10 Public Administration Programmes in The Netherlands

Jos C.N. Raadschelders and Frans K.M. van Nispen

10.1 INTRODUCTION

The roots of public administration lay somewhere in the 30s, but it started to flourish in the mid 70s with the establishment of the first full-fledged academic programme at the University of Twente in Enschede. Now, 12 out of 13 Dutch universities offer courses in public administration. Besides, some polytechnical institutes run a vocational programme. Finally, we feature a shift from pre-entry to post-entry training in public administration.

The number of students has reached a peak in the early 90s and has since stabilized at about 2,500 per year. A survey among alumni shows that the majority finds a career in the public sector, more precisely at the national level. The foundation of the Vereniging voor Bestuurskunde (Association for Public Administration) provided a platform for practitioners and researchers. A growing number of journals touching a wide variety of topics illustrates the healthy state of the study of public administration.

The question may be raised what public administration is all about. We deal here with public administration as a discipline that prepares students for a position in public administration as a profession (Waldo 1955; Rutgers 1993). It is more or less accepted that the study of public administration tries to bridge at least two gaps. First, the intention of the study of public administration is deliberately not only descriptive, but also prescriptive in nature. One of the assignments of the study of public administration is to improve the performance of the public sector. Second, the study of public administration claims to be inter-disciplinary or at least multi-disciplinary, because problems in society do not stop at the borders of the traditional disciplines (Van Braam 1988; Hakvoort 1989). The last few years we feature a shift in the subject of the study of public administration. The procedures and organization of the government were seen at the heart of the study of public administration for a long time. Nowadays, governance is considered more and more to be the core of the study of public administration and governance is not restricted to the public sector. Furthermore, the dividing line between the public and private sector is not sharp cut and continuously changing. In line with this development is the attention that is given to public-private partnerships.
THE DEVELOPMENT OF A DISCIPLINE

The first steps toward the development of public administration programmes were taken in the slipstream of the enormous growth of local government services, personnel and expenditure from the 1880s onward. In view of these expanded demands upon local government officials, the *gemeentesecretarissen* (town clerks) took up the challenge to develop course material aimed at enhancing the expertise of the civil service. Characteristic for their work was a practical orientation, hence the study of public administration was strongly rooted in practice. Courses were developed and offered as in-service training for both entry-level as well as for mid-career civil servants. Given that most town clerks, and certainly those of the larger municipalities, had completed a law degree (often at the University of Leiden) the approach was one characteristic for state and administrative law. The administrative law orientation is still visible in the programmes at e.g. the RUG, RUL and RUU.

The challenge to develop an independent curriculum and academic study of public administration was taken up in the decade following the First World War. (Raadschelders 1998, pp. 4-39) This proceeded along two avenues. First, upon the initiative of professor C.W. de Vries an extraordinary chair in public administration was created at the Economic Academy (later University) of Rotterdam in 1928. Its first incumbent was professor G.A. Van Poelje, who, before and during the First World War had been actively involved in the development of training programmes focused on municipal employees. Van Poelje would occupy this post until 1933, when he was appointed as director-general at the Ministry of Education. His successor was mr. A. Koelma, town clerk of Alkmaar from 1923-1946 and mayor of Alkmaar from 1946-1948. Hence early Dutch public administration at the university was also closely linked with practice, and especially with local government. Following the Second World War Van Poelje was instrumental in the creation of the *Instituut voor Bestuurswetenschappen* (Institute for Administrative Sciences) in 1946, of which the activities were closely linked to the *International Institute of Administrative Sciences* created in the same year. Second, the interbellum witnessed the advent of the study of administrative law at universities. This was evident in the publication of some studies and in the creation of a *Vereniging voor Administratief Recht* (Association of Administrative Law) in 1939. The first extraordinary chair in this field was occupied by professor Vegting (1946). The distinction between public administration and administrative law then was not as strong as it is nowadays.

With the exception of the chair occupied by Van Poelje, all chairs in public administration were established in the postwar period. During the formative years, i.e. those in which no independent department of public administration existed, 11 chairs in public administration were created.

Different from the prewar period, public administration since 1945 has roots in both the study of law and in several of the social sciences. In the mid 60s the study of public administration became part of the domain of the political science. It started to flourish at various places as a concentration – KUN, RUL, UvA – followed by the first full-fledged master’s programme in public administration at the then Technische
University of Twente at Enschede (1976). A decade or so later a joint programme in public administration was launched by the RUL and EUR (1984), supported by the director-general of Higher Education, a former professor of Public Administration at the KUN. Later other universities followed. The last shoot at the trunk is the TUD that runs a programme in public administration from a technological perspective. Consequently, the number of chairs in public administration has increased substantially. At this moment about 25 full professors are affiliated with the full fledged programmes (see Table 10.1).

Table 10.1

<table>
<thead>
<tr>
<th>University</th>
<th>Full Professors</th>
<th>Associate Professors</th>
<th>Assistant Professors</th>
<th>Total</th>
<th>Fte's</th>
</tr>
</thead>
<tbody>
<tr>
<td>EUR</td>
<td>6</td>
<td>5</td>
<td>14</td>
<td>25</td>
<td>22.4</td>
</tr>
<tr>
<td>KUB</td>
<td>2</td>
<td>2</td>
<td>6</td>
<td>10</td>
<td>9.7</td>
</tr>
<tr>
<td>KUN</td>
<td>3</td>
<td>2</td>
<td>3</td>
<td>8</td>
<td>6.8</td>
</tr>
<tr>
<td>OU</td>
<td>1</td>
<td></td>
<td>1</td>
<td>1</td>
<td>1.0</td>
</tr>
<tr>
<td>RUL</td>
<td>3</td>
<td>4</td>
<td>15</td>
<td>22</td>
<td>20.9</td>
</tr>
<tr>
<td>UT</td>
<td>9</td>
<td>9</td>
<td>20</td>
<td>38</td>
<td>34.7</td>
</tr>
<tr>
<td>Total</td>
<td>24</td>
<td>22</td>
<td>58</td>
<td>104</td>
<td>95.5</td>
</tr>
</tbody>
</table>

The number of chairs in public administration has increased substantially. At this moment about 25 full professors are affiliated with the full fledged programmes (see Table 10.1).

In addition, one or two full professor(s) are employed by one of the other universities with only a concentration in public administration. The growth of programmes and chairs was basically a consequence of the growing need for wide-ranging scientific insight and training in light of the growth of the welfare state.

In terms of curriculum the UT adopted a multidisciplinary approach, where public administration programme was clustered around the disciplines of law, economics, political science and sociology. The Leiden and Rotterdam universities, on the other hand, have adopted a more integrated approach to the study. This is

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4 The concentrations focus on systems engineering, policy analysis and management.

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1 In alphabetic order
2 Two vacancies excluded

reflected in the curriculum. A look at the enrolment of new students in the five full
fledged programmes shows a peak in the late 80s. Since, the enrolment of students
has declined gradually and stabilized somewhere in between 100 and 150 students
per university, part-time students excluded. The total number of students enrolled in
the various programmes increased sharply in the 1970s and 80s and declined since

<table>
<thead>
<tr>
<th></th>
<th></th>
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<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>EUR</td>
<td>996</td>
<td>838</td>
<td>679</td>
<td>667</td>
<td>638</td>
</tr>
<tr>
<td>KUB</td>
<td>88</td>
<td>572</td>
<td>651</td>
<td>478</td>
<td>384</td>
</tr>
<tr>
<td>KUN</td>
<td>148</td>
<td>242</td>
<td>199</td>
<td>184</td>
<td></td>
</tr>
<tr>
<td>OU</td>
<td></td>
<td></td>
<td></td>
<td>(177)</td>
<td></td>
</tr>
<tr>
<td>RUL</td>
<td>745</td>
<td>720</td>
<td>635</td>
<td>576</td>
<td>501</td>
</tr>
<tr>
<td>UT</td>
<td>925</td>
<td>1,006</td>
<td>1,006</td>
<td>912</td>
<td>792</td>
</tr>
<tr>
<td>Total¹</td>
<td>2,753</td>
<td>3,284</td>
<td>3,213</td>
<td>2,851</td>
<td>2,499</td>
</tr>
</tbody>
</table>

In addition, some 300 students take a concentration as part of their study in one of the
other disciplines, mainly law and political science.

Finally, the RUU has established a Center for Policy and Management that offers
a wide variety of graduate as well as post-graduate programmes. The most relevant
are the track in Policy, Organization and Society and a track on Law, Administration
and Management.

The development of the study of public administration as a separate discipline has
been fostered by the establishment of the Vereniging voor Bestuurskunde (Association
for Public Administration) that performs as a platform for scholars and practitioners.
It issues a journal, called Bestuurskunde (Public Administration) that is published eight
times per year.

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5 In The Netherlands 'faculty' refers to an organizational unit that usually encompasses a number of related departments. Thus the University of Leiden consists of eight faculties.

INSTITUTIONAL SETTING

PROGRAMME (1996)

1 In alphabetic order. The Open University excluded.

Source: Maes 1998; Van der Meer & Van Nispen 1999
Public administration is taught at a variety of institutions. At the universities we have a total of 12 programmes that provide predominantly pre-entry training and are concluded with a MA-diploma. The University of Twente is the only one where public administration is organized as a separate faculty. All the other programmes are organized as departments within a faculty. Four out of the remaining 11 departments are rooted in the social science faculties (EUR, KUN, UvA, VU); three out of 11 are rooted in both a law and a social science faculty (KUB, RUL, RUU); and one is based in the faculty of law (RUG). Public administration at the other universities (OU, TUD, UM) is part of a larger faculty partially outside the law and social sciences.

<table>
<thead>
<tr>
<th>University</th>
<th>Start</th>
<th>Institutional Position</th>
</tr>
</thead>
<tbody>
<tr>
<td>EUR</td>
<td>1966</td>
<td>1984 Faction of Social Sciences</td>
</tr>
<tr>
<td>KUB</td>
<td>1985</td>
<td>1996 Faction of Social Sciences, Faculty of Law</td>
</tr>
<tr>
<td>KUN</td>
<td>1988</td>
<td>1993 Faction of Policy Sciences</td>
</tr>
<tr>
<td>OU</td>
<td>1984</td>
<td>Faction of Economics, Business and Policy Administration</td>
</tr>
<tr>
<td>RUG</td>
<td>1981</td>
<td>Faction of Law</td>
</tr>
<tr>
<td>RUL</td>
<td>1972</td>
<td>1984 Faction of Social Sciences, Faculty of Law</td>
</tr>
<tr>
<td>RUU</td>
<td>1987</td>
<td>Faction of Social Sciences, Faculty of Law</td>
</tr>
<tr>
<td>TUD</td>
<td>1992</td>
<td>Faction of Systems Engineering, Policy Analysis and Management</td>
</tr>
<tr>
<td>UM</td>
<td>1980</td>
<td>Faculty of Policy, Economics and Organization in Health Care</td>
</tr>
<tr>
<td>UT</td>
<td>1976</td>
<td>Faculty of Public Administration</td>
</tr>
</tbody>
</table>

6 In sum 4 out of 39 polytechnical institutes provide a program in public administration (see annex 10.5).

7 The vocational training programs stand for about 15 percent of the total number of students enrolled in one of the pre-entry training programs in public administration.

The market for the training in public administration is further supplemented by the entry of polytechnical institutes like the school for Hoger Economisch en Administratief Onderwijs (HEAO) in ‘s Hertogenbosch and the Thorbecke Academy in Leeuwarden that provide a vocational training as in the early days of the education and training in public administration. The programme of these polytechnical institutes is more application oriented, providing students the tools to solve problems. The polytechnical institutes have a wide appeal among high school graduates since the qualifications are not so high as for the universities. They educate students for a Bachelor’s degree, that is often seen as a stepping stone for an academic education in public administration.
PROGRAMMES

In general the goal of all academic programmes is to train researchers in public administration, even though only a fairly small number of the graduates will eventually pursue an academic career (15%). While many programmes provide courses focused on professional practice, the curricula are not aimed at ‘training’ future civil servants.

The Twente programme was interdisciplinary from the start. Given the fact that its faculty-members were drawn from the ‘mother’-disciplines a clear influence of these (law, economics, political science, sociology) was visible from the beginning. There is not really one discipline that dominates. The faculty of the UT has made a name especially with the development of the policy sciences. This is an angle that has also been adopted by the public administration department of the KUN.

The inter-university department of the RUL and EUR was also interdisciplinary from the start, but there the idea was espoused that public administration is a core discipline around which the ‘mother’-disciplines provide courses in the curriculum (introductions in law, economics, political science, and sociology in the first year and in-depth courses in these disciplines in the second year). Here too, one cannot say that one discipline particularly dominates. Little is left of the early focus in Rotterdam (a sociology of government, bestuurs sociologie) and in Leiden (political science, law and government). Characteristic for the departments of the RUL and EUR is a traditional focus on structure and functioning of government.

At the VU the origin in the sociology of government/administration (bestuurs sociologie) is still visible.

The dominant approach in the development of public administration programmes has been interdisciplinary in the larger programmes. In the smaller programmes the relation to the ‘mother’-disciplines (especially law and political science) is maintained. A sociological (VU) and managerial approach (KUB, OU) exists in some places. The programmes that provide a public administration specialization within a law faculty (KUB, RUG, RUL, RUU, UvA) are clearly linked to the study of law.

COMPARATIVE ANALYSIS OF PUBLIC ADMINISTRATION PROGRAMMES

All academic programmes are concluded with an MA-degree (doctoraal diploma) allowing the graduate to adopt the title of doctorandus (drs.). In the case of public administration programmes offered in a law faculty, the candidate can either graduate in law with a specialization in public administration, the academic degree being that of meester in de rechten (mr.) or graduate as a drs.

Generally students are enrolled that have successfully completed the Atheneum or Gymnasium, the two most advanced types of secondary school in The Netherlands. Some students, however, have completed another type of secondary school (the Hoger Algemeen Voortgezet Onderwijs, HAVO) which provides them entry into the higher vocational schools (the Hoger Beroepsonderwijs, HBO). If the first year of a higher vocational school is successfully completed it gives the student the right to enroll at
university. In both these cases the MA-degree can be obtained after a period of four to five years. All curricula (with the exception of that provided by the Open University) are based on four-year programmes. Several programmes have now started with short curricula of one to two years for those who already have completed a relevant academic study, a relevant degree from an institute of higher vocational education or professional experience. These programmes also offer a full MA-degree.

A distinction needs to be made between those programmes that provide a full-fledged public administration degree (EUR, OU, RUL, UT, UvA) and those that provide a public administration specialization within a law degree (KUB, RUG, RUL, RUU, UvA).

The full-fledged public administration programmes show remarkable comparativeness in the first two years. Substantial differences do not occur until the third and fourth year of the study. All students receive introductory courses in law, economics, political science and sociology as well as in philosophy of science and in methods and techniques of research. More in-depth courses in the ‘mother’-discipline are also part of the programme, e.g. state and administrative law (law), public finance (economics), political theory and democracy (political science), and the development of the welfare state and intertwining of society and state (sociology).

With respect to those programmes provided within a law faculty the mandatory juridical courses are more or less comparable. The theoretical part of the public administration courses is also quite the same. The curriculum of the RUG and UvA leaves a lot of room for electives, while the RUU hardly has electives. The emphases vary slightly: juridical-administrative at the UvA, administrative science at the RUG, management and organization at the RUU, public administration with a political science emphasis at the RUL, and a focus on informatization at the KUB. In all five programmes much attention is given to administrative skills (writing, speaking, making contact, negotiation etc.).

The departments of the KUB and KUN provide so-called ‘problem-oriented’ and ‘student-oriented’ curricula. Since problems or themes are taken as a starting point for curriculum building the ‘mother’-disciplines are much less visible than in the other programmes.

THE EUROPEAN AND COMPARATIVE DIMENSION

The European and comparative dimension of the public administration programmes was generally established in the 1980s. We assume that the number of courses offered in this area has grown steadily in the 1990s, but is still not impressive.

The six departments compared by the Maes committee (see also annex 10.4) are all mainstream public administration departments in social science faculties. The largest number of classes in comparative administration are offered at the RUL, OU and UT. Not surprisingly, these three offer specializations concerning Europe and European integration in the third and fourth year. Together they offer 35 out of a total of 38 courses. Seven of these can be regarded as courses about (an aspect of) the political-administrative system of Europe; six are predominantly concerned with Europe in a
comparative perspective; and four have an exclusive European comparative perspective. European law and European economics are each served with seven courses. In view of the information provided before (see annex 10.3) we can thus conclude that public administration curricula in The Netherlands are predominantly concerned with public administration in general, theories in the study of public administration, and with Dutch public administration.

The majority of the more introductory ‘European’ courses are offered by members of a department of public administration. The exception to this rule are (KUN and RUL) classes in European law (law faculty), European economics (law faculty), and European political systems (political science faculty). The faculty of public administration of the UT is so large that it has all ‘mother-disciplines’ (law, economics, sociology, political science) within its organization. Hence, all European courses in Twente are taught by public administration faculty-members. In Twente some courses are offered as regular courses in the first and second year of the curriculum, mandatory for all students and thus aimed at providing some basic knowledge about Europe. Upon this basis students can opt for the ‘European’ courses in the third and fourth year, open to those who have indicated a desire to specialize in European and international public administration.

Together with the department of political science the public administration department in Leiden offers a special programme: Political Administrative Studies of Europe. In the first two years this programme overlaps with the regular public administration curriculum. From the second year onward, however, the ‘European’ angle becomes more prominent. In the second year with one course on European history, followed in the third and fourth year with several specialized courses.

The Open University also provides a specialization with attention for Europe. Their focus, however, is international rather than ‘European’. Some courses concern ‘Europe’ (law, European economic integration, nationalism in Europe), but the emphasis is on international respectively global affairs (international economics, international law, environmental policy in international context etc.).

In the public administration departments/sections of law faculties (KUB, RUG, RUL, RUU, UvA) the European dimension is much less prominent, with the exception of European law and international law classes.

RESEARCH IN PUBLIC ADMINISTRATION DEPARTMENTS

Research in Dutch Public Administration departments is varied, as is illustrated by the following listing of research programmes with the programme-leader within brackets:

Erasmus University Rotterdam, Department of Public Administration
a. Validation in and of Government (prof. dr A.B. Ringeling);
b. Center for Public Management (prof. dr W.J.M. Kickert/prof. dr Chr. Politt).

Katholieke Universiteit Brabant at Tilburg, Center for Law Public Administration
and Information
Informatization in the Public Sector (prof. dr P.H.A. Frissen/prof. dr P.W. Tops).

Katholieke Universiteit Nijmegen, Department of Public Administration and Management Science
a. New forms of Government and Governance Capacity (prof. Dr. N.J.M. Nelissen);
b. Government and Society, an Comparative Perspective (prof. dr M.L. Bemelmans-Videc).

Open University at Heerlen, Public Administration
No specific research programme, but an active research faculty (prof. dr A.F.A. Korsten).

Rijksuniversiteit Groningen, Department of Administrative Law and Public Administration
a. (Policy)Instruments (prof. dr M. Herweijer);
b. Public Organizations (dr J.A. de Ridder);
c. Litigation of Administrative Dispute Resolution (prof. dr M. Herweijer);
d. Enforcement (prof. dr Leo Damen).

Rijksuniversiteit Leiden, Department of Public Administration
a. Human Resource Management (dr H.C. Wagenaar);
b. Political-Administrative Decision Making (prof. dr P. ’t Hart);

Rijksuniversiteit Utrecht, Center for Policy and Management Studies
No specific research programme, but an active research faculty (prof. dr Ph.A. Idenburg).

Technische Universiteit Delft, Faculty of Technical Public Administration
b. New Arrangements in Network Based Industries (prof. dr mr E.F. ten Heuvelhof).

University van Maastricht, Department of Policy, Economics and Organization of Care
Innovation, Evaluation and Comparative Studies of Health Care Programmes (prof. dr J.A.M. Maarse).

Universiteit Twente at Enschede, Faculty of Public Administration
Generic Research Programme: Public Administration and Society:
a. Department of State and Politics: Legitimacy, Democracy and Social Rechtsstaat (prof. dr H.M. de Jong/prof. dr J.J.A. Thomassen);
Universiteit van Amsterdam, Section Public Administration in Department of Political Science,
Political Judgements, Environment and Technology (dr H. de Graaf).

Vrije Universiteit Amsterdam, Department of Political Science and Public Administration
Political Institutions and Actors, i.a.: Intergovernmental Relations and Governance; Supervision; Interaction Regimes; Local Self-Government; Lobbying and Interest Representation (prof. dr F. Fleurke).

Since June 1996 much of the research effort in The Netherlands has been channelled into the Netherlands Institute of Government (NIG), a research school and training institute for PhD-students (supported by the Royal Academy of Sciences) in which the departments of the KUB, EUR, RUL, TUD, UT, UvA participate. Central topic of the NIG-programme is Government Institutions: Effects, Changes and Formation. This overall programme is divided into three subprogrammes:

**Effects of Institutions on:**
- Public Policy and Decision Making (emphasis on policy networks)
- Public Organizations and Management (emphasis on strategic and financial management);

**Changes of Institutions:**
- changes in state-society relations,
- changing nature of administrative systems,
- institutional innovation in organization and management,
- institutional change and information technology;

**Formation of Institutions:**
- normative approaches to institutions,
- reorganizing institutions.

There are some non-University institutions that do research in the field of public administration, namely the European Institution of Public Administration in Maastricht (mainly social science approach) and the Asser Institute in The Hague (mainly approached from law).

The comparative angle is now and then visible in some of the work done in Twente, Leiden, Rotterdam and Delft. Much research is focused on Dutch government. The European dimension is limited to say the least. Much of the (Dutch) literature on European integration is produced by scholars working in the fields of political science and/or international relations. With respect to public administration, a lot of missionary work needs to be done before European topics are a ‘normal’ part of the research programmes. Still, at present the situation is better than a decade ago.

General introductions to the history of European integration have become available. The Asser Institute (see above) published a large volume on European integration in the various policy areas in 1993. Edited volumes have appeared on the EU and
democracy, on subsidiarity, on EC-regulations in The Netherlands, and on fundamental rights in the EC. PhD-theses have been published on the coordination of Dutch policy in Brussels, on European integration in insurances, on policy evaluation of structural funds of the EU, and on reform of the European agricultural policy. In recent years the Leiden department has paid special attention to provinces in The Netherlands in European perspective, European agriculture, federalism in Europe, and Dutch interest groups in Brussels.

The best way to contact researchers is through the departments. The faculty-members mentioned above are able to establish such contacts with relevant researchers in their departments, and could also establish contact with researchers outside the departments.

RELATION AND INTERACTION WITH THE PROFESSION

Public administration graduates are generally appreciated. It is difficult to provide information on all institutions regarding employment of graduates. Detailed data are available from an investigation conducted by the departments of Leiden and Rotterdam concerning the 1988-1995 period (see below).9

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Table 10.4

<table>
<thead>
<tr>
<th>Public sector:</th>
<th>%</th>
<th>Subtotal public sector</th>
</tr>
</thead>
<tbody>
<tr>
<td>Central government</td>
<td>24.2</td>
<td></td>
</tr>
<tr>
<td>Provincial government</td>
<td>1.2</td>
<td></td>
</tr>
<tr>
<td>Municipalities</td>
<td>14.9</td>
<td></td>
</tr>
<tr>
<td>Public utilities</td>
<td>0.4</td>
<td></td>
</tr>
<tr>
<td>Teaching/Research University</td>
<td>11.7</td>
<td></td>
</tr>
<tr>
<td>Waterboard</td>
<td>0.8</td>
<td></td>
</tr>
<tr>
<td>Other</td>
<td>6.9</td>
<td></td>
</tr>
<tr>
<td><strong>Subtotal public sector</strong></td>
<td><strong>60.4</strong></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Private sector:</th>
<th>%</th>
<th>Subtotal private sector</th>
</tr>
</thead>
<tbody>
<tr>
<td>Industry</td>
<td>2.1</td>
<td></td>
</tr>
<tr>
<td>Services</td>
<td>17.1</td>
<td></td>
</tr>
<tr>
<td>Organization Advice Bureaus</td>
<td>8.3</td>
<td></td>
</tr>
<tr>
<td>Other</td>
<td>9.0</td>
<td></td>
</tr>
<tr>
<td><strong>Subtotal private sector</strong></td>
<td><strong>36.5</strong></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Miscellaneous:</th>
<th>%</th>
<th>Subtotal miscellaneous</th>
</tr>
</thead>
<tbody>
<tr>
<td>Abroad</td>
<td>2.5</td>
<td></td>
</tr>
<tr>
<td>Other</td>
<td>0.6</td>
<td></td>
</tr>
<tr>
<td><strong>Subtotal miscellaneous</strong></td>
<td><strong>3.1</strong></td>
<td></td>
</tr>
</tbody>
</table>
10.9 The Employment of Graduates in Public Administration

Source: Berveling & Klaassen 1996

This table is by no means representative for the rest of the programmes. However, many students made a conscious choice for studying public administration since the labor market perspectives were rather good. Most students in the Leiden-Rotterdam programme had a job within 6 months after completing their studies. This is a general pattern in the country, and thus very favorable in comparison to e.g. graduates with an arts and literature degree.

By tradition there is much interaction between the academic disciplines and the field, visible in e.g. consultancy of faculty members in specific government projects, as well as in membership of faculty members in political bodies (municipal council, provincial council, Member of Parliament, undersecretary of state) and/or in advisory councils (social-economic council, scientific council for government policy; council for home affairs etc.). Every department has faculty members involved in consultancy activities for government. Together they cover a wide variety of subjects: local amalgamation, European integration and home affairs, social welfare state, fire protection, disaster management, police reorganization, reorganization of government departments, reorganization at subnational government etc.

IN-SERVICE TRAINING AND STAFF DEVELOPMENT

In the course of the 20th century the need for post-entry training for local and provincial civil servants was provided by the Bestuursacademies (Public Administration Academies) that were situated in almost every province. For both central as well as subnational governments courses were provided by the Rijksopleidings-instituut (National Training Institute). The ROI offers a wide range of courses, including on Europe. Special training programmes were developed for graduates of law who aspired a career in the judiciary (Rechterlijk Ambtenaar in Opleiding) and for those who aspired a diplomatic career (courses offered by the Ministry of Foreign Affairs in cooperation with the International Institute Clingendael). Special programmes and schools were also established for the military and the police. Some programmes offer post entry pre-service training (in the case of the judiciary and the diplomatic service), others provide in-service training (the P.A. Academies, the ROI, the military programmes). In the case of the police the various institutions together offer post entry pre-service as well as in-service training.

In the 1980s the number of training programmes proliferated. Also, at least two new independent institutions were created, the Nederlandse School voor Openbaar Bestuur (Netherlands Institute of Government) in The Hague and the Master of Business Administration programme at the University of Rotterdam. Both these institutions provide in-service training to mid-career professionals.

The public administration element in the programmes offered ranges from general introductions into public administration to highly specialized courses in human resource development, computerization, management development, personal...
skills (e.g. negotiating, coordinating), financial management, administrative law, policy analysis etc. Many of these programmes are focused on the practice in the field and prepare participants for particular positions and/or are focused on enhancing general capabilities. It is only since the 1990s that courses have been developed with a focus on European integration (especially at the ROI).

Government in The Netherlands is increasingly purchasing particular courses from academic institutions. Thus, by way of example, the Leiden Department of Public Administration has increasingly been involved in the development and teaching of programmes for national and foreign civil servants (see annex 10.6).

CONCLUSION

Rooted in the study of state and administrative law, attention for public administration was supplemented with a social scientific approach from the 1950s onward. At first this was embedded in sociology and political science programmes, but from the middle of the 1970s independent departments were created.

Public administration in The Netherlands is generally approached as a multidisciplinary field of inquiry, especially in the social sciences. Some schools attempt a more integrating approach preserving the integrity of Public Administration as an academic discipline. Its focus is 1) on mainstream public administration (theories, models etc. on policy- and decision making, organization, human resource management) and on insights from other disciplines that also have an interest in the study of government such as political science, sociology, law and economics, and 2) on the structure and functioning of Dutch government at large. Next to serving the regular student body (full-time and daytime students) special evening programmes and special streams have been developed.

The comparative and European angle in the curricula is mainly developed from the 1980s onward, and is especially elaborated in the programmes of the departments in Leiden, Twente and the Open University. With respect to research, the number of studies is growing (especially in the 1990s) but could certainly be expanded. The interest in European administration, particularly the comparative component (i.e. cross-national analysis of administrative systems in the member states) and the implementation and enforcement of European policies at the grassroots level should attract much more attention.

LITERATURE

Hakvoort, J.L.M., Integratie binnen de bestuurskunde, in: Bestuurswetenschappen 1989 (vol. 43),

ANNEX 10.1 ACADEMIC, VOCATIONAL AND PROFESSIONAL PROGRAMMES

Pre-entry Programmes

*Academic Programmes*

*Full-fledged Programmes:*
- Universiteit van Twente in Enschede
- Universiteit van Leiden
- Erasmus Universiteit van Rotterdam
- Katholieke Universiteit Nijmegen
- Katholieke Universiteit Brabant in Tilburg
- Open Universiteit in Heerlen

*Concentrations:*
- Rijksuniversiteit Groningen
- Rijksuniversiteit Utrecht
- Technische Universiteit Delft
- University van Maastricht
- Universiteit van Amsterdam
- Vrije Universiteit in Amsterdam

*Vocational Programmes:*
- Haagse Hogeschool, Sector Gezondheidszorg, Gedrag en Maatschappij
- Hogeschool Enschede, Academie Bestuur en Recht
- Hogeschool ’s-Hertogenbosch, Hoger Economisch Onderwijs
- Noordelijke Hogeschool Leeuwarden, Thorbecke Academie

Post-entry Programmes

*Academic Programmes*

- The Netherlands Institute of International Relations Clingendael in The Hague
- Het Europees Instituut voor Bestuurskunde / The European Institute of Public Administration [EIPA] in Maastricht
- Het Rijksopleidingsinstituut [ROI] in The Hague

*Professional Programmes*

- Bestuursacademie Noord-Nederland in Groningen
- Bestuursacademie Oost-Nederland in Velp
- Bestuursacademie Zuid-Nederland in Tilburg
- Bestuursacademie Randstad in Maarssen
- Bestuursacademie Nederland in The Hague
94.


INSTITUTIONS

Erasmus Universiteit Rotterdam
Department of Public Administration,
P.O. Box 1738, 3000 DR Rotterdam
tel: 31-10-408.2094
fax: 31-10-408.9099

Katholieke Universiteit Brabant
Department of Administrative Law and Public Administration
Warandelaan 2, 5037 AB Tilburg
tel: 31-13-466.8199
fax: 31-13-466.8149

Katholieke Universiteit Nijmegen
Department of Public Administration and Management Science
Thomas van Aquinostraat 3, 6525 GD Nijmegen
tel: 31-24-361.2044
fax: 31-24-361.2379

Open Universiteit
Public Administration,
Valkenburgerweg 167, 6419 AT Heerlen
tel: 31-45-576.2586
fax: 31-45-576.2103
Rijksuniversiteit Groningen
Department of Administrative Law and Public Administration
Oude Kijk in ’t Jatstraat 26, 9712 EK Groningen
tel: 31-50-363.5674
fax: 31-50-363.7250

Rijksuniversiteit Leiden
Department of Public Administration
P.O. Box 9555, 2300 RB Leiden
tel.: 31-71-527.3888
fax: 31-71-527.3979

Rijksuniversiteit Utrecht
Center for Policy and Management Studies
Muntstraat 2a, 3512 EV Utrecht
tel: 31-30-253.6157
fax: 31-30-253.6156

Technische Universiteit Delft
ANNEX 10.3

Erasmus Universiteit
Rotterdam: Public Administration

Universiteit van Maastricht
Department of Policy, Economics and Organization in Health Care
Universiteitsingel 50, 6229 ER Maastricht
tel: 31-43-388.1560
fax: 31-43-367.0960

Katholieke Universiteit Brabant
at Tilburg: Policy and Organization Sciences

Faculty of Technical Public Administration,
Jaffalaan 5, 2628 BX Delft
tel: 31-15-278.5919
fax: 31-15-278.6439

Universiteit Twente
Faculty of Public Administration
P.O. Box 217, 7500 AE Enschede
tel: 31-53-489.3200
fax: 31-53-489.4682

Universiteit van Amsterdam
Section Public Administration in Department of Political Science
Oude Zijds Achterburgwal 237, 1012 DL Amsterdam
tel: 31-20-525.3098
fax: 31-20-525.2086

Vrije Universiteit Amsterdam
Department of Political Science and Public Administration
De Boelelaan 1081c, 1081 HV Amsterdam
tel: 31-20-673.3786
fax: 31-20-444.6820

CORE COURSES AND ELECTIVES

**First Year**
- Introduction to the Science of Public Administration 1
- Introduction to the Science of Public Administration 2
- Introduction to Sociology
- Introduction to the Science of Law
- Methods of Social Research 1
- Methods of Social Research 2
- Micro-Economics
- Macro-Economics and Public Finance
- Political Science
- European Politics
- Mathematics

**Second Year**
- Administrative Informatics
- Organization Theory
- Political Theories
- Economics of the Public Sector
- Integral Policy Administration
- Practical Experience Weeks
- Constitutional and Administrative Law
- Policy and Politics
- Proto Policy Workshop
- Decision Making and Collective Action
- Social Dynamics and Political Steering in the Classical Administrative Thought
- Public Private Management
- Market, Hierarchy and Interdependency
- Public Private Management
- Operations Management

**Third Year**
- Policy and Management
- Policy and Politics
- Argumentation in Policy
- Regulation, Allocation and Distribution
- Policy Workshop
- Public Private Management
- Module Interdependency-
- Strategy and Strategic Alliances
- Public Partnership

**Final Year**
- Public Administration in Practice
- Main Subject Policy and Politics
- Social Dynamics and Policy Programmes
- The Citizen, Social Connections and the State
- Rhetorics and Symbolics of Policy
- Policy Workshop (incl. Internship an MA thesis)
- Public Private Management
Katholieke Universiteit Nijmegen:
- Administrative and Organization Sciences
  - First Year
    - Module Management
    - Information Management
    - Financial Management
    - Business Administration Courses
    - Marketing
    - Quality Management
  - Second Year
    - Module Interdependency
    - Private Performance of Public Tasks
    - Public Private Partnership Projects
    - Module Management
    - HRM and Organization Development
    - Public Accountability
    - Internship
    - MA thesis

First Year
- Introduction to the Science of Organization
- Social Geography of The Netherlands
- Introduction to the Methods of Scientific Research
- Introduction to the Empirical-Theoretical Sociology
- Introduction to the Social Philosophy
- Strategic Management
- Introduction to General Economics
- Statistics
- Introduction to Social Psychology
- Training project incl. Computer Practical

Second Year
- Policy Science: Theory and Practice
- Sociology of Labor and Organization
- Epistemology/Philosophy of Science
- Workshop Communicative Skills
- Workshop Strategic Policy Analysis
- Workshop Organization-Research
- Methods of Practical Research
- Causal Analysis

Third Year
- Enterprising in a Social Context
- Management of Change in Organizations
- Policy Specialization:
  - Workshop Policy Evaluation
  - Exploring the Future of Policy
  - Policy Communication
- Organization Specialization:
  - Computerization and Organizing
  - Labor, Technology and Employment
  - Workshop Planning/Designing Organizations
- Final Year
  - Management of Change in Organizations
  - Government specialization:
    - Workshop Policy Planning and Implementation
    - Graduate Project
  - Enterprise Specialization:
    - Internationalization of the Entrepreneurship
    - Graduate Project

Universiteit Nijmegen:
- Administrative and Organization Sciences
  - First Year
    - Policy: System and Process
    - Introduction to the Science of Administration and Organization
    - Research and Intervention Methodology
    - Philosophy
    - Communicative Skills, incl. Computer Application
    - Organization and Decision Making
    - Administration: Organization and Functioning of Public Management
    - Statistics
  - Second Year
    - Introduction to Law
    - Introduction to the Philosophy of Science
    - Inductive Statistics
    - Introduction to Policy-Oriented Economy
    - Science of Public Administration 1: Main Subjects and Themes
    - Research-design
    - Introduction to Political Science: National Politics
    - Organization Science 1: Main Subjects and Themes
- Organization: Management-Issues
  - Analysis and Design of Policy
  - Introduction to Sociology
  - Administrative Dynamics: Local and Regional Authorities
  - Integration-Seminar 1:
    - Management-Issues in Policy-Arena

**Third Year**
- Constitutional and Administrative Law
- Public Management
- Methods of Policy Analysis
- Organization Science 2: Strategy
- Methods of Administrative and Organization Science
- Financial Management of Public Organizations
- Science of Public Administration 2:
  - Policy Networks
- Administrative Dynamics 2:
  - Informatization and Public Administration

**Final Year**
- Administrative Dynamics 3:
  - Internationalization and Public Administration
- Excursion
- Integration-Seminar 3:
  - Preparation Graduate Project
- Internship
- MA-thesis
- Administrative Ethics
- Integration-Seminar 2:
  - Advise and Intervention

**First Year**
- Introduction to Dutch economics
- Introduction to Political Science
- Policy Science
- Statistics 1
- Government in The Netherlands in Comparative Perspective
- Methods of Social Research 1
- Introduction to Law

**Second and Third Year**
- Economics of the Public Sector
- Local Government Studies
- Government and Enterprise
- International Political Relations
- Public Sector Management
- Introduction to Constitutional law
- Introduction to Administrative law
- Argumentation and Public Administration
- Group Decision Making in Management and Administration
- Europe Studies
- Methods of Social Research 2
- Statistics 2
- Project Management
- Epistemology
- Classics of Public Administration
- Policy documents

**Final Year**
- Management Game
- Public-Oriented Writing and Speaking
- Introduction into Philosophy
- MA thesis

**Electives:**
- Law and Public Administration
- European Law
- Sociology of Law
- Philosophy of Law
- History of Law
- Administrative Law
- Constitutional Law Central Government
- Decentralization
- Economics and Public administration
- Economics of the Public Sector
- The Working of the Dutch Economy:
  - Balance, Profit-and-Loss-Account and External Reporting
  - Organization, Management and Public Administration
  - Steering of Change
  - Management of Environmental Conflicts
  - Organization Diagnosis
  - Future Exploration in Organizations
  - Leadership in Labor-Organizations
  - Organization-Design
  - Personnel Management
Analysis and Prognosis
- Macro-Economics: Learning by Doing
- Market-Economics: Types of Economical Organization
- Monetary Economy and Monetary Policy
- Balance, Profit-and-Loss-Account, and Administrative Processes
- International Economic Institutions
- Balance, Profit-and-Loss-Account and Internal Reporting
- Environmental Policy in an International Context (2 modules)
- International Economic Institutions
- European Economic Integration

First Year
- Introduction to Public Administration 1
- Introduction to Public Administration 2
- Introduction to Public Administration 3
- Introduction to Political Science
- Introduction to Sociology
- Methods of Social Research 1
- Methods of Social Research 2 (statistics)
- Introduction to Economics
- Introduction to Law

Second Year
- Foundations of Public Administration
- Organization of Government
- Methods of Social Research in Practice
- Policy Sciences 1
- Comparative Analysis of Political Systems
- History of Political Theories
- Constitutional and Administrative Law
- Public Finance

Political Administrative Studies of Europe
- European History
- Comparative Public Administration: The Netherlands – Europe

Third Year
- Methods of Social Research: Knowledge, Research, and Policy
- Introduction to Informatics
- Administrative Informatics
- Policy Sciences 2
- Public Management and Governmental Steering
- Comparative Public Administration
- Organizations in Comparative Perspective
- Law and Policy
- Social Security: (initial) Development, Problems, and Modernization
- Public Finance: Economics of the Public Sector
- Tolerance and the Multicultural Society
- Genderdilemma’s in the Welfare State

Political Administrative Studies of Europe
- Introduction to European Integration
- European Union Law
- National Government and the European Community

Final Year
- Internship
- MA-thesis

Specialization Organization and Management:
- Strategic Management
- Management of Change
- Labor Relations and Human Resource Management
- Literature-Module
Universiteit Twente: Higher Education Programmes in the Public Administration

Public Administration

Specialization Political Administrative Management:
- Macro-theories of Organization and Administration
- Economical Aspects of Public Management
- Health Care Systems in International Perspective

Specialization Administrative Relations:
- Domestic Public Administration: Parts and Systems
- The Relation Citizen - Government

Specialization Comparative and International Administration:
- Administrative Systems in International and Comparative Perspective
- European Integration: Administration and Policy
- Administration in Developing Countries
- Administration in Non-Western Areas

Political Administrative Studies of Europe
- Comparative and European Administration seminar 1
- Comparative and European Administration seminar 2

First Year
- Introduction to Law
- Law, Politics and Society
- Methods of Social Research 1
- General Administrative Sociology 1
- Political Science 1
- Constitutional and Administrative Law 1
- General Economics 1
- Statistics 1
- Policy Processes 1
- Management/Steering
- Organization Sociology 1
- Public Finance 1
- Quantitative Methods 1
- Orientation Course Public Administration

Second Year
- Policy Processes 2
- Methods of Social Research 2a
- Constitutional and Administrative Law 2
- General Economics 2
- Political Science 2
- Introduction to Law
- General Administrative Sociology 2
- Public Finance 2
- Organization Sociology 2
- Quantitative Methods 2
- Written Communication for Public Administration
- Methods of Social Research 2b (statistics)
- Project Public Administration
- Informatics
- Social Economic Developments of Europe
- French Language Course

Universiteit Twente:
- **Technical Public Administration:**
  - Political and Juridical Developments of
  - Orientation Course Technical Public Administration
    - Project European Public Administration
  - European Public Administration
    - Technical Public Administration
  - German Language Course
    - Ecological Design Studies
  - Orientation Course European Public Administration
    - Cost-Benefit and Decision Analysis Administration
      - Database Design
    - Environment Technology
  - **Applied Communication Science:**
    - Informatics
    - Project Informatization
      - Quantitative Methods 3
    - Applied Communication Science
      - Tele-informatics
    - Language and Communication
      - Project Environment

**Third and Fourth Year**
- Philosophy
- General Methodology
- Internship
- MA thesis

**Specializations:**
- Structure of Government
- Policy Studies
- Organization and Financial Management
- Public Administration Research and Theory
- National Government and European Integration
- International Relations and European Integration
- Infrastructure
- Environmental Studies
- Informatization

**Courses in these Specializations:**
- Economical Organization Theory
- Political Science and Administrative Organizations
- Administrative Organization Law
- Reorganization Domestic Administration
- Regional Economics
- Legitimacy of Democracy
- Comparative Public Law
- Institutional Reform of the Public Sector
- Economical Theories of Political Decision Making
- Budget Policy and Budget Cycle
- Government and Citizen in the Welfare State
- History of Political Theories
- Artificial Persons Law
- Law and Regulation
- Economical Policy and Budget Policy
- Policy Conceptions
- Methods of Policy Analysis
- Policy Law
- Industry and Technology Policy
- Workshop Policy Analysis
- Organization, Policy and Regulation
- Environment Law
- Institutional Law Theory
- Economics of Social Security Systems in Europe
- Environment Policy
- EU-Policy
- Higher Education Policy
- International Public Law
- Comparative Public Law
- Organization and Functioning of the Health Care System
- Business-Economics of the Public Sector
- Public Management
- Financial Management in the Public and Non-Profit Sector
- Organization Theory and Management Models
- Informatization and Public Administration
- Organization Problems: Diagnosis and Analysis
- Supportive Systems for Decision Making
- Methods of Empirical Research
- Research Workshop
- Institutional Law Theory
- Introduction to Multivariate Analysis
- Specific Methods of Science of Public Administration
- Public Finance and European Integration
- International Relations Studies
- EU-Law
- Welfare States and Social Policy
- International Economical Relations and the European Union
- Transformation Processes in Central and East European Countries
- Aspects of the Science of Public Administration in Developmental Issues
Erasmus Universiteit

Rotterdam

- Political Science of the European Cooperation
- Mechanics
- Information Providing in Bureaucratic Organizations
- Economics of the Infrastructure
- Constructionwork
- Traffic
- Water
- Introduction to Logistic Science
- Dynamic Traffic Management
- Civil Environment Techniques
- Operations Research
- Production Management
- Fluid Mechanics
- Technology-Assessment
- Environmental Economics
- Foundations Clean Technology
- Corporate Environment Care
- Energy Technology
- Public Management
- Financial Management
- Government Computerization from an Economical Perspective
- Government Computerization from a Juridical Perspective
- Government Computerization from a Sociological Perspective
- Integration Project Administrative Informatization
- Financial Information Systems
- Applications Information Technology
- Workshop Informatization Problems
- Information Retrieval and Knowledge Management
- Philosophy of Administration
- Governability
- Criminal Justice 1
- Criminal and Procedural Law
- Police-Studies
- Risk Management
- Communication in Organizations
- Criminal Justice 2
- Social Psychology

INTERNATIONAL AND COMPARATIVE COURSES

European Politics
This course focuses on organizational geography of the EU, the decision making processes, the backgrounds and developments and the meaning of the European Union for a national society such as The Netherlands. This course has a comparative dimension, but concentrates exclusively on Europe. This is a first year regular course.

The Organization of Public Administration
In this course public administration is explored from an organizational perspective. Looking at the internal aspects of the organization of public administration, we will discuss in general terms the division of labor between governmental organizations. Of course the relations between the Dutch and European institutions also deserve our attention. The external aspect of public organization focuses on the relation between public administration and society. In view of this, the theme of democracy and democracy will also be treated.

Public Budgeting in Europe: The Way to the Economic and Monetary Union
The course deals with the way the governments of the European member states have coped with the criteria for the access to the Economic and Monetary Union [EMU] that has been launched
recently. The participants will be assigned to develop a common model that has to be used for
the analysis of the unique policy-mix of tax increases and spending cuts that a member state has
put forward to meet the Maastricht criteria.

Management of Politics by Business
Politics is an omnipresent component of both the national and international environment of
business. Whether they like it or not, companies cannot avoid having to try and cope with that
political system. What this course focuses on, is how to do that in the best possible way, i.e. the
various approaches, strategies and tactics a company can opt for to defend and promote its
interests in the political arena. At the same time, a comparative perspective is included: the
analysis of how the management of politics by companies proceeds in different settings.

Nation States in the European Environment: Who’s in the Driver’s Seat?
The course consists of two units. After an introductory session, unit one will address European
policy making by looking at the interaction between the national and European levels in the
specific area of environmental policy. Emphasis will be on the ‘influence model’, analysing the
various national public and private inputs to the subsequent policy formation at the trans- and
international level. Unit two will address general national orientations to the process of
European integration and pay consideration the ‘adaptational’ strategies member states have
been following.

The Politics of Public Management
This course will focus on the ‘political’ dimensions of public management. Public decision-
making and political-administrative relationships will be discussed, as well as public managers’
external contacts, e.g. with the news media. Attention will be paid to styles of bureaucratic
leadership, public entrepreneurship and matters of responsibility. In short, the course will center
around the political dynamics of public management.

Government in Discussion
What are the reasons for the lack of trust in government? Why has government such a bad
image? But, at the same time: why is government so important in our type of society? Why do
we refer to government when a societal problem is discovered? In this course we try to develop
a different, more balanced view on governmental action.

Internationalization of the Entrepreneurship
This course has an economical-sociological and an organization-scientific signature. The study
concentrates on the border-crossing processes, European and world-wide, of economical and
 technological development, the initial development of international business systems and the
 social and societal conditions and effects. The course only partly has a comparative dimension
 (it explores the context of social and political diversity of enterprises by comparative analysis)
 and is also only partly oriented on Europe. The course is part of the Enterprise-specialization in
 the programmes final year.

Administrative Dynamics: Internationalization and Public Administration
This course pays attention to: a) internationalization: integration theories and development of
international organizations; regional economical development and the cultural and Public
Administration dimension; b) Globalization: recent theories about this process; c) Europeanization:
political and juridical organization of the EU; local governments and Europe; EU-regions, regionalization of Europe. The course has a comparative dimension, and
concentrates predominantly on Europe from a public administration perspective. This is a
regular course in the final year of the programme.

Government in The Netherlands in Comparative Perspective
This course offers an introduction to the various aspects of the Dutch political system by placing
it in comparative perspective. Comparing the Dutch governmental system to Germany, France,
Great Britain and the United States, the course concentrates on subjects as decentralization,
democratic principles, the Welfare State, the civil service, relations to citizens and interest
groups. This is a first year regular course.
**International Political Relations**
This course aims to acquire insight in the history and development of international political relations, analysis of international interests, and the expansion and meaning of international institutions like the European Union. The study is divided in three periods: 1495-1945, 1945-1989, and 1989 until now. The course is a regular part of the second and third year of the programme.

**Europe Studies**
This course is an introduction to the formal-juridical and political-administrative aspects of European integration. It is focused on the backgrounds of the European unification, the rules of the European Institutional Law and the dynamics of the Communitarian decision making. This course is also a regular part of the second and third year of the programme.

**European Law**
The impact of the supra-national European Law on the National Law is increasing. This course is an introduction to European Law and provides a base for acquiring knowledge on the effects of the European decision making on the national law. This course is a part of the Law and Public Administration-specialization in the final year.

**International Economic Institutions**
This course concentrates on the history, functioning, position, competencies, objectives, future and importance of various international economic institutions, like the Bretton-Woods system, the GATT, the IMF, the World Bank, etc. Attention is paid to the effects of these institutions on trade, financial markets, and political relations of governments and companies. This is a seminar of the Economics and Public Administration-specialization in the final year.

**The Dutch Foreign/International Policy**
This course aims to provide understanding of the interests and values which the Dutch government tries to defend in the international political system and the supportive and interfering factors to this. In concentrates on the outlines of the Dutch foreign policy and the developments that influenced it. The course is part of the International Aspects of Public Administration-specialization in the final year.

**Changing Borders: Nationalism in Europe 1919-1989**
This course studies the developments of nationalism between the two World Wars, the extremism in Germany and Italy until the end of the Second World War, the Cold War, and since the end of the 1980s the desintegration of the Soviet Union and countries in Eastern Europe and the extensive supra-national cooperation in Western Europe. The course is part of the International Aspects of Public Administration-specialization in the final year.

**Introduction in International Economics**
This course seeks to provide insight in the economical aspects of internationalization. Attention is paid to: international trade theories, trade politics, stabilisation problematics, functioning of WTO and other international trade agreements, the European integration, the international monetary fund, etc. This course is part of the International Aspects of Public Administration-specialization in the final year.

**Environmental Policy in an International Context (2 modules)**
This course concentrates on environmental problems in international perspective to discuss possibilities for a world wide approach. The concept of enduring development is a strategy for change. The course also pays attention to environmental problems as a source of conflict between interests of different nations or economical sectors and to the restrictions and possibilities of managing environmental problems at an international level. This course is part of the International Aspects of Public Administration-specialization in the final year.

**Introduction to International Law**
This course is an introduction to the juridical organization of the international community. It examines the role, function and realization of international law in this community. Also the history of the international law and the position of the international organization and the
individual in it are examined. This course is part of the International Aspects of Public Administration-specialization in the final year.

**European Economic Integration**
This course examines the history of European economic cooperation starting with the Rome Treaty of 1956, the developments leading to the Maastricht Treaty of 1992 and the most recent developments. It studies several economic integration theories, with attention to the institutional aspects of integration as well as the economic analysis of it, the consequences of the integrated European economic policies and the conditions for the success of a PanEuropean integration with the constitution of the EMU as its first step. This course is also part of the International Aspects of Public Administration-specialization in the final year.

**Comparative Analysis of Political Systems**
This course is an introduction to comparative political science focused on the political systems of Italy, France, the UK, Germany and the United States. Attention is paid to democratic mechanisms and structures, such as party-systems, coalitions, elections, cleavages, parliaments and governments. The course is part of the regular programme in the second year.

**European History**
This course concentrates on the history of Europe since 1800. It aims to develop understanding of current changes and developments of European states by studying their previous history, cultures and political systems. Attention is paid to the social, economical, cultural and political dynamics of the various states in relation to each other. This course is part of a specialization programme, called Political Administrative Studies of Europe starting in the second year of the Public Administration study. Many courses of this specialization have a political science signature and can be followed instead of certain regular Public Administration courses.

**Comparative Public Administration**
This course is focused on comparative analysis of various administrative systems in Western Europe. It concentrates on differences and similarities of institutional structures, strengths and weaknesses in relation to the process of European integration, reorganizations and public sector reform in comparative perspective. This is a regular course in the third year.

**Comparative Public Administration: The Netherlands – Europe**
Students doing the Political Administrative Studies of Europe-programme have to follow the same course as the regular one described above, plus a workshop on the theme ‘The Netherlands – Europe’. They also have to write a special paper.

**Introduction to European Integration**
This course is focused on European administrative and political integration, manifest in EU-policy and institutions. The course highlights the following themes: political dynamics and history of European integration, role and power of the EU-institutions, administration and policy of the European Union and political and administrative theories of integration. The course is part of the Political Administrative Studies of Europe-specialization in the third year of the Public Administration study.

**European Union Law**
This course concentrates on the foundations of the European Law, the Treaties, and the decisions based upon these Treaties. The special juridical structure of the European Communities is examined, the competencies of the EU governmental institutions and the impact of European Law on the politics and administration of the Member States. This course is also part of the Political Administrative Studies of Europe-programme in the third year.

**National Government and the European Economy**
The course focuses on the economical-political aspects of governmental policy in the European Union, especially on policy objectives and pre-conditions, cost-benefits analysis of integration, EMU and EU public finance. This course is also part of the third year Political Administrative Studies of Europe-programme.
Health Care Systems in International Perspective
This course studies trends of convergence of health care systems in Europe in the direction of macro- and micro efficiency, against the background of social security systems reform and developments in many western countries. The study also pays attention to the objectives of the European Union regarding health care and social security and the principle of subsidiarity for implementation of the directives. This course is an elective in the final year of the Public Administration Study and part of the Organisation and Management-specialization.

Administrative Systems in International and Comparative Perspective
This course creates a basis for comparative analysis of administrative systems in a Public Administration perspective as well as knowledge of the developments of European integration. It will pay attention to the legitimation of comparative science and analysis and to the beginning and development of the European cooperation in the 20th century. This course is an elective, part of the Comparative and International Administration-specialization, in the final year of the Public Administration Study. This specialization seminar is mandatory for students of the Political Administrative Studies of Europe-programme.

European Integration: Administration and Policy
This course examines the administrative systems of the EU-Member States, the various European Institutions and their external organizations. Attention is paid to cross-border relations of national and sub-national governments and to the role and position of European institutions in the European Administrative Network. This course is an elective in the final year of the Public Administration Study, as part of the Comparative and International Administration-specialization. This specialization seminar is also mandatory for students of the Political Administrative Studies of Europe-programme.

Orientation Course European Public Administration
This multi-disciplinary course concentrates on the unity as well as the diversity of the developments of the public sector in several West-European States. Attention is paid to the comparative methodology, the European ‘meta-structures’, the relation to the national systems, the similarities and differences of the various constitutions and political systems in Europe, and the relations between the various authorities. This is a first year course aimed at acquainting students with the basics of the European Public Administration specialization.

Social Economic Development of Europe
This course pays attention to an economical and a sociological approach of European Integration. In the economical approach the economical effects of the European integration will be examined from a neo-classical perspective. In the sociological approach there are two central questions. Is it possible to create one European social-economic policy, given the specific institutional specifics of each European country? Second, which specific institutional pattern on European level has to be developed for integrated social economic policy making? Two different perspectives, pluralism and corporatism, are studied. This is a second year course preparing students for the European Public Administration specialization.

Political and Juridical Development of Europe
This course concentrates on the outlines of the history of European cooperation and integration since 1945 from a political science and juridical perspective. The objectives of the course are to discuss the interaction between law and politics at the creation of the EU, and to explain the integration by studying the doctrine of international relations and the principles of international law. This is also a second year course preparing students for the European Public Administration specialization.

Project European Public Administration
This is an interdisciplinary project with a five-day excursion to several European Institutions (differs each year). Based on the excursion and the prescribed literature two additional essay-questions will be given at the exam of the course ‘Political and Juridical Development of Europe’. This is a second year project preparing students for the European Public Administration specialization.

Economics of Social Security Systems in Europe
This course concentrates on the economic aspects of the health care system in The Netherlands, compared to those of other West- and Eastern European Countries. This course is a specialization elective in the two final years.

EU-policy
This course aims to provide insight into the realization of EU-policy and to train students in design and negotiations on EU-policy and to examine a part of the EU-policy and its implementation in a member state. This course is also a specialization elective in the two final years.

International Public Law
This course pays attention to some important aspects of International Public Law: territory acquisition, treaty law, sources of international public law, human rights, state responsibility and use of violence by National States and the United Nations. Thus an attempt is made to bridge the gap between theory and the practice of international law. The course is also a specialization elective in the two final years.

Comparative International Law
This course follows the course ‘Public Organisation Law’ and concentrates on the choices which are made in the design of the Dutch decentralized-unitary state, compares the similarities and differences with other systems. This course is also a specialization elective in the two final years.

Public Finance and European Integration
This course aims to acquire knowledge of the public finance in various European countries and the EU-finance in Brussels. It pays attention to economic integration, financial relations between member states and Brussels, institutional aspects of the EU-budget, national and regional doctrines on public finance, decision making and regulation aspects. This course is also a specialization elective in the two final years.

International Relations Studies
This course concentrates on the framing of theories on International Relations, concrete examples and historical context. Central theme is how, by means of international authority, the
role of the use of violence in international politics could be reduced. This course is also a specialization elective in the two final years.

**EU-Law**

This course is a sequel to the courses ‘Constitutional and Administrative Law’ and ‘Political and Juridical Developments of Europe’. The knowledge acquired in these courses will be studied in depth and, from a juridical-theoretical and constitutional perspective, attention will be paid to the legal order of the Euro-pean Union. This course is also a specialization elective in the two final years.

**International Economical Relations and the European Union**

This course concentrates on the monetary aspects of European integration. Attention will be paid to various sectors of EU-policy, the developments of the EMU and the Dutch points of view on this. This course is also a specialization elective in the two final years.

**Transformation processes in Central and East European Countries**

This course examines the economical, juridical, political and sociological aspects of the transformation processes from statism to market economy. Attention will be paid to: structural conditions for the creation of a market-economy, institu-tional coherence between the development of the democratic system and the or- ganization of the market economy, role of the state during and after the transfor-mation process from a public administration perspective, relation between peace and security on the one hand and integration of CEEC’s in the interna- tional political and economical system on the other hand and the role of the interna-tional financial institutions (OESO, IMF, EG, EIB, etc.) in the transform-ation process. This course is also a specialization elective in the two final years.

**Political Science of the European Cooperation**

This course aims to analyse the current cooperation problems and conflicts in Europe, with attention to the empirical and potential role of EU-policy to this. The course also concentrates on specific context, structural factors of decision making processes, theoretical frames, various points of view on political cooper-ation and security issues and the network of international organizations where these points of view are being debated. This course is also a specialization elective in the two final years.

**SPECIAL PROGRAMMES FOR HIGHER CIVIL SERVANTS**

The universities are more and more involved in pre-entry training programmes. The have developed special training programmes for higher civil servants in various sectors. In all of these programmes faculty-members teach courses and/or have been involved in the development of one or more programmes. It is not possible to provide information on faculty involved per programme, since that varies from year to year. All of these programmes, though, are continuous.

Started in 1989 as an activity of the combined departments of public administration of the EUR and RUL upon request of the Dutch central government. The NSOB/NIG offers a two-year MPA-curriculum in public administration for civil servants with an academic background and at least five years of experience in the public service. Of those selected to participate in this programme (20 students per year) it is expected that they will proceed into the top civil service. As a consequence of the success of this programme the NSOB/NIG has also developed special streams programmes upon requests of various ministries, for instance for the Ministries of Economic Affairs, of Home Affairs, and of General Affairs (the department of the prime minister). These special stream pro-grams range from 3 to 15 days. So far 150 students have graduated in this programme.

**Curriculum for civil servants of the Ministry of Defense**

This programme started in September 1996 upon request of the Royal Army as an in-company
training facility. It comprises an eight-month programme covering such issues as political-administrative relationships, decision-making, policy evaluation, and administrative skills. The programme is intended for both the higher military and civil personnel employed by the Ministry of Defense. The programme is based on the high-interactive education concept and is open to 15 participants per annum.
Curriculum for civil servants of the Ministry of Home Affairs
Started in 1994 as an activity of the department of public administration of the RUL upon request of the Ministry of Home Affairs. This programme consists of a one-year curriculum in public administration for higher civil servants in the Ministry. So far 30 civil servants have graduated from this programme.

Curriculum for the Swedish Agency of Government Employees
Started in October 1997 as an activity of the department of public administration of the RUL upon request of the Swedish central government. The department offers a two-week course in Public Administration and European Integration for Swedish top civil servants with an academic degree and a minimum experience of 5 years in the public service. This course fits in a two-year programme that is coordinated by the University of Lund.

The department also offers a four-week programme (together with the European Institute of
Public Administration in Maastricht) as part of a two-year programme for higher civil servants (coordinated by the Stockholm Centre for Organizational Research). Each of these two programmes are attended by some 30 participants.

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<th>Basics</th>
<th>Sociology</th>
<th>Law</th>
<th>Political Science</th>
<th>Economy</th>
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Collection of Information structure and with the

1. Theories and concepts to describe, to Analyze and to explain the role of actors, the content of public policy, the structure and operation of the public sector in interaction society.

2. Knowledge of the subject mentioned above.


4. Skills to apply these methods.
**ANNEX 10.8**

**Higher Military Academy**

Started in 1991 as an activity of the department of public administration of the RUL upon request of the Royal Army. This programme consists of a two-year MPA-curriculum for officers in the Dutch army, in order to enhance the administrative sensitivity of these professionals. So far 80 officers have enrolled in this pro-gram and 40 have graduated.

**Masters of European Public Administration**

This is a joint programme of the Department of Public Administration of the EUR and RUL, the Department of Public Administration in Leuven (Belgium), and the Hochschule für Verwaltungswissenschaft in Speyer (Germany). It started in 1990 and has been completely remodeled in 1996 (before 1996 it was known as EMPA). This programme is open to graduates with an MA-diploma in the social sciences, who wish to enlarge their knowledge and skills in the field of public administration, and is open to participants from both the European Union and from the rest of the world. So far 105 students have graduated from the EMPA-programme.

**Intensive Programme for students of the University of Stellenbosch, South-Africa**

A tailor-made programme for students of the University of Stellenbosch is set up by the PA-department of the EUR in 1998. The programme consists of a series of mini-modules each focusing on a policy area. The mini-modules include a site-visit. The programme takes three weeks. The number of participants is 12 up to 15 students.

**JOURNALS IN PUBLIC ADMINISTRATION**

- Bestuurswetenschappen (Administrative Sciences), 1946
- Beleidsanalyse (Policy Analysis), 1971
- Tijdschrift voor Openbaar Bestuur (Journal for Public Administration) 1975
- Binnenlands Bestuur (Subnational Administration) 1980
- Openbaar Bestuur (Public Administration) 1991
- Bestuurskunde (Public Administration), 1992
- Tijdschrift voor Overheidsmanagement (Journal for Public Management) 1992

**MINIMUM PROGRAMME IN PUBLIC ADMINISTRATION**

**ACRONYMS**

- EIPA European Institute of Public Administration at Maastricht
- EUR Erasmus Universiteit Rotterdam
- HBO Hoger Beroepsonderwijs (Institute for Higher Professional Education)
- HEAO Hoger Economisch en Administratief Onderwijs (Higher Economic and Administrative Education)
- KUB Katholieke Universiteit Brabant (Catholic University Brabant) at Tilburg
- KUN Katholieke Universiteit Nijmegen (Catholic University Nijmegen)
- MD Management Development
- NOB Nederlandse Onderzoeksschool voor de Bestuurskunde (Netherlands Interuniversity Institute of Government)
- NSOB Nederlandse School voor het Openbaar Bestuur (Netherlands Institute of Government) in The Hague
- OU Open Universiteit in Heerlen
- ROI Rijksopleidingsinstituut (Government Training Institute) in The Hague
- RUG Rijksuniversiteit Groningen
- RUL Rijksuniversiteit Leiden
- RUU Rijksuniversiteit Utrecht
- TUD Technische Universiteit Delft (University of Technology at Delft)
- UT Universiteit Twente at Enschede
- UvA Universiteit van Amsterdam

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