In support to public administration reform in Albania

Reflections on support to building a merit based administration for local government

Overview

- Dimensions of decentralisation - political, fiscal, administrative

- TA - building capacities for local administration with considerable investments in training and curricula development, human resource development, structures and institution building support;

- in Albania - Political appointment and staff turn over at very high degree - reinvest in capacity building for LG staff, delays in project implementation, efficiency issues, undermined sustainability- critical point with emphasis by DP;

- EU accession talks and requirements to comply with 5 negotiations criteria - public administration reform one of them;

- Wave of reforms since 2013 - state reforming at local level, interrelating nature;

  - public administration reform (PAR) - a strategy and the law on the civil servants

  - territorial administrative reform (TAR) - amalgamation of 373 units into 61 municipalities

  - decentralisation - strategy, a new law on structuring and functioning of local government, law on local finances

On the legal frame for PAR

- Policy and legal frame

  - PA strategy 2015 - 2020

    - policy and legislation; organisation and functioning of PA, Civil Service - HRM; admin procedures and oversight.

  - Law on civil servant - inclusion of Local government administration under Civil Service for the first time;

- Action plan and implementation

  - merit based recruitment and promotion based on education and skills, structures building/strengthening for training and capacity building (ASPA); oversight structures - Commissioner

- Monitoring the progress

  - working groups EC and Albanian Government on yearly basis for capturing progress and defining next steps; EU progress reports

CH support

- Support in drafting secondary law formulation

- Assess capacities of local level to implement new law - define support based on the findings;

- Introduce HR tools and techniques - job description, support the process of recruitment design based on education and skills, publicly and transparently announced, appraisal systems and procedures;

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- Support strengthening of capacities for training of administration

  - Training Needs Assessment for local government related institutions to identify entry points

  - MIS for local administration for HRM - inventory of employees, skills, needs for support, interface with other institutions - DOPA, ASPA, Commissioner, MLI, employment office

  - platform of KM and e-training at ASPA

- Support performance based evaluation through development and practices and documentation;

- Built alliance and ensure coherence with EU policy, complement and coordinate efforts for support local and central level entered.

On the implementation path of PAR

- Enabling environment and incentives to put it in function or consequences when not compliant.

- Mechanisms in place (ex. E- Pav) that enable open processes that could be monitored and scrutinised from state structures (State Commissioner) and community - a role for civil society to play.