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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Kosovo’s Country Profile

• 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 composition:
  • 92% Albanians
  • 4% Serbs
  • 4% Bosniaks, Turks, Roma, Ashkali, Egyptian and others
Civil Service in Kosovo

- 1980 – Communist system
- 1990 – No system (Occupation 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**
• 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
• **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 titles, currently 1,800 job titles;

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 procedures
- Prevents potential misuse of official mandate
- Determines cooperation between the Government and other institutions defined by Constitution and applicable legislation

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<td>2017 – Current</td>
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Law on Inspections

- Defines the principles and unique rules that should be followed 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.
LESSONS LEARNED

• Political will – Precondition for reforms
• Reforms may be painful for the Government but good for the society

• Consultation Process
  - Internal Consultation
  - External Consultation
  - Key to Success

• Do not neglect the Parliament
• Include Civil Society
• Broad consultation process

BE POSITIVE!
THANK YOU!

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