

# საქართველოს ახალგაზრდა იურისტთა ასოციაცია GEORGIAN YOUNG LAWYERS' ASSOCIATION



## **GYLA issued its initial findings on the interview process conducted in local self-government agencies**

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Georgian Young Lawyers' Association carried out monitoring of interview process at the attestations and competitions implemented for civil servants of local self-government bodies. GYLA, through its representatives, monitored interview process of nine attestation-competition commissions in November and December, 2014.

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Monitoring aimed to promote publicity, impartiality and transparency of interview process, as well as to protect rights and legitimate interests of participants of attestations and competitions.

GYLA's representatives attended the process personally and studied and assessed activities of attestation commission during the interview process.

It should be noted that municipalities had different approach in terms of GYLA's participation in the process under observer's status. Commissions expressed their consensus about attending interview process only, while decision making process was closed for GYLA's observers. Further, some Commissions were even reluctant to let GYLA at the interview process.

Foregoing decisions of Competition Commissions inhibited GYLA in implementing comprehensive observation of the process and in evaluating activities of Commissions in general.

According to GYLA's observations, members of the Competition Commission were mostly impartial and revealed constructive and professional attitude to the participants of the competition, which is a positive trend.

GYLA observed key irregularities during the interview process carried out in Zugdidi municipality. According to GYLA's representatives candidates were mainly interviewed about their family and financial conditions that had no direct link to their professional experience or skills. Some gaps were also observed in terms of working discipline of the Commission at the interview process of Batumi City Hall civil servants. Further, Competition Commissions in Gori and Gori and Zugdidi municipalities were manned with employees of state envoy's office from the same municipalities. The fact raises questions on the one hand about appropriateness of participation of high officials in administration of human resource policy at the regional level and on the other hand about the need of such participation. GYLA's representatives also observed some irregularities in the activities of Ozurgeti Competition Commission.

After observations, GYLA worked out some recommendations, which in GYLA's opinion, will promote the interview process and increase effectiveness of competition-attestation Commissions. These recommendations concern development of normative base regulating conduct of competitions and attestations, manning of competition-attestation Commissions, as well as the standard and rule of monitoring competition, attestation process.

See detailed information about initial assessment of interview process in the attached

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