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CONTEMPORARY CHALLENGES IN COMBATING CORRUPTION IN THE CIVIL SERVICE

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Abstract. Corruption and its elements remain a serious problem for the effective functioning of state organizations and the development of society. Corruption in the public sector is undergoing significant transformation in modern conditions, moving away from traditional forms and acquiring a latent, deeply entrenched character. In recent years, corruption schemes in the public sector have become noticeably more complex. Whereas previously the focus was on traditional forms, such as abuse of authority or bribery, now complex and hard-to-detect forms are increasingly common. Digitalization, contrary to expectations, does not so much close loopholes as open up new opportunities—such as cybercrime and manipulation of electronic data. Another notable feature of modern corruption-related offenses is their transnational nature, with money and assets being concealed through complex international networks, often spanning several jurisdictions. The "toolbox" of corruption is also changing: from direct bribery of officials, it has evolved to include inflated contract prices in public procurement and the use of shell companies to launder funds. At the same time, the grounds for committing an offense remain the same: weak oversight, low salaries in the public sector, and insufficient transparency—all of which create conditions conducive to corruption. Political corruption is a particular cause for concern, as it undermines trust in state institutions and can destabilize the state. To effectively combat these problems, it is necessary to strengthen legislation, increase transparency, raise public awareness, and foster international cooperation.

Keywords: corruption; public service; public administration; anti-corruption policy; digital administration; transparency; institutional integrity.

СОВРЕМЕННЫЕ ПРОБЛЕМЫ БОРЬБЫ С КОРРУПЦИЕЙ НА ГОСУДАРСТВЕННОМ УРОВНЕ

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Аннотация. Коррупция и его элементы до сих пор остаются серьезной проблемой для результативного функционирования государственных организаций и развития общества. Коррупция в государственном секторе в современных реалиях переживает существенную трансформацию отходя от традиционных форм и приобретая латентный укорененный характер. За последние годы коррупционные схемы в государственном секторе заметно усложнились. Если раньше речь шла о традиционных формах, такие как злоупотребление полномочиями или взятки, то теперь все чаще встречаются сложные и трудноуловимые формы. Цифровизация, вопреки ожиданиям, не столько закрывает лазейки, сколько открывает новые возможности — такие как киберпреступность и манипуляции электронными данными. Так же заметной чертой современных коррупционных правонарушений можно назвать транснациональный характер, когда деньги и активы скрываются через сложные международные сети, зачастую охватывающая несколько юрисдикции. Меняется и сам «инструментарий» коррупции, от прямого подкупа чиновника перешли к завышенной стоимости контрактов при государственных закупках и использования подставных фирм для вывода средств. При этом основания для совершения правонарушения остаются прежними, это слабый контроль, низкие зарплаты в государственном секторе и недостаточная прозрачность, все это создают условия для коррупции.

Особую озабоченность вызывает политическая коррупция, которая подрывает доверие к государственным институтам и способна дестабилизировать государство. Для эффективной борьбы с этими проблемами требуется усиление законодательства, повышение прозрачности, роста общественной осведомленности и международного сотрудничества.

Ключевые слова: коррупция; государственная служба; государственное управление; антикоррупционная политика; цифровое управление; прозрачность; институциональная добропорядочность.

МЕМЛЕКЕТТІК ДЕҢГЕЙДЕ СЫБАЙЛАС ЖЕМҚОРЛЫҚҚА ҚАРСЫ КҮРЕСТІҢ ЗАМАНАУИ МӘСЕЛЕЛЕРІ

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Аннотация. Сыбайлас жемқорлық және оның элементтері әлі күнге дейін мемлекеттік ұйымдардың тиімді жұмыс істеуі мен қоғамның дамуы үшін маңызды проблема болып қала

береді. Мемлекеттік сектордағы сыбайлас жемқорлық қазіргі жағдайда дәстүрлі формалардан алшақтап, жасырын тамырлы сипатқа ие бола отырып, айтарлықтай өзгеріске ұшырайды. Соңғы жылдары мемлекеттік сектордағы сыбайлас жемқорлық схемалары айтарлықтай күрделене түсті. Егер біз бұрын өкілеттіктерді теріс пайдалану немесе пара алу сияқты дәстүрлі формалар туралы айтатын болсақ, қазір күрделі және қиын формалар жиі кездеседі. Цифрландыру, күткенге қарамастан, қанша саңылауларды жауып тастамайды, қанша жаңа мүмкіндіктер ашады — киберқылмыс және электрондық деректерді манипуляциялау сияқты. Сондай-ақ, қазіргі заманғы сыбайлас жемқорлық құқық бұзушылықтардың көрнекті ерекшелігі-ақша мен активтер күрделі халықаралық желілер арқылы жасырылған, көбінесе бірнеше юрисдикцияларды қамтитын трансұлттық сипат деп атауға болады. Сыбайлас жемқорлықтың "құралдары" да өзгеруде, шенеуніктің тікелей пара алуынан Мемлекеттік сатып алу кезінде келісімшарттардың қымбаттаған құнына және қаражатты алу үшін алдыңғы қатарлы фирмаларды пайдалануға көшті. Бұл ретте құқық бұзушылық жасау үшін негіздер өзгеріссіз қалады, бұл әлсіз бақылау, мемлекеттік сектордағы жалақының төмендігі және ашықтықтың жеткіліксіздігі, мұның бәрі сыбайлас жемқорлыққа жағдай жасайды.

Мемлекеттік институттарға деген сенімге нұқсан келтіретін және мемлекетті тұрақсыздандыруға қабілетті саяси сыбайлас жемқорлық ерекше алаңдаушылық тудырады. Бұл проблемалармен тиімді күресу үшін заңнаманы күшейту, ашықтықты арттыру, қоғамдық хабардарлықты арттыру және халықаралық ынтымақтастық қажет.

Түйінді сөздер: сыбайлас жемқорлық; мемлекеттік қызмет; мемлекеттік басқару; сыбайлас жемқорлыққа қарсы саясат; цифрлық басқару; ашықтық; институционалдық парасаттылық.

Introduction. Corruption is one of the most complicated issues affecting the global systems of public management and administration. The corrosive effect of corruption on institutional capacity and resource management helps to maintain the gap between socio-economic development and the needs of society. The challenges of globalization, the rapid growth of digital technologies, and the increasing complexity of administrative processes present additional corruption risks and develop new demands for the modernization of anti-corruption measures.

The modern manifestations of corruption in public administration systems must be understood in order to maintain the integrity and strengthen the preventive mechanisms of these systems. The multiplicity of corruption requires a system-wide engagement of the public administration units, private sector, non-governmental organizations and the community.

The most recent phenomenon affecting the global systems of public administration is the digital governance and anti-corruption systems. The rapid proliferation of e-government and the digital technologies of government services has made public administration faster and more transparent. However, Digital Administration has accelerated the development of new corruption schemes such as data manipulation, digital fraud and cybercrimes. The refinement of anti-corruption policies and measures relies on the improvement of digital administration and on the protection of the infrastructures of public administration from cyber threats.

The lack of transparency and accountability is a risk for all public administration units and systems. Insufficient openness in the decision-making process and the quality of systems for the control and oversight of administration create a high risk of abuse of power, conflict of interest and corruption. The refinement of accountability improves the quality of systems for the control and oversight of administration and is based on the continuous verification and appraisal of administration.The globalization of economic and political interactions has also changed the nature of corruption.

The globalization of corruption in the modern world is a pressing problem and is no longer a problem confined to a single country or region; borders are becoming increasingly условными. International organizations, cross-border business, political ties, and global trade create fertile ground for corruption to easily spread from one jurisdiction to another. That is why the fight against corruption cannot remain a purely national task; without international cooperation, it will be impossible to effectively combat it.

The objective of this research is to analyze the challenges to combating corruption in Kazakhstan's civil service and to determine the priority areas to improve the corruption-anti-governance. In order to accomplish this, the study will:

- Examine corruption as an institutional reality in contemporary public administration;
- Examine the civil service system and how corruption is involved;
- Analyze the anti-corruption tools and techniques;
- Determine the most pertinent and pressing issues for anti-corruption;
- Suggest viable methods to combat corruption and to improve the anti-corruption policies.

The previous research shows that the link between corruption in public administration and poor institutions and the low ethical standards and the lack of professional values among civil servants is very strong (Palidauskaitė, 2005:25–38).

Materials and Methods. The methodological foundation was based on the works of domestic and foreign scholars that explore the key aspects of combating corruption in the public service system and the problems of regional development. The study's methodology draws from the results of domestic and international public administration, anti-corruption governance, and institutional development.

Several other research methods were combined. First, the study made use of a literature review and content analysis of academic writings along with legislative and policy documents and reports related to mechanisms of anti-corruption and public sector governance. This step made it possible to determine the main theoretical frameworks, the most current inclinations, and the institutional variables of corruption in the public service.

Second, a combination of research methods, document and statistical analysis, assessed the state of anti-corruption policies, the legal framework, and publicly available statistics on the crimes of corruption and the practice of public administration in Kazakhstan. Third, an empirical sociological survey was carried out to examine the public opinion on corruption and the public's perception of the measures taken by the state to curb corruption. The survey included four areas:

1. all sectors and institutions believed to be most susceptible to corruption in Kazakhstan;
2. the current state of corruption in the civil service and its current manifestations;
3. the existing anti-corruption mechanisms and their effectiveness;
4. the limitations in the civil service and the current situation in the fight against corruption.

As part of the empirical part of the study, a survey was conducted among 200 respondents, including civil servants and residents of the city of Pavlodar. Taking into account the opinions of the professional community and the general public made it possible to provide a comprehensive and thorough assessment of the problems related to corruption and anti-corruption practices. All the data obtained were systematized and analysed quantitatively, which made it possible to identify the main trends regarding the multifaceted nature of corruption and to develop scientifically grounded recommendations for strengthening anti□corruption management in the public sector.

Results. In the area of public procurement, approximately 12% of identified corruption□related crimes are detected annually, as this sector accounts for a large portion of budget funds. Conducting public procurement from a single source creates ample opportunities for abuse, with significant harm to the state being caused by repeated overpricing of purchased services, goods, and works. According to the Kazakhstani "E□Commerce Center" (https://zakup.gov.kz/home/analytics), the planned volume of public procurement in 2025 amounted to 8.1 trillion tenge.

The results show that corruption risks increase in areas where funds are allocated from the local budget, where there are complex administrative procedures and a large number of participants in the public procurement sector. The lack of transparency and ineffective monitoring and oversight mechanisms create opportunities for the misuse of budget funds and abuse of authority. Accordingly, improving measures to combat corruption should become a strategic priority of state policy in Kazakhstan. Increasing the transparency of procurement, expanding the digital monitoring system, and improving the independent audit procedure will have the necessary effect at all stages of budget planning (Chivrev, 2017: 8–11). The large volume of expenditures in the field of public procurement underscores the importance of strengthening anti-corruption regulations in this area. According to the

"Unified Procurement Platform of the Republic of Kazakhstan," the planned volume of procurement by central government bodies exceeded 1.133 trillion tenge. The largest number of procurement activities are carried out by the Ministry of Transport, the Ministry of Health, the Ministry of Internal Affairs, and the Ministry of Agriculture; such a concentration of financial resources inevitably increases corruption risks and indicates the need to enhance transparency at all stages of procurement. All this underscores that large-scale public spending requires increased attention and oversight, as well as strengthened digital monitoring and independent audit mechanisms, which will help minimize the misuse of budget funds. Thus, effective counteraction to corruption depends not only on the regulatory and legal framework but also on the mechanisms of control and coordination between law enforcement and supervisory bodies (Muzychuk, 2023).

To identify the most common trends in the field of corruption-related crimes among civil servants, a sociological survey of civil service employees was conducted. The sample included 200 participants, as well as residents of the Pavlodar region. The results of the survey, "Which sectors and institutions in Kazakhstan are most susceptible to corruption?" are presented in Table 1.

Table 1. Results of the survey: "Which sectors and institutions in Kazakhstan suffer most from corruption?"

Answer options	Percentage, %
Private companies and enterprises	2.13
Educational institutions	2.13
Traffic police	2.13
Judicial system	14.89
Housing and communal services sector	12.77
Customs authorities	14.89
Tax authorities	6.38
Big business	6.38
Non-governmental organizations	6.38
Medical institutions	2.13
Local authorities	4.26
Migration policy	6.38
Mass media	4.26
Public Service Centers (PSCs)	6.38
Society as a whole	4.26
Difficult to answer	4.26

As the data show, the largest share of responses points to the judicial system, customs authorities, and the housing and utilities sector. The smallest number of responses was recorded for medical institutions, private companies and enterprises, educational organizations, and the administrative police. These data are clearly reflected in Figure 1.

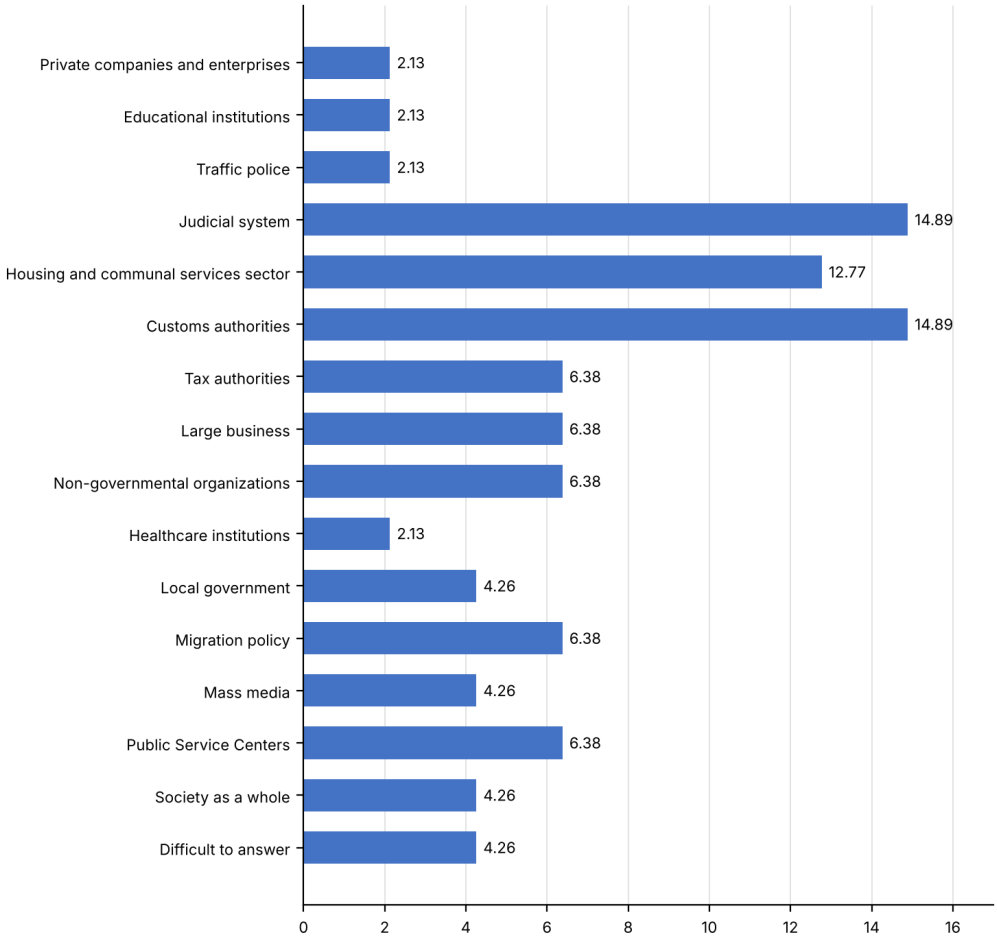


Figure 1. Respondents' answers to the question "Which sectors and institutions in Kazakhstan are most susceptible to corruption?" (%)

To determine which forms of corruption are most widespread, survey participants were given questionnaires in which they were asked to indicate how often they believe certain manifestations of corruption occur. The survey involved 20.7% of employees from state organizations in the Pavlodar region and 13% of representatives of the general public. The results are presented in Table 2.

Table 2. Frequency of corruption trends within civil service organizations

		Frequency	
№	**Trend**	**High %**	**Low %**
1	Development of e-government	0	85
2	Avoidance of accountability and lack of transparency	20	0
3	Globalization of corruption	25	0
4	Abuses in public procurement	10	0
5	High degree of institutional corruption	10	0
6	Presence of a "corruption culture"	10	0
7	Exploitation of legislative loopholes	5	0
8	Weak synchronization of management processes	15	0
9	Deformation of the executive vertical	5	0
10	Declining loyalty of the bureaucratic apparatus to the current government	0	15

The distribution of corruption trends is as follows. Most often, respondents pointed to "Globalization of corruption" (25%) and "Evasion of accountability and lack of transparency" (20%).

Another 15% each noted the “presence of a corrupt culture” and “weak coordination of management processes”; 10% each mentioned “Abuses in the sphere of public procurement” and “High level of corruption”; and 5% each chose “Exploitation of legislative shortcomings” and “Deformation of the executive branch.” According to the survey participants, “Development of e□government” is the least common.(80%) and “Decline in bureaucratic loyalty to the current government” (15%).

The graphical data on frequencies are presented in Figures 2 and 3.

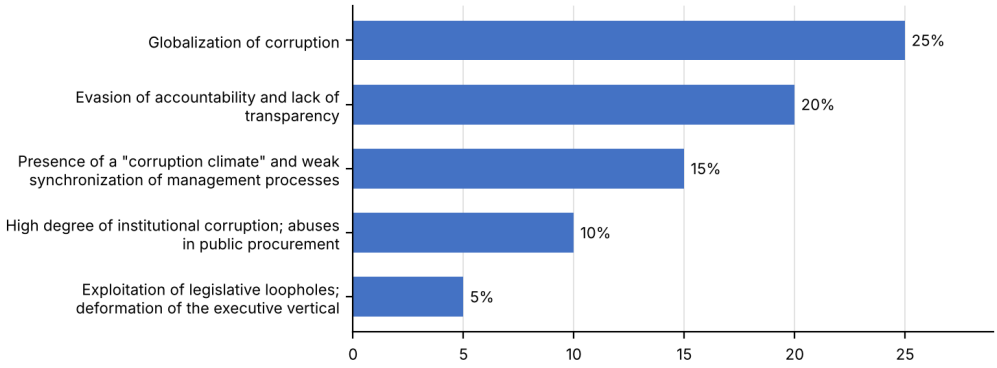


Figure 2. Graphical data on frequency

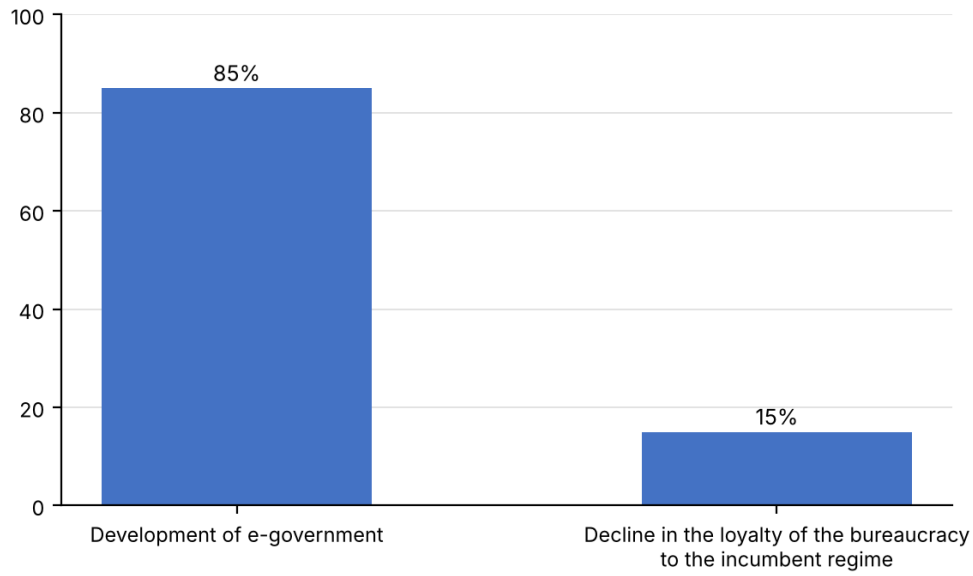


Figure 3. General graphical data on frequency

In recent years, the fight against corruption has intensified in Kazakhstan, but it remains a serious problem that undermines citizens’ trust in the state and reduces the efficiency and quality of governance. Legislative reforms and the modernization of the state apparatus have yielded tangible results, yet corruption schemes are becoming increasingly complex, and they can only be countered in a comprehensive and systemic manner.

To achieve this, it is necessary to strengthen oversight mechanisms, make the work of state bodies transparent, increase the accountability of officials, and also promote legal literacy and civic engagement among the population. Sustainable results can only be achieved through a combination of preventive, regulatory, technological, and law enforcement measures. In Kazakhstan, a multi-level system for combating corruption has been established; it includes specialized government bodies, oversight and law enforcement agencies, as well as mechanisms for public participation. The

effectiveness of this system will depend on the coordination of the departments' actions, the clear delineation of powers, and the consistent implementation of anti-corruption policies at all levels of government (Maulenkulov, 2023).

At present, digitalization has become one of the main tools for reducing corruption risks in the provision of public services. Thanks to the development of e-government and the continuous increase in the number of services provided, direct contact between citizens and officials — which created opportunities for corruption — has decreased, and services have become faster and more transparent. Digital technologies not only simplify administrative procedures but also enhance accountability by automating processes, enabling electronic record□keeping, and making information accessible to the public.

However, digitalization alone cannot eliminate corruption risks. Its effectiveness depends on additional institutional reforms, reliable cybersecurity systems, effective regulatory oversight and continuous improvement of governance mechanisms. Therefore, anti-corruption policy should be considered as a dynamic and long-term process that combines technological innovations, institutional strengthening and the active participation of state bodies and civil society (On approval of the Concept of Anti-Corruption Policy of the Republic of Kazakhstan for 2022–2026).

To obtain a clear understanding of the effectiveness of anti-corruption mechanisms, a survey entitled "Effectiveness of existing anti-corruption mechanisms in public service" was conducted among employees of state organizations in Pavlodar region. The survey was conducted orally, and the answers were written in a free form. The results are shown in Table 3.

Table 3. Effectiveness of existing anti-corruption mechanisms in the civil service

№	Anti-corruption mechanisms	Effectiveness, %
1	Development and implementation of anti-corruption programs	14.89
2	Improving the quality of public administration	17.02
3	A well-developed regulatory framework and legal and legislative measures	21.28
4	Establishment and operation of dedicated anti-corruption bodies	21.28
5	Mandatory income and asset declarations	6.38
6	Creation of the e-government platform to improve transparency and legality of public services	19.15

The data show that respondents rated "Well-developed regulatory framework and legal and legislative measures" and "Establishment and functioning of special anti-corruption bodies" as the most effective, with these two options together accounting for 42.52% of the total votes. In second place was the "E-government Platform" (19.15 %), followed by "Development and implementation of an anti-corruption programme" (17.02 %) and "Improving the quality of public administration" (14.89 %). Respondents consider "Mandatory declaration of income and property" (6.38 %) to be the least effective mechanism. At the same time, all the listed mechanisms are currently in use and have a positive effect. The results are presented in Figure 4.

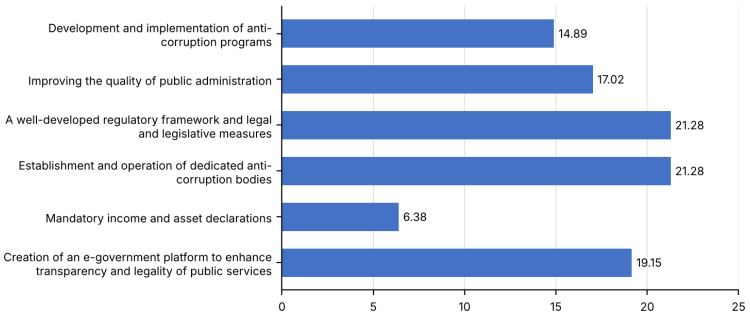


Figure 4. Effectiveness of existing anti-corruption mechanisms in the civil service (%)

In its pursuit of sustainable and transparent development, Kazakhstan has implemented a range of measures to combat corruption in the civil service. These mechanisms and their effectiveness are generating significant public interest. The adoption of appropriate measures, the collaborative efforts of civil servants and the public, and the development and implementation of new approaches are helping Kazakhstan move forward and build an integrated, corruption-free society.

Modern problems of combating corruption in public service. In recent years, the fight against corruption in our country has noticeably intensified, but nevertheless, despite the results achieved, there are a number of problems that still remain unresolved. The main areas in which they manifest themselves are shown in Figure 5.

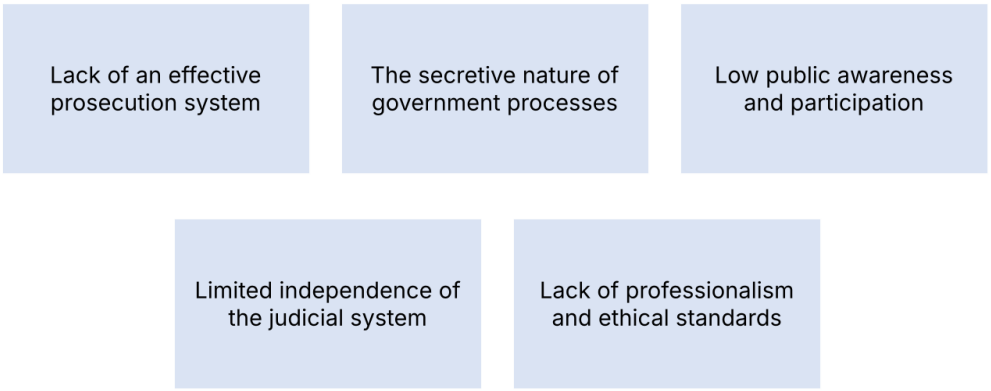


Figure 5. Focus of the main contemporary problems

In order to examine this research question in greater detail, in addition to analyzing articles and the regulatory and legal framework regarding the existence of modern problems in the fight against corruption in public service among employees of state organizations, we conducted a sociological questionnaire titled "Modern Problems in the Fight Against Corruption in Public Service." Independent respondents from the general population, numbering 200 people, were also involved.

The results are presented in Table 4.

Table 4. Summary of survey results: "Modern challenges in combating corruption in public service"

			Score (evaluation)				
	№	Problem	1	2	3	4	5
Count	1	Lack of an effective prosecution system	0	23	4	0	0
	2	Limited independence of the judicial system	0	1	5	21	0
	3	Opacity of state processes	1	1	24	1	0
	4	Low public awareness and civic engagement	0	0	4	19	5
	5	Lack of professionalism and ethical standards	14	9	4	0	0

The data show the following distribution of importance ratings for the five challenges. "The lack of an effective criminal prosecution system" received scores of 2 and 3 on a five-point scale (85.19% and 14.81% of respondents), meaning this problem was assessed as having medium significance. "Limited independence of the judiciary" was rated 2, 3 and 4 points (3.7%, 18.52% and 77.78%), and the majority of respondents consider it an important problem. Regarding the item "Transparency of government processes," 3.7% of respondents gave scores of 1 and 2 (low significance), the vast majority (88.89%) chose a score of 3 (medium significance), and another 3.7% gave a score of 4 (high significance). "Low legal awareness and civic engagement of the population" were rated at 3, 4, and 5 points, which corresponds to 14.91%, 70.37%, and 18.52% of respondents,

respectively. The situation regarding "Non-compliance with professional and ethical standards" is the opposite: the ratings are concentrated at the lower end of the scale, with 51.85%, 33.33% and 14.81% of respondents giving scores of 1, 2 and 3, respectively. These results show that combating corruption in the public service in Kazakhstan remains a complex task that requires a considerable amount of time to resolve. To eliminate existing corruption risks, it is necessary to strengthen the independence of the judicial system, increase the transparency of public administration, and require public officials to demonstrate professionalism and ethical conduct.

The analysis showed that corruption seriously threatens trust and the quality of public administration, as well as sustainable socio-economic development. Kazakhstan has done a lot to modernize the anti-corruption system; for example, it has carried out legislative reforms, moved public services to a digital format, and introduced ethical standards in public service. The effectiveness of these measures depends on the consistency of their implementation, the coordinated interaction of agencies, and the involvement of civil society. The data obtained allow us to conclude that a comprehensive approach is needed to improve the effectiveness of anti-corruption policy — an approach that will combine legal, institutional, technological, and educational measures.

Increasing citizens' legal awareness, ensuring the openness of the authorities, and bringing public service practices in line with international standards will help create an accountable and sustainable system of public administration.

Another important part of anti-corruption policy remains the tightening of liability for corruption-related offences, including for offering, promising, and extorting a bribe, agreeing to receive it, and actually receiving it. Such measures will strengthen the deterrent role of criminal legislation and reduce the opportunities for corrupt behaviour in government bodies (Sarpekov, Rakhmetov, 2024). Over the past few decades, positive changes have taken place in Kazakhstan's public administration system: 1. The civil service has come to be viewed positively. By adopting the positive experience of OECD countries, civil servants began to be offered not only competitive salaries and a social package, but also assistance with housing, kindergartens, and high-quality medical care.

2. The organizational culture of the state apparatus underwent a number of changes and became attractive both to civil servants and to society. It is now focused on high results and the adoption of innovative approaches.

3. The rapidly changing requirements of the modern era have given new impetus to the task of increasing the capacity of civil servants. Competency requirements for administrative civil service positions have been updated accordingly.

4. Along with the revised system of performance evaluation of state bodies, training programs for civil servants have been improved, including the development of leadership, communication, analytical thinking, and in-demand digital competencies (Utaliyeva, 2023).

Further reform of the civil service in Kazakhstan should be aimed at strengthening institutional capacity, improving management efficiency, and enhancing the attractiveness of working in the public sector. Special attention should be paid to optimizing organizational structures, improving the quality of public services, and developing a results-oriented management system. Accordingly, strategies to prevent corruption should focus on the key factors influencing the behavior of civil servants, such as gaps in legislation, weak ethical standards, and mechanisms of public oversight. Priority in anti-corruption policy should be given to preventive measures, eliminating the causes and conditions that give rise to corruption, while still maintaining the necessary legal liability for such offences.

The overall organization of the fight against corruption should be based on the following principles:

A) Continuous analysis of changes in corruption and their causes.

Continuous monitoring of changes in corruption and their root causes provides several advantages in addressing this global challenge:

1. Identifying trends: Such analysis helps to determine the scale and direction of corruption, allowing the development of effective countermeasures and early measures to prevent the situation from worsening.

2. Identifying the root cause and analyzing changes in corruption. Identifying factors that

support and spread corruption risks, such as imperfect legislation, ineffective work of supervisory bodies, and problems in the justice system.

3. Timely response. Monitoring will enable law enforcement and government agencies to identify and prevent new forms of corruption in a timely manner.

4. Increasing transparency. Open discussion of corruption issues increases public awareness and influences public opinion. This encourages civil society, the media, activists, and public organizations to participate more actively in the fight against corruption.

5. Assessing the effectiveness of measures: The analysis allows you to assess which countermeasures and reforms are actually working and can be expanded, and which need to be revised or replaced.

B) Developing strategies and tactics that are adapted to specific socio-economic and political conditions, the state of public consciousness and the law enforcement system.

The fight against corruption in public administration requires joint efforts of society, government and organizations to increase transparency and strengthen institutions - these efforts are aimed at creating a just and trustworthy society (N-Barco, N-Prieto et al., 2024).

Developing an anti-corruption strategy and tactics, taking into account socio-economic, political and legal conditions, provides a number of important advantages:

1. Taking local specifics into account. Corruption manifests itself differently in different countries and regions, and if you understand the local specifics, you can build a strategy that will address real problems while taking into account available opportunities.

2. Focusing on key areas. A well-formulated strategy makes it possible to identify the areas where corruption is most widespread, and it is precisely there that targeted measures will yield the greatest results.

3. Ensuring consistency of actions. The strategy builds interaction between all participants — government bodies, law enforcement agencies, civil society, and business — and joint work increases overall efficiency.

4. Education and engagement with society. The strategy may include educational programs and information campaigns that explain to citizens the harm caused by corruption and the role they can play in it. Over time, this changes society's attitude towards this problem.

5. Reform of the law enforcement and judicial systems. When developing the strategy, it is necessary to provide for the reform of systems in these areas through stricter penalties, strengthening oversight mechanisms, and ensuring the independence of the judiciary.

6. Target programs. For Kazakhstan and the regions as a whole, it is necessary to develop targeted, mutually reinforcing anti-corruption programs that will make it possible to achieve the set goals.

Conclusion.

The effectiveness of anti-corruption policy is directly linked to the implementation of the principles of openness, accountability, and active participation of civil society. It is these principles that strengthen trust in the authorities and make their work more transparent (Leonov Yu. et al., 2024). This will help to create an open and accountable system of public administration, strengthen public trust in government, create a favorable environment for business and investment, and strengthen the rule of law. In order for these programs to be truly effective, and not just formal, they need to be adapted to the specific conditions of each region and focused on measurable results:

1) Strengthening the legal framework: The development of anti-corruption programs strengthens the legislation and introduces new rules and norms for preventing and combating corruption, creates reliable and effective control mechanisms, and establishes accountability for corruption offenses.

2) Building an open system. Anti-corruption programmes will help to create an open management system that will involve government bodies, businesses and civil society, and will be aimed at implementing the principles of transparency, accountability and participation to prevent corruption and create conditions for the effective operation of organisations and civil society institutions.

3) Training and staff development. Developing anti-corruption programmes involves not only adopting rules and regulations, but also training and improving the qualifications of employees in the field of anti□corruption. Using new knowledge and skills, a team of professionals will be formed in the long term to effectively combat corruption.

4) Support for economic development. Anti-corruption programs contribute to the effective functioning of the economy, as corruption risks are a major obstacle to investment and the country's development. Anti-corruption measures create a predictable and fair business environment, which will help attract investors and strengthen the region's economic potential.

Using the support of civil society institutions, society and legal entities creates strong alliances and partnerships in the fight against corruption, contributes to the disclosure of corrupt practices and helps prevent and suppress this phenomenon.

A favorable environment in society is formed on the basis of the principles of transparency, legality, and integrity. Studying ways to combat corruption in public service is necessary for efficiency and honesty. The research data make it possible to understand where corruption comes from, how it works, and what the nature of its emergence is; without this, it is impossible to develop effective strategies and countermeasures. Thus, research and analysis of ways to combat corruption in public service make a real contribution to the fight against corruption and help strengthen public trust, improve the efficiency and ethics of public service, attract investment, and promote economic growth. This is the search for the necessary conditions for the development and long-term prosperity of the country.

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