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# PUBLIC SERVICE AND HUMAN RESOURCE MANAGEMENT in the **AGRICULTURE AND RURAL DEVELOPMENT**

PAR Principles Mainstreaming  
in Sectoral Policies – Report for Albania

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in the agriculture and rural development sector**

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**PAR AREA: PUBLIC SERVICE AND HUMAN RESOURCE MANAGEMENT  
POLICY SECTOR: AGRICULTURE AND RURAL DEVELOPMENT  
INSTITUTION: MINISTRY OF AGRICULTURE AND RURAL DEVELOPMENT**



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## ACRONYMS

CSO	Civil Society Organizations
DCM	Decision of Council of Ministers
DoPA	Department of Public Administration
FOI	Freedom of Information
PAC	Permanent Admission Committee
PAR	Public Administration Reform
PSHRM	Public Service and Human Resource Management
MARD	Ministry of Agriculture and Rural Development
WeBER	Western Balkan Civil Society Empowerment for a Reformed Public Administration

# REPORT SUMMARY

In the framework of the WeBER 2.0 project: "Strengthening Civil Society in the Western Balkans for a Reformed Public Administration", implemented by the Think for Europe Network (TEN) and funded by the European Union, the Institute for Change and Leadership in Albania (INLSH) carried out a study on the implementation of the principles of public administration reform on public service and human resource management (PSHRM) in the agriculture and rural development sector in Albania.

The report looks at how the Ministry of Agriculture and Rural Development in Albania implements the Public Service and Human Resource Management Principles within the Agriculture and Rural Development sector to examine how and to what extent the principles of public administration are included in sectoral policies.

The purpose of this monitoring report conducted by civil society organizations is to build CSOs' monitoring capacities to ensure bottom-up pressure for good governance principles to be embedded in sectoral policies. At the same time, it also aims to stimulate sectoral institutions in Albania to think more proactively about embedding the principles into their policies.

The sectoral monitoring in the PSHRM area is performed against SIGMA Principle 3- recruitment of public servants is based on merit and equal treatment in all its phases. The PSHRM checklist consists of 6 requirements that pertain to the key elements of recruitment process based on public competitions for civil service vacancies (excluding senior civil service). It assesses the public availability of information related to public service, hiring procedures for mid- and low-level civil servants, the composition of selection committees, publication of selection committees' decisions, whether the best-ranked candidates get the job in practice, and whether the reasons for annulling public competition procedures are made publicly available.

For each of these requirements, the report provides an assessment for each indicator against the assessment criteria. The report also contains recommendations for future actions on PSHRM for the Ministry of Agriculture and Rural Development.

The data collection period spanned January 2021-April 2022.

The findings highlight the need for improved measures to ensure an open and transparent process, as regards the public available data on the execution of civil service recruitment policy.

# I. INTRODUCTION

## I.1 What does WeBER monitor and how?

The monitoring in Public Service and Human Resource Management (PSHRM) area, is performed against SIGMA Principle 3.

***Principle 3: Recruitment of public servants is based on merit and equal treatment in all its phases.***

PSHRM checklist consists of 6 requirements that pertain to the key elements of recruitment process based on public competitions for civil service vacancies. It starts with monitoring practices of the Ministry of Agriculture and Rural Development in advertising vacancies for filling civil service positions (excluding senior civil service), and whether all potential candidates are given reasonable amount of time to apply. Composition of selection committees is monitored by assessing whether every committee member meets standards of professionalism and impartiality. When it comes to selection committees' decisions, it is assessed whether they are transparent, detailing performance information for all eligible candidates who participated in the recruitment process. It continues with the assessment of the final decisions for the appointment of civil servants by determining whether the best-ranked candidates are getting the job in practice. The last PSHRM requirement assessed in this report is the publication of the reasons for annulment of the competition procedures.

For data collection, the approach to this checklist relies on review of website of the Ministry of Agriculture and Rural Development, centralized civil service portal for all recruitments in the public administration – which is managed by the Department of Public Administration –website of National Employment Agency, social media accounts of assessed institution, and on filing requests for free access to information for all documents that are not available online.

## I.2 Structure of the Report

The report begins by briefly discussing the methodology. It continues with the analysis for each requirement. The analysis for each of the requirements includes the assessment methodology and the assessment itself.

The report provides an overall assessment for each requirement to conclude the analysis, completed with one of the three options in accordance with the assessment guideline contained in the Approach – “Requirement fully met,” “Requirement partially met,” or “Requirement not met”.

The report is concluded with general recommendations for improvement on in Public Service and Human Resource Management (PSHRM) area in Albania.

# II. ANALYSIS

## 2.1. Methodology

WeBER monitoring within the PSHRM area includes central government civil service, as defined by the applicable legislation (primarily the Civil Service Law), and is in accordance with SIGMA Principles. The approach is based on factors that are important to the civil society from the viewpoint of the openness of the government and the transparency of the civil service system and of the public accessibility of data on the execution of civil service recruitment policy.

This study includes findings from the research and analysis of civil service legislation, documents and information available online under the transparency program, and information obtained from the Ministry of Agriculture and Rural Development through freedom of information requests.

The study took place during the period of March–May 2022. The sample on civil service competitions for low-, and mid-level civil servants spanned the period January 2021 – April 2022.

The main methods applied in this assessment are:

### 1. Desk review of applicable national legislation

Central government institutions that are part of the civil service are required to strictly implement Law no. 152 / 2013 “On the civil servant”, amended, as well as all by-laws in its implementation, such as:

- Law no. 44/2015 “Code of Administrative Procedures of the Republic of Albania”.
- DCM no. 108/2014 “On the annual plan in the civil service”.
- DCM no. 242, date 18.3.2015 “On filling vacancies in the lower and middle management category”, amended with DCM no. 748, dated 19.12.2018.
- Administrative Instruction no. 2, dated 27.3.2015, of the Department of Public Administration, ‘On the process of filling vacancies in the civil service through the procedure of parallel movement, promotion for the middle and lower management category and admission to the civil service in the existing category through open competition’.
- Law no. 152/2013 for civil servants (amended by Law No. 178/2014 and Law 41/2017)- This law applies to every civil employee, who exercises a public function in a state administration institution

2. **Analysis of publicly available data** that belong to the period 1 January 2021 to 30 April 2022 from the following official sites.

- Department of Public Administration (DoPA web Page)
- Official webpage of the Ministry of Agriculture and Rural Development
- The official Facebook page of the Ministry of Agriculture and Rural Development
- AKPA Webpage - National Employment and Skills Agency

3. **Filing of two requests for free access to information** for all documents that were not publicly available online. (Request sent to the Ministry of Agriculture and Rural Development on 11 May 2022 and on 5 June 2022 (via email and delivered officially in hard copy in the same dates next to MARD)

The methodological framework is based on a set of six requirements that pertain to the key elements of recruitment process based on public competitions for civil service jobs described below:

- Requirement 1: Information about public competitions becomes widely available to the public
- Requirement 2: Potential candidates have sufficient time to submit applications in the public bidding process
- Requirement 3: The composition of the selection commissions is professional and impartial-
- Requirement 4: Transparency of the results of the selection commissions is ensured
- Requirement 5: The best rated candidates are those who take the job in practice
- Requirement 6: Reasons for cancellation of public competition procedures are available to the public

## 2.2. Analysis

### *Requirement 1: Information about public competitions is made broadly publicly available.*

Approach to this requirement considers assessment of the practices of the Ministry of Agriculture and Rural Development in advertising public competition announcements for filling in vacancies for civil service positions (excluding senior civil service).

**According to the Law no. 152/2013** for civil servants (amended by Law No. 178/2014 and Law 41/2017)- Department of Public Administration (changed point 1, added letter “h/1”, in point 2 by law no. 178/2014) - c) supervises the implementation of civil service legislation in the institutions of state administration.

Article 18 of this Law defines the procedures for the annual plan of admission to the civil service

1. The administration of the civil service is based on the annual admission plan.
2. The Council of Ministers, no later than the end of February, approves the annual admission plan in state administration institutions. Annual plans approved under this point are published.
3. The Council of Ministers approves:
  - a) the rules for the content, the approval period and the way of publicizing the admission plans.
  - b) detailed procedures for the preparation and approval of the plan general acceptance for state administration institutions.

Reference for the analysis on this requirement also considered the Decision no. 242, date 18.3.2015, Chapter II.

- Point no. 5 of DCM no. 242/2015 requires that state administration institutions announce the admission procedure for each civil service category is published on the official website of DoPA and on the portal “National Employment Service” and remains published at least until the end of the admission procedure.
- Point no. 7 of DCM no. 242/2015 requires that public institutions, in addition to the mandatory ways of announcements defined in points 5 and 6 of Chapter II of this decision, may use as alternative means of announcing the competition on the website of the institution, as well as any other means considered suitable for the announcement recognized by applicable law.

For obtaining necessary information, the researcher reviewed the number of public competition announcements that appeared on the website of DoPA, for filling civil service positions (mid- low level) in the Ministry of Agriculture and Rural Development (MARD) from 1 January 2021 until 30 April 2022. We found that there were 15 announcements for 19 vacancies.

The reason there are more job positions than announcements is because in the following announcements there was more than one vacancy. (For more details about these announcements, see the table in the annex. Positions with more than 1 job position highlighted.)

- Publication number 3540 (announcement link <http://rekrutimi.administrata.al/shpalljet/shfaq/3032>) has 2 vacant positions.
- Publication number 3759 (announcement link <http://rekrutimi.administrata.al/shpalljet/shfaq/3256>) has 2 vacancies.
- Publication number 3799 (announcement link <http://rekrutimi.administrata.al/shpalljet/shfaq/3296>) has 3 vacant employment positions

Second, the researcher reviewed the following available nation-wide channels to determine if there was a broad public availability of competition announcements, through diverse means of advertising.

- Official profile of the Ministry of Agriculture and Rural Development on Facebook -<https://www.facebook.com/MinistriaeBujqesisedheZhvillimitRural>
- Web site of the Ministry of Agriculture and Rural Development: <https://bujqesia.gov.al/> and Link to vacancies: <https://bujqesia.gov.al/njoftime-per-vende-vakante/>
- Official website of the National Employment and Skills Agency: Link of AKPA: <https://akpa.gov.al/> and Job search link in AKPA: <https://puna.gov.al/>

No information was found available in the above three other resources regarding the vacancy announcements for our sample. (See Appendixes 2, 3 and 4)

Third, the team sent freedom-of-information (FOI) requests to the MARD to understand the potential reasons for the lack of vacancy announcements in addition to the ones on DoPA's portal. (The FOI requests are provided at the beginning of Appendixes and not repeated further in other assessments of criteria below). According to MARD, the publication of announcements vacant positions is made only on the [administrata.gov.al](http://administrata.gov.al) portal.

**Assessment criteria:** If all public competitions announcements are advertised through at least three nation-wide means, including the legally prescribed ones, the assessment is "Requirement fully met." If public competition announcements are, in general, inconsistently broadly advertised with at least three means used in majority cases i.e., more than 50%, but not all, the assessment is "Requirement partially met." If public competition announcements are advertised using less than three nation-wide means, regardless of the percentage of cases, the assessment is "Requirement not met."

**Findings summary:** Information about public competitions is made available only on the official website of DoPA (see Appendix 1). There is no other information available in the relevant other resources (See Appendixes 2, 3 and 4)

**Final Assessment:** Public competition announcements at the Ministry of Agriculture and Rural Development for the filling of vacancies in the low- and medium -level civil servants are not made universally available because they are published only on the website of the Department of Public Administration. **The requirement is not met.**

*Requirement 2: Potential candidates have sufficient time to*

## *submit applications in the public competition process.*

The approach to this requirement considers whether public competition announcements, analysed under the requirement 1, contain reasonable deadlines to allow sufficient time to all potential candidates to prepare and apply for job in civil service (low- mid level).

The working relationships of Public Administration employees in Albania are regulated from Law 152/2013 'On Civil Servants'. According to this Law, the Department of Public Administration prepares the annual admission plan for state administration institutions; and the application for vacant positions in the civil service in state administration institutions, which include the Prime Minister's Office, line ministries and their dependent institutions, including their territorial branches and administration of the prefect.

According to DoPA<sup>1</sup>, applications for vacant positions in the civil service can only be made online at the official address of the Department of Public Administration [www.rekrutimi.administrata.al/shpalljet](http://www.rekrutimi.administrata.al/shpalljet). On this page, all interested parties can get information on available vacancies, relevant deadlines, application criteria and the necessary documentation. For entry into the system, first, a personal account must be created, only once, and all the necessary documents must be uploaded. Once the account has been created, one can proceed with the application for those positions/groups of positions in which the person is interested, only online. As of currently, when all the steps of the application have been completed successfully, a notification from the Department is sent automatically to the e-mail with which the interested parties have registered. This e-mail confirms that interest has been expressed in applying for a position/group of positions. Also, exam dates, the list of winning candidates, etc., appear below in each announcement. Regarding the results of the application, each applicant is automatically notified at his address.

Reference for the analysis on this requirement was based also on DCM no. 242, Chapter II, point 9. requiring that the announcement is open to all civil servants of the same category, in all institutions, part of the civil service. The documentation must be submitted within the date specified in the competition notice. This date is determined by ensuring that the deadline for submission of documentation is not less than 10 (ten) calendar days from the first day of announcement: a) on the official website of DoPA and the portal "National Employment Service", for state administration institutions.

Based on the public competition announcements, analysed under the requirement 1, the researcher assessed whether those announcements contained deadlines to allow at least 10 (ten) calendar days from the first day of announcement for submission of documentation by all potential candidates to prepare and apply for the vacancy.

From the available data on DoPA's portal (see Appendix 1 and Figure 1 below) in all position announcements, there is no publication date for the vacancy announcements, but only a reference number for each announcement.



1 <https://administrata.al/Pages/NewMenu/Sherbimi-Civil.aspx>

## Shpallje për lëvizje paralele Pranim në shërbimin civil

Në kategorinë ekzekutive

### Lloji i diplomës "Mbrojtje Bimësh", niveli minimal i diplomës "Master Shkencor"

Në zbatim të nenit 22 dhe 25, të ligjit nr. 152/2013, "Për nëpunësin civil", të ndryshuar, si dhe të kreut II, IV dhe VII, të Vendimit nr. 243, datë 18.3.2015, të Këshillit të Ministrave, "Për pranimin, lëvizjen paralele, periudhën e provës dhe emërimin në kategorinë ekzekutive", të ndryshuar, Departamenti i Administratës Publike shpall procedurat e lëvizjes paralele dhe të pranimit në shërbimin civil për kategorinë ekzekutive, për grupin e pozicioneve:

1. Specialist në Sektorin e Shëndetit dhe Mbrojtjes së Bimëve dhe OMGJ, në Drejtorinë e Politikave dhe Programeve të Sigurisë Ushqimore dhe Veterinarisë, në Drejtorinë e Përgjithshme të Politikave dhe Programeve të Bujqësisë, Sigurisë Ushqimore dhe Zhvillimit Rural, në Ministrinë e Bujqësisë dhe Zhvillimit Rural - Kategoria: III-b

Për të dy procedurat (lëvizje paralele, Pranim në shërbimin civil) aplikohet në të njëjtën kohë!

Afati për dorëzimin e dokumentave për:

Lëvizje paralele

30.03.2021

Afati për dorëzimin e dokumentave për:

Pranim në shërbimin civil

08.04.2021

Përshkrimi përgjithësues i punës për pozicionin/et si më sipër është:

- Harton kuadrin ligor në fushën e OMGJ-ve dhe produkteve plehëruese, me qëllim përafshim e legjisllacionit në këtë fushë me legjisllacionin e BE-së.
- Propozon plane dhe iniciativa për fushën e OMGJ-ve dhe produkteve plehëruese, si dhe drejton zhvillimin e programeve të nevojshme për të siguruar gjithëpërfaqshme dhe qëndrueshmëri në punën e sektorit.
- Propozon masa për një zhvillim të orientuar e të qëndrueshëm të sektorit në fushën e OMGJ-ve dhe produkteve plehëruese, në përputhje me politikën ekonomike të programit të qeverisë dhe ministrisë.
- Ndjek zbatimin e legjisllacionit në fushën e OMGJ-ve dhe produkteve plehëruese.
- Monitoron situatën e OMGJ-ve dhe produkteve plehëruese, në bashkëpunim me strukturat e tjera që vepronë në këtë fushë.
- Përgatit prioritetet e sektorit për PPOE dhe ndjek realizimin.
- Ndjek rekomandimet e Raportit Progressit deri në plotësimin e tyre.

Figure 1- illustration of public announcement in DoPA official webpage<sup>2</sup>

Since the necessary data were not publicly available, an FOI request was sent for this requirement to the MARD. According to the Ministry, regarding the procedure of admission to the civil service, based on Article 22, of Law no. 152/2013, "For the civil servant", amended, as well as in Decision no. 243, dated 18.3.2015, "On admission, parallel movement, probationary period and appointment", as amended, all employment procedures including ( low-mid level) in state administration institutions, which are part of the civil service, are carried out through the recruitment procedure developed by DoPA as the responsible institution.

**Assessment criteria:** If the legally set deadline is at least 10 working days after the announcement or longer, and this is in practice observed in all public competitions, the assessment is "Requirement fully met". If the legally set minimum deadline is below 10 working days but in practice in at least 50% of public competitions deadlines lasted longer, the assessment is "Requirement partially met". If the legally set minimum deadline is below 10 working days and in over 50% of public competitions this is the case, the assessment is "Requirement not met". Also, if legal minimum is not respected, the assessment is automatically "Requirement not met."

**Findings Summary** - From the publicly available information, it is not possible to conclude whether the 10-day legal requirement is met.

**Final Assessment** – Requirement not met.

2 <http://rekrutimi.administrata.al/shpalljet/shfaq/3033>

### *Requirement 3: Selection committees' composition is professional and impartial.*

The approach to this requirement considers whether composition of selection committees ensures professionalism and impartiality in practice. For this purpose:

- professional composition means that persons appointed in selection committees come from the responsible sectoral institution (bodies running public competition procedure), other state bodies relevant for the job position advertised, central HRM offices/agencies (if applicable), as well as are independent professionals/experts in the field (from academia, professional organisations or similar).
- impartial composition means that measures preventing conflict of interest are in place for each selection committee member.

The Assessors, first, reviewed the national legislation requirements in terms of selection committee composition and conflict of interest prevention. The national legislation requirements are explained on the following sources:

#### **DCM no. 242, Chapter II, points 10- 19 refer to parallel movement of civil servants.**

Point 10. Competition for the parallel movement procedure includes two stages:

- a) preliminary verification, if the candidates meet the conditions and specific requirements for the vacant position/s, defined in the competition announcement.
- b) evaluation of candidates, which includes evaluation of work experience, training, qualifications related to the relevant field, as well as positive evaluations and structured oral interview.
- Point 11. The responsible unit, based on the presented documentation, no later than 2 (two) calendar days from the closing date of the acceptance of the documents, performs the preliminary verification of the candidates who fulfil the conditions and specific requirements defined in the competition announcement.
- Point 12. Candidates who meet the conditions and specific requirements, defined in the competition announcement, are listed on a list by the responsible unit in alphabetical order.
- Point 13. The preliminary list of candidate verification is announced within the same deadline defined in point 11 of chapter II of this decision, in: the DAP website and the "National Employment Service" portal, for state administration institutions.
- Point no. 16 requires that after the completion of the above procedure, the responsible unit announces the list of verification of candidates and within 2 (two) calendar days orders the establishment of the Admission Committee for Parallel Movement (ACPM), which consists of three members: a ) 1 (one) representative from the institution for which the vacancy has been announced, of the same level or of a higher level than the position being recruited – when possible – to be assigned by DoPA; b) direct superior; c) 1 (one) representative from DoPA for state administration institutions.
- Point no. 17 requires that the members appointed in accordance with point 16, with the exception of cases of legal obstacles, are obliged to participate in the Admission Committee for the Parallel Movement, where they are appointed.
- If the appointed members of the Admission Committee for Parallel Movement cannot participate in the Committee, point no. 18 tasks the responsible unit to replace them with other members. In accordance with Point no. 19, DoPA may also authorize other civil servants from other institutions to perform the duties of the DoPA representative in the Admission Committee for Parallel Movement.

DCM no. 243, dated 18.03.2015, amended by VKM no. 746, dated 19.12.2018 for admissions regarding state administration institutions in civil service requires (point 1, Chapter III), that the DAP, creates the Permanent

Admission Committee (PAC), for admission to each group of general/special administration.

3. The Permanent Admission Committee consists of five members, as follows:

- a) 1 (one) member from the responsible unit, who chairs the **PAC**
  - b) For state administration institutions, 2 (two) members from civil servants of state administration institutions, part of the middle management category,
  - c) 2 (two) experts in the relevant field, depending on the evaluation field for the respective groups.
4. Civil servants of state administration institutions selected by DAP, except in cases of conflict of interest, are obliged to participate in the Permanent Admissions Committees where they are appointed.
5. Experts are selected by the responsible unit, for each KPP, taking into consideration the characteristics of each group of positions, for which the competition procedure will be developed.
6. Experts are selected from lecturers at universities or other institutions of higher education, licensed experts in various fields or experts who come from regulated professions and who have at least 5 (five) years of experience in that job position/profession, determined according to the specifics of the Committee, selected by DAP.

From the review of public documents there is no available information regarding Selection Committees Composition or further detailed information about the level of professionalism and career of these members.

For all the reviewed competition announcements available under the Requirement 1, assessor requested further information to the MARD on selection committee members and their affiliation, and evidence that measures for preventing conflicts of interest have been duly implemented, as per legal framework. Regarding information on the members of the selection committee and the criteria for selection, MARD clarified that, referring to point 12 of Chapter VII, of DCM no. 243, dated 18.3.2015, the commission is established with the following membership:

- a) 1 (one) representative from the institution's human resources unit, when possible, of the same level or a higher level than the position being recruited.
- b) direct superior.
- c) 1 (one) representative from DAP for state administration institutions.

According to the MARD, until April 2022, there have been no cases of conflict of interest for the members of the relevant committees. Furthermore, the Ministry informed that for each competition procedure the DoPA representative for the selection committee ensures that the chairperson and the members sign the declaration of conflict of interest according to standing legal provisions. However, the Ministry has not provided the necessary documents to confirm the application of the relevant legal provisions.

**Assessment criteria:** If selection committee membership is professional and impartial in all cases observed, the assessment is "Requirement fully met." If there is evidence that, in minority of cases, compositions of selection committee members are not fully professional or impartial, the assessment is "Requirement partially met." If there is evidence that, in majority of cases, compositions of selection committee members are not fully professional or impartial, the assessment is "Requirement not met."

**Findings Summary** - From the available information, the assessor is informed by the Ministry that the procedure of selection committee follows the national laws and that DoPA ensures that the Selection committee members sign the declaration of conflict of interest according to legal provisions. However, the Ministry has not given any documentation to confirm the application of the applicable legal provisions; as a result, the "Requirement is not met" according to the Assessment criteria.

**Final Assessment** – "Requirement is not met" because the institution has not provided any documentation to attest to the proper application of the law.

#### *Requirement 4: Transparency of selection committees' outcomes is ensured.*

The approach to this requirement considers if results for public competition procedures, which have been completed during the last calendar year are publicly available. Results mean acts or selection decisions, with performance information for all eligible candidates (rankings with overall scores/points/evaluation, depending on national legislation requirements).

The research team reviewed the national legislation to determine publication requirements and mandatory content of decision acts, as well as provisions related to personal data protection when publicly disclosing selection decisions, if any (to be used for analysis, and not for the final assessment). The national legislation requirements are explained on the following sources: DCM 242, Chapter II, point 31 and Chapter III, point 39, mandate that the results of the process be published on DoPA's website and on the National Employment Portal.

From the available evidence on DoPA's website (appendix 1) the assessor observed the following for the 15 vacancy announcements

- There are two candidates who have been hired as a result of the 'Parallel Movement', while the points of the successful candidates are not published. (Ref announcement no. 4049 and announcement no. 4039)
- Meanwhile, in the 'Admission to Civil Service' phase, the score of 8 successful candidates are available (Ref. announcements no. 3540; 3542; 3543; 3546; 3799; 3823).
- The rest of vacancy announcements have been terminated without a winner (see Requirement 6)

**Assessment criteria:** If all selection decisions are publicly available, the assessment is "Requirement fully met." If majority but not all selection decisions are publicly available, the assessment is "Requirement partially met." If less than half of selection decisions are publicly available, the assessment is "Requirement not met."

**Findings Summary** - From the available information, results that out of 10 selection decisions, 8 decisions are made publicly available.

**Final assessment** - Transparency of selection committees' outcomes is partially made publicly available. The requirement is partially met

#### *Requirement 5: The best-ranked candidates get the job in practice.*

Approach to this requirement considers whether the best candidates from the public competition process are, in practice, appointed to civil service positions. The best candidate means the highest-ranked after the selection process out of all eligible candidates who participated. All completed public competition procedures, determined in requirement 4, are considered for this requirement.

The research team first reviewed national legislation, to determine any legally justified exceptions for giving the civil service position to a candidate that is not best ranked (e.g., positive discrimination/affirmative action, if first-ranked candidate rejects the job offer or similar). The national legislation as reference for this requirement are:

#### **DCM no. 242, Chapter II, points 22 and 23**

- Point no. 22 requires that at the end of the evaluation, the committee select the candidate, who is ranked first and has received at least 70 points (70% of the points).

- Point no. 23 requires that candidates with equal points are ranked according to the following criteria: a) If one of the candidates is included in the category of persons with disabilities, then he/she is appointed; b) In case the candidates are of different genders, the candidate who belongs to the gender less represented for that category in the institution for which he is competing is ranked first. The least represented gender is determined by the responsible unit; c) In case none of the above alternatives can be applied, then the ranking of candidates with equal points is randomly selected.

### DCM no. 242 Chapter III, point 31

- According to Point no. 31 the winning candidate/s is/are those who rank first from the candidates who have received at least 70 points (70% of the points). In the case of candidates with equal points, the provisions of point 24 of Chapter II of this decision apply.

From the review of DoPA announcements, there is evidence of 8 candidates who have been admitted to the civil service with more than 70 points available out of 15 job announcements (see Appendix 5.1). While, according to the analysis under Requirement 4, the two candidates who were hired as a result of the “parallel movement” process, lack the proof of final points. (View “Findings” column in Appendix 1 table.)

Regarding the request filed to the Ministry for a copy of the appointments for the completed processes, the assessor was informed that all the winning candidates in the period under review, have taken the positions, while regarding proof, MARD clarified that pursuant to VKM no. 833, dated 28.10.2020 “On the detailed rules for the content, procedure and administration of personnel files and the central personnel register”, that the act of the appointment is part of the personnel file which has an individual character and therefore has confidential character.

The assessor further searched for the names of the 10 winning candidates out of 15 vacancies announced in DoPA (Appendix 1), on whether they result as employed in the MARD or employed in other agencies of the Ministry of Agriculture and Rural Development.

From 15 vacancies there are 10 winners (see appendix 5.1), out of which 7 winners were found employed in the Ministry of Agriculture and Rural Development (6 announced as winners in the admission to the civil service and 1 from parallel movement) and 3 were found employed in other institutions. (See appendix 5.2 Findings of the inquiry on whether or not the recipients of open posts are employed)

**Assessment criteria:** If all completed public competition procedures ended with the best-ranked candidate getting the job (excluding the legally justified exceptions), the assessment is “Requirement fully met.” If there is evidence that majority of all best-ranked candidates are employed, the assessment is “Requirement partially met.” If there is evidence that minority of all best-ranked candidates are employed, or no evidence is received by responsible institution, the assessment is “Requirement not met.”

**Findings Summary** – There is evidence that majority of all best-ranked candidates are employed.

**Final Assessment** – Requirement is partially met

### *Requirement 6: Reasons for annulling public competition procedures are publicly available.*

Approach to this requirement considers whether justifications/reasoning of annulled public competition procedures for filling in vacancies in responsible sectoral institution are publicly available. Reasons for annulling public competition procedures can include, but are not limited to, no applications submitted for announced positions, no eligible candidates applied, no candidate successfully passed competency tests, or any other legally permitted reason for annulment.

**The legal basis for this requirement is DCM no. 242 Chapter II, point 24.** Requiring - In case none of the candidates has received at least 70 points (70% of the points), the committee decides to terminate the procedure without any selected.

Assessor also performed a review of DoPA websites to determine whether reasoning for annulment was made public in each case.

Assessor found that in the DoPA web site (Appendix 1) under the evaluation result column reasons for annulled public competition procedures are explained according to the law.

3541 The procedure is closed because: There are no qualified candidates to proceed to the second stage of the competition. Link: <http://rekrutimi.administrata.al/shpalljet/shfaq/3033/2/5>.

3544 The procedure is closed because: Announces the end of the procedure without a winner. Link: <http://rekrutimi.administrata.al/shpalljet/shfaq/3036/2/7>.

3805 The procedure is closed because: Announces the end of the procedure without a winner. ink: <http://rekrutimi.administrata.al/shpalljet/shfaq/3304/2/7>

3877 The procedure is closed because: There are no qualified candidates to proceed to the second stage of the competition, Link: <http://rekrutimi.administrata.al/shpalljet/shfaq/3383/2/5>

**Assessment criteria:** If all annulments were followed by with reasoning, or there were no annulments in the observed period, the assessment is "Requirement fully met." If practice is inconsistent, and for some of the annulled procedures there was no reasoning published, the assessment is "Requirement partially met." If reasoning is not made public, the assessment is "Requirement not met."

**Final assessment** - Reasons for annulments are made publicly available. The requirement is fully met

### Final assessment of the requirements

Requirement	Final assessment
Requirement 1: Information about public competitions becomes widely available to the public.	Not met
Requirement 2: Potential candidates have sufficient time to submit applications in the public competition process.	Not met
Requirement 3: Selection committees' composition is professional and impartial.	Not met
Requirement 4: Transparency of selection committees' outcomes is ensured.	Partially met
Requirement 5: The best-ranked candidates get the job in practice.	Partially met
Requirement 6: Reasons for annulling public competition procedures are publicly available.	Fully met

# III. RECOMMENDATIONS FOR IMPROVEMENTS

- 1.** MARD in cooperation with DoPA and in line with rules and regulations in place need to ensure that all the public competitions announcements are published in at least three sources with national outreach, including the legally assigned ones such as the official website of DoPA,, “National Employment Service” portal and on the web page of MARD as the responsible ministry.
- 2.** DoPA should ensure that all the public competition announcements must make available the date of the announcement in the nationwide means for the public to conclude that the 10-day legal requirement is met and deadlines are provided in a transparent manner to allow sufficient time to all potential candidates prepare and apply for job in civil service.
- 3.** MARD should announce publicly and transparently that the highest ranking candidate after the competition procedure are finalised, is employed at the Ministry.
- 4.** These recommendations once implemented will increase transparency, alignment to hiring processes and increase public trust towards public administration resulting in better governance and employment practices.

# APPENDICES

## Free access to information requests

Institution	Date of sending	Date of receipt	Mode of response
Ministry of Agriculture and Rural Development in Albania	11 May 2022	27 May 2022	Official Letter
Ministry of Agriculture and Rural Development in Albania	06 June 2022	22 June 2022	Official Letter

## Interviews

N/A

## Other sources

1. Department of Public Administration- <http://rekrutimi.administrata.al/shpalljet/shfaq/3032>
2. Commissioner for Civil Service Oversight Complaints and Information requests for 2022 and 2021 available at <http://www.kmshc.al/ankesa-informacione-2022/> ; <http://www.kmshc.al/ankesa-informacione-2021/>
3. National Employment and Skills Agency, Official website: <https://akpa.gov.al/>
4. National Employment and Skills Agency, Official Job search link in AKPA: <https://puna.gov.al/>
5. Ministry of Agriculture and Rural Development Official profile on Facebook -<https://www.facebook.com/MinistriaeBujqesisedheZhvillimitRural>
6. Ministry of Agriculture and Rural Development Web site: <https://bujqesia.gov.al/>
7. Ministry of Agriculture and Rural Development Web site Link to vacancies: <https://bujqesia.gov.al/njoftime-per-vende-vakante/>

## Appendix 1: List of public announcements analysed from the official web site of the Department of Public Administration

Link: <http://rekrutimi.administrata.al/shpalljet>

No. of announcements	Number of positions	Publication number	Announcement link	Position	Parallel Movement			Admission to the civil service			Type of degree	Minimum degree level	Findings	Other Comments
					Deadline	Evaluation / result	Link	Deadline	Evaluation / result	Final Evaluation Link				
1	1		<a href="http://rekrutimi.administrata.al/shpalljet/shfaq/3032">http://rekrutimi.administrata.al/shpalljet/shfaq/3032</a>	Specialist in the Sector of Co-financing, Partnerships and Contract Monitoring, in the Directorate of Procurement and Partnerships, in the General Directorate of Economy and Support Services, in the Ministry of Agriculture and Rural Development - category: III-b	30.03.2021	There are no qualified candidates to proceed to the second stage of the competition	<a href="http://rekrutimi.administrata.al/shpalljet/shfaq/3032/1/2">http://rekrutimi.administrata.al/shpalljet/shfaq/3032/1/2</a>	08.04.2021	Winning candidate / candidate dates: ANDI ZAJA, 76 points	<a href="http://rekrutimi.administrata.al/shpalljet/shfaq/3032/2/7">http://rekrutimi.administrata.al/shpalljet/shfaq/3032/2/7</a>	Economic / Legal Sciences	Professional Master	<p><b>Parallel Movement</b> All verification stages and corresponding results are displayed</p> <p><b>Admission to the civil service</b> All verification stages and corresponding results are displayed</p> <p><b>Link for the results:</b> <a href="http://rekrutimi.administrata.al/shpalljet">http://rekrutimi.administrata.al/shpalljet</a></p>	There are 2 vacancies in the announcement for the same position, but only 1 has been announced the winner <b>Link:</b> <a href="http://rekrutimi.administrata.al/shpalljet/shfaq/3032/2/7">http://rekrutimi.administrata.al/shpalljet/shfaq/3032/2/7</a>
	2	3540		Specialist in the Sector of Co-financing, Partnerships and Contract Monitoring, in the Directorate of Procurement and Partnerships, in the General Directorate of Economy and Support Services, in the Ministry of Agriculture and Rural Development - category: III-b	30.03.2021	There are no qualified candidates to proceed to the second stage of the competition	<a href="http://rekrutimi.administrata.al/shpalljet/shfaq/3032/1/2">http://rekrutimi.administrata.al/shpalljet/shfaq/3032/1/2</a>	08.04.2021		<a href="http://rekrutimi.administrata.al/shpalljet/shfaq/3032/2/7">http://rekrutimi.administrata.al/shpalljet/shfaq/3032/2/7</a>	Economic / Legal Sciences	Professional Master		

No. of announcements	Number of positions	Publication number	Announcement link	Position	Parallel Movement	Admission to the civil service	Type of degree	Minimum degree level	Findings	Other Comments
2	3	3541	<a href="http://rekrutimi.administrataa/shpalljet/shfaq/3033">http://rekrutimi.administrataa/shpalljet/shfaq/3033</a>	Specialist in the Sector of Plant Health and Protection and GMOs, in the Directorate of Food Safety and Veterinary Policies and Programs, in the General Directorate of Agricultural Programs, Food Safety and Rural Development, in the Ministry of Agriculture and Rural Development: III-b	<p><b>Parallel Movement</b></p> <p>Deadline: 30.03.2021</p> <p>Link: <a href="http://rekrutimi.administrataa/shpalljet/shfaq/3033/1/2">http://rekrutimi.administrataa/shpalljet/shfaq/3033/1/2</a></p> <p>Evaluation / result: There are no qualified candidates to proceed to the second stage of the competition</p>	<p><b>Admission to the civil service</b></p> <p>Deadline: 08.04.2021</p> <p>Final Evaluation Link: <a href="http://rekrutimi.administrataa/shpalljet/shfaq/3033/2/5">http://rekrutimi.administrataa/shpalljet/shfaq/3033/2/5</a></p> <p>Evaluation / result: There are no qualified candidates to proceed to the second stage of the competition</p>	Plant Protection	Professional Master	<p><b>Parallel Movement</b></p> <p>All verification stages and corresponding results are displayed</p> <p><b>Admission to the civil service</b></p> <p>All verification stages and corresponding results are displayed</p> <p><b>The procedure is closed because:</b></p> <p>There are no qualified candidates to proceed to the second stage of the competition.</p>	
3	4	3542	<a href="http://rekrutimi.administrataa/shpalljet/shfaq/3034">http://rekrutimi.administrataa/shpalljet/shfaq/3034</a>	Specialist in the Land Administration Sector, in the Directorate of Land and Water Administration, in the Ministry of Agriculture and Rural Development - Category: III-b	<p><b>Parallel Movement</b></p> <p>Deadline: 30.03.2021</p> <p>Link: <a href="http://rekrutimi.administrataa/shpalljet/shfaq/3034/1/3">http://rekrutimi.administrataa/shpalljet/shfaq/3034/1/3</a></p> <p>Evaluation / result: There are no winning candidates.</p>	<p><b>Admission to the civil service</b></p> <p>Deadline: 08.04.2021</p> <p>Final Evaluation Link: <a href="http://rekrutimi.administrataa/shpalljet/shfaq/3034/2/7">http://rekrutimi.administrataa/shpalljet/shfaq/3034/2/7</a></p> <p>Evaluation / result: Winning candidate / candidates: ARMIDA SHELQIZI, 70.2 points</p>	Engineering Sciences	Professional Master	<p><b>Parallel Movement</b></p> <p>All verification stages and corresponding results are displayed</p> <p><b>Admission to the civil service</b></p> <p>All verification stages and corresponding results are displayed</p>	

No. of announcements	Number of positions	Publication number	Announcement link	Position	Parallel Movement			Admission to the civil service			Type of degree	Minimum degree level	Findings	Other Comments	
4	5	3543	<a href="http://rekrutimi.administrataa/shpalljet/shfaq/3035">http://rekrutimi.administrataa/shpalljet/shfaq/3035</a>	1. Specialist in the Sector of Fisheries and Aquaculture Policies, in the Directorate of Fisheries and Aquaculture Policies and Programs, in the General Directorate of Policies and Programs of Agriculture, Food Security and Rural Development, in the Ministry of Agriculture and Rural Development - Category III-b	Deadline	Evaluation / result	Link	Deadline	Evaluation / result	Final Evaluation Link	Aquaculture / Biology / Veterinary / Animal Husbandry	Professional Master	<b>Parallel Movement</b> All verification stages and corresponding results are displayed		
					30.03.2021	There are no qualified candidates to proceed to the second stage of the competition	<a href="http://rekrutimi.administrataa/shfaq/3035/1/2">http://rekrutimi.administrataa/shfaq/3035/1/2</a>	08.04.2021	Winning candidate / candidates: MARCO KULE, 70 points	<a href="http://rekrutimi.administrataa/shfaq/3035/2/7">http://rekrutimi.administrataa/shfaq/3035/2/7</a>					
5	6	3544	<a href="http://rekrutimi.administrataa/shpalljet/shfaq/3036">http://rekrutimi.administrataa/shpalljet/shfaq/3036</a>	1. Specialist in the Sector of Deregulation, Permits, Licenses and Monitoring, in the Directorate of Deregulation, Permits, Licenses and Monitoring, in the General Directorate of Regulatory and Compliance in Agriculture, Food and Rural Development, in the Ministry of Agriculture and Rural Development - Category, III-b	Deadline	Evaluation / result	Link	Deadline	Evaluation / result	Final Evaluation Link	Economic Sciences	Professional Master	<b>Parallel Movement</b> All verification stages and corresponding results are displayed <b>Admission to the civil service</b> All verification stages and corresponding results are displayed <b>The procedure is closed because:</b> < b > Announces the end of the procedure without a winner!		
					30.03.2021	There are no qualified candidates to proceed to the second stage of the competition	<a href="http://rekrutimi.administrataa/shfaq/3036/1/2">http://rekrutimi.administrataa/shfaq/3036/1/2</a>	08.04.2021	Announces the end of the procedure without a winner!	<a href="http://rekrutimi.administrataa/shfaq/3036/2/7">http://rekrutimi.administrataa/shfaq/3036/2/7</a>					

No. of announcements	Number of positions	Publication number	Announcement link	Position	Parallel Movement	Admission to the civil service	Type of degree	Minimum degree level	Findings	Other Comments
6	7	3546	<a href="http://rekrutimi.administrata.al/shpalljet/shfaq/3038">http://rekrutimi.administrata.al/shpalljet/shfaq/3038</a>	1. Specialist in the Sector of Statistics and Economic Analysis, in the Directorate of Policies and Programs of Agriculture and Rural Development, in the General Directorate of Policies and Programs of Agriculture, Food Security and Rural Development, in the Ministry of Agriculture and Rural Development - Category: IIIb	<p><b>Parallel Movement</b></p> <p>Deadline</p> <p>29.03.2021</p> <p>Link</p> <p><a href="http://rekrutimi.administrata.al/shpalljet/shfaq/3038/1/2">http://rekrutimi.administrata.al/shpalljet/shfaq/3038/1/2</a></p> <p>Evaluation / result</p> <p>There are no qualified candidates to proceed to the second stage of the competition</p>	<p><b>Admission to the civil service</b></p> <p>Deadline</p> <p>07.04.2021</p> <p>Evaluation / result</p> <p>Winning candidate / candidate dates: JORNELA QOSHKU, 71 points</p> <p>Final Evaluation Link</p> <p><a href="http://rekrutimi.administrata.al/shpalljet/shfaq/3038/2/7">http://rekrutimi.administrata.al/shpalljet/shfaq/3038/2/7</a></p>	Science / Mathematics	Professional Master	<p><b>Parallel Movement</b></p> <p>All verification stages and corresponding results are displayed</p> <p><b>Admission to the civil service</b></p> <p>All verification stages and corresponding results are displayed</p>	
7	8	3759	<a href="http://rekrutimi.administrata.al/shpalljet/shfaq/3256">http://rekrutimi.administrata.al/shpalljet/shfaq/3256</a>	1. Specialist in the Sector of Administrative and Judicial Complaints, in the Directorate of Good Administration of Human Resources, Assets and Services, in the General Directorate of Economic and Support Services, in the Ministry of Agriculture and Rural Development - category: IIIb	<p><b>Parallel Movement</b></p> <p>Deadline</p> <p>05.11.2021</p> <p>Link</p> <p><a href="http://rekrutimi.administrata.al/shpalljet/shfaq/3256/1/3">http://rekrutimi.administrata.al/shpalljet/shfaq/3256/1/3</a></p> <p>Evaluation / result</p> <p>There are no winning candidates.</p>	<p><b>Admission to the civil service</b></p> <p>Deadline</p> <p>10.11.2021</p> <p>Evaluation / result</p> <p><a href="http://rekrutimi.administrata.al/shpalljet/shfaq/3256/2/7">http://rekrutimi.administrata.al/shpalljet/shfaq/3256/2/7</a></p>	Legal Science	Professional Master	<p><b>Parallel Movement</b></p> <p>All verification stages and corresponding results are displayed</p> <p><b>Admission to the civil service</b></p> <p>All verification stages and corresponding results are displayed</p>	<p>There are 2 winning candidates. It is not specified for which position since there are 4 job positions in the announcement.</p> <p>1. ENEA RRAPAJ 76.2 points</p> <p>2. DONIKA DOG-JANI 71 points</p> <p>Link: <a href="http://rekrutimi.administrata.al/shpalljet/shfaq/3256/2/7">http://rekrutimi.administrata.al/shpalljet/shfaq/3256/2/7</a></p>

No. of announcements	Number of positions	Publication number	Announcement link	Position	Parallel Movement			Admission to the civil service			Type of degree	Minimum degree level	Findings	Other Comments		
					Deadline	Evaluation / result	Link	Deadline	Evaluation / result	Final Evaluation Link						
	9		<a href="http://rekrutimi.administrata.al/shpalljet/shfaq/3256">http://rekrutimi.administrata.al/shpalljet/shfaq/3256</a>	2. Specialist in the Sector of Administrative and Judicial Complaints, in the Directorate of Good Administration of Human Resources, Assets and Services, in the General Directorate of Economic and Support Services, in the Ministry of Agriculture and Rural Development - category: III-b		There are no winning candidates.										
8	10	3785	<a href="http://rekrutimi.administrata.al/shpalljet/shfaq/3274">http://rekrutimi.administrata.al/shpalljet/shfaq/3274</a>	8. Specialist in the Procurement Sector, in the Directorate of Procurement and Partnerships, in the General Directorate of Economy and Support Services, in the Ministry of Agriculture and Rural Development - category: III-b (Economic Science)	27.11.2021	There are no winning candidates.	<a href="http://rekrutimi.administrata.al/shpalljet/shfaq/3274/1/3">http://rekrutimi.administrata.al/shpalljet/shfaq/3274/1/3</a>	02.12.2021		<a href="http://rekrutimi.administrata.al/shpalljet/shfaq/3274/2/7">http://rekrutimi.administrata.al/shpalljet/shfaq/3274/2/7</a>	Economic / Legal Sciences	Professional Master			There is 1 winning candidate for several job positions. It does not specify for which position the winning candidate is. The winning candidate / s is / are: 1. LEDINA MELLË 74 points Link: <a href="http://rekrutimi.administrata.al/shpalljet/shfaq/3274/2/7">http://rekrutimi.administrata.al/shpalljet/shfaq/3274/2/7</a>	

No. of announcements	Number of positions	Publication number	Announcement link	Position	Parallel Movement	Admission to the civil service	Type of degree	Minimum degree level	Findings	Other Comments
9	11	3799	<a href="http://rekrutimi.administrata.al/shpalljet/shfaq/3296">http://rekrutimi.administrata.al/shpalljet/shfaq/3296</a>	1. Specialist in the Sector for Coordination and Integration, in the Directorate of Integration, Coordination, Agreements and Assistance, in the General Directorate of Regulatory and Compliance in Agriculture, Food and Rural Development, in the Ministry of Agriculture and Rural Development - category: III-b	<p>Deadline</p> <p>13.12.2021</p> <p>Evaluation / result</p> <p>There are no winning candidates.</p> <p>Link</p> <p><a href="http://rekrutimi.administrata.al/shpalljet/shfaq/3296/1/3">http://rekrutimi.administrata.al/shpalljet/shfaq/3296/1/3</a></p>	<p>Deadline</p> <p>18.12.2021</p> <p>Evaluation / result</p> <p>winning candidates: 1. LORENA GJECI 78.6 points 2. YLIJANA YLLI 77 points</p> <p>Final Evaluation Link</p> <p><a href="http://rekrutimi.administrata.al/shpalljet/shfaq/3296/2/7">http://rekrutimi.administrata.al/shpalljet/shfaq/3296/2/7</a></p>	"Social Sciences"	Professional Master	<p><b>Parallel Movement</b></p> <p>All verification stages and corresponding results are displayed</p> <p><b>Admission to the civil service</b></p> <p>All verification stages and corresponding results are displayed</p>	There are 2 winning candidates while there are 3 job positions
				2. Specialist in the Sector for Coordination and Integration, in the Directorate of Integration, Coordination, Agreements and Assistance, in the General Directorate of Regulatory and Compliance in Agriculture, Food and Rural Development, in the Ministry of Agriculture and Rural Development - category: III-b	<p>Deadline</p> <p></p> <p>Evaluation / result</p> <p></p> <p>Link</p> <p></p>	<p>Deadline</p> <p></p> <p>Evaluation / result</p> <p></p> <p>Final Evaluation Link</p> <p></p>				

No. of announcements	Number of positions	Publication number	Announcement link	Position	Parallel Movement			Admission to the civil service			Type of degree	Minimum degree level	Findings	Other Comments
					Deadline	Evaluation / result	Link	Deadline	Evaluation / result	Final Evaluation Link				
				3. Specialist in the Sector for Coordination and Integration, in the Directorate of Integration, Coordination, Agreements and Assistance, in the General Directorate of Regulatory and Compliance in Agriculture, Food and Rural Development, in the Ministry of Agriculture and Rural Development - category: III-b										
10	14	3805	<a href="http://rekrutimi.administrata.al/shpalljet/shfaq/3304">http://rekrutimi.administrata.al/shpalljet/shfaq/3304</a>	1. Specialist in the Sector of Promotion and Marketing Projects, in the Directorate of Project Conception and Feasibility, in the General Directorate of Policies and Programs of Agriculture, Food Security and Rural Development, in the Ministry of Agriculture and Rural Development - Category: III- b	21.12.2021	There are no winning candidates.	<a href="http://rekrutimi.administrata.al/shpalljet/shfaq/3304/1/3">http://rekrutimi.administrata.al/shpalljet/shfaq/3304/1/3</a>	26.12.2021	Announces the end of the procedure without a winner!	<a href="http://rekrutimi.administrata.al/shpalljet/shfaq/3304/2/7">http://rekrutimi.administrata.al/shpalljet/shfaq/3304/2/7</a>	High education	Professional Master	<p><b>Parallel Movement</b> All verification stages and corresponding results are displayed</p> <p><b>Admission to the civil service</b> All verification stages and corresponding results are displayed</p> <p><b>The procedure is closed</b> Announces the end of the procedure without a winner!</p>	

No. of announcements	Number of positions	Publication number	Announcement link	Position	Parallel Movement			Admission to the civil service			Type of degree	Minimum degree level	Findings	Other Comments
					Deadline	Evaluation / result	Link	Deadline	Evaluation / result	Final Evaluation Link				
11	15	3823	<a href="http://rekrutimi.administrata.al/shpalljet/shfaq/3323">http://rekrutimi.administrata.al/shpalljet/shfaq/3323</a>	1. Specialist in the IPA Project Sector and Other Donors, in the Directorate of Project Conception and Feasibility, in the General Directorate of Agriculture Policies and Programs, Food Safety and Rural Development, in the Ministry of Agriculture and Rural Development - category: III -b (Economic Science)	31.12.2021	There are no winning candidates.	<a href="http://rekrutimi.administrata.al/shpalljet/shfaq/3323/1/3">http://rekrutimi.administrata.al/shpalljet/shfaq/3323/1/3</a>	05.01.2022	winning candidates: 1. ARMELA NUHIJA 81.6 points 2. NASTJANA DEDO 80.4 points	<a href="http://rekrutimi.administrata.al/shpalljet/shfaq/3323/2/7">http://rekrutimi.administrata.al/shpalljet/shfaq/3323/2/7</a>	Economic / Legal Sciences	Professional Master	<b>Parallel Movement</b> All verification stages and corresponding results are displayed <b>Admission to the civil service</b> All verification stages and corresponding results are displayed	There are 2 winning candidates while there is only 1 job position Link: <a href="http://rekrutimi.administrata.al/shpalljet/shfaq/3323/2/7">http://rekrutimi.administrata.al/shpalljet/shfaq/3323/2/7</a>
12	16	3877	<a href="http://rekrutimi.administrata.al/shpalljet/shfaq/3383">http://rekrutimi.administrata.al/shpalljet/shfaq/3383</a>	1. Specialist in the Agricultural Advisory and Information Sector, in the Directorate of Agriculture and Rural Development Policies and Programs, in the General Directorate of Agriculture Policies and Programs, Food Security and Rural Development, in the Ministry of Agriculture and Rural Development - category: III-b	29.01.2022	There are no qualified candidates to proceed to the second stage of the competition	<a href="http://rekrutimi.administrata.al/shpalljet/shfaq/3383/1/2">http://rekrutimi.administrata.al/shpalljet/shfaq/3383/1/2</a>	03.02.2022	There are no qualified candidates to proceed to the second stage of the competition	<a href="http://rekrutimi.administrata.al/shpalljet/shfaq/3383/2/5">http://rekrutimi.administrata.al/shpalljet/shfaq/3383/2/5</a>	Agronomic Science	Professional Master	<b>The procedure is closed because:</b> There are no qualified candidates to proceed to the second stage of the competition Link: <a href="http://rekrutimi.administrata.al/shpalljet/shfaq/3383/2/5">http://rekrutimi.administrata.al/shpalljet/shfaq/3383/2/5</a>	

No. of announcements	Number of positions	Publication number	Announcement link	Position	Parallel Movement			Admission to the civil service			Type of degree	Minimum degree level	Findings	Other Comments
					Deadline	Evaluation / result	Link	Deadline	Evaluation / result	Final Evaluation Link				
13	17	4039	<a href="http://rekrutimi.administrata.al/shpalljet/shfaq/3547">http://rekrutimi.administrata.al/shpalljet/shfaq/3547</a>	11. Specialist in the Procurement Sector, in the Directorate of Procurement and Partnerships, in the General Directorate of Economy and Support Services, in the Ministry of Agriculture and Rural Development - category: III-b (Economic Science / Legal Science / Engineering Science)	08.04.2022	The winning candidate is: MATIAS MITROL-LARI "	<a href="http://rekrutimi.administrata.al/shpalljet/shfaq/3547/1/3">http://rekrutimi.administrata.al/shpalljet/shfaq/3547/1/3</a>	13.04.2022			Economic / Legal / Engineering Sciences	Professional Master	<p><b>Parallel Movement</b> All verification stages and corresponding results are displayed</p> <p><b>Admission to the civil service</b> All verification stages and corresponding results are displayed</p>	
14	18	4040	<a href="http://rekrutimi.administrata.al/shpalljet/shfaq/3548">http://rekrutimi.administrata.al/shpalljet/shfaq/3548</a>	5. Specialist in the Audit Directorate, in the Ministry of Agriculture and Rural Development - category: III-b (Economic / Legal Sciences)	08.04.2022	There are no winning candidates.	<a href="http://rekrutimi.administrata.al/shpalljet/shfaq/3548/1/3">http://rekrutimi.administrata.al/shpalljet/shfaq/3548/1/3</a>	13.04.2022		<a href="http://rekrutimi.administrata.al/shpalljet/shfaq/3548/2/4">http://rekrutimi.administrata.al/shpalljet/shfaq/3548/2/4</a>	Economics / Law / Military Higher Education (Logistics profile)	Professional Master	<p><b>Parallel Movement</b> All verification stages and corresponding results are displayed</p> <p><b>Admission to the civil service</b> All verification stages and corresponding results are displayed</p>	4 winners were announced for 10 different job positions. The winners are: IBRAHIMI FESTIM 79.2 points ERVIS AGASTRA 79.2 points MATILDA SELAMI 76.8 points ANGELUSHE IBRALIU 76 points Link: <a href="http://rekrutimi.administrata.al/shpalljet/shfaq/3548/2/7">http://rekrutimi.administrata.al/shpalljet/shfaq/3548/2/7</a>

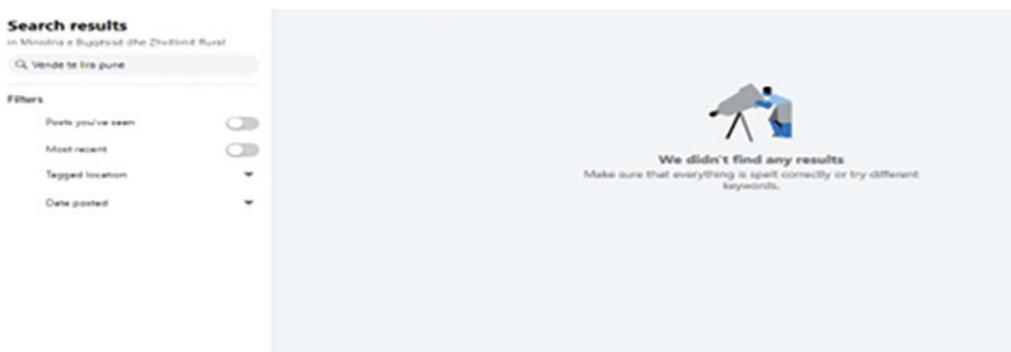
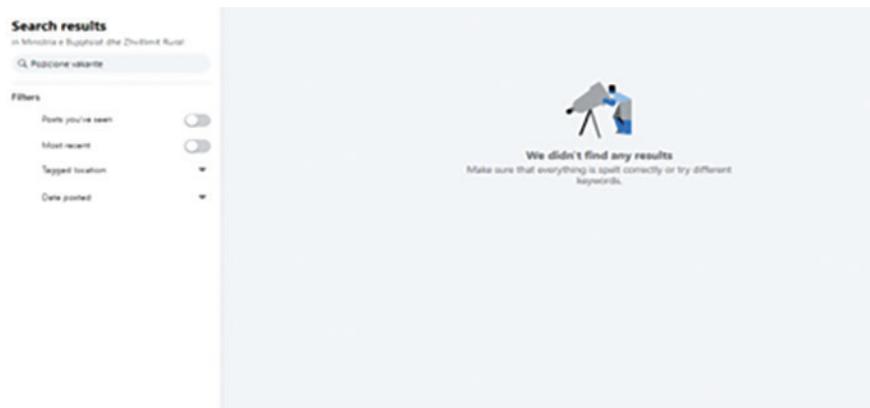
No. of announcements	Number of positions	Publication number	Announcement link	Position	Parallel Movement	Admission to the civil service	Type of degree	Minimum degree level	Findings	Other Comments
15	19	4049	<a href="http://rekrutimi.administrata.al/shpalljet/shfaq/3557">http://rekrutimi.administrata.al/shpalljet/shfaq/3557</a>	11. Specialist in the Budget Sector, in the Directorate of Budget and Financial Management, in the General Directorate of Economy and Support Services, in the Ministry of Agriculture and Rural Development - Category: III-b	<p>Deadline</p> <p>Evaluation / result</p> <p>Link</p>	<p>Deadline</p> <p>Evaluation / result</p> <p>Final Evaluation Link</p>	Economic Sciences	Professional Master	<p><b>Parallel Movement</b> All verification stages and corresponding results are displayed</p> <p><b>Admission to the civil service</b> All verification stages and corresponding results are displayed</p>	
					<p>Deadline</p> <p>Evaluation / result</p> <p>Link</p>	<p>Deadline</p> <p>Evaluation / result</p> <p>Final Evaluation Link</p>				

## Appendix 2: Official profile of the Ministry of Agriculture and Rural Development on Facebook

Ministry profile link on Facebook

<https://www.facebook.com/MinistriaeBujqesisedheZhvillimitRural>

There are no vacancies



## Appendix 3: Official Web site of the Ministry of Agriculture and Rural Development

Web site of the Ministry of Agriculture and Rural Development: <https://bujqesia.gov.al/>

Link to vacancies: <https://bujqesia.gov.al/njoftime-per-vende-vakante/>

Takes you to some sites that are not related to vacancies

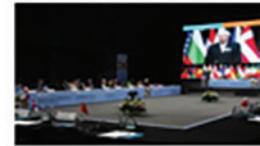
## Njoftime për vende vakante

A+ A- PDF

f t S+

- MBZHR-VENDE VAKANTE
- VENDE VAKANTE NË PROJEKTE

f t S+



Shqipëria, drejtuese e Konferencës Rajonale Europiane (...)

11/05/2022

## MBZHR-VENDE VAKANTE

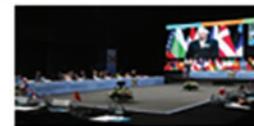
A+ A- PDF

f t S+

Siparja e procedurës së rekrutimit në Misionin Diplomatik në Bruksel

Për tu rryhur me vendet vakante të Ministrisë së Bujqësisë dhe Zhvillimit Rural klikoni këtu

f t S+



Shqipëria, drejtuese e Konferencës Rajonale Europiane (...)

11/05/2022



REPUBLIKA E SHqipërisë  
DEPARTAMENTI I ADMINISTRATËS  
PUBLIKE

Regjistrohu/Profil

t f G S

HOME DAP LEGJISLACIONI DOKUMENTA **VENDE VAKANTE** TRAJNIME PROJEKTE

Uncategorised 19

dap category 1

lajme 202

webservice 12

legjislacioni 1

Dokumenta 9

24  
Zemër  
to inç

## Appendix 4: Official website of the National Employment and Skills Agency

Link of AKPA: <https://akpa.gov.al/>

There is no job position associated with the ministry of Agriculture and Rural Development

Job search link in AKPA: <https://puna.gov.al/>

The screenshot shows the AKPA National Employment Portal. At the top, there is a navigation bar with the AKPA logo and menu items: 'Kreu', 'Rreth Nesh', 'Punëkërkuës', 'Punëdhënës', 'Formimi Profesional', and 'Hyr me e-Alban'. Below the navigation bar, a banner displays '3731 Oferta Punësimit' and 'PORTALI KOMBËTAR I PUNËSIMIT'. A search bar is present with fields for 'Puna, Profesioni, Fjalë Kyje' and 'Zona, Qyteti', and a 'Kërko' button. Below the search bar, there are filters for 'Kërko me tagjesh për profesion apo pozicion pune' and 'TREGTIA'. A 'Vendet vakante' section is visible with a red button that says 'Tëkin i nuk është i vlefshëm. Hyje përshiti që të rinovoni tëkin-in tuaj'.

The screenshot shows a 'Kategori përmblhedhëse' section with a grid of job categories and their counts:

ADMINISTRATE PUBLIKE (14)	ENERGJITIKE (4)	MEDIA (6)	SHERBIME LIGJORE DHE KONSULENCE (4)
ARKITEKTURE DHE DIZAJN (3)	FINANCE DHE BANKE (14)	MEKANIKA (2)	SHERBIME PERSONALE DHE NDAJ KLUENTIT (2)
ARSIMI DHE FORMIMI PROFESIONAL (5)	HOTELERI-TURIZEM (10)	NDERTIM (13)	SHKENCAT DHE INZHINIERITE (14)
BIUJQËSI, BLEGTORI, PYJE, PESHKIM, GJAH (5)	INDUSTRI NXJERRESE DHE PERPUNJESE (34)	PRODHIM DHE FASONERI (6)	TRANSPORT DHE LOGJISTIKE (18)
ELEKTRONIKE DHE TEKNOLOGJI INFORMATIKI (13)	INDUSTRIA USHQIMORE (21)	PRODHIME ARTIZANALE (29)	TREGTIA (22)
	MANAXHIM DHE BURIME NJEZORE (12)	PUNE SOCIALE DHE SHERBIME ELEMENTARE (29)	
	MBROUTJA DHE SIGURIA (9)	SHENDETESIA (15)	
		SHERBIME ESTETIKE (2)	

A 'MBYLL' button is located at the bottom right of the grid.

< Kategori përmblhedhëse me numër identifikimi: 342

The screenshot shows a list of job category filters:

- Peshkatar për det të thellë (2)
- Sharrëxhi (1)
- Punëtor krahu në mbledhje perimesh (1)
- Punëtor krahu ferme në baxho qumështi (1)
- Punëtor kultivues lulesh (1)

## Pozicionet më të fundit të punës



Peshkatar per det te thelle

Me kohë të plotë

Postuar në 2022-04-13

## Appendix 5: Review of available public information on status of employment of winning candidates next to MARD

### 5.1. List of winning candidates from the List in Appendix 1

1. ANDI ZAJA: The announcement number 3540, Announced winner in the 'Acceptance' stage in civil service ' with 76 points; <http://rekrutimi.administrata.al/shpalljet/shfaq/3032/2/7>
2. ARMIDA SHELQIZI: The announcement number 3542, Announced winner in the 'Acceptance' stage in civil service ' with 70.2 points; <http://rekrutimi.administrata.al/shpalljet/shfaq/3034/2/7>
3. MARCO KULE: The announcement number 3543, Announced winner in the 'Acceptance' stage in civil service ' with 70 points; <http://rekrutimi.administrata.al/shpalljet/shfaq/3035/2/7>
4. JORNELA QOSHKU: The announcement number 3546, Announced winner in the 'Acceptance' phase in civil service ' with 71 points; <http://rekrutimi.administrata.al/shpalljet/shfaq/3038/2/7>
5. LORENA GJECI: The announcement number 3799, Announced winner in the 'Acceptance' stage in civil service ' with 78.6 points ; <http://rekrutimi.administrata.al/shpalljet/shfaq/3296/2/7>
6. YLJANA YLLI: The announcement number 3799, Announced winner in the 'Acceptance' stage in civil service ' with 77 points ; <http://rekrutimi.administrata.al/shpalljet/shfaq/3296/2/7>
7. ARMELA NUHIJA: Announcement number 3823, Announced winner in the 'Acceptance' stage in civil service ' with 81.6 points ; <http://rekrutimi.administrata.al/shpalljet/shfaq/3323/2/7>
8. NASTJANA DEDO: The announcement number 3823, Announced winner in the 'Acceptance' stage in civil service ' with 80.4 points ; <http://rekrutimi.administrata.al/shpalljet/shfaq/3323/2/7>
9. MATIAS MITROLLARI: The announcement number 4039, Announced winner in 'Parallel Movement'; <http://rekrutimi.administrata.al/shpalljet/shfaq/3547/1/3>
10. ALSIVA BAZAJ: advertisement number 4049, Announced winner in 'Parallel Movement'; <http://rekrutimi.administrata.al/shpalljet/shfaq/3557/1/3>

### 5.2. Findings of the inquiry on whether or not the recipients of open posts are employed

Structure of the MARD 2021 - <https://bujqesia.gov.al/wp-content/uploads/2021/09/STRUKTURA-MBZHR-2021.xlsx>

Andi	Zaja	Specialist	III-b	Acceptance in civil service
Armida	Shelqizi	Specialist	III-b	Acceptance in civil service
Jornela	Qoshku	Specialist	III-b	Acceptance in civil service
Alsiva	Bazaj	Specialist	IV	Parallel Movement

### 5.3. Information from social networks (LinkedIn & Facebook)

Marco Kule, Fisheries Technician at Ministry of Agriculture and Rural Development <https://www.linkedin.com/in/marco-kule-1446691a4/?originalSubdomain=al> - Acceptance in civil service

Yljana YLLI, Ministry of Agriculture AND Rural Development <https://www.facebook.com/profile.php?id=100010780269753> Acceptance in civil service

Armela Nuhija Programmer Officer Ministry of Agriculture and Rural Development <https://www.linkedin.com/in/armela-nuhija-310475a2/?originalSubdomain=al> Acceptance in civil service

**No information available for the following candidates employed at MARD**

Lorena Gjeci, Tax Specialist, Municipality of Shijak, <https://www.linkedin.com/in/lorena-gjeci-480742120/>

Nastjana Dedo, Project Coordinator, Chamber of Commerce & Industry, <https://www.cci.al/stafi/>

Matias Mitrollari , Engineer at Ministry of Finance and Economy <https://www.linkedin.com/in/matias-mitrollari-108988186/?originalSubdomain=al>