

## Implementation of the “Non-Discrimination and Equitable Representation” principle in the Civil Service of the former Yugoslav Republic of Macedonia

The principle of “Non-Discrimination and Equitable Representation” stems from the Framework Agreement of 13.08.2001, which aims at securing the future of democracy in the fYR of Macedonia and permits the development of closer and more integrated relations between the former Yugoslav Republic of Macedonia and the Euro-Atlantic community. This Agreement promotes peaceful and harmonious development of civil society while respecting the ethnic identity and the interests of all the citizens of the fYR of Macedonia.

The Non-Discrimination principle requires in particular:

“...concrete action to increase the representation of members of communities not in majority in the fYR of Macedonia in public administration, the military, and public enterprises...”

“...laws regulating employment in public administration will include measures to assure equitable representation of communities in all central and local public bodies and at all levels of employment within such bodies, while respecting the rules concerning competence and integrity that govern public administration.”

The civil service in the fYR of Macedonia is one of the leading public sectors in achieving the goals of the said principle. Many measures that have been undertaken in the last few years have yielded great results. As may be seen in the table below, the overall representation of non-majority communities in the civil service doubled (since initialization in July 2003), from less than 10% to more than 20%. At the same period the representation of the most critical ethnic community, namely the Albanians, has more than tripled, from 5.2% to 16 %.

Such successful implementation of the key segment of the Framework Agreement is a result of the persistent work of the leading actors, namely the Government itself and the Civil Servants Agency, supported by a good political will.

**Ethnic Structure of the Civil Service in  
the former Yugoslav Republic of Macedonia**

Ethnic Community	% of the population (census 2002)	Jul 2003	in %	Dec 2006	in %	Dec 2007	in %
Macedonians	64.2	9.591	90.5	9.788	82.7	9.934	79.3
Albanians	25.2	546	5.2	1.447	12.2	2.001	16.0
Turks	3.8	73	0.7	125	1.1	130	1.0
Romas	2.7	21	0.2	42	0.4	50	0.4
Vlachs	0.5	85	0.8	99	0.8	119	0.9
Serbs	1.8	173	1.6	189	1.6	183	1.5
Bosniaks	0.8	27	0.2	35	0.3	41	0.3
Other	1.0	83	0.8	105	0.9	72	0.6
Total	100.0	10.599	100.0	11.830	100.0	12.530	100.0

Source: Civil Servants Agency

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