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NAME OF THE PANEL: ADMINISTRATION REFORM - A MODERN EUROPEAN PERSPECTIVE

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Title topic article: *The Impact Of The Administrative Reforms On Public Administration Scheduled For 2025*

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PRESENTATION OF THE PANEL: ADMINISTRATION REFORM - A MODERN EUROPEAN PERSPECTIVE

Public administration reform is a fundamental challenge in modern European states, which find themselves at the intersection between national traditions, the demands of democracy, and the pressures of globalization. From a modern European perspective, administration is no longer perceived exclusively as a rigid bureaucratic structure, but as a flexible mechanism focused on citizens and efficiency.

A key defining feature of this modern vision is the *digitalisation of public services*. Countries such as Estonia and Denmark have demonstrated that switching to e-government can reduce costs, increase transparency, and provide citizens with quick access to services.

The second key aspect is *human resource professionalization*. Administrative reform involves overcoming clientelism and bureaucratic inflexibilities by recruiting on the basis of competence, continuous improvement, and professional ethics. The European Commission, by means of its recommendations to Member States and candidate countries, consistently emphasizes the need for a neutral, stable, and accountable civil service capable of implementing public policies in accordance with the principles of the rule of law.

Furthermore, modern European administrative reform is focused on *transparency and participation*. Public consultation mechanisms, access to information, and policy impact assessment are becoming common standards across Europe. Therefore, the administration is not only the enforcer of laws, but also a partner of citizens in the development and implementation thereof.

Another pillar is *decentralization*. The European Union encourages the transfer of powers to local and regional authorities in order to bring decision-making closer to citizens and to enhance local specificities. At the same time, European coordination ensures convergence and compliance with common standards.

In addition to these challenges, Romania faces a new challenge that the current governing coalition is trying to transpose into legislation, namely the reduction of personnel in central and local government. The adoption of legislation in this regard and its subsequent implementation will represent a real psychological threshold that Romania will have to cross in order to demonstrate that it is moving towards genuine administrative reform.

In conclusion, from a modern European perspective, administrative reform is not limited to simple institutional restructuring, but aims to transform the administration into an *open, efficient public service focused on the real needs of citizens*. In a constantly changing Europe, modern administration is becoming a key factor for competitiveness, social cohesion, and democratic legitimacy.