

# Opportunities and Challenges in Building an Effective State Administration – Case of Kosovo

Breakout Session E - Drivers and Enablers of Policy Effectiveness

Presented by

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- Population: 1,920,079
- Area: 10,887 sq km (4,212 sq miles)
- Republic of Kosovo declared independence in February 2008
- Prior to 2008, Kosovo was under the administration of United Nations Interim Administration Mission in Kosovo (UNMIK)
- Ethnic composiotion:
  - 92% Albanians
  - 4% Serbs
  - 4% Bosniaks, Turks, Roma, Ashkali, Egyptian and others



### Civil Service in Kosovo



- 1980 Communist system
- 1990 No system (Ocupation era)
- 2000 2008 UNMIK administration
- 2008 Present ...
- Currently, the civil service in Kosovo is 80,988
  - Central level: 37,551
  - Local level: 43,437



### State Reform Agenda in Kosovo



## Three major reform interventions:

# 1. Package of Laws on Public Administration Reform

- Law on Organization and Functioning of State Administration and Independent Agencies
- Law on Public Officials
- Law on Salaries

#### 2. Law on Government

# 3. Law on Inspections

### Package of Laws



# Law on Organization and Functioning of State Administration and Independent Agencies

- Establishes clear rules for the entire ministerial system
- Sets the criteria for establishment, management and clear accountability lines for agencies

### Law on Public Officials

- Regulates the employment relationship for public officials
- Civil Service Recruitment merit recruitment procedure
- Creating a legal framework for civil service discipline



### Package of Laws



#### Law on Salaries

- Defines the system of salaries and rewards for Public Officials and Functionaries
- Sets rules for determining salaries for employees of publicly owned enterprises in Kosovo.

Before the Law on Salaries we had 6,000 job tittles, currently 1,800 job tittles;

Lowest salary with the new Law is 322.65 € (coefficient 1.35)

Highest salary with the new Law is 2390 € (coefficient 10)



### Law on the Government



- Sets and seals the number and ministries and deputy ministers
- Standardizes the decision making and policy making porcedures
- Prevents potential missuse of official mandate
- Determines cooperation between the Government and other institutions defined by Constitution and applicable legislation

Governing Period	Number of Ministers	Number of Deputy Prime Ministers	Number of Deputy Ministers
2002 - 2004	12	0	0
2004 - 2007	14	1	30
2007 - 2010	15	2	42
2010 - 2014	18	5	52
2014 - 2017	19	3	57
<b>2017</b> – Current	21	5	75



### Law on Inspections



- Defines the principles and unique rules that should be follow in the inspections procedures,
- Defines the principles of inspections organizations and rationalizes the inspections from 30 to 20.
- Establishes the General Inspector Office in order to coordinate the inspections
- Eliminates the overlapping of the inspections

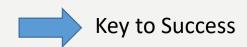




- Political will Precondition for reforms
- Reforms may be painful for the Government but good for the society
- Consultation Proces

Internal Consultation

**External Consultation** 



- Do not neglect the Parliamet
- Include Civil Society
- Broad consultation process



# THANK YOU!

Follow

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Questions?

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