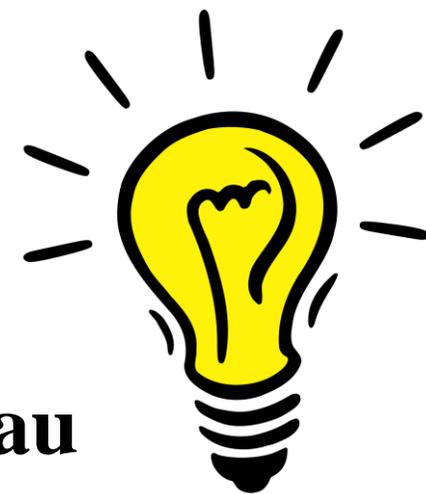




# **Results and Challenges of Organizational Arrangement and Functional Analysis in Georgian Civil Service**

**Irina Aghapishvili**  
**Acting Deputy Head of the Civil Service Bureau**

**SEPTEMBER 30, 2019**



# Content

- **Process and Reasons of FA in Georgian Civil Service**
- **Main Findings of the FA in Georgia**
- **Status Quo**
- **Future Plans**
- **Lessons Learned**



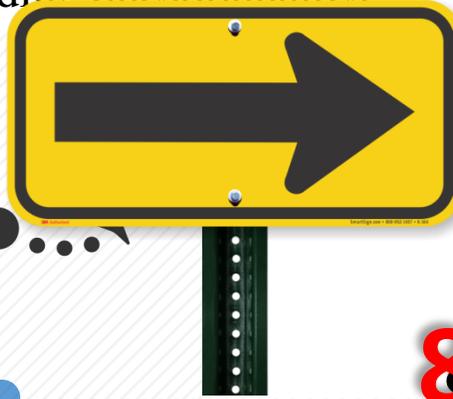
**NEXT**

**2015**

Deciding on Methodology,  
team and experts



Sending questionnaires



Interviews



85

Final Report  
provide the  
recommendations

**2018**



**2014**

Adoption of the Concept of Civil  
Service Reform (CSR)



**2016**

Collecting information  
Desk research  
Elaborate initial findings and  
ideas



**2017**

Adoption of guiding  
principles

**2019**



