

The civil service – recruitment procedures, reforms and challenges of the states in transition – The case of Kosovo

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Abstract

No functional and democratic state can function without a proper professional administration and a professional and efficient civil service, through which it will always serve the citizens of the country. The civil service is the entire body of administrative staff employed in central and local administration institutions provided by this law¹, which implements the policies and ensures the compliance of the relevant rules and procedures. The Kosovo Civil Service is a unique example of political, legal and constitutional transition, with legislation changes from the former Yugoslav Federation, the former UN International Civilian Mission UNMIK and now in the laws of the state of Kosovo.

The purpose of this paper is to scientifically analyze and address the beginnings of the building of Kosovo's civil service, the transition phases, capacities, reforms, challenges as well as its recruitment and operation procedures.

The methodology used includes analytical, proof and argument methods as well as descriptive methods.

The perfecting, reformation and reorganization of the public administration and civil service in general is a dynamic trend that must be adapted to the needs of the time and the socio-political developments of the state and society.

Keywords: Civil service, administration, reform, recruitment.

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