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TO BE OR NOT TO BE A CIVIL SERVANT: A NEW PACKAGE OF LAWS ON PUBLIC ADMINISTRATION IN THE REPUBLIC OF NORTH MACEDONIA

The paper analyzes the new package of laws on public administration in the Republic of North Macedonia adopted in 2025 (for public sector employees, administrative servants and professional development), which will be applied from 2027. These laws attempt to overcome the weaknesses and instability of the previous system, especially the legal solutions from 2014.

The new solutions introduce better human resources management, clearer rules for employment, mobility and assessment, the possibility of remote work and an institutionalized training system through a new Academy. However, the paper also points to several inconsistencies and collisions with other laws, as well as problematic solutions related to salaries, the appeals procedure, and the consequences of failing the exam.

The conclusion is that the reform is a significant positive step, but requires further refinement to be fully functional.