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ReSPA

The Regional School of Public Administration



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by the European Union

ReSPA Newsletter

June Issue, 2012

EU Members of Parliament Visit ReSPA

A group of Members of the European Parliament visited on the 3d of April the premises of ReSPA, in Danilovgrad, Montenegro.

The entire team of ReSPA welcomed the distinguished guests who were accompanied by the EC Delegation Representatives in Montenegro.

The ReSPA director welcomed the EU Parliamentarians in the White Room (the room for conferences and events at ReSPA) with a brief but concise presentation about ReSPA, its developments, achievements, challenges and future plans. He spoke about the history and background of ReSPA, the impor-

tance of the presence of EU in ReSPA by being part of the Governing Board as observers, and core activities.

Members of the Parliament asked several questions with the regards to the sustainability and future plans of ReSPA. Mr. Kukan, was a member of the Thesaloniki Agenda. He expressed his admiration for the premises. Mr. Kukan, asked about the developments at ReSPA with a special focus on the core activities and events that are taking place.

Aqim Emurli, Training Manager at RePSA offered a clear picture about the activities focusing pri-





anti-corruption agencies in their respective countries.

After the introductory session, the members of the EU Parliament visited the other training rooms and facilities of the School and the Hotel.

At the end of their visit, some refreshments were offered to the guests.

marily on training events and workshops, but also touching upon other core activities such as the networking events, the mobility schemes, summers schools and annual conferences.

Ms. Lunacek asked a question about the presence of Kosovo* in ReSPA, and ReSPA Director explained the situation that Kosovo is a full beneficiary of all the services that ReSPA is offering without being a member.

Other members made enquiries with regards to the gender equality at ReSPA, expressed their concern no issues related to anti-corruption, public procurement and more. The ReSPA director explained to them that there is equal number of participants at the training from each country, and that the highest numbers are females; as for the anti-corruption he explained to them that we are tackling it with trainings as well as with the networking event with participants being head and deputy heads of the

The members of the EU Parliament visiting ReSPA:

- Eduard Kukan -Chair of the Delegation for relations with Albania, Bosnia and Herzegovina, Serbia, Montenegro and Kosovo, Slovakia
- Francesco De Angelis- Member of the Group of the Progressive Alliance of Socialists and Democrats, Italy
- Ulrike Lunacek – Member of the Group of the Greens/European Free Alliance, Austria
- Jutta Steinruck- Member of the Group of the Progressive Alliance of Socialists and Democrats, Germany

** This designation is without prejudice to positions on status, and it is in line with UNSCR 1244 and the ICJ Opinion on the Kosovo Declaration of Independence*

ReSPA Participates at the 20th National Conference of NISPAcee

NISPAcee organized from 23-25 of May its 20th Annual Conference in Ohrid, Republic of Macedonia. This conference was organized in collaboration with the St. Clement of Ohrid University of Bitola. The event took place at the Hotel Metropol in Ohrid Macedonia.

The main theme of the Conference was "Public Administration East and West: Twenty Years of Development" focused on a significant theme, which facilitates a better understanding of important issues regarding the administrative development and policymaking capacity in Central and Eastern Europe and Central Asia.

The conference included experts, scholars and practitioners who work in the field of public administration in Central and Eastern Europe (including all countries covered by NISPAcee's membership, the Russian Federation, Caucasus and Central Asia), as well as from many other regions and countries of the world.

For the 20th anniversary conference the main conference theme followed two principal objectives. Firstly to initiate, promote and organize an in-depth scientific, professional and empirical analysis and synthesis of East-West cooperation during the past twenty years and how it has contributed to institutional development throughout the region. Secondly to highlight and evaluate the NISPAcee role in the development of the East-West cooperation in the past and, in so doing, assess its own progress and discuss the main trajectory of its action in the future.

The NISPAcee conference was conceptualized in such a way that it involved many working groups and panel discussions.

The plenary session marked the official opening of the Conference. President NISPACEE, Mr. Gyorgy Jenai, stressed the importance of NISPACEE in global net-



working and drew attention to the results achieved so far in twenty years of NISPACEE existence and work. Geert Buckhart, Katholieke Universiteit Leuven, stressed the importance of public administration issues, which could not be seen from the aspect of the problem, but as a potential solution to many problems that exist.

ReSPA was incorporated into one of the panel discussions identified as the New Projects. ReSPA was represented at this event by Mr. Suad Music, the Director and Eris Kasmi the PR and Documentation Officer.

The Director of ReSPA opened the panel group on New Projects with the presentation of ReSPA. During his presentation he highlighted the role and responsibility of ReSPA as the regional center of excellence for the Public Administration Reform in the Western Balkans, pointing out the political, social and economic importance of the institution. Furthermore, the ReSPA Director elaborated on the issues related to training programmes, activities, networking events, staffing, and other issues related to ReSPA's on going developments.

Following the Director's presentation, the PR and Documentation officer made a presentation about ReSPA with reference to its role, values, programming, subject areas covered and more. ReSPA's presentation

generated a lot of interest from the presented panel members and many of them made questions with reference to various topics that were covered during this presentation.

Besides ReSPA's presentation, a new project by the Hungarian University of Public Administration was presented in the panel group. It was a very interesting presentation about a project that this university had undertaken together with the state procurement authority in Hungary in regard to the corruption in the country at the state officials level in all levels of public administration.

ReSPA materials (leaflets, newsletter March Issue, fact sheets and paper bags) were distributed at the publication corner set-up at the event for NISPAcee and partner organizations.

A reception was hosted from the Rector of the St. Clement of Ohrid University of Bitola.

NISPAcee which stand for The Network of Institutes and Schools of Public Administration in Central and Eastern Europe) is a professional network established in 1995 which to date has more than 130 member countries. The organisation was established in 1994 as an independent, non-profit, non-governmental organisation focused on the public administration challenges facing Central and Eastern European countries. In October 1995 NISPAcee became an independent legal entity registered in Slovakia as an international organisation.

Workshop on Economic and Social Parameters on the National Public Administration in the Context of EU Integration



Twenty-nine participants attended this workshop from 13-16 March 2012 which targeted senior civil servants, mostly from the respective Ministries of Economy and Regional Development, and the Ministries of Public Administration. The workshop provided the participants with an overall – theoretical and practical – background on the EU integration process before tackling more in depth some key issues faced by national public administrations and providing a case study from the Croatian experience throughout the EU accession process.

The programme revolved around five core themes developed throughout the four-day programme: EU integration:

actors, treaties, policies; Monitoring member state compliance (Lisbon Process, Europe 2020); EU economic governance and its effects on member state administrations; Multilevel governance, partnership principle and stakeholder engagement; EC monitoring in candidate countries.

The workshop was organised and delivered in cooperation with the LSE Enterprise (LSEE), the consulting arm of the London School of Economics and Political Science (LSE).



Establishment of the Network on Ethics and Integrity

In accordance with the ReSPA programme of work 2012, another network on Ethics and Integrity has been established with a specific focus on the conditions in the Western Balkan countries. The network taking place 22-23 March 2012 particularly aims at an exchange of approaches and ideas concerning the anti-corruption work in single institutions and countries.

The event aimed at an exchange on the anti-corruption policies and integrity system in the ReSPA Member

States. The intended result of the event was to lay the foundation for the Network and generate ideas for further topics of the Network.

Fifteen participants of the network were senior officials or heads of institutions responsible for anti-corruption policies and/or the ethics framework in their respective countries. The network was organised and implemented in cooperation with two external experts.

Workshop on Management, Good Governance and Modern Administration Principles in the Context of the European Administrative Space

The main objective of this workshop, which took place from 27-30 March 2012 in the premises of ReSPA in Danilovgrad, was to strengthen managerial and leadership skills of civil servants from the Western Balkan countries, as well as to increase their knowledge and understanding of the concept of “Good Governance” and Principles of Modern Public administration. In addition, the workshop served as a good ground for discussing reliability of some practical models of Citizen Participation and Transparency Enforcement in Public Institutions as a part of Modern PA and Good Governance.

The workshop brought together 28 participants - public officials of Western Balkan



countries from the Ministries responsible for civil service and public administration and the Ministry of Finance. The trainers combined theoretical lectures with practical exercises and interactive discussions with the participants, in order to illustrate and validate the knowledge transferred during theoretical sessions. Active participation and sharing of opinions between the participants was highly encouraged, and in most cases the trainers served mainly as moderators of the discussions between the participants on the given topic.

The workshop was implemented in cooperation with the Lithuanian Institute of Public Administration.



Workshop on “Public Finances and Budgeting Reforms in Public Administration”



This workshop was organized from 8-11 May 2012 for mid-level officials involved in designing and managing public finances and public administration reforms in Western Balkan countries with experience on budgetary reforms. There were altogether 27 participants, most of them representing mid level management and specialists from the ministries of finance.

The workshop provided participants with the analysis framework for thinking about public finance and budgeting reforms under a broader context of public administration reform. The participants were familiarized with basic concepts of designing the public finance and budgeting reforms and logical steps of implementation, and they were enabled to apply analysis on the public finances and budgeting

reforms used at their home countries and to introduce them to the best and most relevant examples from other countries.

The Workshop was organised in cooperation with the Latvian School of Public Administration.



Workshop on European Commission Direct Funding for Central Public Administrations of the Western Balkans



The workshop was held from 29 May - 1 June 2012 at the premises of ReSPA in Danilovgrad, Montenegro. The workshop was attended by 20 participants, civil servants from central Public Administrations of the Western Balkans, in charge of dealing with and looking for European and international funding and support.

The main focus of the workshop was to present the main sources of information about European direct funding, what EU funds are available for Central Public Administrations of the WB under the current programming period and the new scenarios for 2014-2020. Furthermore, it provided the explanation on how to access EC direct funding; underlying that strong organization of investment in the phase of

identification and appraisal is required. The experts presented theoretical and practical background on EC methodologies for project management and transparent decision making, providing recommendation on how to avoid dispersion of energy and to improve the capacity to prepare valid applications. In the course of the workshop the most common constraints, difficulties and mistakes incurred during the identification and management of EC funded project were presented. The participants were provided with case studies and successful stories for improving their professional skills, in order to submit successful project proposals in partnership with other EU or pre-accession countries. The workshop was organised and implemented in cooperation with FORMEZ Italia – Research and Training Centre for Public Administration.

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Workshop on EU Decision Making and Negotiation Techniques

The four day workshop, which was organized in cooperation with the Diplomatic Academy in Vienna, was held from 5 - 8 June 2012 in the premises of ReSPA in Danilovgrad, Montenegro. It gathered 21 participants - junior to mid level Civil servants from Western Balkan countries working in the public administration on national level and involved in European dossiers (EU integration units within related Ministries).



The main objective of the workshop was to provide knowledge, insight and skills for cooperation with the European institutions, as well as to improve the necessary skills for effective national interest representation in the European arena. This was done by offering a highly interactive course with several working forms and by training the participants through

“learning by doing”. Aside from presenting the historical development of the EU, the main Treaties and the institutional structure of the EU, the experts involved the participants in an interactive EU simulation game which served to demonstrate first-hand how the negotiation process works and how decisions are made. By presenting their respective national EU coordination systems, the participants reaffirmed their

knowledge of their own institutional structure, but also learned about the systems of the other WB countries, their mutual differences and as well as good practice examples. Finally, the participants were familiarized in detail with EU accession process and with all the steps that await them on the path towards EU membership.



Workshop on “Towards Total Quality Management with the Common Assessment Framework”



The training which took place from 12-15 June 2012 was organized for public servants responsible for quality development in their administration and those who wanted to introduce quality development in their administrations. Twenty one participants took active participation in the workshop.

The Common Assessment Framework (CAF), a total quality management tool (TQM) designed for the development of TQM in public-sector organisations, starting with a self-assessment of their organisational performance was held during four days. The training was focused on CAF content and implementation. Besides this, some specific topics (leadership, performance management and citizen/customer satisfaction) were covered as well.

The workshop increased the capacities of the participants in terms of understanding the place of the CAF within the different models used for TQM in the public sector, the CAF 2006 quality model itself, the scoring system and the self-assessment

process; how to implement the CAF 2006; how to prioritize improvement actions on a short, medium and long-term basis.

The workshop was organised and delivered in cooperation with the European CAF Resource, based at EIPA - Maastricht.



Regional Conference “ Ethics of Civil Servants and State Employees“



Ministry of Interior in cooperation with the Human Resources Management Authority (HRMA) on 30 May 2012 organized Regional Conference „Ethics of Civil Servants and State Employees“.

The goal of the Conference was to gather the representatives of countries from the region, together with the representatives of the EU countries and independent experts, in order to exchange experiences in the field of ethical standards at PA level.

Representatives from the region presented their national experiences, i.e. current state and application of ethical standards from theory to practice, with the focus on practice and examples of successful and unsuccessful application of ethical principles.

Apart from presentations of regional representatives, the Con-

ference depicted experiences of experts from the Republic of Slovenia, Republic of France and Azerbaijan.



Interview: Mr Cazim Alkovic

Tell us a little bit about yourself (which country, department, function)

Ćazim Alković, Quality and information security manager, Maritime Safety department, Montenegro

First time in ReSPA?

I have attended two seminars organized by ReSPA. The first one in Macedonia – Skopje, in April 2009 on the topic: “From strategic objectives to operational planning” and the second one in Danilovgrad, in November 2010 on the topic: “Improvement of human resource management through a process of assessment of civil servants and employees”.

What do you think of ReSPA Campus (hotel, food, training facilities, etc)?

Hotel and training premises fully meet all my expectations for successful attendance of the seminar. Food was quite good, and I especially liked the fact that there were various dishes prepared for people who do not eat some kind of meat, so we had many choices with regards to our food taste. Each room was very well equipped with wireless internet which was very important for me. The same applies to the training premises. It is also very important to denote that the Campus staff was very kind and ready to help in any moment.

What do you think has changed in ReSPA Campus?

I consider that ReSPA institutionalization improved the quality of trainings, which means that now it's much better when we have trainings organized in one place, then it was the practice before when we were accommodated in the hotel and had trainings in a completely another building.

Now let's talk about the training course

Seminars were very interesting and useful, especially the practical part which enabled the participants to apply the theory learned.

Were your expectations met?

My expectations were completely met.



How will the professional experience gained here at ReSPA reflect your work now and in the future?

I learned about the new tool (CAF- Common Assessment Framework) for improving services provided by Public Administration. I told my colleagues that this is a very useful tool, and I will try to use it in the Maritime Safety Department. Maritime safety department is certified in accordance with requirements of Standard ISO 9001:200, and all employees are continuously working on improving services. CAF application tools will help us to improve the quality of our services, to improve satisfaction of community and satisfaction of employees.

Did you have the chance to meet new people? Are you still in contact with them?

I had a pleasure to meet participants from the region who have similar professional interests. There was a list of participants in the working materials and I believe it is very useful for our future communication. We also made connections through social network, like Twitter, Facebook and LinkedIn.

What would you suggest to ReSPA?

I would like to thank ReSPA for well organized seminars and also to express my interest to participate at the trainings again. I recommend all civil servants from the Western Balkans to attend such seminars, if they have the possibility.

*Prepared by Blazenka Dabanovic
LO from Montenegro*

Conference on the Civil Services law as an essential condition for good governance

The Albanian government has committed itself to walk into the path of European integration. With its aim of EU membership, the Government and the EU have identified public administration reform as a basic priority to achieve this membership.

On May 29, 2012 the Department of Public Administration (DoPA) organised a high level Conference to inform on the performance of Public Administration Reform in the country. The conference was officiated by the Prime Minister of the Republic of Albania, Prof. Dr. Sali Berisha, followed by the Minister of Interior, the Head of the European Delegation to Albania and Director of DoPA, leading Civil Service Institutions of the country, etc.

This activity was mainly focused on the obligations coming from Intersectoral Strategy of Public Administration

Reform 2009 – 2013 (SNRAP) in Albania within the framework of the National Strategy for the Development and Integration. The conference addressed a fundamental problem of the functioning of the state as a whole. “In these 20 years, Public Administration has been the main factor of all the reforms implemented, the reforms that have seen great transformations in this country,” said the Premier. “Functioning of Civil Service, said the Prime Minister, is a guarantee to protect the public interest, for a better service, always improving the citizens and also an essential condition for good governance”. Meanwhile, Prime Minister assured that the government is preparing to open the School of Public Administration, the school which will provide continuous training to employees of the administration

According to Mrs. Selenica, head of DoPA, under this

reform, and also in view of the necessity of establishing Administrative Courts, a whole set of new laws like the Code of Administrative Procedure, the draft law “On Organization and Functioning of Administrative Courts and Judgment of the Administrative Disputes”, the new law on “Status of the Civil Servants”, the new law “On Organization and Functioning of Public Administration”, have gone through a series of important changes to fit the EU requirements. These are the main development steps that will help further the consolidation on the Civil Service in Albania.



All comments and consultations that took place during the conference will be reflected in the new law on “Status of the Civil Servants”, and this material will be formally sent to the line ministries and independent institutions, so that their comments or suggestions will be integrated into the final

draft prior to its approval to the Parliament.

The Conference was attended by representatives of the Ministry of Foreign Affairs, Ministry of Finance, Ministry of Education, Ministry of Justice, Ministry of Agriculture, Ministry of European Integration, Civil Service Commission, Commission for Personal Data Protection, High Inspectorate of Assets Declaration, Competition Authority, Training Institute of Public Administration, National Council of Radio and Television, Energy Regulatory Unit (ERE), SOROS, General Prosecutor Office, POLIS University, EPOKA University.

*Prepared By Evis Taska
LO from Albania*

Bosnia and Herzegovina Adopted the Budget of Institutions for 2012

The House of Peoples of the Parliamentary Assembly of BH adopted the Law on budget of BiH institutions and the international obligations of BiH for the year 2012 in the total amount of 1.394928 billion BAM (950 million BAM for the financing of BH institutions, and 444 928 000 BAM for the repayment of external debt of BiH) on 31st May 2012. The budget provides significant reductions, which include reduction of salaries of the employees in BiH institutions.

The adoption of the budget in the House of Peoples, earlier passed in the House of Representatives, completed the legislative procedures of the budget for 2012.

10 delegates - all present Serbs and Croats delegates, and two Bosniacs delegates from the SDP voted for adoption of the budget.

Three Bosniac delegates from the SDA voted against the budget. House of Peoples has not adopted 10 amendments to increase the budget for an additional 47 million BAM, requested by SDA party, which could have been provided from the additional allo-



cations from the Single Account of the Indirect Taxation Authority. Sulejman Tihic, deputy Chairman of the House of Peoples and President of the SDA party, repeated the views of his political party that predicted fiscal framework threatens the functioning BiH institutions and that the increase of the budget

is a way of "trying to fix things". Again he pointed out that the SDA party has not participated in the establishment of the global fiscal framework.

Serb and Croat delegates in the House pointed out the importance of the adoption of the BiH budget and the termination of temporary financing. Croat delegates expressed their dissatisfaction with the structure of the budget, but, according to the Chairman of the House of Peoples, Dragan Covic, the budget is required so that BiH could deal with key issues in the country.

More delegates expressed concern about the realization of this budget, due to the difficult economic and financial situation in the country and the world.

*Prepared by Zlatan Siric,
LO from Bosnia and Herzegovina*

Government of the Federation BiH: The Decree of rules for participation of interested public in the process of preparation of legislation

At the 53 Session of The Government of the FBiH, one of the items of the Agenda was related to the realisation of the activities of the Revised Action Plan 1 of the Strategy of Public Administration in BiH in the domain of "Policy-making and coordination capacities".

In order to enhance the cooperation with interested public, the Government adopted The Decree of rules for participation of interested public in the process of preparation of legislation which regulates the rules for handling of the Government of the FBiH, federal ministries and other administrative bodies in the process of preparation of preliminary drafts, drafts and

proposals of laws, strategies, programmes and other subordinate legislation which adopt or propose federal administrative bodies and Government in order to provide the participation of the interested public.

Also, at its 20th Session, the Government unanimously accepted the Initiative for the establishment of the partnership with the representatives of civil society in the Federation of BiH. The Decree of rules for Participation of interested public in the process of preparation of legislation also regulates the role of civil society in the process of preparation of federal legislation.

*Prepared By Samra Ljuca
LO from Bosnia and Herzegovina*

Interview with Tamara Kuzman- Ministry of Economic Relations and Regional Cooperation of the Government of Republic of Srpska

Tell us a little bit about yourself (which country, department, function)

After graduating from the Faculty of Economics in Banja Luka, I started working in the Ministry of Economic Relations and Regional Cooperation of the Government of Republic of Srpska, in the Department for Regional and Institutional Cooperation. As a Senior Associate for Monitoring and Coordination of the Activities of the Representative Offices of the Republic of Srpska abroad, I find very useful knowing other people's working culture and I do my best to establish strong connections with civil servants from different ministries all over the region and to achieve other set goals.

First time in ReSPA? What do you think of ReSPA Campus (hotel, food, training facilities, etc)

Yes, I attended a ReSPA workshop for the first time and my impressions are completely positive. ReSPA provided an enjoyable place and good work conditions in a pleasant environment, comfortable accommodation, diverse and delicious food and devoted staff.

Now let's talk about the training course. Were your expectations met?

Yes, my expectations were met. I wanted to learn not only theoretical concepts, but also practical skills of intercultural communication and negotiation, especially in cases of culturally sensitive situations. Also, I expected that participation in this workshop would contribute to more efficient performance in my regular duties at the Ministry.

How will the professional experience gained here at ReSPA reflect your work now and in the future?

During this workshop, I improved my knowledge of EU working culture and the process of EU decision making. Understanding cultural

differences between countries will enable me to communicate and negotiate more efficiently on regional and international level.

Did you have the chance to meet new people? Are you still in contact with them?

Yes, I met people from different parts of the region, with whom I spent very pleasant time. We exchanged our practical experiences, as we all had similar problems regarding our work. ReSPA provided to us the opportunity to improve our level of cooperation with each other and to network. I stay in touch with most of the participants, not only on professional but also on personal level.

What would you suggest to ReSPA?

This workshop is very-well structured, with theoretical explanations and interactive exercises. In my opinion, it would be useful if all participants would have active knowledge of the language of the workshop because that would make group work more efficient and without difficulties.

What would you like to say to your friends and colleagues from the civil service in your country?

I would like to recommend to all my colleagues to apply for one of the ReSPA trainings/workshops, because of the new knowledge and first-hand experience they would gain. In addition to content, methodology and good practices of the workshops, ReSPA connects people from different countries and makes good bases for establishment and strengthening of mutual cooperation.

*Prepared by Dalibor Copic,
LO from Bosnia and Herzegovina*

Opinions of Croatian Civil Servants on Participation in ReSPA Seminars

Mr. Slobodan Tolić, MEcon., senior advisor for public procurement in the Administrative Department of Finance of the City of Šibenik, and Mr. Ante Galić, LL.M., senior advisor for legal affairs in the Secretariat of the City of Šibenik, commented on their participation in the ReSPA seminar “Towards Total Quality Management with the Common Assessment Framework (CAF)”.

They were very satisfied with the ReSPA campus: the organisation of the stay, conduct of the staff, accommodation and food, as well as the workshop delivered by very interesting trainers. The latter were successful in maintaining interaction with participants through group work and discussions. However, due to difficulties in communicating in the English language, the participants were not able to participate equally in the workshop. It is therefore a recommendation of the participants to translate the exercises from the seminar into the languages of participants. To achieve greater cohesion among participants, they would suggest a trip to Ostrog or another place in the vicinity of Podgorica/Danilovgrad as early as the first day of the seminar.

The seminar met the expectations Mr. Galić and Mr. Tolić, in particular: the acquisition of new and applicable knowledge, meeting new people, practicing English for professional purposes, exchange of experiences with colleagues from the countries of the region, gathering professional information on the business practices of other countries with respect to performance quality and manner of public administration functioning, etc.

The professional experience gathered in ReSPA is of great benefit to them, since it may be applied in the city administration scope of work. Participation in such seminars encourages new ideas and possibilities for change in the existing manner of the performance of tasks. They would definitely recommend ReSPA seminars to their colleagues, and also suggest the organisation of summer schools. What member countries may not be able to realize to a sufficient extent on the national level (e.g. investment in human resources) is “alleviated” through the work done by ReSPA, and ReSPA provides assistance to its member countries by providing them with the opportunity to prepare more easily for the challenges arising from the accession to the European Union.

Novelties in Registration of Employees' Years of Experience Announced

Mr. Mirando Mrsić, the Croatian Minister of Labour and Pension System, presented the e-employment record at the 2nd e-Business Conference of the Financial Agency, which took place in Zagreb on 4 June 2012. The introduction of the e-employment record is envisaged from 1 January 2013, and it will become obligatory on 1 July 2013, when the Republic of Croatia will become an EU Member State. The new employment record will enable employees to check if their employers have paid their taxes and national insurance contributions, and will contain information

on the years of experience, qualifications and specialisations. The intention is to connect this unique register with several databases, such as those of the national pension insurance and health insurance institutes, and the employment service.

This will ensure data transparency and increase labour market mobility, in accordance with EU recommendations.

*Prepared by Gordana Zoretic,
LO from Croatia*

Law on Administration in the Republic of Macedonia

In the current legislation system of the Republic of Macedonia, the Law on Civil Servants regulates the rights, duties and responsibilities of persons employed in state and local government. Yet, until 2010, the rights, duties and responsibilities of persons who work for public interest in the areas of education, health, culture, science, labour and social affairs, welfare and child protection, funds, agencies, public enterprises founded by the Republic of Macedonia and municipalities, were regulated by special laws of the relevant area, and by the Law on Labour Relations. With a purpose to regulate the work in these areas, in a similar manner as the Law on Civil Servants does, in April 2010, a new law, entitled Law on Public Servants was introduced. So far, some parts of it were amended or supplemented. These amendments were prepared in the course of 2010, 2011 and 2012.

The implementation of the Law on Civil Servants and the Law on Public Servants with all their amendments, showed that the Republic of Macedonia needs a law which will encompass civil and public servants,

especially in the parts of the laws designated as basic provisions that will apply to both categories of employees - both in state and local government and employees who conduct public activities organized at central and local level.

Therefore, and in accordance with the recommendations of the European Commission, a new Law on Administration is prepared in draft version. This new act will unify the legislative framework for the whole administration, including the employees in the state and public sector of the Republic of Macedonia; it will also introduce many new reforms in the system of administration. The draft law is in an inter-ministerial consultation procedure and will soon be a subject to public debates. The draft legislation is already published on the national ENER system, which is used for collecting feedback, comments and remarks, from any interested citizen or organization.

*Prepared By Martin Todevski,
LO from Macedonia*

Single electoral register Serbia

- First time in Serbia since the introduction of the multi-party system -

Single electoral register as an electronic database was used for the first time in recent elections in the Republic of Serbia. The introduction of the single electoral register has brought about many benefits for the Serbian citizens.

Inter alia, it enabled the citizens to choose where to vote in parliamentary elections to avoid traveling to their place of residence, by submitting a request thereabout within the statutory deadline to the city/municipal administration in the territory where they desired to vote.

The citizens were also able to check and verify their polling station via the Internet portal of the Ministry of Human and Minority Rights, Public Administration and Local Self – Government or SMS message. Protection of personal information because of the changed nature of viewing the electoral register was also ensured.

The electoral register will be updated automatically in conjunction with electronic registers the Ministry has been developing since 2009. The procedure will be specified and more efficient exchange of information (by modern technology) will be enabled between the authorities maintaining official citizens' records required for the electoral register update.

ReSPA Governing Board Members Ministerial Level

RESPA MEMBER	NAME	POSITION	CONTACT
Albania	Mr. Bujar Nishani	Minister of Interior	minister@moi.gov.al
Bosnia and Herzegovina	Mr. Barisa Colak Mr. Neven Aksamija (Substitute)	Minister of Justice Civil Service Agency Director	uredministra@mpr.gov.ba neven.aksamija@ads.gov.ba
Croatia	Mr. Arsen Bauk Mr. Zoran Piculjan (Substitute)	Minister of PA Deputy Minister	v.zonjic@uprava.hr zpiculjan@uprava.hr
Macedonia	Mr. Ivo Ivanovski	Minster of Information	ivo.ivanovski@mis.gov.mk
Montenegro	Mr. Ivan Brajovic	Minister of Interior	cabinet@mup.gov.me
Serbia	Mr. Dusko Radakovic	State Secretary Ministry Human and Minority Rights PA and LSG	dusko.radakovic@mduls.gov.rs

Governing Board Members, Senior Official Level

RESPA MEMBER	NAME	POSITION	CONTACT
Albania	Ms. Blerta Selenica	Director of DoPA, Ministry of Interior	b.selenica@moi.gov.al
Albania	Mr. Fatmir Demneri (Substitute)	Director, Training Institute of PA	f.demneri@itap.gov.al
Bosnia and Herz.	Ms. Fazila Music	Ass. Minister, Ministry of Justice	f.music@mpr.gov.ba
Bosnia and Herz.	Mr. Aleksandar Karisik (Substitute)	Head of Unit, Public Administration Reform, Coordinator Office Council of Ministers BIH	aleksandar.karisik@parco.gov.ba
Croatia	Ms. Andreja Bakula	Ministry of Public Administration	abakula@uprava.hr
Croatia	Ms. Valentina Milicic		valentine.milicic@dsju.hr
Macedonia	Mr. Jahi Jahija	State Secretary, Ministry of Information	jahi.jahija@mioa.gov.mk
Montenegro	Ms. Svetlana Vukovic	Director HRMA	svetlana.vukovic@uzk.co.me
Montenegro	Ms. Jadranka Djurkovic (Substitute)	Deputy Director of HRMA	jadranka.djurkovic@uzk.co.me
Serbia	Ms. Vladana Jovic	Assistant Minister Ministry of Public Administration And Local Self Government	vladana.jovic@mduls.gov.rs

ReSPA Staff

NAME	POSITION	CITIZENSHIP
Suad Music	ReSPA Director	Bosnia and Herzegovina
Ivana Bajo	PA to the Director	Croatia
Vlatko Naumovski	Head Of Finance	Macedonia
Natasa Kuc	Finance Assistant	Montenegro
Aqim Emurli	Training Manager	Macedonia
Goran Pastrovic	Training Manager	Serbia
Ivica Ivanovic	Legal & Personnel Officer	Montenegro
Eris Kasmi	PR and Documentation Officer	Albania
Igor Djukanovic	Facility Manager	Montenegro
Ranka Bartula–Musikic	Programme Assistant	Bosnia and Herzegovina
Dubravka Jurisic	Programme Assistant	Serbia
Milutin Rasovic	IT Technician	Montenegro
Vanja Masanovic	Receptionist	Montenegro
Marija Orovic	Receptionist	Serbia
Janko Rovcanin	Driver and general service	Montenegro

Liaison Officers

COUNTRY	NAME	POSITION	CONTACT
Albania	Ms. Evis Taska	Trainer, Dep of PA, Training Institute of PA	albania1@respaweb.eu
Bosnia and Herz.	Mr. Zlatan Siric	Administrative Inspector,	bih1@respaweb.eu
Bosnia and Herz.	Mr. Dalibor Copic	Senior Expert Associate, Civil Service Agency of Republic Srpska	bih1@respaweb.eu
Bosnia and Herz.	Ms. Samra Ljuca	Expert Advisor, Civil Service Agency	bih1@respaweb.eu
Croatia	Ms. Dusanka Boshnjakovic	Coordinator of the Training Programmes, Ministry of PA	croatia1@respaweb.eu
Croatia	Ms. Gordana Zoretic	Coordinator of the Training Programmes, Ministry of PA	croatia1@respaweb.eu
Macedonia	Mr. Martin Todevski	Associate for Cooperation and Promotion of Information Society	mk1@respaweb.eu
Montenegro	Ms. Blazanka Dabanovic	Independent Advisor HRMA	montenegro1@respaweb.eu
Montenegro	Ms. Dina Dobardzic	HRMA	montenegro1@respaweb.eu
Serbia	Ms. Stasa Lukic	Ministry of Human and Minority Rights, PA and Local Self Government	serbia1@respaweb.eu
Kosovo*	Mr. Hamit Qeriqi	Head of Administration KIPA	kosovo1@respaweb.eu

ReSPA

The Regional School of Public Administration

The Regional School of Public
Administration (ReSPA)

Address:

Branelovica

81410 Danilovgrad

Montenegro

Phone: +382 20 817 200

E-mail: respa-info@respaweb.eu

Website: www.respaweb.eu

About ReSPA

ReSPA is an International Institution set-up as a joint initiative of European Union and the Western Balkan countries working towards fostering and strengthening the regional cooperation in public administration, human resource management and civil service reform among its Member States.

It seeks to offer excellent innovative and creative training events, networking activities, capacity building and consulting services to ensure that the shared values of respect, tolerance, collaboration and integration are reaffirmed and implemented throughout the public administrations in the region.

Summer School ReSPA

For the first time, in 2012 ReSPA worganized the first summer school for the duration of two weeks in its premises at the Campus. ReSPA Summer School is dedicated to “Young Managers in Public Administration”, where the thematic area is designed to address the most related information and fact based knowledge in wide spectrum of interconnected topics such as: Leadership (change management) skills and Communication skills, Public administration and EU integration, Public sector policies and Public finance management. Please find more detailed information about this event on the September Issue of the Newsletter.