



Government Transformation and Public Employment Trends

Status Reforms and the Future of the Civil Service

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Background information

- **Mandate**

- Work carried out by Christoph Demmke and Timo Moilanen under the Trio EU-Presidency (Poland, Denmark, Cyprus) for the Directors-General with responsibilities for the Public Service
- Implementation of DG-Resolutions

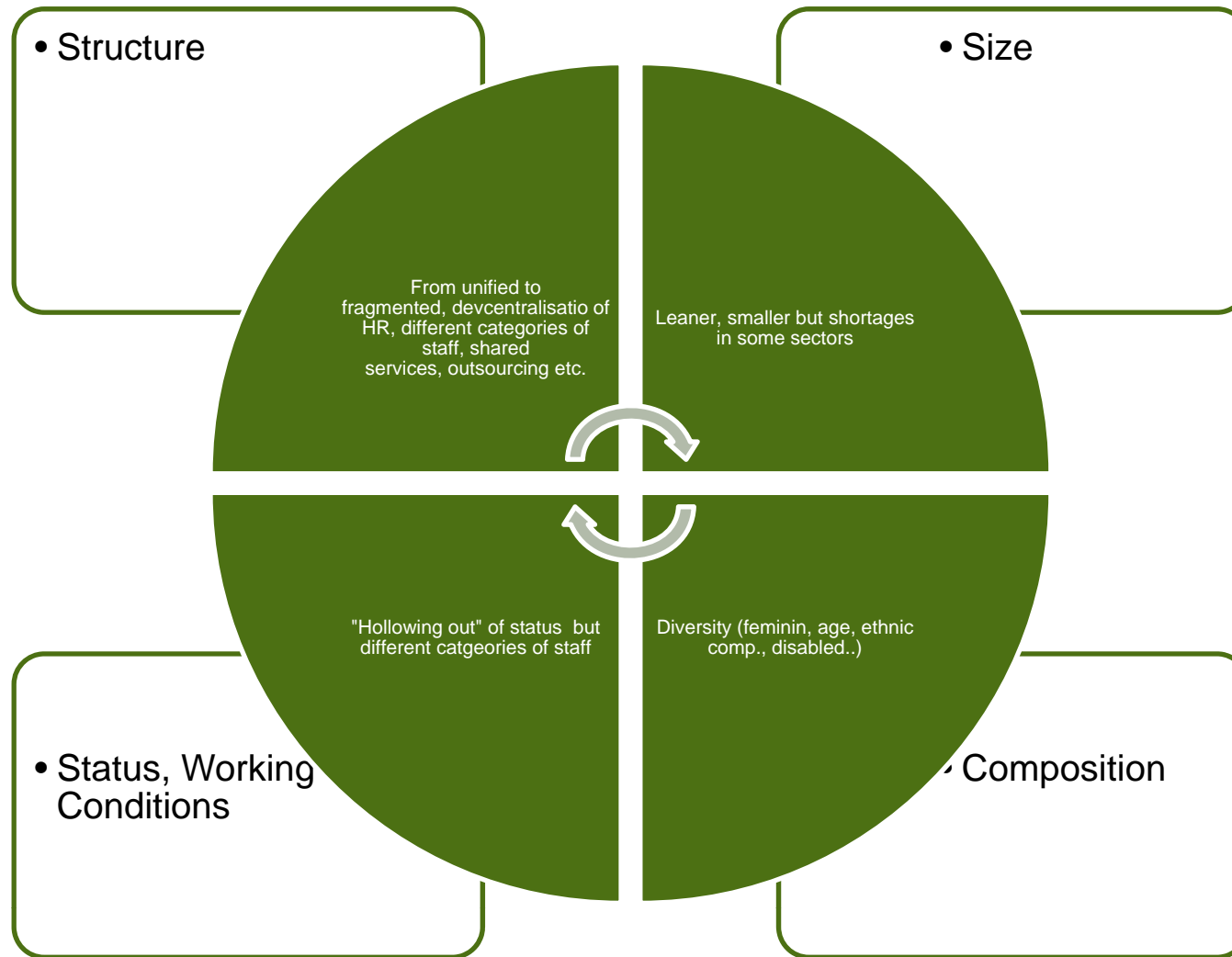
- **Objectives**

- Analysis of changes in public employment on central level in the context of financial crisis and austerity measures

- **Methodology**

- Survey questionnaire sent 23.1.2012, deadline 1.3.2012, response rate 93% (26/28, RO and UK missing)
- Focus on central administration
- Discussions under Polish- and Danish EU-Presidency
- Study presented to DG Forum in Poland on 6 November

Analyses of Public Employment Trends: Changes in size, structure, status of employees, working conditions and composition



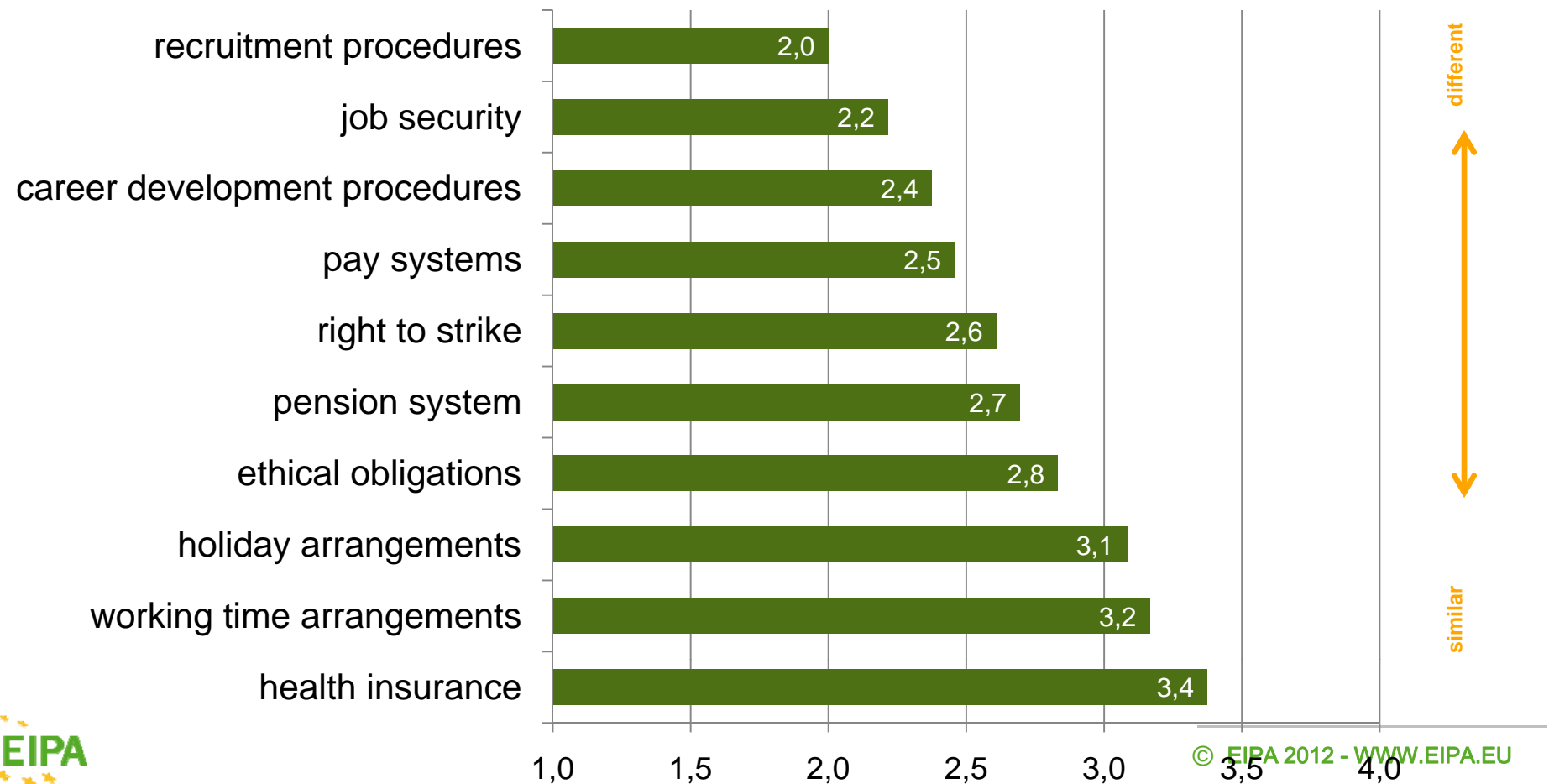
Facts and Trends: State of affairs 2012

- **Top outcomes:**

- Trend towards reduction of public employment
- Stronger reductions in the field of Civil Service Employment
- Trend towards core Civil Service in Central Public Administration, Police, Judiciary, Diplomatic service
- Trend towards alignment of working conditions amongst civil servants, public employees and private sector employees
- Less clear distinctions between employment of civil servants and public employees (for example teachers working as civil servants or as public employees)
- Differences remain as regards pay, recruitment, job security, career development)

Differences between civil servant employment and contract employment by issues (average)

(1=very much, 2=somewhat, 3=fairly little, 4=not at all)



Status in 2012: State of affairs

- almost all Member States maintain specific employment features for CS, some differences to the private sector prevail: job security, recruitment procedures and pay systems,
- still greater job security, unlimited contracts (not life-time tenure) are the norm
- working and employment conditions are still better on central public administration level than elsewhere in the public sector.

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