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DISCIPLINING CIVIL SERVANTS: MECHANISMS OF PUNISHING THE VIOLATIONS OF ADMINISTRATIVE WORK ETHICS IN HABSBURG-ERA BOSNIA

According to Max Weber, bureaucracy represents an ideal type of organization, the efficiency of which is based on hierarchy, a clear division of work and tasks, and written rules and procedures that enable easier decision-making. However, within the bureaucratic machinery, there were also individuals who did not necessarily follow the rules and procedures and therefore had to face the consequences of violating work ethics. This research paper aims to show how the Austro-Hungarian bureaucratic structures in Bosnia and Herzegovina developed strategies to deal with various transgressions of civil servants, that is, those who themselves were part of the bureaucratic structures, in order to maintain the efficiency of the administration and build a special public image of the impeccability of the Habsburg administration. Furthermore, the research reveals the nature of the offenses for which the civil servants and attendants were disciplined, the motives for such offences, the attitude of the highest administrative bodies (the Provincial Government in Sarajevo and the Joint Ministry of Finance in Vienna) towards the “stumbled” clerks and the form of their punishment. This presentation is based on archival material created by the Provincial Disciplinary Commission and the Provincial Disciplinary Council, which has not been previously used in historiography. Namely, the 1907 Law on Disciplinary Treatment of Civil Servants and Attendants established disciplinary bodies in Bosnia and Herzegovina that primarily dealt with offenses by administrative staff. The first level includes commissions at the districts, then the Provincial Disciplinary Commission at the Provincial Government in Sarajevo and, finally, the Provincial Disciplinary Council. Owing to the work of these bodies, it is possible to present another side of the Habsburg bureaucracy in Bosnia, one previously almost unknown to the public.

Austrian government employees between the world wars – what did they lose, what did they gain?

The state bureaucracy was considered one of the pillars of the Habsburg monarchy (along with the military and the church). It arguably has also showed continuity during and after the collapse of the Empire. However, its personnel and the morale of this socio-professional group underwent significant changes during these two decades. The story of government employees between the two world wars is usually told as a story of loss – loss of social status, loss of job security, economic loss, and loss of political agency. This narrative has been adopted not only by historians, but also by government employees of the period, as I will show from a range of sources. There is not much evidence to contradict the overall bleak picture. However, I will attempt to present some arguments to the contrary, and to highlight aspects of positive (albeit marginal, abortive or nascent) developments for government employees. Drawing on the findings of my habilitation thesis, I will focus on four themes: 1) Conduct of life: What happened to the social status, norms, and self-images of government employees in a period of political and economic crises? 2) Gender relations: To what extent was the breadwinner-homemaker model challenged in this period, and to what extent could women have careers in the public sector, despite various policies to the contrary? 3) Political agency: How did the professional associations of government employees fare in their attempts to defend their interests in the 1920s and 1930s? 4) Administrative reform and efficiency: Were there successful projects, and what were the consequences for public administration staff in the inter-war period?

Fostering the State Patriotism in Practice. State Representatives and Their Impact on Local Societies

The paper shall focus on the possibilities in research of the role of local state agents in cultivating the patriotic sentiment and developing the identification of local societies with the Austrian state. It argues that the process of identification of Austrian citizens with their state was fundamentally reshaped after complete transformation of state structure in 1848-1849 and, on the local level, was newly directly influenced by the on-site state representatives. Their role was not only passive or repressive, but they were supposed to be actively searching for the ways to approach the local society and create such social practices that would help the citizens to identify with their state.

First, it shall define the typology and role of state agents on the local level, i. e. those state employees who worked and lived in the close contact with urban or rural population and, at the same time, were tasked with mediating the state ideology to the common citizens. Obviously, not only the state agents' actions in their official capacity created an impact on the local society, it was also the way they spent the time out of the office or school and the way they interacted with their neighbours that shaped the relation of the citizens to the state representatives and, through them, to the state itself. The paper will therefore attempt to outline the methods and sources that can be used to identify the social practices developed by the local officials. This approach regards the state officials not as isolated bystanders in the local societies but as active actors competing to captivate their fellow citizens minds and souls for the state idea.

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