Civil Service Reform And Decentralization World Bank

Politics, Bureaucrats and Administrative Reform

Leadership and Public Sector Reform in Asia

The fall of Communist regimes in Eastern Europe raised the complex question of how social services were to be distributed and administered in countries with legacies of highly centralized state. In Poland, a series of reforms attempted to modify and decentralize social service programs. Yet with Poland's second round of decentralization, long-held and clearly specified reform goals were undermined from the very outset. In this insightful, detailed, and carefully argued study, Janelle A. Kerlin demonstrates how and why reforms, intended to improve services and increase citizen participation in social service programming, largely failed to meet expected goals. The politics of reform development—including political deals, exclusionary tactics, and hidden maneuvering by Polish policymakers—prevented any significant upgrade of services or real change in decision-making structures. Conflicting ideologies and pressures on policy actors stemming from historical, institutional, political, and international sources often resulted in compromises that led to unfavorable public service outcomes. In this book, Kerlin uses focused interviews with leading reform actors and a nationwide representative survey of two hundred public social service institutions to develop a model that connects the politics of the decentralization process with service outcomes. Not only students of the former Soviet bloc, but also those interested in the links between politics and policy outcomes more broadly will find in this volume an informative and instructive case study that has far-reaching implications.

Democracy and Public Management Reform

Governing and Institutional Re-engineering Since the early 2000s, decentralization has been espoused as a major policy goal of successive Zambian governments. With the passing of the 2019 Local Government Act, a greater understanding is needed of how decentralization has progressed thus far in Zambia and how political economy dynamics have constrained the process. As such, a survey was conducted with 153 bureaucrats across 16 councils in four Zambian provinces, complemented by interviews with elected ward councilors. Three key findings emerge. First, the organizational setting in which councils operate undermines the continuity of service provision. In particular, transfers of staff by the Local Government Service Commission (LGSC), partially driven by the growth in the number of councils in recent years, increases pressure on the wage bill of local authorities, creates uncertainty for civil servants, and undermines institutional memory. Second, the unwillingness to cede genuine autonomy to local councils by the Ministry of Local Government (MLG) repeatedly emerged. A perception of low levels of consultation with council bureaucrats and elected councilors, especially when statutory instruments are issued, reinforce that accountability remains upwards to the MLG rather than downwards to citizens. Third, within the councils, there is a mismatch in incentives between the bureaucrats and politicians that can undermine policy implementation; while the former respect authority and attention to procedures, the latter are focused on constituents' priorities and may bypass formal procedures to deliver to their voters. Based on interviews with market committees and solid waste companies, these dynamics have negative externalities on citizen perceptions and service provision in urban areas. As one of the few analyses conducted with local bureaucrats to assess their experiences with decentralization, the study aims to advance both policy and scholarship about the political economy dynamics surrounding efforts to strengthen subnational capabilities in developing countries.

Civil Service Reform in the States

While public administration practice and education in general have become considerably professionalized in the last decade, existing knowledge on public administration in Southeast Asia is fragmented at best, and often devoid of a useful reference. While journal articles and government reports provide decentralized information, Public Administration in Southeast Asia: Thailand, Philippines, Malaysia, Hong Kong and Macao takes a comprehensive and comparative look at the major components of administration systems. The selection of countries and regions included reflects the diversity of Southeast Asia. Organized by Country, the handbook fills a critical need by bringing together leading scholars who provide an insider perspective and viewpoint on current and advanced issues. Divided into five sections, each dedicated to a particular country, the text outlines topics relevant to modern public administration, including: History and Political Context of Public Administration, Decentralization and Local Governance, Public Ethics and Corruption, Performance Management, and Civil Service Reform. The book fills a critical need by bringing together leading scholars who provide an insider perspective and viewpoint on current and advanced issues. Divided into five sections, each dedicated to a particular country, the text outlines topics relevant to modern public administration, including: History and Political Context of Public Administration, Decentralization and Local Governance, Public Ethics and Corruption, Performance Management, and Civil Service Reform. The book fills a critical need by bringing together leading scholars who provide an insider perspective and viewpoint on current and advanced issues. Divided into five sections, each dedicated to a particular country, the text outlines topics relevant to modern public administration, including: History and Political Context of Public Administration, Decentralization and Local Governance, Public Ethics and Corruption, Performance Management, and Civil Service Reform. The book fills a critical need by bringing together leading scholars who provide an insider perspective and viewpoint on current and advanced issues. Divided into five sections, each dedicated to a particular country, the text outlines topics relevant to modern public administration, including: History and Political Context of Public Administration, Decentralization and Local Governance, Public Ethics and Corruption, Performance Management, and Civil Service Reform.
The Handbook on civil service systems is truly international and comparative. It covers and compares countries from all continents. It also connects historical (Weberian) legacies to contemporary challenges such as colonialism, reform, poverty, economy, decentralization, financing, media, political structures, and more. Given the analytical perspective of the product, it is expected that the handbook will be a comprehensive study of the civil services of the world. The handbook is divided into several parts, each focusing on a specific aspect of civil service reform. The first part deals with the historical context of civil service reform, while the second part discusses the current state of civil service reform in different regions. The third part focuses on the challenges and opportunities for civil service reform in the future. The handbook is a valuable resource for policymakers, academics, and practitioners interested in civil service reform. The editors bring together a cohesive study of the major issues and regions and take an analytic approach with the strong problem-solution application. Regions addressed range from South Africa, Congo, Uganda, Nigeria, Ghana, Mauritius, and Botswana. Themes include colonialism, reform, poverty, economy, decentralization, financing, media, political structures, and more. The handbook concludes with an examination of the relationships of policy design and its destination, service delivery, the book discusses the historical development of the state that has gone through upheavals in government and explores a decentralized political economy that ultimately results in a need for sweeping measures. The test examines the issues emerging policy-makers in Africa must tackle, namely poverty. Themes include colonialism, reform, poverty, economy, decentralization, financing, media, political structures, and more. The handbook concludes with an examination of the relationships of policy design and its destination, service delivery, the book discusses the historical development of the state that has gone through upheavals in government and explores a decentralized political economy that ultimately results in a need for sweeping measures. The test examines the issues emerging policy-makers in Africa must tackle, namely poverty.
Reforming the African Public Sector: Retrospect and Prospects

Civil service reforms in Pakistan

New Public Management Ongaro has made a major contribution to understanding the political and administrative systems of Southern Europe. The work goes beyond that, however, by providing an excellent example of comparative analysis in general. This book should be read by all students of comparative administration. B. Guy Peters, University of Pittsburgh, US and City University of Hong Kong This is an important book for several reasons. Public sector reform debates and policies have been heavily influenced by Anglo-Saxon models, and literature on reforms in the Latin part of Europe has, until now, only been available in a fragmented way. However, this unique new book offers a coherent vision across Southern Europe. It refers to important parts of our history and how these still influence current times. It also shows that culture does make a difference, and that contingencies are important. European public sector reform is as diverse as the range of its administrative histories, and this book is therefore crucial in our understanding of the future in relation to the past. Geert Bouckaert, Public Management Institute, Katholieke Universiteit Leuven, Belgium, and European Group for Public Administration This systematic, thorough and insightful book offers one of the very rare comparative studies of public management reforms in Italy, France, Greece, Portugal and Spain. A unique and most valuable study. Walter Kickert, Erasmus University Rotterdam, the Netherlands Scholars of public management reform have been at it for many years but there was always a gap: little was really known about southern Europe, those countries that come from the Napoleonic tradition. Now, Professor Edoardo Ongaro of Bocconi University has filled that gap, and we will all profit from his diligent and insightful work. Jeffrey D. Strausman, Nelson A. Rockefeller College of Public Affairs and Policy, University at Albany, US Theoretical eclectic and empirically rich, this is a much-needed volume on the dark side of the moon, that is, public management reform outside the Anglo-Saxon world. Edoardo Ongaro sheds light on Italy and four other Napoleonic systems by producing a far-reaching comparative analysis that also captures the effects of Europeanization and multi-level governance on public management reforms. Ambitious yet ultimately accessible, this book is a must-read for those who want to understand and understand the trajectories of reform in their historical context. Claudio Radaelli, University of Essex, UK The reader will find in Professor Ongaro’s book a clear and thorough discussion of the public sector reform process both in Italy and southern European countries based upon a systematic comparative framework. This is a very useful and original work that any student in comparative politics or public administration will highly appreciate. Luc Bouhan, CNRS, Centre de Recherches Politiques de Science Po (CEVIPOF), Paris, France This scholarly volume makes an interesting and distinctive contribution to the global public management reform debate by offering an analysis of reform trajectories in an important but rather neglected group of Southern European countries. Evan Ferlie, King’s College London, UK Since the 1980s, a wave of reforms of public management has swept the world. The investigation into the effects of such major transformations has, however, been unbalanced: important countries have received only limited attention. This timely book fills the gap by investigating the dynamics of contemporary public management reform in five European countries that have experienced the Napoleonic tradition France, Greece, Italy, Portugal, Spain. Edoardo Ongaro presents an in-depth investigation of the reform of public management in these countries, revisiting major topics of theoretical interest in the study of public administration. He addresses key issues regarding the influence of the past on the transformation of the public sector.

Sector Reform in Developing and Transitional Countries 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.

Balance, Accountability, and Responsiveness Reforming the African Public Sector: Retrospect and Prospects 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 contextualise reform 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 management system. The book then considers the historical and theoretical context of public administration and public sector management, encompassing issues such as the Weberian legacy, gauged impacts and the hollow-out state thesis. The debate between Anglo-American influenced systems versus the continental European approach to organizing the civil service is also addressed.

Stock Taking on Indonesia's Recent Decentralization Reforms

Opportunities and Constraints for Civil Service Reform in Indonesia Effective governance is one of the key challenges for both developing and developed countries. Governments, today, are increasingly encountering complex and cross-cutting issues such as economic and financial volatility, internal and external conflicts, growing social tensions, adverse demographic trends, adverse demographic trends, weak regulatory regimes, huge infrastructure and service delivery gaps, state and elite capturing and sustaining power. The book offers an original, comprehensive and multidisciplinary analysis of the impact of the New Public Management in the UK, and situates these analyses in a broader comparative perspective. Its chapters consider: competing typologies of NPM issues of professionalism within NPM debates on social exclusion and equity and the role of different research approaches in evaluating NPM the evolving British experience.
Decentralizing The Civil Service Assesses recent civil service reforms undertaken by state governments.

Public Administration in Africa Includes statistics.

Reform and Decentralization of Agricultural Services Usually functioning in parallel to the proportional electoral system, community-level governments are rooted in mostly rural areas where traditional agricultural production is the norm. The legitimacy of community-level governments is based on trust and a higher sense of community responsibilities and this study finds that they could well serve as advocates of community issues, messengers in elected local councils, providers of some community public services on behalf of local government, and managers of public administration matters. Mind Your Own Business! recognizes the potential of community-level governments for new forms of representation and alternative accountability mechanisms away from the center of government. This study compares the historical precedents in South Eastern Europe and Poland for community-level governance before moving to contrast the current practice and the future of this valuable resource for bringing services and rights to rural communities. Any further decentralization reforms in the public sector must consider how to develop power in such a decisive way that local communities are empowered by opportunities for sustainable development. Book jacket.

Public Administration in Southeast Asia Present day knowledge about public sector reforms in Asia is quite scattered and seldom focuses on the challenges of leadership. This book seeks to address this issue by presenting country cases that reflect the great diversity of the region.

Government and Policy-Making Reform in China China's rapid economic development has not translated automatically into political development, with many of its institutions still in need of major reform. In the post-Mao era, despite the decentralization of local government with significant administrative and fiscal authority, China's government and policy-making processes have retained much of the inefficiency and corruption characteristic of the earlier period. This book analyzes the implementation of government and policy-making reform in China, focusing in particular on the reform programmes instituted since the early 1990s. It considers all the important areas of reform, including the enhancement of policy-making capacity, reform of taxation and fund transfer policies, tightening of financial control, civil service reform and market deregulation. Bill K.P. Chou assesses the course of policy reform in each of these areas, considers how successful reforms have been, and outlines what remains to be done. In particular, he explores the impact on the reform process of China's entry into the WTO in 2001, demonstrating that the process of reform in China has been one of continuous conflict between the agenda of political elites in central government, and the priorities of local leaders, with local agents often distorting, delaying or ignoring the policies emanating from the central government.

Stabilization of Local Governments

Fiscal Decentralization Reforms

Civil Service System and Civil Service Reform in ASEAN Member Countries and Korea Across the globe, governments are ending civil service as we know it. This volume presents the newest research that explores efforts to replace civil service systems with more flexible, non-tenured systems. Featuring both original and previously published essays by many of the leading practitioners and professors in the field of public administration, Radical Reform of the Civil Service asks big questions. Is radical reform of public administration necessary? What is the scope of these reforms? What are the dangers of reform and why is it happening now? The essays in this book should be read by anyone interested in the future of public management.

Decentralizing Building the Republican State is an insightful analysis of the new state and the new public management in the last phase - the social-liberal and republican state. To understand such stages the author develops the theory of republican rights, as a fourth type of citizenship right, after the civil, the political, and the social rights. The book contains an original model of reform, in which the roles of the state, the forms of ownership, the types of public administration, and the organizational-institutions indicated in each situation are put together. Additionally, the book discusses the political theories behind the reform, and its political implications. Throughout the book, the author underlines the complementary roles of markets and the state, and the importance of building state capacity to assure administrative efficiency, always having in count the ‘democratic constraint’, i.e., the prevalence of the political over the economic realm. This is essential reading both for those studying political theory and government reform, as well as for anyone interested in state politics and globalization.

Civil Service Reform

World Bank Group: Governance and Public Sector Reform This book aims to examine the impact of fiscal decentralization on subnational resource mobilization capacity, and on macroeconomic stability, in four African countries. Field research conducted in Benin, Burkina Faso, Ghana and Mali, constituted the basis for a rigorous and detailed examination of the decentralization process in each country. One of the intriguing findings is that increased subnational tax autonomy significantly reduces the size of the central government and improves the central government budget balance in the sample countries. Recommendations are: (a) the design and implementation of decentralization mechanisms must be based on the principles of stability, transparency, accountability, and equity; (b) frequent dialogue between the central and sub-national governments, and an active association and cooperation of local and regional levels of government in the formulation of macroeconomic objectives will improve the chances of successful decentralization programs; (c) authorities must heighten their campaigns to educate local populations on decentralization reforms. Full and educated participation of all citizens at the grassroots level is critical to the success of decentralization programs. In all, the book focuses on its analysis on the capacity of local communities in Africa for autonomous development and self-governance, and that, is a refreshing addition to the literature.

Managing the Transition Governance and Institutional Re-engineering comprises a series of thought-provoking articles on governance and the institutions of governance. It commences with what amounts to a plea by a well-respected academician in the field of Public Administration, Gerald Caiden, in an article entitled “Towards Cleaner Government.” The book brings together scholars from across the world. In setting out their various perspectives, integrity in public life, women and politics and neighbourhood management among the various themes, the writers demonstrate the range and diversity of debates involved in the governance of any country. The book was certainly successful in presenting an interesting, informed, well-written discussion of contemporary challenges and recent discussions in the field of government and public administration.
Decentralization and Reform in Africa: 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 service.

Mind Your Own Business!

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