Toward a theory of French Civil Service: Formulation and development

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ABSTRACT: The French Civil Service, known as the 'Haute administration,' has a complex history rooted in the late 18th century and the French Revolution, aiming to establish a merit-based, democratic administrative system that replaced a corrupt, politically influenced one. This study delves into its historical evolution, emphasizing its international recognition and core values, such as conscientious service, objectivity, and permanence. It also explores the pivotal role of the French Civil Service in shaping administrative history and contributing to the development of the Napoleonic Code. The significance of this research lies in its enduring impact on modern administrative systems, with principles like merit-based appointments and a permanent, neutral bureaucracy serving as global cornerstones of governance. Research questions span the origins, professionalization, politicization, and current status of the French Civil Service, offering insights into its historical roots and ongoing relevance on the global stage.

KEYWORDS: v French Civil Service, Centralized State, Service Public, Administrative History, Napoleonic Code

I. INTRODUCTION

The history and origin of the French civil service "haute administration" is a difficult organization to understand since its history shows many organizing structures having seemingly contradicting goals. The worldwide picture is universally understood: it is a comprehensive merit-based and vocationally civil/public service structure, customarily connected only alongside with notion of a strong state practice (État is always capitalized) and the conception of civil service spanning a wide range of community spaces (Kauppi, 2018). Its credibility is anchored in the dominant principles stating the "service of the state". It highlights the concept of a conscientious civil worker working in the general interests and safeguarding the public benefit, as well as the ideals of objectivity, justice, flexibility, and permanence.

The French Civil Service originated in the 19th century because of reforms introduced by Napoleon Bonaparte who established the "imperial civil service" as a centralized and merit-based bureaucracy to help administer his empire. This model was later adopted and expanded upon by the French government, becoming the basis for the modern French Civil Service. The reforms aimed to create a merit-based and impartial administrative system to replace the previously corrupt and ineffective system (Cogneau et al., 2021). The formulation of the French Civil Service was based on the principles of merit, impartiality, and stability, which were enshrined in the Loi Le Chapelier of 1791 and later codified in the Organic Law of 22 July 1882 (Couton, 2000). This law established the requirements for civil service entry, including

competitive exams to assess merit and prevent political patronage (Bezes & Jeannot, 2011). The French Civil Service remains one of the largest and most prestigious in the world and endures to disport a central function in the functioning of the French government.

1.1 Problem Statement

The French civil service is a public administration system that has significantly played a task in the growth of the country and has been instrumental in shaping its political, economic, and social landscape. Originating back to the French Revolution in the belated 18th century, the French civil service has undergone numerous reforms and transformations throughout its history, reflecting the changing needs of the country and the challenges faced by the administration. Despite these reforms, the French civil service remains an essential part of the French administrative system and recommences a crucial task in the governance of the country.

The French Revolution marked the birth of the modern French state and the formation of a merit-based civil service structure, to create an efficient and impartial administration to serve the nation. Over the years, the French civil service has undergone various reforms due to day-to-day requirements aimed at improving its efficiency and effectiveness, as well as adapting to changing political, economic, and social realities. During the 19th and 20th centuries, the established civil service of France faced numerous challenges, including the rise of bureaucracy, political turmoil, and two world wars. Despite these difficulties, the French civil service maintained its role as the cornerstone of the country's public administration, providing stability and continuity throughout tumultuous times.

In recent decades, the French civil service has faced new challenges, including globalization, technological change, and increasing demands for transparency and accountability. Despite these challenges, the French civil service remains one of the largest and most highly regarded public administration systems in the world and continues to play a critical role in the governance and development of France although new challenges continue to be faced due to globalization and world trends based on rapid technological changes.

1.2 Purpose of the Study

The purpose of the study is to comprehend the complexity of the French civil service by exploring its historical evolution and the various organizational systems it has adopted over time, despite appearing to pursue conflicting objectives. The study also seeks to highlight the international recognition of the French civil service, emphasizing its cohesion, values, and professional framework, and its association with the centralized state heritage and the concept of "service public." Additionally, the study aims to examine the concept of a dedicated civil worker focused on community welfare and upholding principles of objectivity, fairness, flexibility, and permanence. It further investigates the pivotal role of the French Civil Service in shaping French administrative history and its contribution to the development of the Napoleonic Code, which had a profound influence on civil law in Europe and beyond.

1.3 Significance of the Problem

The origin and formulation of the French civil service played a significant role in shaping the development of modern administrative systems and influenced the way government agencies operate in many countries today. The French civil service has its roots in the late 18th century, during the French Revolution. Before this period, the administration of the country was dominated by a corrupt and inefficient system of appointments based on personal connections and political influence. The revolution aimed to create a more democratic and merit-based system of governance, and the establishment of the French civil service was an important part of this effort.

The civil service was established to create a permanent and neutral bureaucracy that would serve the state and its citizens, rather than serving the interests of individual officials or political factions. The new system was based on merit and competitive exams, which ensured that only the most qualified individuals were appointed to government positions. This was a major shift from the old system, which was based on

personal connections and political influence. Moreover, the study will shed light on the role of the state in providing public services and the formation of a professional, impartial, and merit-based civil service. The French model has been influential in shaping civil service systems around the world and has served as a reference point for reforms in other countries. Understanding the historical context, political events, and philosophical ideas that shaped the French Civil Service can provide valuable lessons for contemporary public administration and governance.

The formulation of the French civil service also had a lasting impact on the way government agencies operate. The concept of a permanent, neutral bureaucracy, responsible for carrying out the policies of the government, was a novel idea at the time, and it has since become a cornerstone of modern administrative systems around the world. In addition, the competitive exam system introduced in the French civil service set a standard for merit-based appointment to government positions, which has been adopted by many countries in various forms. This has helped to ensure that government agencies are staffed by individuals who are highly qualified and committed to serving the public interest.

Overall, the origin and formulation of the French civil service played a significant role in shaping the development of modern administrative systems and has had a lasting impact on the way government agencies operate. In conclusion, the significance of studying the origin and history of the French Civil Service lies in its contribution to the development of modern governance practices and its impact on public administration and management around the world.

1.4 Research Questions
The following are the research questions admissible to this study:
- What were the origin and factors that led to the establishment of centralized administration capacities during the Ancien Régime and how did these developments shape the administrative system of the period?
- What role did the Napoleonic Era, and the Revolution play in the emergence of professionalization rules in French Civil Service and how did these events contribute to the development of the modern professional system?
- What was the impact of politicization pressure on the French Civil Service during the period of 1815 to 1940, and how did it lead to the reformation of the Civil Service system in France?

II.   LITERATURE REVIEW
The French Civil Service also known as ''haute function publique'' or the ''administration'' originated from centralization bureaucracy which was mainly rooted during the "French Revolution" in the late 18th century (Garcia de la Huerta, 2020). The concept of French Civil Service can be traced back to the 'merit-based system'' which used to manage the administration of the country, replacing the former ''feudal and patrimonial structures'' (Ekelund & Thornton, 2020). The Civil Constitution of the Clergy in 1790 and the law of 22 Prairial, Year III (1795) laid the foundations for the establishment of the French civil service, which was further strengthened and regulated by subsequent laws and regulations throughout the 19th and 20th centuries (Spieler, 2009).

2.1 Contributing Factors to French Civil Service in the early 1800's
In the early 1800's, the French Civil Service went through many transformative phases due to certain factors associated with the local and international levels. The French navigated through an era of uncertainty marked by multiple authoritarian regimes, including Napoleon Bonaparte's rule, a complex interplay of influences paved the way for the evolution of its civil service. Notable philosophers and politicians such as Rousseau and Voltaire, imparted ideas that established reasons, science, and merit, providing a foundational influence on the development of a more professional bureaucracy. Additionally, the British model, known for its merit-based, efficient, and impartial civil service, emerged as an adaptable inspiration, aligning with France's

pursuit of a neutral and professional bureaucracy. The abolition of the Ancien Régime and the establishment of centralized administrative systems during the French Revolution further shaped the civil service, ultimately leading to an era characterized by the search for greater efficiency, professional competence, and impartiality.

Philosophers Contribution

The concept of French Civil Service emphasizing merit and competence in public service was influenced by philosophers such as Montesquieu, Rousseau (Spicer, 1995), Jeremy Bentham, Nicolas de Condorcet, and the British model of a merit-based civil service (Williams, 1999). The French Revolution provided an opportunity to put these ideas into practice, shaping the development of the French civil service over the centuries.

Montesquieu's ideas about the separation of powers, impartiality, and the importance of public service were foundational to the professional civil service (Bertelli & Lynn, 2006). Rousseau's philosophy stressed the merit-based selection of officials (Spicer, 1995). Bentham's utilitarianism and the need for efficiency in government administration influenced the French civil service (Qvortrup, 2003). Condorcet's ideas on education and merit shaped the selection and training of officials. Montesquieu's separation of powers concept divided government into legislative, executive, and judicial branches, preventing the concentration of power and ensuring government served the people (Bok, 2003). His experiences in the French Civil Service led to these ideas, as he observed abuses of power and a corrupt legal system (Bekke & Meer, 2000). His ideas on individual liberty and the rule of law also influenced modern democracies (Krause, 2000). Montesquieu's ideas significantly impacted the growth of the French Civil Service by promoting impartiality, consistency, and the separation of powers (Geenens & Rosenblatt, 2012). These principles created a more efficient and effective government, better responding to citizens' needs (Mungiu-Pippidi, 2011). Montesquieu's legacy continues to influence political and legal systems worldwide (Calvin, 2020).

Jean-Jacques Rousseau's contributions to the French Civil Service were primarily through his political philosophy and social contract theory (Swenson, 2000). However, Rousseau himself did not directly apply his ideas to the French Civil Service, as he passed away before the French Revolution (Swenson, 2000). His ideas emphasized the importance of an efficient civil service composed of competent and honest individuals selected based on merit, not social status or family connections (Goodlett, 2000). Rousseau also advocated for civil servants' accountability to the people and their impartiality (Goodlett, 2000) and believed that the law should be based on reason, fairness, and justice, and applied equally to all citizens (Rousseau, 2012).

Rousseau's ideas emphasized the need for accountability, impartiality, and a legal system based on reason, fairness, and justice within the civil service (Goodlett, 2000; Rousseau, 2012). His influence on the French Revolution and subsequent reforms led to the establishment of a more efficient and merit-based civil service (Moses, 1985; Wokler, 2001). His concept of the "general Will" advocated for the sovereignty of the state to be derived from the collective will of the people, not from a monarch's arbitrary rule (Douglass, 2013). This idea guided the leaders of the French Revolution, who aimed to create a government based on popular sovereignty (Geoffroy-Schwinden, 2022). In the aftermath of the Revolution, the French Civil Service became a merit-based system, departing from the previous system of political favoritism (Horton, 2011). Rousseau's ideas of democracy, equality, and civic virtue continued to shape the ideals guiding the formation of the French Civil Service, seen as crucial for promoting the public good and ensuring efficient state functioning (Howell & Pearce, 2001).

Jeremy Bentham's utilitarian philosophy greatly influenced the French Civil Service in the 19th century, emphasizing the need to maximize happiness for the greatest number (Viner, 1949). His ideas on merit-based appointments and administrative efficiency led to the implementation of competitive exams for public officials (Palmer, 2022). Bentham's principles of impartiality and accountability were incorporated

into the French Civil Service regulations, ensuring fairness and integrity (Vitali, 2022). During the late 18th century, France was undergoing significant changes, and Bentham's utilitarian ideas provided a framework for restructuring the civil service to promote overall happiness and well-being (Kolosov & Sigalov, 2020). His emphasis on meritocracy and accountability aligned with the French Revolution's principles of equal opportunity and transparency (Kolosov & Sigalov, 2020; Stern, 2022). Bentham's utilitarian and administrative ideas significantly shaped the French Civil Service in the 19th century, guiding its transformation (Berger et al., 2021). While not directly in the legal codes, they continue to influence public administration and bureaucracy (Berger et al., 2021).

Nicolas de Condorcet played a crucial role in the formulation of the French Civil Service during the 16th century (Marty & Amirault, 2020). He advocated for social and political reforms, influencing the development of the French Civil Service (Carpentier & Courtois, 2022). His ideas and theories on government and public administration shaped the policies of the Conseil d'Etat, also known as the French Civil Service (M. S.-H. Kim, 2021). During the 18th century, the French Civil Service was dominated by a group of nobles appointed based on social status and family connections, leading to a corrupt and inefficient system (Elia, 2021). Condorcet believed in a merit-based civil service composed of individuals with the knowledge, skills, and abilities to be effective (Boto, 2021). His ideas influenced the French Civil Service's reform during the French Revolution, advocating equal opportunities in public education and the appointment of civil servants based on abilities (Bezes & Jeannot, 2011). Condorcet's merit-based appointment concepts were implemented during the Revolution, establishing a more equal and society-based public administration system (Barnett, 2021). This approach ensured the French Civil Service was composed of competent individuals (Barnett, 2021). His ideas on merit and ability also influenced public administration reforms in other European countries like Germany, Sweden, and the United Kingdom (Mańka, 2021). Nicolas de Condorcet significantly influenced the French Civil Service by advocating for merit-based appointments, which had a lasting impact on the service's development and influenced public administration in other countries (Geoffroy-Schwinden, 2022; M. Kim, 2022; Liu, 2022).

2.2 Politician's Role

The emergence of professionalization rules in the French Civil Service during the 19th century, significantly influenced by the Napoleonic era and the French Revolution, marked a transformative period in European history (Geoffroy-Schwinden, 2022). The central theme of professionalization rules can be attributed to two main historical events: the Napoleonic era and the French Revolution, both of which had far-reaching consequences on the organization and functionality of French society. The Napoleonic era, spanning the late 18th to the early 19th century, was a time of profound change in Europe. This period's most notable outcome was the establishment of standardized regulations and codes of conduct across various industries and trades in 1804 (Grinin, 2022). Napoleon Bonaparte's crowning achievement was the development of the Napoleonic Code, officially known as the Napoleonic Civil Code, which became the embodiment of this transformative period (Holmberg, 2002). Aiming for a code accessible to every citizen, Napoleon's Civil Code was established to inculcate clear principles of conduct into society. Under Napoleon's leadership from 1804 to 1815, France experienced modernized and revolutionary administrative principles that focused on abolishing the feudal system, promoting civil equality, and emphasizing merit, standardization, and centralization (Galędek, 2019). In particular, Napoleon emphasized centralization and standardization, which became instrumental in the administration of the French Empire (Geoffroy-Schwinden, 2022).

Napoleon's commitment to standardization led to the creation of laws and regulations governing various industries and trades within the empire. These laws established consistent standards for practices such as education, training, and business conduct (Ongaro & Van Thiel, 2018). He also established professional organizations and associations, such as the Order of the Legion of Honor (founded in 1802) and the reorganization of the French Academy of Sciences in 1803 (Demmke & Moilanen, 2010). These organizations played a crucial role in setting and enforcing standards within their respective fields, fostering

collaboration, and improving the quality of professional products and services. The French Revolution, spanning from 1789 to 1799, had a profound impact on professionalization in various industries and trades. This tumultuous period, rooted in principles of liberty, equality, and fraternity, aimed to reconstruct France's political and social structure. As part of these reforms, new laws and regulations were introduced to govern industries and trade. For example, the establishment of the French Academy of Fine Arts in 1648, later restructured and renamed following the French Revolution, enhanced unity and collaboration within the art community and led to higher-quality products and services (Geoffroy-Schwinden, 2022). Similarly, the revolutionary government established the National Conservatory of Music in 1795 to standardize and regulate the practices of musicians and music teachers (Bache et al., 2020), leading to improvements in the quality of musical products and services.

Napoleon III, who served as President of the French Republic from 1848 and later declared himself Emperor, played a significant role in emphasizing the need for a government service training facility (Mackenzie, 1979). The École Nationale d'Administration (ENA), established in 1948, was the first public administration school in France. It introduced rigorous entrance examinations, two years of comprehensive training, and a second competitive exam, aiming to prepare civil servants for a wide range of non-technical roles (Weinstein, 1966). In addition to these transformative periods, the centralization of the civil service during the Napoleonic era was a vital development (Lahdili & Djilaili, 2022). Through the creation of ministries, a hierarchy of officials, and centralized decision-making, Napoleon was able to streamline administrative procedures and improve the efficiency of the government (Kuipers, 2022). The legacy of these reforms had a lasting impact on the French Civil Service and laid the foundation for modern public administration in France and around the world.

In summary, the Napoleonic era and the French Revolution were pivotal in shaping professionalization rules in the French Civil Service. The centralization of government and emphasis on merit-based appointments, along with the establishment of educational institutions and professional organizations, ushered in a modernized and efficient era for the French Civil Service. The principles of standardization, merit, and centralization became the cornerstone of French public administration and served as a model for similar developments in other countries globally.

2.3 English Civil Service' Impact

The British model of civil service, characterized by its impartiality, merit-based recruitment, and political neutrality, has had a significant influence on the development of the French civil service (Jankowski et al., 2020). The French civil service, which has undergone several reforms since its inception, was modeled after the British system in the 19th century and continues to be influenced by it today (Grinin, 2022). One key aspect of the British model that has been adopted by the French civil service is the principle of political neutrality. This means that civil servants are expected to serve the government of the day, regardless of their personal political beliefs, and to remain impartial and non-partisan in their work (Wollmann, 2019).

Another important aspect of the British model that has been adopted by the French civil service is the use of merit-based recruitment. In both countries, civil servants are selected based on their qualifications, skills, and experience, rather than political connections or patronage (Bersch & Fukuyama, 2023). This helps to ensure that the most capable individuals are chosen for these important positions, and helps to maintain the high standards of the civil service (Duong, 2023). Additionally, the British model of professional development and training has also had an impact on the French civil service. In the UK, there is a strong tradition of providing ongoing training and support for civil servants, and this has been adopted to some extent in France as well (Nyadera & Islam, 2020).

The British model of civil service, also known as the "Westminster model," had a significant influence on the development of the French Civil Service (Baldini et al., 2018). The British system, which was established in the 19th century, was characterized by its merit-based recruitment and its political neutrality (Duong, 2023). This model was seen as a model of efficiency and effectiveness and was therefore

adopted by many countries, including France, as a way to improve their administrative systems. The French Civil Service was reorganized during the Third Republic in the late 19th century, with a focus on creating a professional and politically neutral bureaucracy (Jenkin-Smith, 2022). The new system was heavily influenced by the British model, with an emphasis on merit-based recruitment, training, and career progression (Karila-Cohen, 2022).

In addition, the British system of administrative law, which relied on clear rules and procedures, was also adopted by France (Palombo, 2019). This helped to further strengthen the independence and impartiality of the French Civil Service and provided a framework for the effective functioning of the bureaucracy (Mayntz & Schneider, 2019). Overall, the British model of civil service had a profound impact on the development of the French Civil Service and helped to establish it as one of the most efficient and effective administrative systems in the world (Palombo, 2019).

In summary, the British model of civil service has had a lasting impact on the French civil service and continues to influence it today. The principles of political neutrality, merit-based recruitment, and professional development and training have all been adopted and integrated into the French system, helping to maintain its high standards and effectiveness (Gerson, 2020).

2.4 Government Laws / Rules

The French decided to adopt a centralized, merit-based civil service system for several reasons, including the inefficiency of the previous system which was based on privilege (Reichard & Schröter, 2021), patronage, and nepotism, was widely seen as corrupt, inefficient, and unresponsive to the needs of the people (Qvortrup, 2003). Also, political and social changes where the French Revolution brought about significant political and social changes, including the end of the feudal system and the establishment of a constitutional monarchy (Salinari, 2020). These changes created a demand for more efficient and merit-based public administration that would serve the state and the people impartially.

Another factor that accelerated to French to adopt French civil service was the Enlightenment which emphasized the importance of reason, science, and merit, and these ideas had a profound influence on the development of the French civil service (Robison, 2014). The notion of a neutral and professional bureaucracy that would serve the state rather than special interests was seen as a way of promoting the public good. Nevertheless, the British model where British civil service, which was based on merit, efficiency, and impartiality, was seen as a model that could be adapted to the French context (Gerson, 2020).

The Ancien Régime was the political and social system in France before the French Revolution in 1789 (Amunátegui, 2020). It was characterized by a monarchy with absolute power, a feudal social structure, and the privileges of the nobility and the Catholic Church (Ekelund & Thornton, 2020). The central administrative capacities during the Ancien Régime were limited, with the monarchy relying heavily on regional and local officials to govern the country. The central bureaucracy was small and inefficient, with limited resources and a lack of skilled personnel (Dewald, 2019). The French Revolution which began in 1789 -1799 brought about the abolition of the Ancien Régime and the creation of a centralized administrative system, with the establishment of national institutions such as the National Assembly established in 1789, the Committee of Public Safety established in 1793, and the Napoleonic Code established in 1804 (Takeda, 2018).

The French public service was not as homogenous as the Prussian government in the 17th and 18th centuries (Cochrane, 2018). Three categories can also be differentiated: First, officials who've already descended their charge and are liable for justice and financial concerns, as well as a small number of them, for merging the first group of top civil servants out from royalty (the corps des maîtres des requêtes). Secondly, public service is chartered for a particular mission (commissaries) that can be brushed aside at the monarch's prerogative: in this cohort, the state council members and representatives portray the king in the proclamation (Herbel, 2018). Third, the employees (clerks) were prefigured as the contemporary civil service as the officials of the ministerial emergent bureau.

Considering two key causes, traits of a professionalization bureaucracy arose throughout the 18th century. First was the growth of functionalities such as community works and roadways, with the most notable case being the establishment of a particular corps of civil engineers (1716) and a devoted classroom (Ecole des Ponts et Chaussées) in 1747, the first school of management (Bezes & Jeannot, 2011). It exemplifies the occurrence of a technological function for the state, which increasingly behaves as an investor, constructing the transportation system for commercial development (Chatzis, 2022). The second primary issue based on the French Civil Service was the increasing necessity of the bureau (offices) in preparations of the decision which was provided by secretaries of the regime or financial general controller mostly at the last of the Ancien Regime as the consequences of the instability in ministerial and power centralization (Berman, 2019). Nevertheless, in many of the trying to block charges transmission via an acquaintance or to minimize private tasks and interests before the uprising, this model was not important changed (Peng, 2019).

2.5 Other Factors
The years before the 1850s were marked by the presence of numerous consecutive authoritarian systems, including Bâtiments, the revolutions of 1830 and 1848, the July Royal family, the Second Imperial era, and the Third Democracy. During this period, the French civil service experienced a prolonged struggle between defenders of bureaucratic independence and professional competence on one side, as highlighted by (Amunátegui, 2020). On the other side were parliaments and partner political movements that preserved practices of patronage, favoritism, and politicization, as observed by (Calvin, 2020). These struggles even led to aspects of politicization, such as the affiliation in the House of Representatives being merged with the status of a civil servant, particularly under the July Monarchy. This merging resulted from the executive's approach to assign deputies to managerial roles as a bonus and prioritize the voting of civil servants in Parliament as a means of control, as explained by (Pace, 2020).

In summary, the factors discussed above serve as the contributing factors to the French Civil Services. Ranging from the role of philosophers, politicians, British rule, government, and laws formulation. All these factors helped shape the French Civil Service before the 1850s.

III.   FINDINGS AND DISCUSSIONS
As part of this investigation, we have determined various factors that contributed to shaping the French Civil Service ranging from philosophers, politicians, British rule, Government Rules, and other factors. As part of this section, we present a summary of our findings and discussions.

The development of the French Civil Service was significantly shaped by the philosophical contributions of Montesquieu, Rousseau, Jeremy Bentham, and Nicolas de Condorcet. Montesquieu's ideas on the separation of powers, impartiality, and the importance of public service laid the foundation for a professional civil service, promoting impartiality, consistency, and the separation of powers, resulting in a more efficient government. Rousseau's philosophy emphasized merit-based selection of officials, accountability, and a legal system based on reason and fairness. Although he did not directly apply his ideas to the French Civil Service during his lifetime, his influence on the French Revolution led to the establishment of a more efficient and merit-based civil service. Bentham's utilitarian philosophy stressed maximizing happiness, leading to the implementation of competitive exams, impartiality, and accountability in the 19th-century French Civil Service. Condorcet's advocacy for merit-based appointments and equal opportunities in public education influenced the service's reform during the French Revolution, establishing a more equal and society-based public administration system, with lasting effects on public administration in other European countries. A summary of the contributions of the Philosophers has been presented in Table 1.

Table 1: Summary of the Contributions of Philosophers

Philosopher	Contributions to the French Civil Service
Montesquieu	Separation of powers, impartiality, and public service, promoting efficiency and

	effectiveness.
Rousseau	Emphasis on merit-based selection, accountability, and a legal system based on reason and fairness, influenced the transition to a merit-based civil service during the French Revolution.
Jeremy Bentham	Utilitarian philosophy promoted merit-based appointments, competitive exams, impartiality, and accountability, shaping the 19th-century French Civil Service.
Nicolas de Condorcet	Advocacy for merit-based appointments and equal opportunities in public education led to reforms during the French Revolution and impacted public administration in other European countries.

The development of professionalization rules in the French Civil Service during the 19th century, heavily influenced by the Napoleonic era and the French Revolution, marked a transformative period in European history. Napoleon Bonaparte's efforts during the Napoleonic era led to the establishment of standardized regulations and codes of conduct, including the Napoleonic Civil Code, which emphasized centralization, merit, and standardization. Napoleon's commitment to standardization extended to various industries and trades, fostering collaboration and improving professional products and services. The French Revolution, rooted in principles of liberty and equality, introduced new laws and regulations to govern industries and trades, further enhancing collaboration and quality. Napoleon III played a significant role in establishing the École Nationale d'Administration (ENA) to train civil servants, emphasizing merit-based appointments. These developments had a lasting impact on the French Civil Service and served as a model for modern public administration worldwide.

The British model of civil service, characterized by principles of political neutrality, merit-based recruitment, and a strong emphasis on professional development and training, has significantly impacted the development of the French civil service. The French system, initially modeled after the British model in the 19th century, continues to adopt and integrate key aspects of this model, contributing to the maintenance of high standards and efficiency in the French Civil Service. The adoption of a centralized, merit-based civil service system in France was driven by several factors, including the inefficiency, corruption, and nepotism of the previous system, the political and social changes brought about by the French Revolution, the influence of Enlightenment ideas emphasizing reason and merit, and the recognition of the British civil service as a model of merit, efficiency, and impartiality. The transition from the Ancien Régime to a centralized administrative system and the emergence of professionalization within the bureaucracy also played a significant role in shaping the French civil service.
A visualization of the French Civil Service has been presented below in Figure 1.

Importance of French Civil Service
Domestic (French)
The French Civil Service has played a pivotal role in France's governance and administration, with its significance deeply rooted in the historical evolution of the nation. Emerging during the French Revolution, it marked a transformation from the feudal and patronage-based systems of the Ancien Régime, enabling a merit-based system that favored competence over social status. This shift was strongly influenced by renowned philosophers such as Montesquieu, Rousseau, Jeremy Bentham, and Nicolas de Condorcet, who promoted impartiality, accountability, and a legal system founded on reason and justice, thus shaping the principles of the French Civil Service. The Napoleonic era further modernized the civil service, fostering standardization, meritocracy, and centralization, striving to reduce feudalism and promote civil equality. The establishment of educational institutions like the École Nationale d'Administration (ENA) in 1948 helped improves these principles. Importantly, the French Civil Service's adherence to the British model of impartiality, merit-based recruitment, and political neutrality has been instrumental in developing a neutral and professional bureaucracy in France. Despite struggles and

reformations in the mid-19th century, the French Civil Service continued to maintain high standards and played a central role in France's governance and public administration.
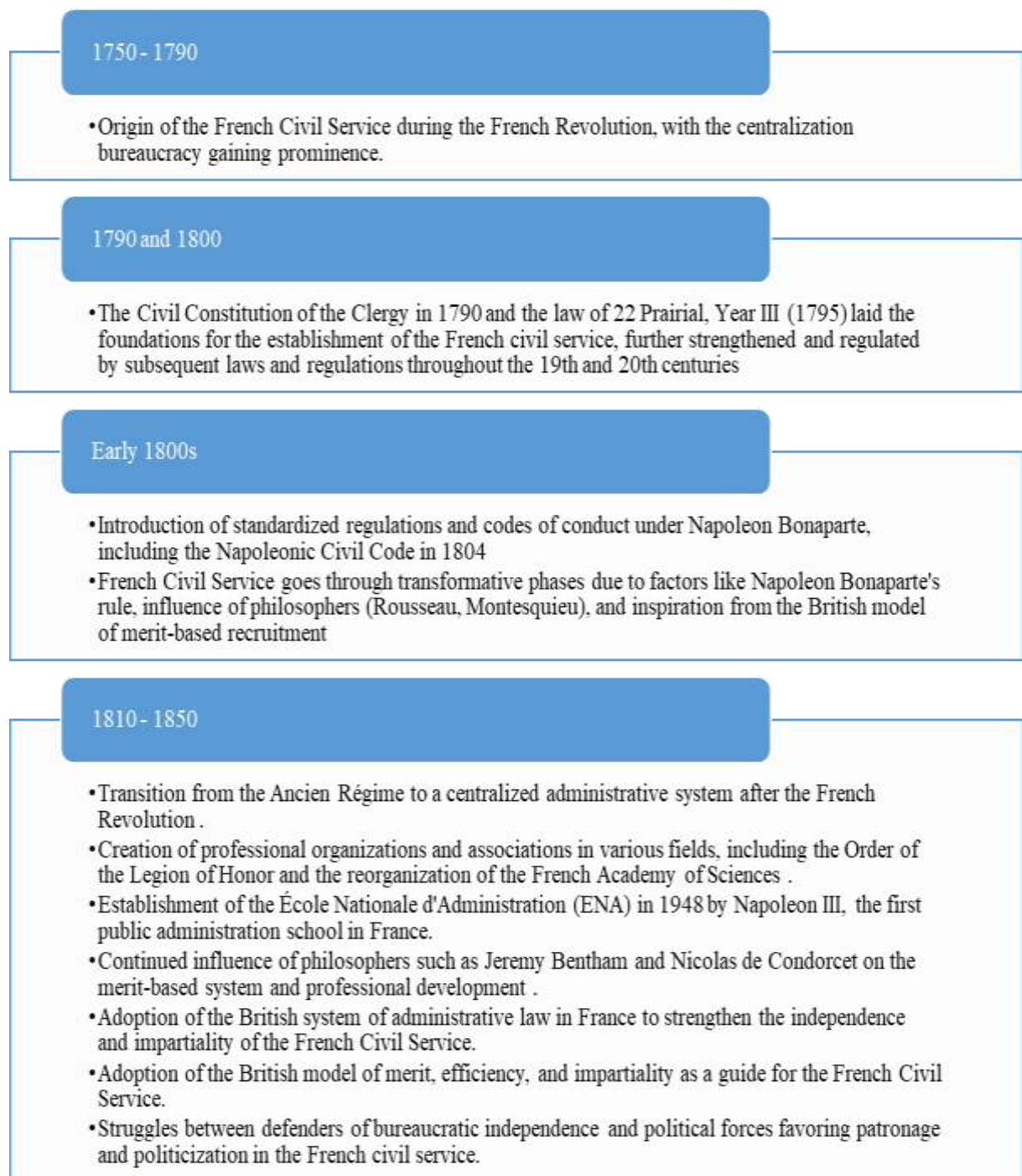
1750 - 1790
- Origin of the French Civil Service during the French Revolution, with the centralization bureaucracy gaining prominence.

1790 and 1800
- The Civil Constitution of the Clergy in 1790 and the law of 22 Prairial, Year III (1795) laid the foundations for the establishment of the French civil service, further strengthened and regulated by subsequent laws and regulations throughout the 19th and 20th centuries

Early 1800s
- Introduction of standardized regulations and codes of conduct under Napoleon Bonaparte, including the Napoleonic Civil Code in 1804
- French Civil Service goes through transformative phases due to factors like Napoleon Bonaparte's rule, influence of philosophers (Rousseau, Montesquieu), and inspiration from the British model of merit-based recruitment

1810 - 1850
- Transition from the Ancien Régime to a centralized administrative system after the French Revolution .
- Creation of professional organizations and associations in various fields, including the Order of the Legion of Honor and the reorganization of the French Academy of Sciences .
- Establishment of the École Nationale d'Administration (ENA) in 1948 by Napoleon III, the first public administration school in France.
- Continued influence of philosophers such as Jeremy Bentham and Nicolas de Condorcet on the merit-based system and professional development .
- Adoption of the British system of administrative law in France to strengthen the independence and impartiality of the French Civil Service.
- Adoption of the British model of merit, efficiency, and impartiality as a guide for the French Civil Service.
- Struggles between defenders of bureaucratic independence and political forces favoring patronage and politicization in the French civil service.

Figure 1: Visualization of the French Civil Service (before 1850's)

Abroad (Other Countries)

Internationally, the French Civil Service has served as a prominent model for other nations, particularly during the 19th century. The British system and its adaptation by the French Civil Service have significantly influenced the development of efficient and effective administrative systems worldwide, fostering merit-based recruitment and professional development. France's adoption of a centralized, merit-based civil service system during the 18th and 19th centuries laid the foundation for the establishment of legal frameworks that enhance efficient public administration in other countries. This global impact extends to the promotion of merit-based recruitment, impartiality, and professional competence within public administrations, inspiring administrative reforms in various nations. Thus, the French Civil Service's importance extends beyond France's borders, shaping the principles and practices of public service systems in numerous other countries.

IV.   CONCLUSION AND FUTURE PROSPECTS

In conclusion, the French Civil Service, born from the crucible of the French Revolution, represents a historical turning point in the development of modern governance. This professional and centralized administrative system emerged as a response to the feudal and patronage-based structures of the Ancien Régime. Driven by the principles of impartiality, merit, and stability, the French Civil Service has weathered the centuries, influenced not only the domestic landscape but also left a lasting imprint on the international stage. Throughout its evolution, the French Civil Service has brought forth numerous advantages, including the professionalization of public administration and the efficient execution of government functions. The enduring emphasis on merit-based recruitment and a neutral bureaucracy has set high standards for competence, furthering the French commitment to serving the state and its people impartially. However, this venerable institution also exhibits certain shortcomings. The strength and security of the Civil Service can occasionally transform into rigidity, hindering adaptability to shifting circumstances. The centralized nature of this vast organization has, at times, resulted in bureaucracy and sluggish decision-making processes. Despite these challenges, the French Civil Service remains a symbol of the enduring values of competence and fairness, not only within the borders of France but across the world. Its historical journey illustrates the profound impact a nation's administration can have on shaping its identity and providing a model for others to follow.

4.1 Limitations of Research

The scope of this research remained limited in focus on the exploration of historical perspectives and events until the mid-20th century. The study solely focused on historical events and context with an emphasis on the 18th and 19th centuries. An overview of the changes and transformations that took place in this era has been highlighted. Nevertheless, the research does not touch on recent developments and evaluations. To develop a comprehensive understanding of the current research state on French Civil Services and the recent challenges, there is a need to investigate the contemporary reforms., administrative processes, and modern government structures. The research has been carried out from a domestic perspective, and this inclusion of international influence remains a limitation.

4.2 Future Perspectives

The prospects for the French Civil Service appear to undergo continuous improvements, with opportunities for continued modernization and adaptation. As the service remains rooted in principles of impartiality and merit, there is potential for further advancements in promoting efficiency, transparency, and responsiveness to the changing needs of society. With ongoing administrative reforms, the French Civil Service can enhance its service delivery, making it more accessible to citizens while maintaining its standards of professionalism. Moreover, the Civil Service's influence on international administrative models presents an avenue for sharing best practices and fostering collaboration among countries.

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