

Lajčák: Merit-Based Recruitment of Civil Servants is European Practice



High Representative and EU Special Representative Miroslav Lajčák, today wrote a letter to the Collegium of the House of Representatives of the Parliamentary Assembly of BiH with regard to their intention to discuss, under urgent procedure, a Proposal of the Law on Amendments to the Law on Civil Service in the Institutions of Bosnia and Herzegovina in its session on 05 November 2008. The aim of the amendment is to alter the composition of the Selection Committee.

The initial composition of the Selection Committee was altered in July 2005 as a result of a thorough review process over the implementation of the Civil Service Law run by an independent USAID contracted auditor. The composition of the Selection Committee at the time was altered precisely to limit political influence and control over the recruitment process and strengthening the role of the Civil Service Agency. The current composition – two civil servants from the institution concerned and three independent experts from the CSA list of experts – provides for a more objective, merit-based selection procedure rather than one based on party/ethnicity, contributing to a more objective, and professional, efficient, and expert assessment of candidates.

Proposal to be discussed on 5 November will reintroduce greater political influence over the recruitment process. The amendment if adopted runs counter to the spirit of EU Partnership requirements. The High Representative urged the

Collegium to withdraw the Proposal of the Law from the parliamentary procedure in order to maintain a more professional, merit-based recruitment of civil servants that would be free from political influence.