

ASGARDIA

THE SPACE NATION



Civil Servants Act

*Adopted at the Seventh Digital Session of the Parliament of Asgardia on
03-05 Aries 0004 (28 February-1 March 2020)*

■ Purposes

In Asgardia, civil institutions and authorities must function effectively, which requires the involvement of individuals as volunteers or as employees entering into labour or civil law relations. The purpose of this law is to establish the foundations and general principles of civil service in Asgardia. All subsequent clarifications, elaboration of specific norms, rules and regulations, in everything that does not contradict this law, should be issued by regulations of the Government of Asgardia.

■ Definitions

1. A civil servant shall be a person who performs tasks as the regular vocation in Government bodies and departments under the jurisdiction of set departments as specified in the constitution, the laws of Asgardia or other regulations or acts. A 'public servant' is the same as a 'civil servant'.
2. A Government employee shall be any person in Government departments who performs supplementary and technical work and other tasks required for the timely and high quality performance of tasks under the jurisdiction of any department that employs them.
3. A Government employee is normally a person who works for any one of the Governmental arms of Asgardia (Executive, Legislative, Judicial and in the Administration of the Head of Nation).
4. All civil servants are Government employees, but not all Government employees are civil servants.
5. A volunteer is a person who carries out activities on a voluntary basis, without the protection of labour or civil law relations in direction relation to those activities.

6. A volunteer can serve both as a civil servant and as a Governmental employee. In any case, any functions and powers of a volunteer, which need to be defined, shall be determined by the orders, directives and other regulations of the Parliament, the Government, the Court and the Head of Administration to the Head of the Nation, and may not conflict with the Constitution and the laws of Asgardia in effect.

■ Legal Basis

Pursuant to Asgardia Constitution Article 19.1, employment rights shall be regulated by Asgardia's laws in accordance with generally recognised principles and norms of international law.

PROVISIONS

■ Civil Service and Governmental Employees

Section 1

1. All functions and positions in governmental bodies and departments shall be performed by Governmental employees and civil servants.
2. In performing civil service, civil servants shall act pursuant to the laws and regulations enacted under Asgardia's Constitution.
3. Civil servants shall not discriminate against citizens based on any grounds contrary to the Constitution or legally established rights and freedoms.
4. Civil servants shall be obliged to execute the orders of the chief executives of government bodies and civil servants who are the immediate superior.
5. Civil servants shall be obliged to achieve set objectives and they shall be answerable for their actions and work performance through clearly defined reporting processes, which will be established in the normal course of employment.
6. Civil servants shall be entitled to receive protection in regard to their physical and moral integrity during the performance of their official activities.
7. Civil servants shall be entitled to a healthy and safe working environment.
8. Civil servants are entitled to salaries for the performance of their work if they are not volunteers and if labour, or other forms of civil-law relations involving compensation, are agreed with them. The payment of such salaries and other forms of compensation, should depend on the available budget of Asgardia.

9. The right to equal pay for equal work, or work of equal value, shall be afforded to civil servants.
10. Civil servants' salaries and benefits will be additionally regulated by separate Regulations.
11. Civil servants shall be treated justly and equally by their superiors, regardless of any criteria assigned to them; and provide them with equal opportunity for advancement, rewards and legal protection.
12. Civil servants shall be entitled to training through education and other forms of training for the advancement of their professional careers and for the benefit of Asgardia.
13. Employed civil servants shall be protected from any and all unjustified or unnecessary transfer or removal from their workplace.
14. Civil servants may run as candidates in any elections in Asgardia.
15. Civil servants will be provided a job description detailing their duties; the job description for employees shall constitute part of an employment contract, where duties, obligations and benefits are clearly specified.
16. Every civil servant and Governmental employee of Asgardia must be a full citizen or a resident of Asgardia and, before entering the civil service of Asgardia, will have paid all necessary fees.

■ Duties and Conduct

Section 2

1. Civil servants are obliged to perform their duties as described in their job descriptions correctly, dutifully and conscientiously.
2. Civil servants are prevented from receiving or seeking gifts for personal gain or the gain of the family members or organisations for any duties performed as part of their job description, where this conflicts with the interests of Asgardia.
3. Civil servants are obliged to provide information on performed tasks in line with normal reporting procedures and as specified in their job description.
4. Civil servants are obliged to perform their duties in a cost-effective and timely manner.
5. Civil servants are obliged to keep secret all confidential data and information, not only during the performance of their duties, but also after the termination of their duties for a specified period of time, dependent on the position of the civil servant and the level of their exposure to secret or sensitive data during the performance of their duties.

6. Civil servants are obliged to maintain official or other secrets as specified by law or other regulations.
7. Civil servants are obliged to ensure a high quality of professionalism in their work.
8. Civil servants are obliged to observe the work hours of the contract under which they are employed and use such time to perform their duties.
9. Based on a directive by the Government, civil servants will be regulated to work at separate sites, remote work and part-time work.
10. Civil servants shall behave in a manner that does not diminish their own reputation or the reputation of the Department for which they work or the reputation of Asgardia.
11. Civil servants shall not compromise their impartiality in performance of their duties.
12. Civil servants shall be obliged to refuse execution of orders that are illegal under the laws and constitution of Asgardia.
13. Civil servants may refuse to execute an order that represents a threat of his or her health unless such a special labour condition exists by law.

■ Conflict of Interest

Section 3

1. A civil servant, in addition to his or her work in Asgardia, may engage in other activities and work for profit, unless this creates a conflict of interest with his or her work (whether for hire or as a volunteer) in Asgardia in accordance with Asgardia's laws.
2. The civil servant already employed in Asgardia or seeking employment in Asgardia is required to provide his or her supervisor (employer) with information on his or her other occupations and obtain his or her consent that there is no conflict of interest with his or her employment in Asgardia.
3. The civil servant may be a member or executive officer of a body of companies or other legal persons, according to the Constitution of Asgardia.
4. In the performance of official duties, the civil servant may conduct oversight of companies or legal persons in whose operations he or she participates, according to the Constitution of Asgardia.

1. All civil servant posts shall have a job description with rules on filling the post.
2. Vacant civil servant posts shall normally be advertised as appropriate and in line with other official Asgardian Government announcements.
3. Selection from among candidates to fill vacant posts shall be conducted on the basis of expertise, skills, work experience, performance in previous work and results obtained by means of testing.
4. Persons shall, as a rule, be admitted to the civil service for either a fixed-term or a non-fixed term as defined in the contract, together with any probationary period.
5. The trial period for persons admitted to the Civil Service shall normally have a duration of between 3 and 6 months during which periodic evaluation assessment will be conducted.
6. The trial period in paragraph 5 shall not be enforced if the position is filled via inter-service transfer.
7. Upon conclusion of the trial period the civil servant shall be rated as satisfactory or unsatisfactory for the current position.
8. A civil servant securing unsatisfactory results for their current position shall be expelled from their current position and their employment shall end.
9. In the event of dismissal from employment in a civil service role, that person's remuneration shall cease.
10. Any dismissed people from the civil service, may again apply for other positions in the civil service.

1. Asgardia has the following civil society structure:
 - a. Asgardians (registered on Asgardia's website asgardia.space)
 - b. Residents (who have adopted the Constitution of Asgardia and obtained the resident status in accordance with the Citizenship Law and relevant legal acts)
 - c. Citizens (granted the citizen status in accordance with the Citizenship Law and relevant legal acts)
 - d. Area or District Representatives (Mayors) (elected in accordance with the current Law and relevant legal acts)

- e. Country and Sub-country Representatives (Consuls, Ambassadors or Prefects) nominated in accordance with the current Law and relevant legal acts)
 - f. Continental and Sub-continental Representatives (Ambassadors or Governors) (nominated in accordance with the current Law and relevant legal acts)
 - g. Members of Parliament (elected in accordance with the Constitution of Asgardia)
2. This civil society structure does not imply any discrimination or inequality of civil rights of certain categories in any way.
 3. This structure implies only the potential for the development of skills and competencies of persons involved in Asgardia, allows everyone to fulfill their ambitions, personal and professional qualities, the desire to achieve the ideals and Supreme Values proclaimed by the Constitution of Asgardia, and to contribute to the formation of a civil society in Asgardia.
 4. The activities of the above Representatives and members of Parliament is civil service in terms of this law.
 5. This model lays the groundwork for other laws and regulations.

■ Nation Representatives (Mayors, Consuls, Ambassadors, Prefects, Governors, Continental Representatives)

Section 6

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1. In order to carry out the representative functions of Asgardia in terrestrial territories, it is necessary to have an institute of self-governance and civil servants, namely Area or District Representatives (Mayors), Country and Sub-Country Representatives (Consuls, Ambassador or Prefects), Continental and Sub-Continental Representatives (Ambassadors or Governors).
 2. The authority of the Nation Representative shall be confirmed by the higher authorities of Asgardia in accordance with the position held and the procedure established for that position.
 3. The Nation Representative shall reside in the territory entrusted to him/her.
 4. The key goals and objectives of Nation Representatives of Asgardia are as follows:
 - a. ensuring interaction with Asgardians, residents, and citizens of Asgardia living in the territory of the respective Representative;
 - b. carrying out and facilitating Asgardian events both online and offline in the territory of the respective Representative;
 - c. promoting the values of Asgardia;

- d. engaging the public in Asgardian projects and initiatives;
 - e. engaging the public in the Asgardian economy;
 - f. preventing the emergence of negative information about the Nation of Asgardia, its leadership, and the Head of Nation within his/her authority and with the approval of a higher authority;
 - g. representative functions of the Asgardian community in the entrusted territory in relations with other authorities, at official protocol events (online or offline), and others;
 - h. other activities aimed at the development of Asgardia, achievement of its ideals and Supreme Values proclaimed by the Constitution, within his/her authority;
5. The budget of Asgardia may be allocated for the financial support of the activities of Nation Representatives, should such funds be available.
 6. The Nation Representative shall regularly submit a report on the results of his/her activities in the respective territory to the higher authorities.
 7. The Nation Representative shall be entitled to full and comprehensive information support from a higher authority with regard to issues arising in the course of his/her official duties.
 8. The powers of the Nation Representative shall terminate prematurely in the following cases:
 - a. Voluntary resignation by submitting a written application to a higher authority specifying the date from which the resignation is expected to be in effect;
 - b. Revocation by the voters of the respective territory, with 50% + 1 vote in favor of the powers revocation;
 - c. Revocation initiated by a higher authority in case of detection of inaccuracy (falsification) of the information provided, occurrence of criminal prosecution, performance of actions discrediting Asgardia, as well as in case of violation of laws and the Constitution of Asgardia;
 - d. Death.
 9. Conditions, procedures, terms of office, criteria for evaluating the performance of Nation Representatives with due regard to the position held, and individual characteristics of terrestrial jurisdictions, local traditions, and other factors, shall be developed and regulated by the Government.

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1. In order to have its terrestrial presence and develop its activities within the framework of Asgardia's goals and objectives, this law establishes the basic structure of representative offices of Asgardian authorities in different Earth regions.

2. Each representative office of Asgardia shall have staff classified as civil servants to perform official functions of the authorities on the regional territory of the respective representative office.
3. Asgardia's representative offices are categorized depending on the level of authority and functions delegated to the office.
4. The priority (core) representative offices include the following:

COUNTRY	CAPITAL or BIGGEST CITY
EURASIA	
Austria	Vienna
China	Beijing
Russia	Moscow
India	Delhi
NORTH AMERICA	
USA	New York
Canada	Montreal
Mexico	Mexico City
SOUTH AMERICA	
Brazil	Rio de Janeiro
Argentina	Buenos Aires
AUSTRALIA	
Australia	Sydney

AFRICA	
Ethiopia	Addis Ababa
ANTARCTIC	
Asgardia	Asgard

5. The list of representative offices should be further expanded and refined, taking into account the level of development of Asgardia's institutions and the budget for opening new offices and maintaining their vital functions.
6. All additions and changes to the list of representative offices are made by legal acts of the Government and approved by the Head of Nation.

Chair of Parliament



Lembit Öpik