

ASPECTS OF CENTRAL PUBLIC ADMINISTRATION IN THE MEMBER COUNTRIES OF THE EUROPEAN UNION

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ABSTRACT

Members of the community can benefit from economic and social benefits it provides measures on digital technologies. These are only part of what modernization measures mean that can be applied to public administration. Also, urban areas are the ones where the impact of these measures on people's lives, respectively of economic growth, is best observed. The way in which the public administration responds to the requests of the community can influence the economic development of that community. An important part is represented by the central public administration. Thus, the article presents an analysis of the number of civil servants in the central public administration, by reference to the total number of the population. The analysis is carried out at the level of the member countries of the European Union.

KEYWORDS: *civil servants, public administration*

1. INTRODUCTION

We can say that most of the high development opportunities develop in the urban environment (Profiroiu et al., 2020a). Urban areas are the ones that create the most jobs (Burlacu et al., 2021a). Here the level of productivity is higher, which makes economic growth even stronger (Sarbu et al., 2021).

When considering urban issues, social, cultural, economic and environmental dimensions are taken into account. Their interconnection allows urban development and regeneration (EU, 2019).

In resolving regional crises, in order to avoid contradictory situations or conflicts, in the policy-making process, it is important the participation of both the local public administration and the public administration at the central level (Rijavec & Pevcin, 2021). A higher level of training of civil servants can help to effectively implement the various strategies for managing situations that may arise (Bran et al., 2020).

It is considered that more efficient administration should consider services as processes. With the help of artificial intelligence, such a process approach would simplify the services provided by public administration. In these circumstances, the training of future graduates in the field of public administration should take into account the digitization process (Müller-Török & Prosser, 2021). Also, the use of artificial intelligence leads to increased managerial performance (Rădulescu et al., 2018). The application of e-government principles by central public administration officials can improve the relationship between authorities and citizens (Burlacu et al., 2021b).

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At the same time, a good training of civil servants in public administration contributes to increasing the efficiency of public service provision (Young et al., 2020).

Globalization has made geographical location less important. Thus, both policies and public administration staff can be said to be interconnected regardless of their geographical location. Knowledge becomes a means of mutual information (Ashley et al., 2021).

Achieving higher social and individual outcomes is influenced by the level of education, qualification, staffing (OECD, 2015). Thus, the skills that a company's staff have become increasingly important. The application of a strategic management of human resources contributes to the improvement of the organizational performance of the public administration institutions at central level (Bodislav et al., 2020). In order to streamline the activity of civil servants, it is necessary to take into account certain measurable objectives regarding the behavior of employees, as well as their skills and abilities (Nastacă & Fulga, 2019, Maria & Ilias, 2021).

2. RESULTS AND DISCUSSIONS

The importance of coordinating certain activities at the central level requires the existence in the central public administration of well-trained civil servants. Table 1 presents the comparative situation of the number of national civil servants in central public administration, for the period 2014-2020, for the member countries of the European Union.

Table 1. Number of national civil servants in central public administration

Countries	2014	2015	2016	2017	2018	2019	2020
Belgium	31297	28425	25653	23958	10719	11389	14321
Bulgaria	34718	33536	34921	35642	36218	37010	35470
Czechia	17691	18558	19074	19003	20995	21672	21901
Denmark	7832	7832	7832	11155	10577	11493	12197
Germany	12376	15437	15750	16790	17042	18383	19369
Estonia	9360	6934	6765	6634	6508	6459	6424
Ireland	24420	24597	25567	26250	28091	29393	29342
Greece	66857	67947	70560	70560	75905	75112	74661
Spain	41590	40173	39119	36864	36707	36981	37290
France	78182	28743	28684	27306	263200	263849	264104
Croatia	11537	12321	12321	12407	14164	14907	12211
Italy	155482	153261	149715	144817	141977	134374	132280
Cyprus	8992	8758	8728	8615	8551	8617	8746
Latvia	3041	4393	4266	4216	16480	13606	13659
Lithuania	16627	16143	15619	15133	13968	13933	13597
Luxembourg	986	966	958	970	938	966	3481
Hungary	14287	14727	16955	14236	14867	15042	15049
Malta	25273	25273	25273	25273	25273	27852	28476
Netherlands	108732	109389	109053	109251	118251	121291	127073
Austria	20566	20519	20393	18987	18443	16863	15691
Poland	22455	22358	22156	22119	22473	22719	24066
Portugal	89152	103460	95335	96760	99896	101104	102555
Romania	13191	13191	13191	13191	13191	13191	13191
Slovenia	17872	18980	18988	19369	19854	19945	20370
Slovakia	36130	36553	36411	36411	37306	37306	32231
Finland	33386	33386	28948	28704	29064	29003	30222
Sweden	62215	63694	61052	63396	66535	66409	68358
United Kingdom	310600	317580	307850	417925	419399	429989	430190

Source: processing according to data published by Eurostat, 2021

It should be noted that compared to 2014, in 2020, the number of civil servants in the central public administration decreased in: Italy (-23202 persons), Belgium (-16976 persons), Austria (-4875 persons), Spain (-4300 persons), Slovakia (-3899 persons), Finland (-3164 persons), Lithuania (-3030 persons), Estonia (-2936 persons), Cyprus (-246 persons). In all other Member States of the European Union, the number of civil servants in the central public administration has increased. Thus, the largest increases are recorded in: France (+185922 persons), United Kingdom (+119590 persons), Netherlands (+18341 persons), Portugal (+13403 persons), Latvia (+10618 persons), Greece (+7804 persons), Germany (6993 persons), Sweden (+6143 persons), Ireland (+4922 persons), Denmark (+4365 persons).

At the same time, in 2020, most civil servants in the central public administration were in: United Kingdom (430190 persons), France (264104 persons), Italy (132280 persons), Netherlands (127073 persons), Portugal (102555 persons), Greece (74661 persons), Sweden (68358 persons), Spain (37290 persons). The lowest values are recorded in: Luxembourg (3481 persons), Estonia (6424 persons), Cyprus (8746 persons), Denmark (12197 persons), Croatia (12211 persons). It is also found that for the period 2014-2020, only Romania kept constant the number of civil servants in the central public administration (13191 persons).

The evolution in the European Union of the number of civil servants in the central public administration is presented in the following figure.

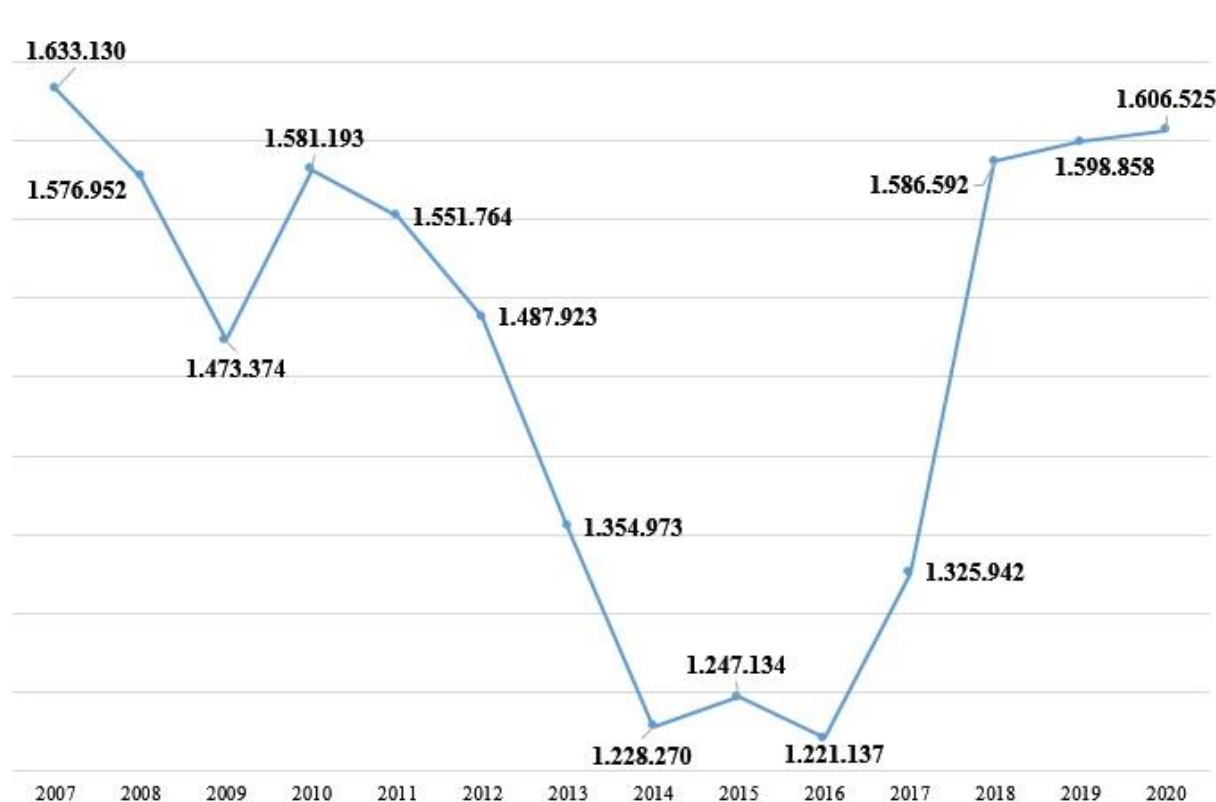


Figure 1. Evolution at European Union level of the number of civil servants in the central public administration

Source: processing according to data published by Eurostat, 2021

It is noted that for the period 2010-2014 the number of civil servants in the central public administration decreased. Also, in the period 2016-2020 the trend was an increasing one.

The evolution of the population in the European Union, for the period 1991-2021, is presented in figure 2.

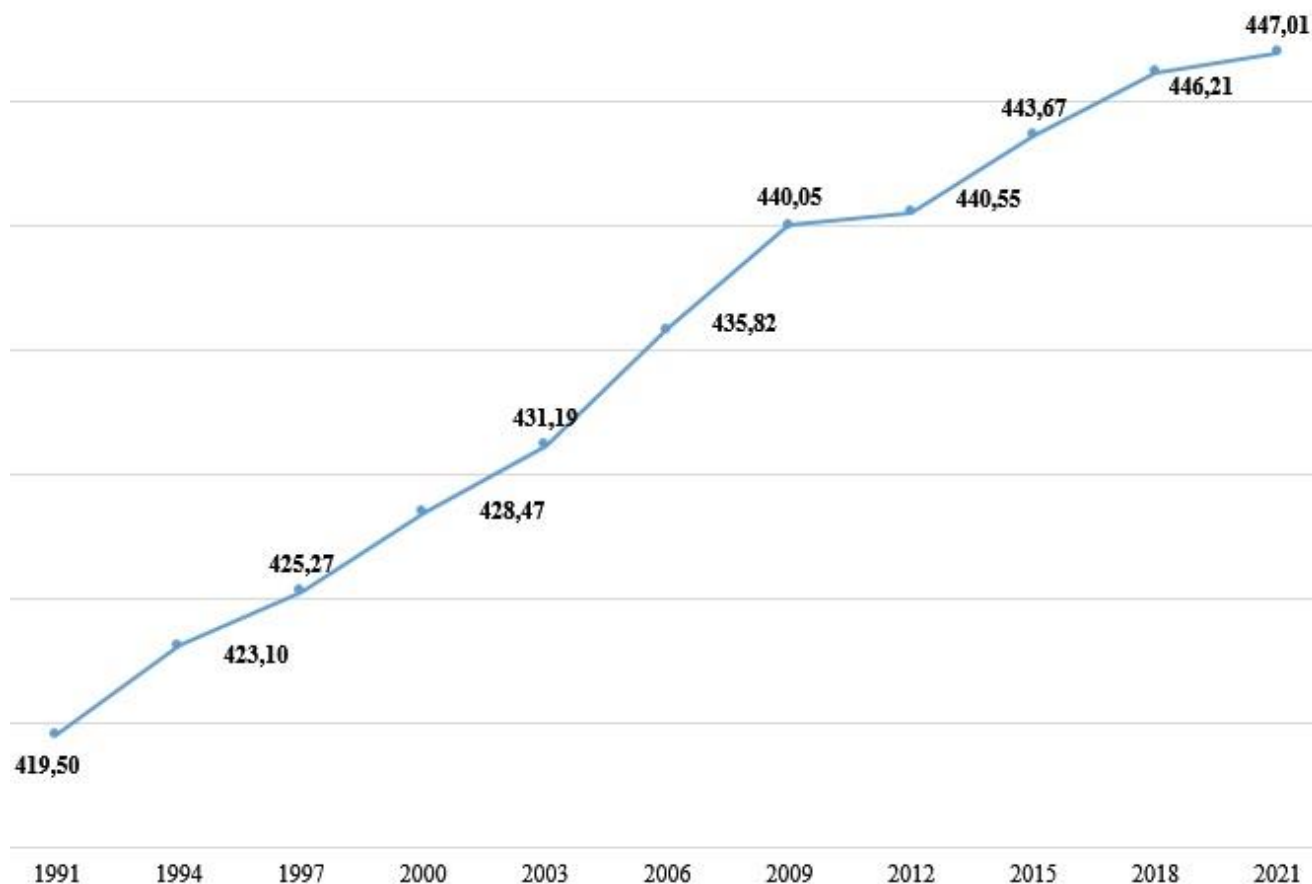


Figure 2. Evolution of the population in the European Union, for the period 1991-2021

Source: processing according to data published by Eurostat, 2021

For the period 1991-2021, there is an upward trend, from 419.50 million inhabitants (1991) to 447.01 million inhabitants (2021).

The comparative situation of the population in the Member States of the European Union, for the period 1991-2021, is presented in Table 2.

Table 2. Comparative situation of the population in the member countries of the European Union, for the period 1991-2021

Countries	1991	1996	2001	2006	2011	2016	2021
European Union	419,50	424,64	429,24	435,82	439,94	444,80	447,01
Belgium	9,99	10,14	10,26	10,51	11,00	11,31	11,57
Bulgaria	8,67	8,38	8,15	7,63	7,37	7,15	6,92
Czechia	10,30	10,32	10,23	10,22	10,49	10,55	10,70
Denmark	5,15	5,25	5,35	5,43	5,56	5,71	5,84
Germany	79,75	81,82	82,26	82,44	80,22	82,18	83,16
Estonia	1,57	1,43	1,39	1,35	1,33	1,32	1,33
Ireland	3,52	3,62	3,83	4,21	4,57	4,73	5,01
Greece	10,27	10,59	10,84	11,00	11,12	10,78	10,68
Spain	38,88	39,81	40,67	44,01	46,67	46,44	47,39
France	58,31	59,52	60,98	63,23	64,98	66,64	67,44

Countries	1991	1996	2001	2006	2011	2016	2021
Croatia	4,78	4,58	4,30	4,31	4,29	4,19	4,04
Italy	56,74	56,84	56,96	58,06	59,36	60,67	59,26
Cyprus	0,59	0,66	0,70	0,74	0,84	0,85	0,90
Latvia	2,66	2,47	2,35	2,23	2,07	1,97	1,89
Lithuania	3,70	3,62	3,49	3,29	3,05	2,89	2,80
Luxembourg	0,38	0,41	0,44	0,47	0,51	0,58	0,63
Hungary	10,37	10,32	10,20	10,08	9,99	9,83	9,73
Malta	0,36	0,38	0,39	0,40	0,41	0,45	0,52
Netherlands	15,01	15,49	15,99	16,33	16,66	16,98	17,48
Austria	7,71	7,95	8,02	8,25	8,38	8,70	8,93
Poland	38,18	38,61	38,25	38,16	38,06	37,97	37,84
Portugal	9,97	10,04	10,33	10,51	10,57	10,34	10,30
Romania	23,19	22,66	22,43	21,26	20,20	19,76	19,19
Slovenia	2,00	1,99	1,99	2,00	2,05	2,06	2,11
Slovakia	5,31	5,37	5,38	5,37	5,39	5,43	5,46
Finland	5,00	5,12	5,18	5,26	5,38	5,49	5,53
Sweden	8,59	8,84	8,88	9,05	9,42	9,85	10,38
United Kingdom	57,34	58,09	59,00	60,62	63,02	65,38	:

Source: processing according to data published by Eurostat, 2021

From the data presented, it is observed that compared to 1991, in 2021, the population of the European Union increased by 27.50 million inhabitants. However, compared to 1991, in 2021 there were decreases in population in: Romania (-4.01 million inhabitants), Bulgaria (-1.75 million inhabitants), Lithuania (-0.91 million of inhabitants), Latvia (-0.76 million inhabitants), Croatia (-0.75 million inhabitants), Hungary (-0.64 million inhabitants), Poland (-0.34 million inhabitants), Estonia (-0.24 million inhabitants). For all other countries the population has increased. The most significant increases were registered in: France (+9.13 million inhabitants), Spain (+8.51 million inhabitants), United Kingdom (+8.04 million inhabitants in 2020), Germany (+ 3.40 million inhabitants), Italy (+2.51 million inhabitants), Netherlands (+2.46 million inhabitants), Sweden (+1.79 million inhabitants), Belgium (+1.58 million inhabitants), Ireland (+1.49 million inhabitants), Austria (+1.22 million inhabitants).

Given the data presented in the previous tables, for 2020, it can be said that the country with the most civil servants in the central public administration, compared to one million inhabitants, is Malta with 55,340 civil servants. Figure 3 shows the comparative situation of the number of civil servants in the central public administration, compared to one million inhabitants in that country, for the year 2020. It is noted that, with the exception of Malta, the highest number of civil servants in the central public administration, per million inhabitants, is recorded in: Portugal (9961 civil servants), Cyprus (9849 civil servants), Slovenia (9719 civil servants) , Netherlands (7300 civil servants), Latvia (7160 civil servants), Greece (6966 civil servants), Sweden (6619 civil servants), United Kingdom (6418 civil servants), Ireland (5910 civil servants), Slovakia (5905 civil servants) . At the same time, the countries in which the number of civil servants in the central public administration, related to one million inhabitants, is low are: Germany (233 civil servants), Poland (634 civil servants), Romania (682 civil servants), Spain (788 civil servants). servants), Belgium (1243 civil servants), Hungary (1540 civil servants), Austria (1763 civil servants), Czechia (2048 civil servants), Denmark (2095 civil servants), Italy (2218 civil servants).

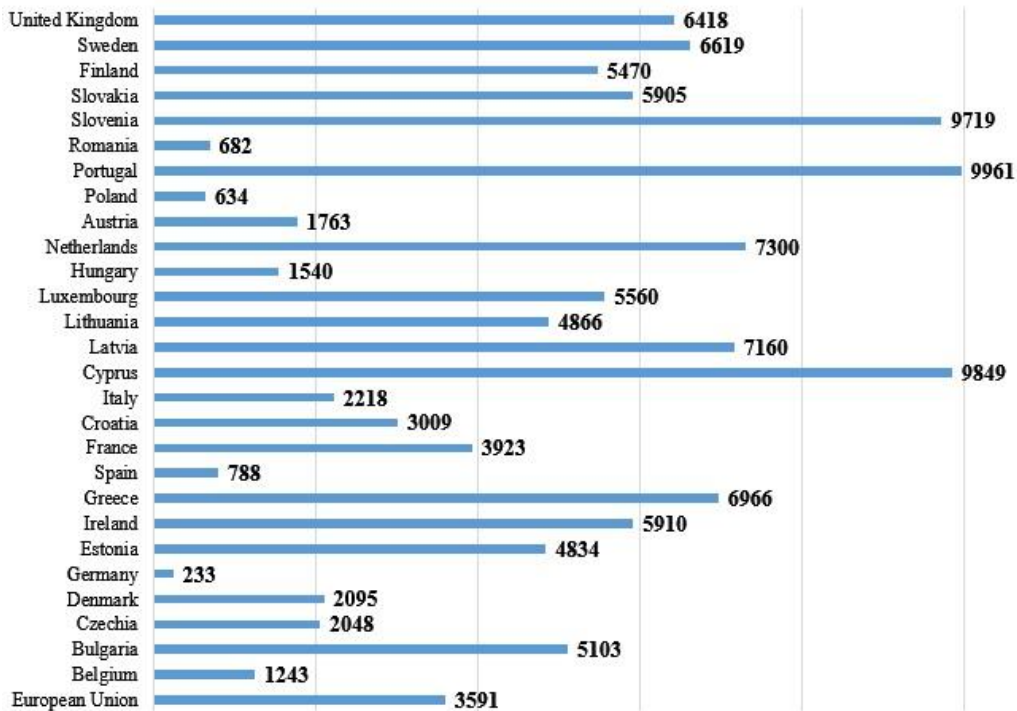


Figure 3. Comparative situation of the number of civil servants in the central public administration, compared to one million inhabitants in the respective country (2020)

Source: processing according to data published by Eurostat, 2021

For 2020, Figure 4 shows the comparative situation regarding the number of inhabitants corresponding to a civil servant in the central public administration.

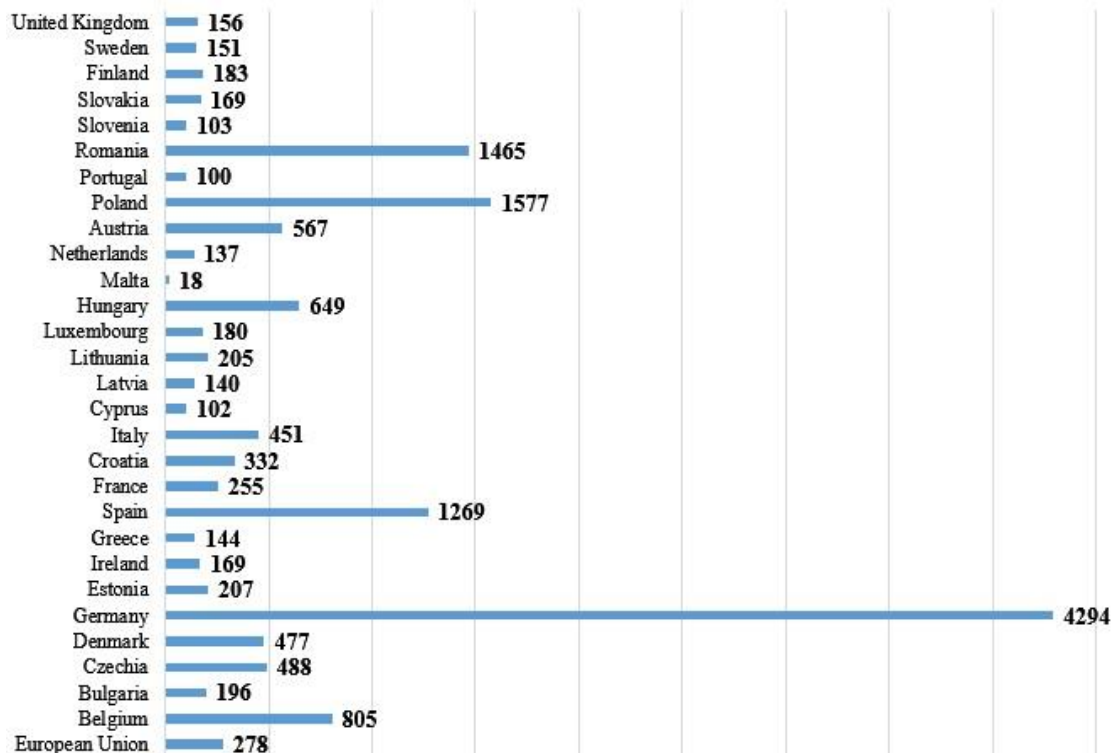


Figure 4. Comparative situation regarding the number of inhabitants corresponding to a civil servant in the central public administration

Source: processing according to data published by Eurostat, 2021

Thus, most of the inhabitants correspond to a civil servant from the central public administration in: Germany (4294 inhabitants), Poland (1577 inhabitants), Romania (1465 inhabitants), Spain (1269 inhabitants), Belgium (805 inhabitants). The lowest values are recorded in: Malta (18 inhabitants), Portugal (100 inhabitants), Cyprus (102 inhabitants), Slovenia (103 inhabitants), Netherlands (137 inhabitants), Latvia (140 inhabitants), Greece (144 inhabitants), Sweden (151 inhabitants), United Kingdom (156 inhabitants).

3. CONCLUSIONS

People with high qualifications have more employment opportunities. The need for retraining and improvement is a consequence of the increasing complexity of the tasks that a person has to perform (Profiroiu et al., 2020b). The need to update competencies is also manifested in the central public administration. From the analyzes performed, it is found that, compared to 2014, in 2020, in some countries the number of civil servants in the central public administration increased, and in other countries these values decreased. Also, in the period 2016-2020, the trend of the number of civil servants in the central public administration was an increasing one. At the same time, the evolution of the population in the European Union is increasing.

For 2020, high values of the number of civil servants in the central public administration, compared to one million inhabitants, are in: Portugal, Cyprus, Slovenia, Netherlands, Latvia, Greece, Sweden. At the same time, the countries in which the number of civil servants in the central public administration, related to one million inhabitants, is low are: Germany, Poland, Romania, Spain, Belgium, Hungary, Austria.

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