




Civil Service Reform in Georgia

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CIVIL SERVICE BUREAU

- Independent Legal Entity of Public Law
 - Leading Agency Coordinating and implementing the Civil Service Reform
 - Supporting implementation of the anti-corruption policy through ensuring publicity of assets declaration, monitoring and providing guidance on ethics
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CIVIL SERVICE REFORM CONCEPT

- Creation of the Governmental working group
- Regular meetings
- Analyzes of the existed situation
- Reflection of the recommendations to the draft



ADOPTION OF THE CONCEPT

Governmental decree N627, 19th of November, 2014

Strategic document indicating concrete steps for reforming the Georgian Civil Service based on the EU categorization, which was used in other countries of transition


CATEGORIES OF THE CONCEPT

- List:
 - Definition and the scope of the CS
 - Centralized system for the management, coordination and oversight over the CS
 - The classification system
 - The remuneration system
 - Recruitment in civil service
 - Managing civil servants
 - Rights and duties of civil servants
 - Training and professional development
 - Equal opportunities for men and women

CIVIL SERVICE LEGISLATION

- Civil Service Bureau started implementation of the concept by drafting the New Law on Civil Service
- Same approach of drafting, meaning:
 - Creation of working group
 - Internal discussion
 - SIGMA involvement
 - Updating draft according the recommendations
 - Public discussions
 - Submission of the draft to the Government of Georgia

TRANSITIONAL PERIOD BEFORE THE ENACTMENT OF THE LAW

- Decrees of the Government of Georgia proceeding from the laws
 - Law of Georgia on Remuneration in Civil Service
 - Law of Georgia on Legal Entities of Public Law
 - Elaboration of Unified eHRM system
 - Elaboration of Job descriptions for all CS positions
 - Reclassification of all existing positions
 - Trainings on novelties of the CS Law
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FUNCTIONAL ANALYSIS OF GOVERNMENTAL INSTITUTIONS

- To prepare the public institutions for the changes envisaged by the new Law on Civil Service it was essential to carry out the process of functional analysis which included:
 - Detailed analysis of line ministry portfolios; in-depth examination of structures (vertical analysis)
 - Develop general principals on organizational arrangements



ENACTMENT OF THE NEW CIVIL SERVICE LAW

- New Civil Service Law came into force from July 1, 2017
 - Clear definition of Functions of Civil servants, labor and administrative contract employees
 - Unified classification system
 - New regulations for admission to civil service
 - Carrier management system
 - Unified remuneration system
 - Performance appraisal and professional development


LAW ON SALARIES

- Elaboration and adoption of the new Law on Remuneration in public institutions in 2017
- The Law regulates not only the issues of salaries of professional civil servants, but also applies broadly to the "public service employees" regardless their legal status. It aims to establish a fair, transparent, and foreseeable system of remuneration of persons employed in the public sector.

ONLINE ASSET DECLARATION SYSTEM IN GEORGIA

- Asset Declaration System is operational since 1998
- However, it was only in February 2010 when the entire system became online-driven
- All senior Georgian officials submit their asset declarations annually at www.declaration.gov.ge
- Submitted declarations are published instantly on the website
- More than 5600 public officials are obliged to fill out asset declarations

DEVELOPMENT OF DECLARATIONS MONITORING SYSTEM

- Creation of the working group;
 - Development of monitoring system concept and sharing international practice;
 - Preparing draft amendments based on the recommendations
 - Presentation before the Anti-corruption council
 - Submission to the GOG and the Parliament
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- The amendments to the Law on Conflict of Interests and Corruption in Civil Service (Col) have been adopted on October 27, 2015 and entered into force on January 1, 2017. The new amendments established a monitoring system for asset declarations of public officials.
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MONITORING PROCEDURE

The monitoring process is completed upon crosschecking of the information in different electronic databases in accordance with the principles of confidentiality.

comparing asset declaration information with:

- Electronic databases administered by public institutions;
- Information requested and provided by official;
- No excess to private databases such as banks and other private financial organizations.

ETHICS IN CIVIL SERVICE

- Code of Ethics was adopted in 2017
 - dbb Academy experts trained seven Georgian trainers and developed a detailed civil servants training agenda within the Training of Trainers;
 - Systematic Trainings of Civil Servants on Ethics
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Thank you!