in general is one of its civilizational traits. Cultural rights are becoming more diverse and their content is changing qualitatively as a result of scientific and technical advancements as well as the slow, integrated innovative development of all humanity. The late introduction of amendments to the normative legal acts regulating cultural human rights, however, shows that the international community ignores the current challenges of modernity and globalization. This confirms the unwillingness of States to fulfill their obligations in the field of the realization of cultural rights.

Cultural rights, which represent individual freedom in the areas of intellectual, artistic, and spiritual pursuits, are an essential component of human rights. Despite using their power, civil personnel have the same cultural rights as the general public. At the same time, their professional activities have a significant impact on the realization of the cultural rights of other members of society. Therefore, the issue of the role and importance of cultural rights in the public service system is becoming particularly relevant.

Cultural rights encompass freedom of artistic and scientific expression, access to cultural values, and participation in cultural life. International agreements like the International Covenant on Economic, Social, and Cultural Rights (art. 15) and the Universal Declaration of Human Rights (art. 27) uphold these rights.

Cultural rights are important to government workers in two different ways. On the one hand, they have the same right to cultural self-realization as any other citizen. However, civil workers are required to make sure that citizens' cultural rights are implemented, particularly in the areas of education, information policy, cultural exchange, and cultural heritage protection.

It is especially crucial that civil officers possess cultural and ethical competency. Particularly in multicultural and multireligious areas, the degree of cultural training, historical, linguistic, and traditional understanding of managers influences the caliber of their decision-making. Cultural sensitivity helps to avoid discrimination, promotes intercultural dialogue and builds trust between society and government.

Cultural rights also contribute to the development of the humanistic foundations of public service. They create conditions for the free professional and creative development of employees, for the development of a culture of public administration based on respect for the individual.

Taking everything into account, it can be said that the declaration, substance, and mechanism of the implementation of cultural rights are at a very low level at this point in society's evolution. This page reflects the various elements that have contributed to this scenario. Unfortunately, in the absence of balanced and coordinated interstate cooperation and unification of the adopted regulatory framework in the field under study, positive changes will remain only proclaimed guidelines for the long term. In light of this, the creation of the proposed unified cross-border-oriented international legal act is becoming increasingly significant and pertinent for people, governments, and the international community at large.

Discussions

The problems discussed above are supported by the prerequisites and factors that identify a complex mechanism for the realization of cultural rights in the modern world. Thus, the cultural rights of civil servants are not just a part of their legal status, but an important element of their spiritual, professional and social identity. They ensure the inner freedom of the individual, contribute to the stability of moral guidelines and the formation of a responsible model of behavior. Through the educational system, access to cultural institutions, and encouragement of creative and scientific endeavors in public service, the State must, in turn, establish the conditions necessary for the achievement of these rights.

It is worth highlighting that the civil service is not just a management system, but a special sphere of human activity that requires a high level of professionalism, responsibility and morality. One of the key factors determining the quality of public service is the culture of civil servants. In this context, culture is understood not only as the level of education or external politeness, but also as a set of values, norms, style of thinking and behavior inherent in government officials.

The culture of civil servants includes several interrelated components:

1. Professional culture. This includes knowledge of the regulatory framework, managerial skills, and the ability to make informed decisions within the framework of the law and the interests of citizens. Professional culture is formed through education, professional development, exchange of experience and competence development.

2. Ethical culture. Ethical standards serve as internal guidelines for the employee. The principles of honesty, fairness, impartiality and respect for human rights are the basis of professional ethics. An ethical culture promotes public confidence in government authorities and creates a positive image of the civil service.

3. The culture of communication. A high degree of communication culture is necessary for interactions with citizens, coworkers, and representatives of other departments. The most crucial traits of a successful civil servant are the capacity for attentive listening, courteous thought expression, conflict avoidance, and tolerance.

4. Political and legal culture. A civil servant must have high legal literacy, an understanding of state interests and political responsibility. This helps to avoid violations, strengthens the rule of law and statehood.

5. Cultural sensitivity. In a multinational and multi-religious State, a civil servant must respect cultural differences and take into account the national and religious characteristics of the population, which is especially important for regional governance.

The culture of a civil servant is not only the level of education or knowledge, but also the style of thinking, respect for citizens, and the ability to act within the legal and ethical framework.

Professional culture covers:

- knowledge of regulatory legal acts;
- business communication skills;
- proficiency in written and oral speech;
- understanding the principles of public service and social responsibility.

Among the key ethical categories are:

- service to society;
- honesty and integrity;
- Respect for human rights and freedoms;
- Loyalty to the state and its institutions;
- prevention of conflicts of interest.

Establishing procedures for detecting and addressing conflicts of interest within the civil service and enacting laws governing the professional ethics of civil officials are two goals of the nation's civil service reform [11; 32].

Ethical behavior is especially important in an environment of publicity and transparency. Violations of ethical standards discredit government authorities, generate distrust, and increase corruption risks. The culture of an employee sets the basis for his internal moral compass, and ethics guides specific behavior. Service ethics without a cultural foundation turns into formalism, and culture without ethics turns into empty education. The harmonious combination of these principles contributes to the formation of a highly professional, responsible and humane state apparatus[12;80].

Conclusion

A key element of efficient government is the culture of civil workers. In addition to carrying out official responsibilities, it also shows up in respect for citizens' rights and liberties and a human attitude toward society. The goal of the school system and society at large, which is interested in just, transparent, and capable public administration, is to create a high culture among personnel.

The culture and ethics of civil servants are not abstract concepts, but practical tools for building effective, open and accountable government. Without these foundations, it is impossible to form a positive image of the civil service, its legitimacy and sustainability. Only if there is a culturally and ethically mature civil servant is it possible to implement the principle of service to society as the highest value of public authority.

In order to strengthen culture and ethics in the civil service, regulatory documents are being adopted, such as:

- Codes of ethics and professional conduct;
- standards of anti-corruption behavior;
- professional retraining and ethical education programs.

In many countries, the activities of ethics commissions are practiced, as well as regular monitoring of compliance with official standards.

The cultural rights of civil servants are an important element of their legal status and professional self-realization. As full-fledged participants in the cultural life of society, civil servants have the right to access cultural goods, participate in cultural activities, and freedom of scientific and artistic creation. At the same time, they have a special responsibility to ensure and protect the cultural rights of citizens, especially in the fields of education, information, preservation of cultural heritage and the development of intercultural dialogue.

The formation and development of cultural legal awareness among civil servants contributes to strengthening the spiritual and moral foundations of public service, forming a humanistic management model and increasing public confidence in state institutions. The State should, in turn, establish genuine conditions for the realization of cultural rights through professional development, educational systems, and cross-cultural interactions, in addition to enshrining them in legislative acts.

As a result, civil servants' cultural rights are not only personal protections but also a tool for enhancing public administration, the development of an adult civil society, and sustainable development in general.

Authors' contributions

The study's idea, goals, and objectives were designed by *Balgimbekova G.U.*, who also examined international legal norms pertaining to cultural rights and compiled the legal and theoretical aspects of their application in the context of public service. She also presented conclusions on how government workers' public duties and personal liberties should be balanced.

Abdrahim Miras E. conducted a legal examination of the Republic of Kazakhstan's laws governing cultural rights, especially those pertaining to their limitations in public employment. Sections of the essay on Kazakh practice and suggested areas for better legal control have been prepared by him.

A comparative legal examination of foreign laws impacting the enforcement of civil servants' cultural rights was carried out by *Birmanova Aksunkar I.* She has prepared a part on the application of ethical principles pertaining to cultural identity and anti-corruption in public service, as well as international experience and practice.

Artur Lavnichak helped to establish the moral and legal importance of cultural rights in forming civil servants' professional cultures. In addition to offering suggestions for raising the standard of ethical culture in public service, he examined the problems of striking a balance between individual rights and the public interest.

Every author took part in the discussion of the article's framework, the development of its conclusions, and the text's editing. Each co-author has made a substantial and appropriate contribution.

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