EU – Bosnia and Herzegovina Stabilisation and Association Agreement

9th Public Administration Reform Special Group

Date: 24 April 2026

Recommendations

PAR Special Group recommendations should be published in the PAR Coordinator's websites at each government level and provide the links to the European Commission.

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1. Public Administration Reform Strategic Framework (PAR SF)

1.1. Establish a clear calendar for meetings of the **Coordination Board (CB)** and other **Common Platform bodies,** while **adopting** the revised **Action Plan on PAR 2023-2027,** securing **financial resources** and sustainability through bi-annual donor coordination meetings (Q3 2026) and increase budgetary ownership to at least 20% for the next budgetary cycle (Q2 2026).

2. Public Finance Management (PFM)

2.1. Implement all recommendations of the third PFM dialogue within the set deadlines, including adoption of PFM Reform Strategies and the comprehensive one 2026-2023 providing a countrywide approach.

3. Civil Service and Human resource management

3.1. Strengthen **cooperation between ministries of justice/administration and relevant CSAs** at all levels, finalise recruitment of assistant ministers at the state and FBiH levels (Q2 2026) and ensure regular coordination through the civil service agencies' directors' forum.

3.2. Adopt harmonised **HRM methodologies** on monitoring civil service law implementation across all levels of government (Q3 2026), upgrade the HRMIS systems**, and operationalise entity-level public service registries** (Q3 2026).

3.3. In line with the common policy framework, adopt and implement **HRM strategie**s at the state, *RS* and BD levels (Q3 2026) and continue the implementation of the FBiH HRM Strategy at Federation and cantonal levels (Q3 2026).

3.4. Harmonise civil service legislation and HR policies across all government levels and appoint a **working group** to complete the process by (Q3 2026). This includes aligning scope of civil service, recruitment standards, job classifications, competencies and **working conditions to enable mobility and consistency in organisation of civil service.**

3.5. Urgently align **the civil service laws with merit-based principles**, at state and entity level (Q3 2026); in FBiH, complete coordination with cantons and finalise legal amendments (Q2 2026). Eliminate **non-merit-based recruitment practices** by ensuring regular competitions, especially for senior management, reduce prolonged "acting" appointments and temporary contracts and address misuse of acting positions, particularly in RS.

4. Policy Development and Coordination

4.1. Prepare and submit for adoption a **draft regulation on the countrywide strategic** (sector) planning, in co-operation with all levels of government based on the **conceptual framework prepared by the EU financial assistance** and submit to adoption in the BiH Council of Ministers (Q3 2026) and strengthen the mandates and capacity of institutions in charge of strategic (sector) planning, co-ordination and quality assurance. (Q4 2026)

4.2. Finalise, in consultation with the EU the final draft of **Program of Integration with the EU** in line with EU comments as per SAA art. 70.3 requirements with a view to the adoption of a programme (*national programme for the adoption of the EU acquis*) and develop a methodology for coordinated EU Acquis alignment across all levels, while sharing an action plan of improving EU coordination mechanism.

5. Accountability and Service Delivery

5.1. Improve implementation **and follow up of Ombudsman's recommendations, including** stronger communication across government levels.

5.2. Ensure a harmonized approach to free access to information legislation **across all levels,** using the SIGMA model in law drafting and implementing TAIEX recommendations (Q3 2026), while adopting necessary by-laws under the State level and Brcko District **Laws on the Freedom of Access to Information** and making the Central Data Portals fully functional while proactively publishing information (Q2/2026).

5.3. Enhance **user-oriented service delivery by** implementing PAR Action Plan measures in line with agreed OECD/SIGMA roadmap