



■ WeBER Indicator Summary

AREA: PUBLIC SERVICE AND HUMAN RESOURCE
MANAGEMENT

ALBANIA

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PAR Area	PUBLIC SERVICE AND HUMAN RESOURCE MANAGEMENT	Country	ALBANIA
SIGMA Principle	2. The policy and legal frameworks for a professional and coherent public service are established and applied in practice; the institutional set-up enables consistent and effective human resource management practices across the public service		

WeBER Indicator	P2SHRM_P2_I1: Public availability of official data and reports about the civil service and employees in central state administration
Indicator approach	
<p><i>This indicator measures the extent and the quality of the information that the government produces and provides to the public related to the state of public service in general, and statistical data on employees in public service.¹ It is done through the review of <u>government information, reports and other documents available online (or accessed through FOI request if not available online)</u>. Websites reviewed include an authority in charge of public administration or a central HRM agency or office, depending on each country case, but also review of websites of the governments and the general secretariats (government offices). The indicator consists of 9 elements (sub-indicators) focusing on publishing of official data on number of employees online and its structure, as well as existence and regularity of reporting practices on the state of public service. Only for the first element, the score of the relevant SIGMA sub-indicator is taken.² For elements seeking to measure regularity of information provision to the public, the timeline covers the last three years prior to the measurement.</i></p>	
Summary of the findings	
<p><i>According to the SIGMA Monitoring report 2017 for Albania, the Human Resource Management Information System (HRMIS) is still at an initial stage of development, which hampers strategic planning and monitoring of the civil service (p. 69). For the reference years of 2014-2016, no official data are available online on the number of civil servants. Nevertheless, the Department of Public Administration (DoPA) regularly produces and publishes annual reports on the public service at the DoPA website. These reports (reference year: 2016) cover five out of seven key issues for public service though at differing level of elaboration, namely: planning and recruitments, career development, trainings, disciplinary measures, and decisions and integrity issues and measures. Content-wise, annual reporting includes only general statements on quality and outcome, but no data or evidence to support those statements or findings from independent sources. It is promoted to the general public through the social media accounts.</i></p>	
Specific observations	
None.	

Indicator score	10 out of 25 points
Final indicator value	2 (scale 0-5) ³
Measurement period	October 26 th , 2017 – November 23 rd 2017

¹ Central government public (civil) service, as defined by the relevant legislation (Civil Service Law) as well as other categories of employees in central state administration.

² Sub-indicator 7 of the indicator 3.2.1 - Adequacy of the policy, legal framework and institutional set-up for professional human resource management in public service.

³ Conversion of points: 0-5 points = 0; 6-9 points = 1; 10-13 points = 2; 14-17 points = 3; 18-21 points = 4; 22-25 points = 5.