

REPUBLIC OF BOLIVIA

Public Administration Country Profile

Division for Public Administration and Development Management (DPADM)
Department of Economic and Social Affairs (DESA)
United Nations

September 2007

All papers, statistics and materials contained in the Country Profiles express entirely the opinion of the mentioned authors. They should not, unless otherwise mentioned, be attributed to the Secretariat of the United Nations.

The designations employed and the presentation of material on maps in the Country Profiles do not imply the expression of any opinion whatsoever on the part of the Secretariat of the United Nations concerning the legal status of any country, territory, city or area or of its authorities, or concerning the delimitation of its frontiers or boundaries.

Table of Contents	1
Bolivia	2
1. General Information	6
1.1 People.....	6
1.2 Economy	6
1.3 Public Spending	7
1.4 Public Sector Employment and Wages.....	7
2. Legal Structure	8
2.1 Legislative Branch.....	9
2.2 Executive Branch	9
2.3 Judiciary Branch	10
2.4 Local Government.....	10
3. The State and Civil Society	12
3.1 Ombudsperson	12
3.2 NGOs	12
3.3 Civil Society	12
4. Civil Service	14
4.1 Legal basis.....	14
4.2 Recruitment	14
4.3 Promotion.....	15
4.4 Remuneration	15
4.5 Training.....	15
4.6 Gender.....	15
5. Ethics and Civil Service	16
5.1 Corruption	16
5.2 Ethics.....	16
6. e-Government	18
6.1 e-Government UNPAN Link.....	18
7. Links	19
7.1 National sites	19
7.2 Miscellaneous sites.....	19



Bolivia

[Click here](#) for map of Latin America and the Caribbean



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

Government type

Republic

Independence

6 August 1825 (from Spain)

Constitution

2 February 1967; revised in August 1994; referendum on new constitution to be held 6 August 2007; scheduled to come to a close on 14 December 2007¹

Legal system

Based on Spanish law and Napoleonic Code; has not accepted compulsory International Court of Justice jurisdiction

Administrative divisions

9 departments; Beni, Chuquisaca, Cochabamba, La Paz, Oruro, Pando, Potosi, Santa Cruz, Tarija

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

¹ ISN Security Watch- "Protests rock Bolivia, again" (28/08/2007)

The Republic of Bolivia, named after independence fighter Simón Bolívar Palacio, is a landlocked country in central South America. It is bordered by Brazil on the north and east, Paraguay and Argentina on the south, and Chile and Peru on the west. The 2007 projected population of Bolivia is 9,827,522. The ethnic distribution of the population is estimated to be 56%-70% indigenous people and 30%-42% European and mixed. The largest of the approximately three-dozen indigenous groups are the Quechua (2.5 million), Aymara (2 million), Chiquitano (180,000), and Guarani (125,000). The great majority of Bolivians are Roman Catholic (the official religion), although Protestant denominations are expanding rapidly. Many indigenous communities interweave pre-Columbian and Christian symbols in their religious practices. About half of the people speak Spanish as their first language.

Bolivia is one of the least-developed countries in South America. Almost two-thirds of its people, many of whom are subsistence farmers, live in poverty. Approximately 90% of the children attend primary school but often for a year or less. The literacy rate is low in many rural areas.

Source: U.S. State Department - Bolivia Background Notes (March 2007)

Bolivia became independent from Spanish rule in 1825; much of its subsequent history has consisted of a series of nearly 200 coups and counter coups. During the early part of the 20th century, tin replaced silver as the country's most important source of wealth. A succession of governments controlled by the economic and social elites followed laissez-faire capitalist policies through the first third of the century.

Throughout this period living conditions of the indigenous people, who constitute more than half of the population, remained deplorable. Forced to work under primitive conditions in the mines and in nearly feudal status on latifundios, they were denied access to education, economic opportunity, or political participation. Bolivia's defeat by Paraguay in the Chaco War (1932-1935) marked a turning point.

Source: U.S. Library of Congress- Bolivia: A Country Study

The war left a terrible sense of loss and failure in the country; it also created a new conscience among the indigenous populations that confronted ethnic and socio-economic differences. Simultaneously, political European thoughts of Marxism and fascism imbued the ideologies of the country's intellectual elite. In 1936 the country's oil industry was nationalized and the state-owned firm Yacimientos Petroliferos Fiscales Bolivianos (YPFB) created.

Source: Breve Historia: Nuestra Pais; www.bolivia.gov.bo/historia.htm

From the end of the Chaco War until the 1952 Bolivian National Revolution, the emergence of contending ideologies and the demands of new groups convulsed Bolivian politics. The onset of the 1952 National Revolution reflected the tumultuous political and economic conditions of the country.

Source: U.S. State Department - Bolivia Background Notes (March 2007)

The Revolutionary Nationalist Movement (MNR) was formed at the end of Chaco War in 1941 as a broadly based middle-class political coalition. The MNR emerged

victorious in the 1951 elections, but the results were called fraudulent by the opposition, and its right to the presidency was denied. On April 9th 1952, the MNR led a successful revolt and set into motion the Bolivian National Revolution. Under President Víctor Paz Estenssoro and later, Hernan Siles, the MNR introduced social reforms and economic policies. The MNR's post revolutionary economic policies focused on the public sector, especially Comibol (the Mining Corporation of Bolivia) and the YPFB, as the spearhead of economic growth. The MNR also promoted cooperatives, particularly in mining and agriculture, as an alternative to the latifundios. The government enacted social reforms, such as universal suffrage, and forged a greater role for organized labor in society. Twelve more tumultuous years of national reform left the country bitterly divided and in 1964, a military junta overthrew President Paz Estenssoro at the outset of his third term; an event that many assert brought an end to the National Revolution and marked the beginning of nearly 20 years of military rule in Bolivia.

Economic growth averaged 4.5 percent from 1965 to 1980, lower than the growth rate in most Latin American economies. Minerals still dominated the nation's economy, however; tin accounted for 40 percent of exports and 15 percent of government revenues as late as 1980. Natural gas and oil reduced that dependency somewhat beginning in the early 1970s, but not enough to insulate the economy from commodity price swings. The period between 1978 and 1982 was most unstable and chaotic of all the republican history of Bolivia with nine presidents in four years. Protracted disputes between the government and labor also characterized this period.

Democratic civilian rule was established in 1982, but succeeding leaders faced difficult problems of deep-seated poverty, social unrest, and illegal drug production. By 1985 the nation's per capita income had fallen below 1965 levels, and rampant hyperinflation ravaged the Bolivian economy. The international tin market collapsed in October 1985, adding to Bolivia's problems with hyperinflation, recession, and austere stabilization. Prices escalated so rapidly that inflation reached over 24,000 percent by 1985. Barter flourished as money was seen as virtually worthless. The coca and cocaine industry propped up the economy and flooded the financial system with United States dollars.

In August 1985, the government promulgated Bolivia's New Economic Policy (Nueva Política Económica--NPE). The NPE's main feature was the floating of the peso with the United States dollar. The plan also liberalized import policies, restructured the public sector, dismantled the Bolivian Development Corporation (CBF), privatized *Comibol*, and generally deregulated the economy. Although drastic, the NPE succeeded in suffocating rampant hyperinflation. Gonzalo Sanchez de Losada, who was main architect of NPE, occupied the presidency of Bolivia from 1993 to 1997. During this term, Bolivia pursued a privatization and reform program designed to turn the country into a modern market economy.

Source: Breve Historia: Nuestra Pais; www.bolivia.gov.bo/historia.htm, U.S. Library of Congress- Bolivia: A Country Study

In December 2005, Bolivians elected Evo Morales, leader of the Movement toward Socialism (MAS) Party, as president. Morales broke all election projections by winning the presidential seat with 53.7 percent of the votes, the widest margin of any leader since the restoration of democratic rule in 1982. Morales is the first native President and his campaign platform endeavors to change the country's traditional political class and empower the indigenous constituents of the nation's population.

The majority vote and overall support of Morales appears to have given him a strong mandate to push through his reform programs, some of which include nationalizing the natural gas and oil industry as well as decriminalizing coca production. Morales pledged to raise taxes on foreign mining firms and redistribute one-fifth of Bolivia's land to peasant farmers. Observers say his government faces growing opposition in the gas and oil producing regions in the east, where many worry that the changes will frighten away foreign investors. But some protesters in the south-east region of Bolivia say nationalization has not gone far enough. The political and economic effects of the Morales administration remain to be seen. This is partially due in part to the country's current Constitutional referendum that has been extended to 14 December 2007.

Sources: BBC Country Profile, El Presidente Bolivia Government; www.presidencia.gov.bo/presidente, U.S. State Department - Background Notes,

1. General Information

1.1 People	Bolivia	Brazil	Chile	2
Population				a
Total estimated population (,000), 2003	9,182,015 ⁱ	178,471	15,806	
Female estimated population (,000), 2003	607,146 ⁱ	90,560	7,982	
Male estimated population (,000), 2003	631,653 ⁱ	87,911	7,824	
Sex ratio (males per 100 females), 2003	--	97	98	
Average annual rate of change of pop. (%), 2000-2005	2.0	1.24	1.23	
Youth and Elderly Population				b
Total population under age 15 (%), 2003	38.1	28	27	
Female population aged 60+ (%), 2003	6.7 ⁱⁱ	9	12	
Male population aged 60+ (%), 2003	6.7 ⁱⁱ	7	10	
Human Settlements				c
Urban population (%), 2001	64.4 ⁱⁱⁱ	82	86	
Rural population (%), 2001	35.6 ⁱⁱⁱ	18	14	
Urban average annual rate of change in pop. (%), '00-'05	2.66	1.88	1.48	
Rural average annual rate of change in pop/ (%), '00-'05	0.56	-1.93	-0.72	
Education				d
Total school life expectancy, 2000/2001	--	13.4	13	1
Female school life expectancy, 2000/2001	--	13.6	13	1
Male school life expectancy, 2000/2001	--	13.1	13	1
Female estimated adult (15+) illiteracy rate (%), 2000	18.5 ^{iv}	13.2	4.4 ⁱⁱⁱ	2
Male estimated adult (15+) illiteracy rate (%), 2000	7.0 ^{iv}	13	4.1 ⁱⁱⁱ	2
Employment				e
Unemployment rate (15+) (%), 2000	--	9.6 ^{iv}	7.9 ^{vi}	1
Female adult (+15) economic activity rate (%), 2000	30.61	54 ^{iv}	35 ^{vi}	2
Male adult (+15) economic activity rate (%), 2000	50.91	82 ^{iv}	73 ^{vi}	2

Notes: ⁱ 2005; ⁱⁱ 2005; Age group 60+ as % of total population ⁱⁱⁱ 2005 ^{iv} 2003 ^v Aged 10 years and over, Months of May and October, 28 urban agglomerations; ^{vi} 2001, Fourth quarter of year

1.2 Economy	Bolivia	Brazil	Chile	3
GDP				a
GDP total (millions US\$), 2002	9.3	452,387	64,154	
GDP per capita (US\$), 2002	1010	2,593	4,118	
PPP GDP total (millions int. US\$), 2002	--	1,311,503	148,945	
PPP GDP per capita(int. US\$), 2002	2720	7,516	9,561	
Sectors				b
Value added in agriculture (% of GDP), 2003	15.0 ⁱ	5.8	8.8	
Value added in industry (% of GDP), 2003	31.9 ⁱ	19.1	34.3	
Value added in services (% of GDP), 2003	53.2 ⁱ	75.1	56.9	
Miscellaneous				c
GDP implicit price deflator (annual % growth), 2003	4.6 ⁱ	12.8	4.4	
Private consumption (% of GDP), 2003	--	56.9	63.3	
Government consumption (% of GDP), 2003	--	19.3	11.4	

Notes: ⁱ 2005

² 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

³ World Bank - Data and Statistics: ⁱ 2005

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

1.3 Public Spending	Bolivia	Brazil	Chile	
Public expenditures				i
Education (% of GNP), 1991	2.4	4.7	3.3	a
Education (% of GNP), 2002-2004	6.4	5.1	3.6	a
Health (% of GDP), 1990	4.3	3	2.2	
Health (% of GDP), 2004	2.4	2.9 ⁱⁱ	2.7	
Military (% of GDP), 1990	2.0	1.9	3.6	b
Military (% of GDP), 2004	1.9	1.3	3.3	b
Total debt service (% of GDP), 1990	7.9	1.8	9.1	
Total debt service (% of GDP), 2004	5.9	10.5	8.7	

Notes: ⁱ Data refer to the ministry of education only; ⁱⁱ 1999 ⁱⁱⁱ 2005

1.4 Public Sector Employment and Wages						
<i>Data from the latest year available</i>			Bolivia 1996-2000	Latin America & Caribbean average ⁱⁱ 1996-2000	Excluding Caribbean average ⁴ 1996-2000	Middle income group average ⁴ 1996-2000
Employment						
Civilian Central Government ⁱⁱⁱ	(,000)	..	211,658			
	(% pop.)	..	..	0.69	0.74	0.59
Sub-national Government ⁵	(,000)	..	18,671			
	(% pop.)	..	..	0.69	0.74	0.59
Education employees	(,000)	..	..	
	(% pop.)	..	..	0.58	0.58	1.20
Health employees	(,000)	..	..	
	(% pop.)	..	..	..	..	0.70
Police	(,000)	..	..	
	(% pop.)	..	..	..	..	0.30
Armed forces	(,000)	..	..	
	(% pop.)	..	..	0.34	0.37	0.46
SOE Employees	(,000)	..	..	
	(% pop.)	..	..	2.16	2.16	3.61
Total Public Employment	(,000)	..	219,937			
	(% pop.)	..	..	..	..	6.05
Wages						
Total Central gov't wage bill	(% of GDP)	..	10.0	6.6	5.6	8.5
Total Central gov't wage bill	(% of exp)	..	..	20.3	19.7	21.6
Average gov't wage	(,000 LCU)	..	..	
Real ave. gov't wage ('97 price)	(,000 LCU)	..	..	
Average gov't wage to per capita GDP ratio		..	..	1.8	2.0	4.2

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

ⁱ [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).

ⁱⁱ 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.

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

2. Legal Structure

The politics of Bolivia takes place in a framework of a presidential representative democratic republic, whereby the president is both head of state and head of government, and of a pluriform multi-party system. Executive power is exercised by the government. Legislative power is vested in both the government and the two chambers of parliament. The Judiciary is independent of the executive and the legislature.

Bolivia is moving dangerously toward renewed confrontation and violence as the government of President Evo Morales and his Movement toward Socialism (MAS) party seeks to embed sweeping state reforms in a new constitution.

President Evo Morales secured passage of legislation convoking a special election for delegates to a constituent assembly to draft a new constitution. The MAS performed well in those elections, capturing 137 of 255 seats. The assembly convened on August 6, 2006 and will deliberate up to December 2007. The assembly has made little progress to date, largely due to a political deadlock over the constituent assembly's voting rules, which was resolved in late February 2007.

Prefects (governors) and civic committees in Santa Cruz, Tarija, Beni and Pando seek autonomy for their eastern departments and oppose the Morales/MAS project to give autonomy to indigenous peoples in what is called a plurinational state.

The issues at stake include the very nature of the state, whether unitary or decentralized with strong federal elements; significant shifts in the balance among the executive, legislative and judicial branches of government; and a new territorial order, with emotionally driven, competing demands for regional, indigenous and local autonomies and each side equating victory or defeat with political and economic survival. The MAS and its allied parties and social movements are pushing for a "plurinational, communitarian, unitary state" (Estado unitario plurinacional comunitario) that, in their view, would compensate for centuries of exclusion of the indigenous peoples. The proposal would cut across traditional regional borders and economic redlines and is meeting tough resistance from affected social and political sectors, who assert ethnic political divisions, would be the prelude to Bolivia's Balkanization. A wide-ranging dialogue to reach national consensus on fundamental issues is needed.

Sources: OCHA "Bolivia's New Constitution: Avoiding Violent Confrontation" Latin America Report N°23 –IFES "Bolivia elects Constituent Assembly to draft new constitution" Posted: 07/02/2006- International Crisis Group: New Report "Bolivia's New Constitution: Avoiding Violent Conflict"

2.1 Legislative Branch

Bolivia has a bicameral National Congress (Congreso Nacional) consisting of Chamber of Senators (Camara de Senadores) with 27 seats; and Chamber of Deputies (Camara de Diputados) with 130 seats. ⁱ
Percent of women in parliament: 12% ⁱⁱ

The National Congress is the national legislature of Bolivia, based in the nation's de facto capital, La Paz. The National Congress consists of a lower house (the Chamber of Deputies) and an upper house (the Senate).

The Senate has 27 seats. Each of the country's nine departments returns three senators: two from the party that receives the most votes, with the third senator representing the second-placed party. Senators are elected from party lists to serve five-year terms, and the minimum age to hold a Senate seat is 35 years.

The Chamber of Deputies comprises 130 seats: 68 deputies are directly elected to represent single-member electoral districts, and an additional 62 are elected by proportional representation from party lists on a departmental basis. Deputies also serve five-year terms, and must be aged at least 25 on the day of the election. For the 2005 general election, seats were reapportioned, making 70 single-member electoral districts (60 are elected by proportional representation).

The traditionally strong executive, however, tends to overshadow the Congress, whose role is generally limited to debating and approving legislation initiated by the executive.

Source: Poder Legislativo: www.congreso.gov.bo/1poderlegislativo- U.S. State Department- Country Profiles

Fact box::

elections:
Congressional elections were held on 18 December 2005, concurrently with the 2005 presidential election

2.2 Executive Branch

The president and vice president are elected on the same ticket by popular vote for a single five-year term; election last held 18 December 2005 (next to be held in 2010).

The Political Constitution of the State, effective from 1967 and reformed in 1994, determines that the President of the Republic has executive, legislative, administrative attributions, of oration of prizes and titles, of defense, security, designation and appointment.

The President of the Republic also has the faculty to interpose resources before the Courts of Justice and consultations to the Constitutional Court of the Republic. The main attribution of the executive power authority is to execute and enforce the laws of the Republic.

Fact box:

Chief of state and head of government:
President Evo Morales (since 18 December 2005)

Source: Atribuciones de Presidencia, www.presidencia.gov.bo/atribuciones

ⁱ Source of shaded boxes if nothing else stated: The World Factbook - Bolivia

ⁱⁱ Inter-Parliamentary Union - Women in National Parliaments

Executive power resides in the president of the republic and his ministers of state. The ministers of state conduct the day-to-day business of public administration. The Council of Ministers includes sixteen ministries. In addition to the Council of Ministers, the president heads the National Economic and Planning Council (Consejo Nacional de Economía y Planificación--Coneplan), the National Council for Political and Social Affairs (Consejo Nacional Político y Social--Conapol), and the National Security Council (Consejo Nacional de Seguridad-- Conase).

The president and vice president are chosen through direct elections to a five-year term. To win an election, a candidate must secure a majority of the popular vote. If a majority is not achieved, Congress selects the next president from among the top three candidates. This reliance on Congress, rather than on a second round of elections, has contributed greatly to the instability of democratically elected executives. Because of a recurring executive-legislative split, elections produced governments that had only formal power.

Source: U.S. Library of Congress

2.3 Judiciary Branch

Supreme Court (Corte Suprema), judges appointed for 10-year terms by National Congress, District Courts (one in each department), Provincial and local courts (to try minor cases)

The judiciary, consisting of the Supreme Court and departmental and lower courts, has long been plagued by corruption and inefficiency. Through revisions to the constitution in 1994, and subsequent laws, the government has initiated potentially far-reaching reforms in the judicial system. The reforms to the Constitution have introduced substantial modifications in the modality of elections of judicial authorities.

Judicial power is exercised by the Supreme Court, the superior district courts in each department (courts of second instance), and the local courts (courts of first instance). The Supreme Court, which sits at Sucre, is divided into four chambers: two deal with civil cases, one with criminal cases, and one with administrative, mining, and social cases. The 12 Supreme Court judges, called *ministros*, are chosen for 10-year terms by a two-thirds vote of the Chamber of Deputies from a list of three names submitted for each vacancy by the Senate. They may be reelected indefinitely.

Source: El Poder Judicial; www.poderjudicial.gov.bo- U.S. State Department- Country Profiles

2.4 Local Government

Bolivia is divided in nine departments; Chuquisaca, Cochabamba, Beni, La Paz, Oruro, Pando, Potosi, Santa Cruz, Tarija. Bolivia's nine departments received greater autonomy under the Administrative Decentralization law of 1995. Departmental autonomy further increased with the first popular elections for departmental governors, known as prefects, on 18 December 2005, although the lowland departments--especially Santa Cruz and Tarija--are seeking increased autonomy.

Bolivian cities and towns are governed by directly elected mayors and councils. Municipal elections were held on 5 December 2004, with councils elected to five-year terms. The Popular Participation Law of April 1994, which distributes a significant portion of national revenues to municipalities for discretionary use, has enabled previously neglected communities to make striking improvements in their facilities and services.

Source: State Department- Country Profiles

3. The State and Civil Society

3.1 Ombudsperson

In 1998, the institution of an Ombudsperson was established in Bolivia. Law 1818, which was sanctioned into the Political Constitution in December 1997, introduces the ombudsperson office referred to as, *Defensor del Pueblo*. The ombudsperson is supposed to induce political changes for the realization of human and citizen rights. However, the institution is relatively new in Bolivia, and has not yet developed the necessary institutional preconditions to fulfill these tasks. The project therefore aims to strengthen, institutionally and politically, the ombudsperson to fulfill its tasks according to the constitution and the law more effectively, particular in the fields of public security and citizen rights at the local level. It further aims to raise the awareness of citizens and public institutions for their rights and duties. These measures contribute to the rule of law and better independent control of public administration, and likewise to the fight and prevention of corruption.

Source: Defensor del Pueblo: www.defensor.gov.bo - U4 Anti-Corruption Resource Centre

3.2 NGOs

There are currently, 7,843 NGO activities for Bolivia listed by the Assessable Information for Development Activities. The top five NGO sectors for Bolivia are education (988), agriculture (964), health (804), civil society and democracy (751), and social services (703).

Development Gateway; www.developmentgateway.org/countryprofile

United States NGOs in Bolivia, but also governmental development organizations, are currently facing criticism from the Bolivian government.

Presidencia del Congreso/prensa; www.presidencia.gov.bo/prensa

Registered Secular Civil Society Organizations (Bolivia)			
	Population	Number of CSOs	Numbers per 1,000 people
Quantity	7,414,000	14,424	1.95

Source: Population information is for 1996 from the Inter-American Development Bank and United Nations. Regional estimate based on population-weighted average

3.3 Civil Society

The Popular Participation Law came into force on April 20, 1994. It is based on the concept of articulated development around the municipalities, where social actors are incorporated as protagonists of social management.

Also, this law recognizes and legitimizes communal forms of organization. In this way, this norm incorporates the multiethnic and plurilingual concept of the Bolivian nation. Article 1 explains the law's strategic objectives.

Article 1: Attempts to improve the quality of life of the Bolivian man and woman with a fairer distribution and better administration of public resources. It strengthens the political and financial instruments in order to improve representative democracy by facilitating community participation and guaranteeing equality in the levels of representation of men and women.

Source: Law of Popular Participation, Bolivia <http://www.ilo.org>--UNICEF: Protection and Participation, Bolivia

The Civil Society Index Report, states that basic freedoms and rights are respected in the country and that legal constraints on civil society organization advocacy activities are minimal. Furthermore, although the main political parties lack a clear ideology and action plans, Bolivia has been able to establish a multiparty system, giving citizens a wide range of political options.

The assessment of civil society's values shows that Bolivian civil society is active in promoting and exercising important social values. For example, civil society actively promotes democracy, tends to exercise democratic values internally and is working towards poverty eradication and ethnic equity. Bolivian civil society is generally peaceful and only occasionally responds aggressively to state violence. All of these aspects give Bolivian civil society a relatively strong set of values. However, these values tend to become vulnerable during times of social and political crisis.

Bolivian civil society is very active in performing various essential functions within society. For example, civil society is very active in both influencing public policy and providing the population with services that are not covered by the state. However, the impact of these actions is usually limited, since civil society exerts a strong but problematic influence in the political arena. The mobilization of citizens through civil society actors is at times so strong that the existing social order is in danger of becoming out of hand. Despite these high levels of mobilization, civil society does not succeed in significantly influencing the formulation and implementation of public policies or solve basic social and economic problems.

Sources: Civil Society Index Report: Bolivia Country Report

4. Civil Service

4.1 Legal basis

The legal basis for the Civil Service Superintendence is framed in the provisions of Law no. 2027 of the Statute of the Official Government and established in the Supreme Decree 26319.

Source: Superintendencia del Servicio Civil: www.ssc.gov.bo/

4.2 Recruitment

The employment process for Bolivian civil employees is outlined in Law N° 1904/98-99, Statute of Civil Employment.

I ARTICULATE 23° (RECRUITMENT)

I. The processes of recruitment with included/understood public organizations under the present Statute will be founded on the principles of merit, competition and transparency, through procedures that guarantee the equality of selection conditions.

II. The processes of recruitment will be made by means of internal and external reference.

I ARTICULATE 24° (SELECTION)

I. The selection of the civil employees to the public function will be made on the basis of ones capacity, labor and personal suitability, aptitude and antecedents, previous fulfillment of the recruitment processes established in the application regulation manual under present Statute.

Source: Agencia Boliviana de Información: Dirección Nacional de Congreso

4.3 Promotion

Law N° 1904/98-99, Statute of Civil Employment, describes the basic process for determining civil employee promotion.

I ARTICULATE 33° (MODALITIES AND CONDITIONS OF PROMOTION)

The promotion processes will be able to contemplate modalities that consider the participation of civil employees by means of internal reference. The processes of promotion for the maximum hierarchic levels of the administrative occupation will be made by means of internal and external reference.

The public organizations will develop the processes of promotion of their civil employees in the form and conditions that are indicated in the Basic Norms of the Management system of Personnel and specific regulations laid down in the manual.

Source: Agencia Boliviana de Información: Dirección Nacional de Congreso

4.4 Remuneration

Bolivian labor legislation governs labor relations in the public domain which take place through a contract of employment in either oral or written form. It applies to all workers and public servants (who are governed by Decree Law No. 07375 of November 5 1965, and are defined by SD No. 08125 of October 30 1967 as any civil servants remunerated by the National Treasury, regardless of the institution for which they work).

Project of Law N° 1904/98-99, Statute of Civil Employment, states that remunerations of public servants correspond with the responsibility of their position and the efficiency of their performance.

Source: ILO, Profiles of National Legislation; www.ilo.org/public/bo

4.5 Training

Law N° 1904/98-99, Statute of Civil Employment, provides a basic outline for the training procedures of civil employees.

I ARTICULATE 21° (INDIVIDUAL OPERATIVE PROGRAMMING - ANNUAL)

The individual-annual operative programming of each organization will establish and define the objectives of each position and the results that are expected of their performance. The procedures and conditions will be subject to the established Basic Norms of the Management system of Personnel and the specific regulations laid down in the manual.

Source: Agencia Boliviana de Información: Dirección Nacional de Congreso

4.6 Gender

The Law of Ministries of the Executive Power (Supreme Decree N° 25055 of May 23, 1998) created the Vice Ministry for Gender, Generational and Family Matters as the responsible agency for strengthening policies and for coordinating actions in the short, medium and long term in order to achieve the institutionalization of the perspective of gender in development projects.

Source: International Labor Organization: www.ilo.org/publicemployment

5. Ethics and Civil Service

5.1 Corruption

Bolivia is still one of the poorest countries of the region, with high rates of social inequality. The country is also handicapped by an unfavorable bureaucratic environment, characterized by corruption and inefficiency. Additionally, the frequent violation of laws by both citizens and the state is one reason why many people seem to have little confidence in the legal system and its institutions.

Source: Civil Society Index Report: Bolivia Country Report

2005 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							
		2005 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
57	Bolivia	2.5	6	--	--	--	2.3 - 2.9
133	Highly corrupt	1.3	8	0.7	0.3 - 2.2	6	0.9 - 1.7

Source: Transparency International - Corruption Perceptions Index 2005

Surveys Used: Refers to the number of surveys that were used to assess a country's performance. 6 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.

Sources: Transparency International - Country Studies

5.2 Ethics

The Interamerican Development Bank (BID) and the Bolivian Ministerio de Hacienda, met in March 2004 to convene the cooperation of financing the Ethics Program in Public Management under the Superintendence of Civil Service.

The general objectives of the Ethics Program in Public Management are the following:
-to promote the development of cultural principles and values in public management that will better the efficacy, efficiency and integrity of the public servants, as well as confidence level of the citizens in the institutions of Bolivia.

The implementation of the program is to be carried out through:

- i) a company specialized in ethics, which is responsible to for process of qualifying public ethics in seven pilot organizations
- ii) a company specialized in social communication, to present the results of the program to government officials and the society in general. Both

companies work under the direct supervision of the Unit Executor of the Program.

The services of a specialized individual consultant are to be contracted for each organization. This consultant who will elaborate the regulation of the moral sanction procedures, as well as initiate public awareness so that other consultants will be hired and held responsible for the elaboration of ethical codes in all public organizations.

Source: Programa de Etica: www.ssc.gov.bo/cct.htm

6. e-Government

6.1 e-Government UNPAN Link:

The UN e-Government Readiness Knowledge Base provides extensive data and information on e-Government Readiness and e-Participation and is frequently updated. The country profile for Bolivia on this database can be found at the following website:

<http://www.unpan.org/egovkb/ProfileCountry.aspx?ID=21>

7. Links

7.1 National sites	
Authority	Topic
Presidency of Republic	http://www.presidencia.gov.bo
Government	http://www.presidencia.gov.bo
National Congress	http://www.congreso.gov.bo
Ministerio de Hacienda	http://www.hacienda.gov.bo/
National Service of Personal Administration	http://www.snap.gov.bo
Judicial Power	http://www.poderjudicial.gov.bo
Bolivian Civil Servant Website	http://www.ssc.gov.bo
National Fund for Regional Development	http://www.fndr.gov.bo/
Municipal Government of La Paz	http://www.lapaz.bo/

7.2 Miscellaneous sites	
Institution	Topic
Centro Latinoamericano de Administración Para el Desarrollo (CLAD)	http://www.clad.org.ve
Development Gateway	http://www.developmentgateway.org/countryprofile/bolivia
European Union (EU)	http://europa.eu.int/comm/development/body/country/bo
Inter-American Development Bank (IADB)	http://www.iadb.org
Organization of American States (OAS)	http://www.oas.org
Unit for the Promotion of Democracy (UPD) - OAS	http://www.upd.oas.org
United Nations Development Programme (UNDP)	http://www.pnud.org.bo/
UNPAN	http://www.unpan.org/virtual_library-byregion.asp
World Bank (WB)	http://www.worldbank.org/bo