

## CONCLUSIONS

### 13<sup>th</sup> EU-Albania Public Administration Reform Special Group

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#### STRATEGIC FRAMEWORK FOR PUBLIC ADMINISTRATION REFORM

- Albania to prepare and publish **implementing reports** for the PAR, Decentralization and PFM strategies in the first quarter of the following year on a regular basis, and to ensure they are publicly accessible. Reports to focus on results and analysing underlying reasons where targets were not met within the foreseen deadlines [*continuous*].
- Albania to ensure that the **implementation of the PAR strategy** is effectively supported through discussions at relevant technical and political level bodies to identify possible implementation challenges and address them in timely fashion [*continuous*].

#### PUBLIC SERVICE AND HUMAN RESOURCES MANAGEMENT

- Albania to finalize the **national capability assessment** of HR needs in view of the EU accession [*Q4 2025*], adopt a coordinated action plan to address identified gaps [*Q2 2026*] in consultation with the Commission, and effectively implement it [*Q2 2026 and continuous*].
- Albania to consult the Commission on the envisaged changes to the **Law on civil servants**, including on the planned reform of the top managerial positions [*Q4 2025*], ensure that opening competitions for senior managers to external candidates remains exceptional and enhance efficiency and merit-based nature of recruitment processes [*from Q1 2026*].
- Albania to continue taking measures to **increase public service attractiveness**, improve efficiency of selection processes, further report on the use of **temporary contracts with the respect of the relevant legislation**, and ensure higher number of **qualified candidates**, especially for managerial positions [*continuous*].
- Albania to complete the **job evaluation/systematisation** in accordance with the adopted methodology and to reinstate **payroll calculations** through HRMIS for all central level civil servants [*continuous*].
- Albania to analyse the causes of **unlawful dismissals** based on court practice, apply targeted measures to significantly reduce their number and amend the legal framework to avoid any delays in the enforcement of court decisions [*Q2 2026*].

#### PUBLIC FINANCE MANAGEMENT

- Albania to adopt the legal framework to set-up an **independent fiscal oversight institution (Fiscal Council)** [*Q2 2026*] and to ensure its timely establishment and its operationalisation [*Q4 2026*].
- Albania to **ensure implementing fiscal rules and comprehensiveness of its financial reporting** by establishing clear arrangements for consistent collection, consolidation, and publication of financial reports from all government-controlled entities (incl. all extra-budgetary units) in coordination with line ministries and INSTAT [*continuous*].
- To strengthen transparency and parliamentary oversight in budget management, Albania to limit the use of **normative acts** for budget modifications to genuinely exceptional

situations and to conduct adjustments primarily through the regular budget review process [Q1 2026].

- Albania to continue strengthening **fiscal risk monitoring**, including through the regular preparation and publication of a comprehensive fiscal risk statement as part of the budget documents. Within this, focus should be maintained on areas of high fiscal risk (SOEs, PPPs, judicial) [continuous].
- Albania to further strengthen **public investment management**, through full and consistent application of the provision of the PIM decree. Particular focus should be on inclusion of PPP projects in the NSPP, as per RGF Reform Agenda commitments [Q2 2026].
- Albania to continue reforms to prevent the occurrence of **arrears**, with a particular focus on arrears at local government and arrears related to enforcement of court decisions (from civil, as well as administrative cases) [continuous].

#### **POLICY DEVELOPMENT AND COORDINATION**

- Albania to increase the use of **regulatory impact assessments (RIA)**, by revising the existing rules for exemptions and introducing clear rules that limit exemptions to annual budget laws and laws ratifying international agreements [from Q1 2026 onwards]. Albania to extend RIAs to secondary legislation, ensuring the completion of the preparatory phase [Q4 2025], of the pilot phase [Q4 2026], and be ready for systemic application [Q1 2027].
- Albania to increase the number of legal acts undergoing **public consultation** and to keep promoting other forms of consultation in addition to the online portal, ensuring proper follow up [continuous]. Albania to extend public consultation to secondary legislation, completing the pilot phase [Q4 2026] and ensuring systemic application [Q1 2027].
- Albania to ensure systematic prior consultation with the EU Commission (EC) on all draft legislation relevant for the EU accession process, allowing sufficient time for Commission assessment, in line with the minimum periods for EC review indicated at the CBM meetings, and sharing relevant supporting documents with the draft law. This applies to drafts potentially affecting the current level of compliance, advance acquis alignment, or fulfil reform conditionalities [continuous].
- Albania to put in place a system at administrative level, led by the PMO or its subordinate agencies, for **checking the content of policy proposals** and their alignment with government's priorities and existing policies, ensuring that policy quality checks happen early during the drafting process [Q1 2026].

#### **ACCOUNTABILITY**

- Albania to properly regulate the criteria and typology for the establishment of subordinated bodies, better define organisation and functions and clarify accountability lines and governance arrangements between supervisory and subordinated bodies through the adoption [Q1 2026] and effective implementation of amendments to the **Law on the Organisation and Functioning of the State Administration** [Q3 2026].
- Albania to ensure that the legislative measures adopted to strengthen **managerial accountability** and delegation of decision-making are effectively implemented in practice [continuous]. Albania to report bi-annually on delegation of responsibilities across state administration institutions to the Commission and relevant national oversight bodies [Q2 2026 and onwards].

- Albania to establish the regular practice of monitoring the compliance of state level public authorities with all requirements from art. 7 of the **Law on the Right to Information** and reports on the results before the next PAR SG meeting [*Q2 2026*].

#### **SERVICE DELIVERY**

- Albania to adopt further measures to ensure **equal access to public services** for people with limited digital skills, limited digital access and people with disabilities [*Q1 2026 and continuous*].
- Albania to continue the implementation of the recommendations for **deregulation and simplification of administrative procedures**, including amendments of the relevant legal acts regulating the procedures [*continuous*].
- Albania to finalise the decision on alignment with the **Directive (EU) 2016/2102** of the European Parliament and of the Council of 26 October 2016 on the accessibility of the websites and mobile applications of public sector bodies [*Q4 2025*] and implement it [*Q1 2026*].
- Albania to establish a system for **measuring the quality-of-service delivery** for all services available through e-Albania by using comparable performance indicators, e.g. average duration of delivering a service, share of applications handled within statutory deadline, share of rejected applications, time needed for submitting the application, etc. [*Q3 2026*].