

Civil Service Reform & Structural Adjustment



S.K. DAS

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Civil Service Reform And Structural Adjustment:

Civil Service Reform and Structural Adjustment S. K. Das,1998 **Civil Service Reform and the World Bank** Barbara Nunberg,John R. Nellis,1995-01-01 Annotation Surveys the World Bank s experience in supporting developing country civil service reforms and begins to assess the progress made The World Bank recognizes the importance of the civil service to the general welfare of the 4 6 billion people in low and middle income countries Between 1981 and 1991 civil service reform was a prominent feature of 90 World Bank lending operations This paper surveys the Bank s experience in supporting this reform and assesses the progress made The lending operations concentrated on two separate dimensions 1 Shorter term emergency steps to reform public pay and employment policies which center on measures to contain the cost and the size of the civil service 2 longer term civil service strengthening efforts directed toward ongoing sustained management improvements After examining the record of these reforms the authors conclude that the results have been mixed at best They recommend greater emphasis on devising a coherent far reaching strategy for reform and on detailing the set of tactics by which these goals will be achieved **Civil Service Reform** ,2002-06-04 The World Bank and the IMF hosted a workshop in September 2001 to review the effectiveness of programmes for civil service reform and to propose ways to improve future joint efforts Participants considered case studies of civil service administrations in 11 countries The main conclusion reached was that both organisations should be involved in collaboration earlier in the reform process helping national administrations to develop a medium term fiscal framework foster politically feasible reforms and strengthen data collection Civil Service Reform in Latin America and the Caribbean Shahid Amjad Chaudhry,Gary James Reid,Waleed Haider Malik,1994-01-01 This collection of papers was presented at the World Bank Conference on Civil service reform in Latin America and the Caribbean held in 1993 The goal of the conference was to promote the flow of ideas among researchers and practitioners in the civil s **A Decade of Civil Service Reform in Sub-Saharan Africa** Mr.Ian Lienert,Jitendra R. Modi,1997-12-01 This paper assesses a decade of experience in civil service reform in a sample of 32 sub Saharan African countries Many countries have made an important start towards reducing excessive staffing levels and the nominal wage bill but less progress has been made in decompressing salary differentials in favor of higher grade staff In the CFA franc zone countries real wages fell sharply after the 1994 devaluation but the wage bill relative to tax revenue is still high in many countries There is a need to consolidate quantitative first generation reforms that contribute to macroeconomic stabilization Equally important is the need to make progress on qualitative second generation reforms especially remuneration and promotion policies that reward performance and measures to improve civil service management Such policies will require strong political commitment by governments Civil Service Transformation for Structural Adjustment Victor Ayeni,1992 A Governance Approach to Civil Service Reform in Sub-Saharan Africa Mamadou Dia,1993-01-01 Inefficient civil service administrations are jeopardizing future development in many African countries The reforms

suggested in this paper would make these administrations more accountable enforce the rule of law and reward bureaucrats solely on their

Reforming Public Institutions and Strengthening Governance, 2000-01-01 The critical importance of well performing public institutions and good governance for development and poverty reduction has come to the forefront in the 1990s Reforming public institutions is a complex and difficult task This publication is primarily intended as a guide for World Bank staff but it is also intended to serve the broader development community It outlines a strategy which envisions significant changes in the focus of the Bank's work in this area Some of these changes such as an enhanced focus on governance capacity building and anticorruption are already underway The agenda for the next three years is to continue to foster these changes through the advancement of analytical tools new approaches to the design of lending operations expanded emphasis on partnership with clients and other donors and progressive shifts in staffing incentives and evaluation techniques Included as an annex is an inventory of the Bank's governance and institutional reform programs which are in place

Public Sector Reform in Developing and Transitional Countries Christopher Rees, Farhad Hossain, 2013-09-13 Over recent decades decentralization has emerged as a key Public Sector Reform strategy in a wide variety of international contexts Yet despite its emergence as a ubiquitous activity that cuts across disciplinary lines in international development decentralization is understood and applied in many different ways by parties acting from contrary perspectives This book offers a fascinating insight into theory and practice surrounding decentralization activities in the Public Sectors of developing and transitional countries In drawing on the expertise of established scholars the book explores the contexts achievements progress and challenges of decentralization and local governance Notably the contributions contained in this book are genuinely international in nature the chapters explore aspects of decentralization and local governance in contexts as diverse as Ghana Hong Kong India Indonesia Kazakhstan Morocco Tanzania Uganda and Viet Nam In summary by examining the subject of decentralization with reference to specific developing and transitional Public Sector contexts in which it has been practiced this book offers an excellent contribution towards a better understanding of the theory and practice of decentralization and local governance in international settings This book was published as a special double issue of the International Journal of Public Administration

Management of Public Service Reform Joan Corkery, 1998 The reform of public administration to adapt to the pressures and new requirements of an ever changing world has become a major global phenomenon This study has been produced by the International Institute of Administrative Sciences and the European Centre for Development Policy Management

Civil Service Reform in Francophone Africa 'Ladipo Adamolekun, Guy de Lusignan, Armand Atomate, 1997-01-01 The world's financial markets are rapidly integrating into a single global marketplace and developing countries are being drawn into this process starting from different points and moving at various speeds Those with adequate institutions and sound policies in place may proceed smoothly along the road toward financial integration and gain the many benefits that integration can bring Most of the developing economies lack many of

the necessary prerequisites for such a move a few are so unprepared that integration may do them more harm than good Developing countries may have little choice about whether to follow this path advances in communications and new developments in finance have made the course inevitable but they may still choose the ways in which they proceed choosing the policies that benefit the economy and averting potential shocks This World Bank report looks at the important challenges both sets of countries face in a new age of global capital The book presents new and compelling evidence that while low interest rates in industrial countries provided an initial impetus to the surge in private capital flows during 1989-93 these flows have entered a new phase driven by increased financial integration The report analyzes the causes and effects of integration with a particular emphasis on how developing countries in the nascent stages of integration can learn from the experiences of the more rapidly integrating developing countries

Public Sector Pay and Employment Reform Barbara Nunberg, 1988 Overstaffed bureaucracies afflicted by eroding salaries demoralization corruption moonlighting and chronic absenteeism are often unable to carry out the key tasks of economic recovery What should the Bank do about it

Who Matters at the World Bank? Kim Moloney, 2022 Who Matters at the World Bank explores who matters in a 32 year history 1980-2012 of policy change within the World Bank's public sector management and public sector governance agenda and is anchored within the public administration discipline and its understanding of bureaucracy bureaucratic politics and stakeholder influences In response to constructivist scholars concerns about politics and the organizational culture of international civil servants within international organizations Kim Moloney uses stakeholder theory and a bureaucratic politics approach to suggest the normality of politics policy debate and policy evolution The book also highlights how for 21 of those 32 years it was not external stakeholders but the international civil servants of the World Bank who most influenced led developed and institutionalized this sector's agenda In so doing the book explains how one sector of the Bank's work rose against the odds from being included in just under 3% of approved projects in 1980 to 73% of all projects approved between 1991 and 2012

Impact of Structural Adjustment in the Public Services (efficiency, Quality Improvement and Working Conditions). International Labour Organisation. Sectoral Activities Programme, 1995

Annual Report of the Chairman of the National Advisory Council on International Monetary and Financial Policies to the President and to the Congress for Fiscal Year ... National Advisory Council on International Monetary and Financial Policies (U.S.), 1989

Reforming the African Public Sector. Retrospect and Prospects Joseph R. A. Ayee, 2008 Reforming the African Public Sector Retrospect and Prospects is an in depth and wide ranging review of the available literature on African public sector reforms It illustrates several differing country experiences to buttress the main observations and conclusions It adopts a structural institutional approach which underpins most of the reform efforts on the continent To contextualize reform of the public sector and understand its processes dynamics and intricacies the book examines the state and state capacity building in Africa especially when there can be no state without an efficient public sector In addition the book addresses a number of

theories such as the new institutional economics public choice and new public management which have in one way or another influenced most of the initiatives implemented under public sector reform in Africa There is also a survey of the three phases of public sector reform which have emerged and the balance sheet of reform strategies namely decentralization privatization deregulation agencification co production and public private partnerships It concludes by identifying possible alternative approaches such as developing a vigorous public sector ethos and sustained capacity building to promote and enhance the renewal and reconstruction of the African public sector within the context of the New Partnerships for Africa s Development NEPAD good governance and the Millennium Development Goals MDGs

Developing Capacity Through Technical Cooperation Stephen Browne, 2024-11-01 Technical co operation involving northern experts transferring expertise to the south has not always worked In fact it has sometimes been counter productive fostering a dependency on outside help rather than creating a genuine indigenous capability This study by experts from Harvard University and the UN Development Programme UNDP uses a range of country studies to analyze what has worked in the past what hasn t and how to ensure that future co operation results in genuine capacity building and ownership of the new capabilities by the recipients It aims to offer a framework for evaluating different methods to achieve these goals The volume is a companion to the earlier Capacity for Development and should be useful for all those working in international development as well as researchers academics and students

Integrating People Management into Public Service Reform OECD, 1996-09-30 Using surveys and selected country case studies this monograph identifies the factors driving human resource management reforms in the national public administrations of OECD countries

Leadership of change Great Britain: Parliament: House of Commons: Public Administration Select Committee, 2012-01-20 The new arrangements implemented at the top of the Civil Service on the retirement of Sir Gus O Donnell could lead to weaker leadership and disperse power at a critical time of change in government and that they will not succeed unless ministers and particularly the Prime Minister accords the two roles Cabinet Secretary and Head of the Civil Service equal power and status There is a risk that the Cabinet Secretary will be top dog and the Head of the Civil service will be relegated to a subservient role rendering him ineffective The report makes public for the first time an organisation chart of the new arrangements The key findings are doubts whether the new Head of the Civil Service Sir Bob Kerslake will be able to fulfil all the duties set out in his lengthy job description in the two days per week allocated to the post while also acting as Permanent Secretary in a major department of state Sir Bob must have the seniority and the ear of the Prime Minister in order to fulfil his role and parity of status with the Cabinet Secretary he must attend Cabinet regularly on the same basis as the Cabinet Secretary PASC recommends a full time Head of the Civil Service who should also be Permanent Secretary in the Cabinet Office overseeing a stronger centre of government able to implement change across Whitehall the Government should conduct a full of review these changes in July 2012

Terms of Employment and Working Conditions in Health Sector Reforms , 1998 Reviews the impact of health sector reforms on

health workers and the implication of changes in employment pay labour relations working conditions and terms of employment on the general performance of health systems in the light of the links between health policy human health and the economy

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Table of Contents Civil Service Reform And Structural Adjustment

1. Understanding the eBook Civil Service Reform And Structural Adjustment
 - The Rise of Digital Reading Civil Service Reform And Structural Adjustment
 - Advantages of eBooks Over Traditional Books
2. Identifying Civil Service Reform And Structural Adjustment
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an Civil Service Reform And Structural Adjustment
 - User-Friendly Interface
4. Exploring eBook Recommendations from Civil Service Reform And Structural Adjustment

- Personalized Recommendations
- Civil Service Reform And Structural Adjustment User Reviews and Ratings
- Civil Service Reform And Structural Adjustment and Bestseller Lists
- 5. Accessing Civil Service Reform And Structural Adjustment Free and Paid eBooks
 - Civil Service Reform And Structural Adjustment Public Domain eBooks
 - Civil Service Reform And Structural Adjustment eBook Subscription Services
 - Civil Service Reform And Structural Adjustment Budget-Friendly Options
- 6. Navigating Civil Service Reform And Structural Adjustment eBook Formats
 - ePub, PDF, MOBI, and More
 - Civil Service Reform And Structural Adjustment Compatibility with Devices
 - Civil Service Reform And Structural Adjustment Enhanced eBook Features
- 7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Civil Service Reform And Structural Adjustment
 - Highlighting and Note-Taking Civil Service Reform And Structural Adjustment
 - Interactive Elements Civil Service Reform And Structural Adjustment
- 8. Staying Engaged with Civil Service Reform And Structural Adjustment
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Civil Service Reform And Structural Adjustment
- 9. Balancing eBooks and Physical Books Civil Service Reform And Structural Adjustment
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Civil Service Reform And Structural Adjustment
- 10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
- 11. Cultivating a Reading Routine Civil Service Reform And Structural Adjustment
 - Setting Reading Goals Civil Service Reform And Structural Adjustment
 - Carving Out Dedicated Reading Time
- 12. Sourcing Reliable Information of Civil Service Reform And Structural Adjustment

- Fact-Checking eBook Content of Civil Service Reform And Structural Adjustment
- Distinguishing Credible Sources
- 13. Promoting Lifelong Learning
 - Utilizing eBooks for Skill Development
 - Exploring Educational eBooks
- 14. Embracing eBook Trends
 - Integration of Multimedia Elements
 - Interactive and Gamified eBooks

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