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Theme:

**Organization and functioning of Public Administration in the Republic of
Kosovo**

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ABSTRACT

Public administration aims to regulate the functioning of society. Public administration is a mediator between the government, civil society, private sector and citizens. Only with a developed public administration, professional and accountable, the country can be efficient and functional. Reforms in public administration in our country after independence as a sovereign country, represent an important dimension of the priorities of the Government of the Republic of Kosovo, to create a modern administration, although it remains necessary to proceed in further reforming of public administration .

The current reforms are based on laws, regulations and standards for internal organization and systematization of jobs in the state administration, which regulate the organization and operation, method of work and decision-making procedures, cooperation with other institutions provided by the constitution and other legal acts that define the guiding principles of our country and the Law on State Administration which includes the organization of state administration in the Republic of Kosovo, being harmonized with the Constitution of the country and the standards of the European Union.

This paper discusses the organization and functioning of the state administration of the Republic of Kosovo, including a brief historical summary of the management structures of the United Nations more specifically by UNMIK, moving from the common administration with UNMIK into self-governance. Also, this paper presents the state administration of Kosovo by their organization and basic operations and main functions of the state administration starting from the implementation of the policy defined and implemented laws, other provisions and general acts to the making of administrative and other tasks provided by law.

Main words: public administration, organization, operation, reform.

CONCLUSION

A functioning public administration, transparent, efficient, and effective governance is a prerequisite for a democratic governance. Public administration as the foundation of a functioning state, determines the ability of the government to provide public services and to foster competitiveness and development. Considering the main principles of the public administration we come to a conclusion that Kosovo has passed some difficult challenges in terms of organization and functioning of public administration. Moving from a public administration within a communist state, then passing under the common administration with UNMIK's and to self-government and administrative organization after independence, we come to a conclusion that the functions and organization of public administration in Kosovo are in harmony with each other, and significant reforms have been made in terms of organization and functioning of public administration under the Constitution of the Republic of Kosovo and European Union standards. Kosovo has also started with the development and implementation of e-government at several levels which aims to create an efficient and responsible management, which will enable rapid service at any time and from any distance, to meet the daily requirements of citizens, to provide development opportunities, permanent services, rapid progress and development in all fields. Therefore through stable electronic services, Kosovo will be part of Europe. Kosovo has reached significant strides in regulating the legal infrastructure within these steps Kosovo adopted the Law on State Administration by means of which an organization and functioning of state organs, it has been approved a series of regulations including the adoption of the regulation that defines the administrative responsibilities of the Office of the Prime Minister and ministries which was approved as part of measures to implement the Law on State Administration, it has been approved the law on local self-government under which are presented the duties and responsibilities of local authorities in Kosovo, were approved laws for the establishment of independent institutions, civil service law and the salaries of civil servants, Law on Independent Oversight Board. In the area of civil service reform, were approved some regulations and administrative instructions, as regulations on working hours and that the job description, and in particular the regulations for the appointment of senior civil servants, and that civil registry of civil servants, etc. Despite this legal basis regulation, Kosovo has stagnated in the full implementation of these laws and regulations. Current administrative law for procedures is poorly enforced and it is necessary to adopt a new law on administrative procedure, civil service laws are not enforced by local authorities. Secondary legislation of laws on civil service is still lacking, such as job classification catalog, further delays in the implementation of laws on civil servants and civil servants' salaries. Kosovo needs to finalize the legal framework for the civil service and ensure its implementation, in particular catalog and estimate the performances. Kosovo also should review the organization of public administration at the municipal level, especially delegated powers and designation of directors. Also, the independent institutions such as the Ombudsman lacks political support in terms of providing proper functional and financial independence. As well the Law on the Kosovo government is not approved, which has remained

as a draft adopted in 2009. The adoption of this law would be welcome since this law foresees the organization and functioning of the Government of the Republic of Kosovo, including ways of working and decision making procedures of the Government. Reform of public administration in general continues to be characterized by a lack of professionalism and motivation by staff. As regards e-government, lack of coordination has created a situation where different branches of the administration are not connected, services provided to citizens of limited e-Governance. Regarding public services and human resource management, political interference in public administration continues, both at central and local levels. Overcrowding of public administration in Kosovo with personnel and political influence in hiring employees in part bases and it's very high. There are needed further efforts to fully implement the relevant provisions for prevention of corruption and promotion of integrity in the civil service, in particular by providing training assigned to civil servants. Although Kosovo has made significant reforms in public administration, is a requirement of time that Kosovo continues its journey further towards the construction and operation of public administration based on the principles and internationally accepted standards.

RECOMMENDATIONS

To do a review of the organization of public administration at the municipal level, mainly delegated powers and appointment of directors

To do the adoption and implementation of law on general administrative procedures;

To be approved the law of the Republic of Kosovo

To do the discharge of public administration in Kosovo from excess employees and leave political influence in hiring employees on political bases

To continue with the provision of services through e-governance in all branches of public administration.