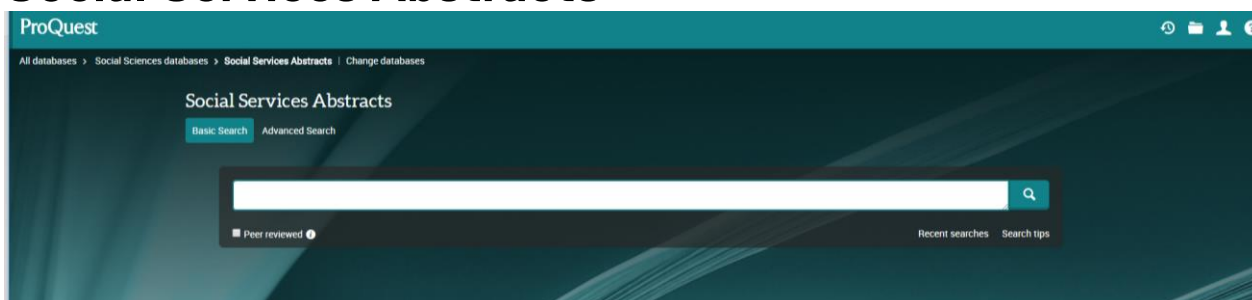


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Reform of **public management** mean consists of deliberate changes in the structure and processes of public sector organizations with the purpose of making them function better (Pollitt and Bouckaert, 2004, p. 8). Reform efforts need to be deliberate, which means planned ahead and well structured. If after the implementation of reform actions the functioning of the public organization is even worse than at the initial starting point, the reforms cannot be justified. This article offers both a theoretical and empirical perspective on conceptualization and specific components of public sector reform as it developed throughout the recent years in different countries and also a critical view on Romania's approach to reforming the public sector, since 1989 until now, with a case study on the Romanian public retirement system. Adapted from the source document.

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