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Civil service reform in post-communist countries : the case of the Russian Federation and the Czech Republic.

Kotchegura, A.P.

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Why the state bureaucracy in Central and Eastern Europe (CEE) appears to have been least of all affected by the post-communist transformation when compared to other public institutions and sectors of the economy in CEE countries? Why declared reforms of civil services failed so far to reach most of their objectives and even have had counter-productive effect in some cases? On the basis of a comprehensive analysis of the development of the Russian and Czech state administration over the last decade and a half the author provides a thorough insight into the causes of the prevailing tendencies in the administrative development of CEE countries and explores key factors that have led to more than modest results in the reforms of their civil services.

Alexander Kotchegura is a University Lecturer and Public Management Consultant with over ten years record of lecturing to high school students and civil servants in two leading Moscow Universities and over fifteen years experience of work as an expert and manager in various projects funded by the World Bank, European Commission, UNDP, British and Canadian governments. His expertise builds upon lengthy record of practical civil service, project management and academic employment. He is an Editorial Board member of the *International Public Management Journal* (ISSN: 1096-7494) and has publications in Russia, Great Britain and the United States. Currently he holds the post of Deputy Head of Chair of State and Municipal Management at the Faculty of Humanities and Social Sciences of the Russian Peoples' Friendship University. In 1996 Alexander Kotchegura joined an international consortium of scholars (led by academics from Dutch and American universities) which launched comparative research of civil service systems across various countries.

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