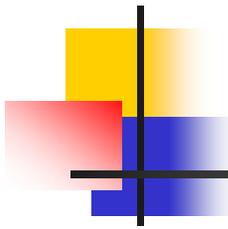


# Depoliticisation of the Civil Service

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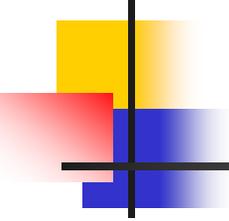
Lessons learned from the Central  
and East European Countries



# Background

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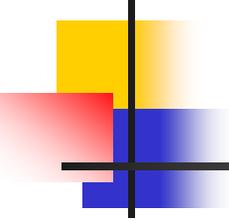
- Struggle to overcome the legacy of politicised civil service in the 1990s
- Expansion of the number of staff
- Inadequate employment conditions
- Stop and go nature of reform initiatives after changes of Governments



# Content of reforms

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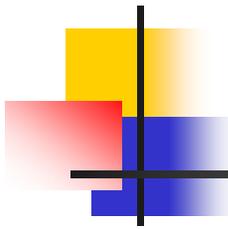
- Adoption of Civil Service laws
- Separation between political and administrative posts
- Restrictions on political appointments for top civil service positions (open competition procedure, education and experience requirements)
- Creation of Civil Service Agencies to oversee the implementation



# Key problems and challenges

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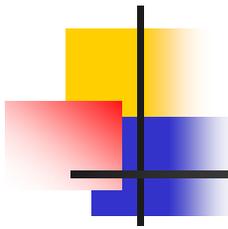
- Political interest in controlling the senior civil service posts remains strong
- Lack of sufficient means to enforce existing legislation
- Strong ethnical considerations in some states



# Problems with Coalition Governments

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- Introduction of checks and balances between different coalition parties - overt politicisation
- Different politicisation trends depending on the nature of coalition (fragile multiparty alliances of convenience, coherent multi-party majority Governments or single dominant party coalitions)
- Systems of common or joint governance



# Conclusions

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- Expectations that Civil Service Laws will solve politicisation problems are unrealistic
- Allowing certain level of moderate politicisation is sensible (German model may be a good example)
- Lessening of polarisation between political parties – trust building is important
- Alliance building with political parties and interest groups for joint tackling of politicisation and patronage

THANK YOU FOR YOUR ATTENTION