

STATE OF ERITREA

Public Administration Country Profile

Division for Public Administration and Development Management (DPADM)

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ERITREA

[Click here](#) for detailed map



Source: [The World Factbook](#) - [Eritrea](#)

Following a successful referendum on independence for the Autonomous Region of Eritrea on 23-25 April 1993, a transitional National Assembly composed exclusively of People's Front for Democracy and Justice (PFDJ), the only legal party, was appointed to govern and has remained in power since. Mr Isaias Afwerki, a prominent leader in the fight for independence, was elected President by the National Assembly.

The Constitution was ratified in May 1997, but has not yet been implemented. It is said to enter into force once the new Parliament is elected. The Transitional National Assembly accepted the principle of political pluralism in early 2002, but the ratification of the law has been postponed. No-party local elections took place at sub-district level during 2002.

A long awaited Parliamentary Assembly was convened in January 2002. A draft law on elections was ratified and a commission set up to prepare the elections, but yet no time-schedule was fixed. The Parliamentary Assembly has for the first time approved a budget.

Source: [European Commission \(Development\)](#) - [Country Overview](#)

Government type

Transitional government

Independence

24 May 1993 (from Ethiopia)

Constitution

The transitional constitution, decreed on 19 May 1993, was replaced by a new constitution adopted on 23 May 1997, but not yet implemented ([in brief](#))

Legal system

Primary basis is the Ethiopian legal code of 1957, with revisions; new civil, commercial, and penal codes have not yet been promulgated; also relies on customary and post-independence-enacted laws and, for civil cases involving Muslims, Sharia law

Administrative divisions:

6 regions; Central, Anelba, Southern Red Sea, Northern Red Sea, Southern, Gash-Barka

Source: [The World Factbook](#) - [Eritrea](#)

1. General Information

1.1 People	Eritrea	Djibouti	Ethiopia	1
Population				a
Total estimated population (,000), 2003	4,141	702	70,678	
Female estimated population (,000), 2003	2,081	353	35,584	
Male estimated population (,000), 2003	2,060	349	35,094	
Sex ratio (males per 100 females), 2003	99	99	99	
Average annual rate of change of pop. (%), 2000-2005	3.65	1.58	2.46	
Youth and Elderly Population				b
Total population under age 15 (%), 2003	45	43	46	
Female population aged 60+ (%), 2003	4	6	5	
Male population aged 60+ (%), 2003	3	5	4	
Human Settlements				c
Urban population (%), 2001	19	84	16	
Rural population (%), 2001	81	16	84	
Urban average annual rate of change in pop. (%), '00-'05	6.29	1.28	4.63	
Rural average annual rate of change in pop/ (%), '00-'05	3.72	-0.3	1.97	
Education				d
Total school life expectancy, 2000/2001	5	3.9	5.2	1
Female school life expectancy, 2000/2001	4.2	3.2	4.1	1
Male school life expectancy, 2000/2001	5.7	4.6	6.2	1
Female estimated adult (15+) illiteracy rate (%), 2000	55.5	45.6 ⁱ	69	2
Male estimated adult (15+) illiteracy rate (%), 2000	32.7	24.4 ⁱ	52.9	2
Employment				e
Unemployment rate (15+) (%), 2000	..	..	..	1
Female adult (+15) economic activity rate (%), 1999	..	..	72	2
Male adult (+15) economic activity rate (%), 1999	..	..	90	2

Notes: ⁱ 1991

1.2 Economy	Eritrea	Djibouti	Ethiopia	2
GDP				a
GDP total (millions US\$), 2002	582	597	5,989	
GDP per capita (US\$), 2002	135	909	89	
PPP GDP total (millions int. US\$), 2002	4,129	1,331	48,754	
PPP GDP per capita(int. US\$), 2002	958	2,026	724	
Sectors				b
Value added in agriculture (% of GDP), 2003	15.4	3.7 ⁱ	41.8	
Value added in industry (% of GDP), 2003	23.8	14.3 ⁱ	11.0	
Value added in services (% of GDP), 2003	60.8	82.0 ⁱ	47.2	
Miscellaneous				c
GDP implicit price deflator (annual % growth), 2003	14.8	2.0	14.5	
Private consumption (% of GDP), 2003	111.3	..	75.2	
Government consumption (% of GDP), 2003	51.7	..	19.3 ⁱ	

Notes: ⁱ 1999; ⁱⁱ 2002

¹ United Nations Statistics Division:

^a Statistics Division and Population Division of the UN Secretariat; ^b Statistics Division and Population Division of the UN Secretariat; ^c Population Division of the UN Secretariat; ^{d1} UNESCO; ^{d2} UNESCO; ^{e1} ILO; ^{e2} ILO/OECD

² World Bank - Data and Statistics:

^a Quick Reference Tables; ^b Data Profile Tables; ^c Country at a Glance

1.3 Public Spending	Eritrea	Djibouti	Ethiopia	
Public expenditures				3
Education (% of GNP), 1985-1987	..	..	3.1	a
Education (% of GNP), 1995-1997	1.8 ⁱ	..	4	a
Health (% of GDP), 1990	..	..	0.9	
Health (% of GDP), 1998	..	5.4	1.2 ⁱⁱ	
Military (% of GDP), 1990	..	6.3	8.5	b
Military (% of GDP), 2000	22.9 ⁱⁱ	4.4 ⁱⁱⁱ	9.4 ⁱⁱ	b
Total debt service (% of GDP), 1990	..	3.6	3.4	
Total debt service (% of GDP), 2000	0.5	2.4	2.2	

Notes: ⁱ Data do not include expenditure on tertiary education; ⁱⁱ 1999; ⁱⁱⁱ 1998

1.4 Public Sector Employment and Wages						
<i>Data from the latest year available</i>		Eritrea 1991-1995	Eritrea 1996-2000	Sub-Saharan Africa average ⁴ 1996-2000	Non- Francophone Africa average ⁴ 1996-2000	Low income group average ⁴ 1996-2000
Employment						
Civilian Central Government ⁵	(,000)	..	..	
	(% pop.)	..	..	0.30	0.38	0.46
Sub-national Government ⁵	(,000)	..	..	
	(% pop.)	..	..	0.30	0.38	0.46
Education employees	(,000)	..	..	
	(% pop.)	..	..	0.62	0.78	0.91
Health employees	(,000)	..	..	
	(% pop.)	..	..	0.29	0.20	0.62
Police	(,000)	..	..	
	(% pop.)	..	..	0.07	..	0.30
Armed forces	(,000)	55.0	47.1			
	(% pop.)	1.54	1.18	0.26	0.31	0.33
SOE Employees	(,000)	..	..	
	(% pop.)	..	..	..	..	13.10
Total Public Employment	(,000)	..	..	
	(% pop.)	..	..	..	..	..
Wages						
Total Central gov't wage bill	(% of GDP)	..	15.0	6.1	6.9	5.4
Total Central gov't wage bill	(% of exp)	..	..	28.9	26.4	24.7
Average gov't wage	(,000 LCU)	..	..	
Real ave. gov't wage ('97 price)	(,000 LCU)	..	..	
Average gov't wage to per capita GDP ratio		..	..	4.8	2.8	4.4

Source: [World Bank](#) - [Public Sector Employment and Wages](#)

³ [UNDP - Human Development Report 2002](#)

^a Data refer to total public expenditure on education, including current and capital expenditures.

^b As a result of a number of limitations in the data, comparisons of military expenditure data over time and across countries should be made with caution. For detailed notes on the data see SIPRI (2001).

⁴ Averages for regions and sub regions are only generated if data is available for at least 35% of the countries in that region or sub region.

⁵ Excluding education, health and police – if available (view [Country Sources](#) for further explanations).

2. Legal Structure

The World Factbook, last updated 18 December 2003, stated that, "The constitution, ratified in May 1997, did not enter into effect, pending parliamentary and presidential elections". Africa South of the Sahara in its 2003 report stated that, "The outbreak of war in 1998 delayed the implementation of the Constitution, although government officials continued to insist that it would be implemented gradually, once peace returned". The U.S. State Department Human Rights Report 2003 noted that, "The Constitution, ratified in 1997, provides for democratic freedoms; however, its provisions were not implemented by year's end [2003]".

Source: [Immigration and Nationality Directorate \(UK\)](#) - [Eritrea Country Report \(4/2004\)](#)

2.1 Legislative Branch

Unicameral National Assembly (150 seats; term limits not established).⁶

women in parliament: 33 out of 150 seats: (22%)- (2/1994).⁷

The legislative body, The National Assembly, comprises 75 members of the People's Front for Democracy and Justice (PFDJ) and 75 additional popularly elected members. The National Assembly is the highest legal power in the government until the establishment of a democratic, constitutional government. The legislature sets the internal and external policies of the government, regulates implementation of those policies, approves the budget, and elects the president of the country.

Fact box:
elections:
election results:

Source: [U.S. Department of State](#) - [Background Notes](#)

In May 1997, following the adoption of the new constitution, 75 members of the PFDJ Central Committee (the old Central Committee of the Eritrean People's Liberation Front), 60 members of the 527-member Constituent Assembly, that had been established in 1997 to discuss and ratify the new constitution, and 15 representatives of Eritreans living abroad were formed into a Transitional National Assembly to serve as the country's legislative body until countrywide elections to a National Assembly were held; although only 75 of 150 members of the Transitional National Assembly were elected, the constitution stipulates that once past the transition stage, all members of the National Assembly will be elected by direct and secret ballot of all eligible voters for a term of five years; National Assembly elections scheduled for December 2001 were postponed indefinitely

Source: [The World Factbook](#) - [Eritrea](#) & [Constitution of Eritrea](#)

2.2 Executive Branch

cabinet: State Council is the collective executive authority; members appointed by the president

elections: President elected by the National Assembly; election last held 8 June 1993 (next election date uncertain as the National Assembly did not hold a presidential election in December 2001 as anticipated)

⁶ Source of fact boxes if nothing else stated: [The World Factbook](#) - [Eritrea](#)

⁷ [Inter-Parliamentary Union](#) - [Women in National Parliaments](#)

According to the Constitution⁸ the President shall be elected from amongst members of the National Assembly by an absolute majority vote of its members. A candidate for the office of the President must be nominated by at least 20 percent vote of all members of the National Assembly. The term of office of the President shall be five years, equal to the term of office of the National Assembly that elects him. No person shall be elected to hold the office of President for more than two terms.

Source: [Institution](#) - [Constitution of Eritrea](#)

The president nominates individuals to head the various ministries, authorities, commissions, and offices, and the National Assembly ratifies those nominations. The cabinet is the country's executive branch. It is composed of 17 ministers and chaired by the president. It implements policies, regulations, and laws and is accountable to the National Assembly.

Source: [U.S. Department of State](#) - [Background Notes](#)

Fact box:
chief of state and head of government:
President ISAIAS Afworki (since 8 June 1993); the president is also head of the State Council and National Assembly

2.3 Judiciary Branch

High Court, regional, subregional, and village courts; also have military and special courts.

The Constitution, which has not been implemented, provides for an independent judiciary.

The judicial system has three parts: civilian, military, and special courts. The civilian court system consists of village courts, sub-regional courts, regional courts, and the High Court, which also serves as an appellate court. Appeals may be made in the civilian courts all the way up to the High Court. Not all appeals are accepted for a hearing at the High Court level and the High Court takes an average of approximately 2 months to decide if it will hear an appeal or not. Under the legal system, minor infractions are brought to village courts and sub-regional courts. More serious offenses are argued before regional courts, but a significant proportion of cases involving murder, rape, and other felonies are heard by the High Court. All cases, except those argued before the High Court, are heard by a single judge; on the High Court, panels of three judges heard cases.

Source: [U.S. Department of State](#) - [Human Rights Practices \(2003\)](#) (edited)

2.4 Local Government

Source: [Institution](#) - [Title](#)

⁸ Adopted in May 1997, but yet to be implemented ([Immigration and Nationality Directorate \(UK\)](#) - [Eritrea Country Report \(4/2004\)](#))

3. The State and Civil Society

3.1 Ombudsperson

Source: Institution - Title

3.2 NGOs

Source: Institution - Title

3.3 Civil Society

Source: Institution - Title

4. Civil Service

When Eritrea became independent the Government, through Legal Notice No. 4/1993, established several departments with specific functions and powers. In 1995/96, the Eritrean Government undertook a Civil Service Reform which, inter alia, led to extensive retrenchments in the civil service.

Source: [CAFRAD - Management of Human Resources in Eritrea \(2000\)](#)

4.1 Legal basis

Article 11 of the 1997 Constitution provides for a competent Civil Service.

Article 56 of the Constitution provides for a Public Service Administration which shall be responsible for recruitment and selection of civil servants as well as for determining the terms and conditions of their employment including their rights and duties. The detailed powers, duties and organization of the Public Service Administration are determined by law.

Source: [Constitution of Eritrea](#)

The [Labour Law](#) and Civil Service Laws (though in draft form) carry provisions relating to Human Resource Management, such as rights and duties of employees, recruitment and selection, reward systems, labour, relations, etc. Eritrea has recently ratified seven ILO conventions (87, 98, 105, 100, 111, 138).

There are two types of employment categories, excluding the political appointees. These are permanent and contractual employees. Permanent, employees generally are more privileged, for e.g. leaves, training opportunities, and job security. However, contractual employees generally receive better pay, especially the professionals.

Source: [CAFRAD - Management of Human Resources in Eritrea \(2000\)](#)

4.2 Recruitment

Recruitment channels include advertisement through the mass media, or in house recruitment in order to attract pool of candidates. Successful applicants depending on the type of jobs are selected through structured interviews, written exams and practical testing. There are assessment centers, especially for secretarial jobs.

Recruitment is also carried out through agencies, such as the Labour Office and Central Personnel Administration. These agencies maintain data base and recruiting through them many times is preferred (especially for recruiting unskilled employees). Head hunting is also widely practiced especially to recruit high skilled, professional employees, mostly professionals residing abroad. e.g. lecturers, consultants, lawyers, engineers are usually head hunted.

Today, the main strategy for recruiting individuals remain the knowledge, skill and abilities (KSA) strategy where applicants job performance is predicted from the degree of match between that particular job requires; and the individual.

Source: [CAFRAD - Management of Human Resources in Eritrea \(2000\)](#)

4.3 Promotion

Source: [Institution - Title](#)

4.4 Remuneration

In January 1997, the government announced uniform salary scales for all civil servants, including the ex-combatants now serving in the civil service.

Source: [Guiding Principles on Civil Service Reform in Africa: An Empirical Review](#)

The Govt. has introduced a pay scale that enables to attract and retain the best talent. In many cases, Civil Service Salary scale is slightly higher when compared to many organization in the private sector.

Current Civil Servants salaries are generally better than compared to many public enterprises.

Source: [CAFRAD - Management of Human Resources in Eritrea \(2000\)](#)

4.5 Training

The Eritrean Institute of Management (EIM) in Enbatkalla is basically an in-service training centre for public servants. The various ministries also provide training that is peculiar to their staff; some of them also conduct training needs of their staff before providing the training, public servants are also sent abroad for study tours or on fellowship to expose them to foreign experience in their area of specialty.

Source: [CAFRAD - Management of Human Resources in Eritrea \(2000\)](#)

4.6 Gender

About a third of the Civil Servants in Eritrea are women. Women generally are to be found in low level job categories, such as secretaries, typists, computer operators, and other clerical jobs. There are many teachers and nurses. 37% of the teachers; and 60% of the nurses in the country are women 30% of the National Assembly seats are reserved for women, and women constitute about 10% of the police Force.

Source: [CAFRAD - Management of Human Resources in Eritrea \(2000\)](#)

5. Ethics and Civil Service

5.1 Corruption

2003 CPI Score relates to perceptions of the degree of corruption as seen by business people and country analysts and ranges between 10 (highly clean) and 0 (highly corrupt).

Corruption Perceptions Index							
		2003 CPI Score	Surveys Used	Standard Deviation	High-Low Range	Number Inst.	90 percent confidence range
Rank	Country						
1	Highly clean	9.7	8	0.3	9.2 - 10.0	4	9.5 - 9.9
..	Eritrea	..	..	..	..	..	..
133	Highly corrupt	1.3	8	0.7	0.3 - 2.2	6	0.9 - 1.7

Source: [Transparency International](#) - [Corruption Perceptions Index 2003](#)

Surveys Used: Refers to the number of surveys that were used to assess a country's performance. 17 surveys were used and at least 3 surveys were required for a country to be included in the CPI.

Standard Deviation: Indicates differences in the values of the sources. Values below 0.5 indicate agreement, values between 0.5 and c. 0.9 indicate some agreement, while values equal or larger than 1 indicate disagreement.

High-Low Range: Provides the highest and lowest values of the sources.

Number Institutions: Refers to the number of independent institutions that assessed a country's performance. Since some institutions provided more than one survey.

90 percent confidence range: Provides a range of possible values of the CPI score. With 5 percent probability the score is above this range and with another 5 percent it is below.

Eritrea is described as having corruption free culture, its biggest asset (Poul Nielson EU Commissioner for Development and Humanitarian Aid press interview, October 14,2000).

Source: [CAFRAD](#) - [Management of Human Resources in Eritrea \(2000\)](#)

5.2 Ethics

Though a code of conduct for civil servants has to be defined by law, certain standards are already provided by the existing Central Personnel Administration regulations.

The draft Civil Service Laws provide for code of conduct for Civil Servants which generally deal with performance, availability, respect for the law, royalty, obedience to supervisions, honesty, discretion, and confidentiality.

Source: [CAFRAD](#) - [Management of Human Resources in Eritrea \(2000\)](#)

6. e-Government

e-Government Readiness Index:

The index refers to the generic capacity or aptitude of the public sector to use ICT for encapsulating in public services and deploying to the public, high quality information (explicit knowledge) and effective communication tools that support human development.

The index is comprised of three sub-indices: Web Measure Index, Telecommunications Infrastructure Index and Human Capital Index.

Web Measure Index:

A scale based on progressively sophisticated web services present. Coverage and sophistication of state-provided e-service and e-product availability correspond to a numerical classification.

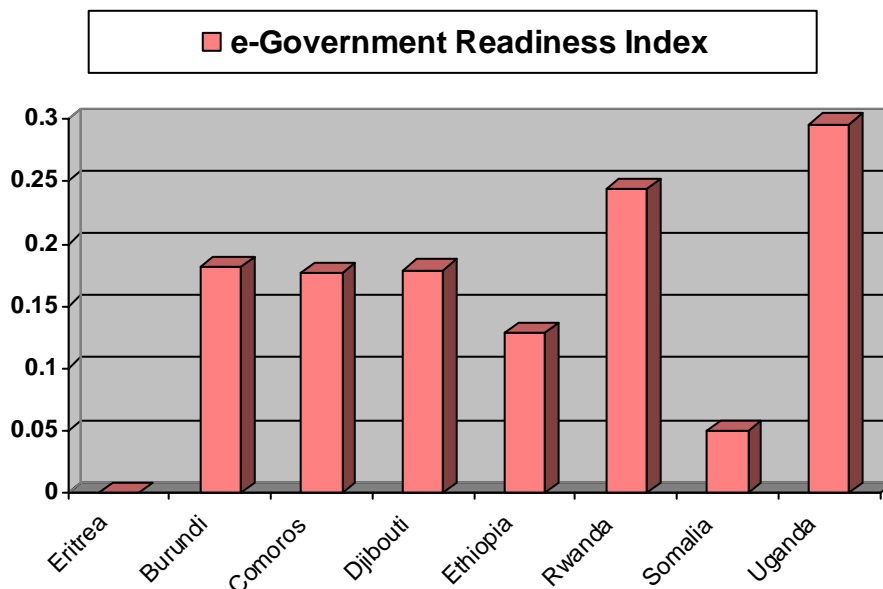
Telecommunications Infrastructure Index:

A composite, weighted average index of six primary indices, based on basic infrastructural indicators that define a country's ICT infrastructure capacity.

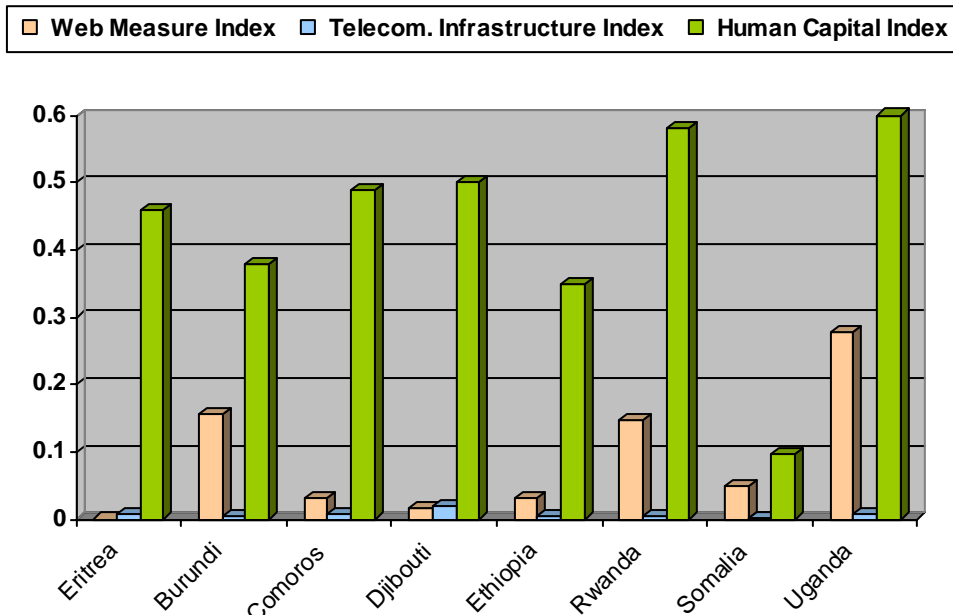
Primary indicators are: PC's, Internet users, online population and Mobile phones. Secondary indicators are TVs and telephone lines.

Human Capital Index:

A composite of the adult literacy rate and the combined primary, secondary and tertiary gross enrolment ratio, with two thirds of the weight given to adult literacy and one third to the gross enrolment ratio.



Source: United Nations – World Public Sector Report 2003



Source: United Nations – World Public Sector Report 2003

e-Participation Index:

Refers to the willingness, on the part of the government, to use ICT to provide high quality information (explicit knowledge) and effective communication tools for the specific purpose of empowering people for able participation in consultations and decision-making both in their capacity as consumers of public services and as citizens.

e-information:

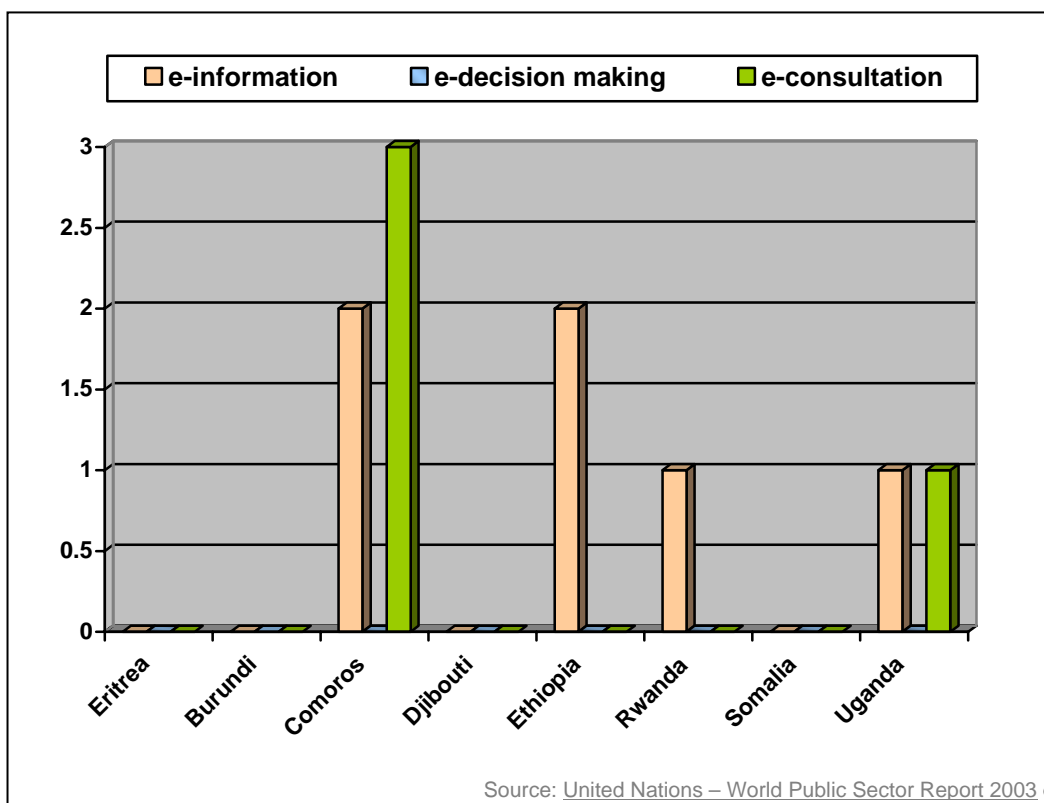
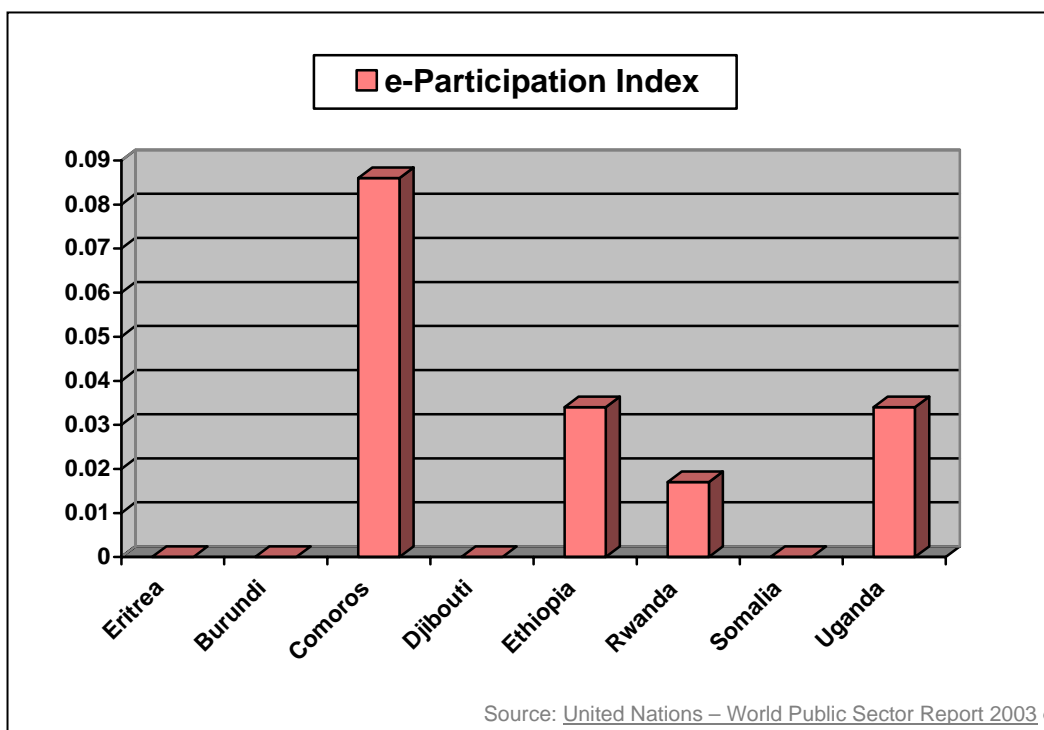
The government websites offer information on policies and programs, budgets, laws and regulations, and other briefs of key public interest. Tools for disseminating of information exist for timely access and use of public information, including web forums, e-mail lists, newsgroups and chat rooms.

e-decision making:

The government indicates that it will take citizens input into account in decision making and provides actual feedback on the outcome of specific issues.

e-consultation:

The government website explains e-consultation mechanisms and tools. It offers a choice of public policy topics online for discussion with real time and archived access to audios and videos of public meetings. The government encourages citizens to participate in discussions.



7. Links

7.1 National sites	
Authority	Topic
Ministry of Information	http://shabait.com
Eritrean News Wire	http://eri24.com/

7.2 Miscellaneous sites	
Institution	Topic
African Development Bank (ADB)	http://www.afdb.org/
African Training and Research Centre in Administration for Development (CAFRAD)	http://www.cafrad.org/
African Union (AU)	http://www.africa-union.org/
European Union (EU)	http://europa.eu.int/comm/development/ACP_countries
International Labour Organization (ILO) - NATLEX	http://www.ilo.org/dyn/natlex/natlex_browse.home
New Partnership for Africa's Development (NEPAD)	http://www.nepad.org/
United Nations Economic Commission for Africa (ECA)	http://www.uneca.org/
UNPAN	http://www.unpan.org/virtual_library-byregion.asp
USAID	http://www.usaid.gov/locations/sub-saharan_africa...
World Bank (WB)	http://www.worldbank.org/er