



REHABILITATING GOVERNMENT

PAY AND EMPLOYMENT REFORM IN AFRICA

EDITED BY
EDWARD L. LINDAUER
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THE WORLD BANK REFORMS AND RESTRUCTURING SERIES

Rehabilitating Government Pay Employment Reform In Africa World Bank Ser

**Benno J. Ndulu, Nicolas Van De
Walle, Simon Appleton**



Rehabilitating Government Pay Employment Reform In Africa World Bank Ser:

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

Government Employment and Pay Salvatore Schiavo-Campo,Giulio De Tommaso,Amitava Mukherjee,1997

Rehabilitating Government David L. Lindauer,Barbara Nunberg,1994-01-01 Analyzes the issues affecting income security for the elderly in both developing and industrial nations Systems providing financial security for the old are under increasing strain throughout the world Changing demographics have led to an increased proportion of old people in the general population Traditional means of support for the old such as extended families are weakening Meanwhile formal systems such as government backed pensions have proven unstable For these reasons economists policymakers and government officials are exploring ways to address such issues as How to ensure financial security for the old and the best ways of paying for such security The roles of the public and private sectors when systems are used to enhance rather than detract from economic growth This study the first comprehensive and global examination of old age security addresses such issues It identifies three functions of old age financial security programs redistribution saving and insurance It evaluates the policy options for meeting these functions using two criteria their impact on the aged and their impact on the economy as a whole The study suggests that financial security for the old and economic growth would be better served if governments relied on three systems 1 A publicly managed system with mandatory participation and the limited goal of reducing poverty among the old 2 A privately managed mandatory savings system 3 A voluntary savings system These three systems would ensure against the many risks of old age The study concludes that a combination of different income security policies is more effective than any single approach and that all countries should begin planning for their aging populations now A Copublication of the World Bank and Oxford University Press

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

African Economies and the Politics of Permanent Crisis, 1979-1999 Nicolas Van de Walle, 2001-09-24 This Book explains why African countries have remained mired in a disastrous economic crisis since the late 1970s It shows that dynamics internal to African state structures largely explain this failure to overcome economic difficulties rather than external pressures on these same structures as is often argued Far from being prevented from undertaking reforms by societal interest and pressure groups clientelism within the state elite ideological factors and low state capacity have resulted in some limited reform but much prevarication and manipulation of the reform process by governments which do not really believe that reform will be effective Agenda for Africa's Economic Renewal Benno J. Ndulu, Nicolas Van De Walle, Simon Appleton, In Agenda for Africa s Economic Renewal ten experts from Africa Europe and the United States look beyond structural adjustment and identify the strategic elements that are needed to engineer Africa s economic recovery in the coming years Starting from the considerable degree of consensus among policymakers and scholars about what ails African economies the authors analyze the key choices that need to be made in the critical areas of agriculture trade and industry state capacity and the social sectors The authors consider these strategic priorities in the extremely fragile environment of democratic rule in many countries of the region and they stress the long overdue need to focus directly on the political implications of economic policy choices

Corruption and Development in Africa K. Hope, B. Chikulo, 1999-08-18 Bringing together a distinguished cast of contributors the book provides an authoritative and definitive analysis of the theory practice and development impact of corruption in Africa Combating corruption is demonstrated to require greater priority in the quest for African development

Handbook of Public Administration B. Guy Peters, Jon Pierre, 2003 This major international handbook provides a complete review and guide to past and present knowledge in this essential field of inquiry Assembling an outstanding team of scholars from around the world it comprehensively explores the current state of the art in academic thinking and the current structures and processes for the administration of public policy following this period of rapid transformation and change

Democratic Reform in Africa Emmanuel Gyimah-Boadi, 2004 After more than a decade of reform efforts in Africa much of the optimism over the continent s prospects has been replaced by widespread Afropessimism But to what extent is either

view well founded Democratic Reform in Africa plumbs the key issues in the contemporary African experience including intrastate conflict corruption and the development of civil society highlighting the challenges and evaluating the progress of political and economic change Case studies of Botswana Mozambique Nigeria and South Africa complement the thematic chapters exploring the interactions between democracy and development Devolution and Development Mwangi S. Kimenyi, 2018-01-18 Through a collection of unique case studies and theoretical analyses this work examines the genesis and impact of decentralization reforms in developing and transition countries In particular the volume shows how decentralization affects governance and efficiency in the provision of public goods and under what conditions decentralization seems to deliver its theoretical benefits Analyses in the book address current concerns about the interaction of decentralization with social and political structure resource mobilization public goods provision and corruption This work will be invaluable to scholars of politics development studies and regional studies Unlocking The Human Potential For Public Sector Performance World Public Sector Report 2005 United Nations, 2006 The conditions of globalization including economic integration fiscal discipline introduction of information communications technologies and democratic governance have increasingly forced states to redefine their role in public management and to reform the public administration system However there is growing realization among decision makers that policy and institutional reform per se will not be sufficient to revitalize the public sector Major strengthening of the knowledge skills values attitudes and leadership abilities of human capital is also needed to transform the public sector particularly in developing countries and countries with economies in transition This year's report is expected to contribute to global and national debates on this topic Publisher's description

The Politics of Property Rights Institutions in Africa Ato Kwamena Onoma, 2010 This book provides unique insight into the relationship of institutions that govern land rights to local and national politics in African countries **Handbook of Public Administration** W. Bartley Hildreth, Gerald J. Miller, Jack Rabin, 2018-01-19 Since the publication of the previous edition the best selling Handbook of Public Administration enters its third edition with substantially revised updated and expanded coverage of public administration history theory and practice Edited by preeminent authorities in the field this work is unparalleled in its thorough coverage and comprehensive references This handbook examines the major areas in public administration including public budgeting and financial management human resource management decision making public law and regulation and political economy Providing a strong platform for further research and advancement in the field this book is a necessity for anyone involved in public administration policy and management This edition includes entirely new chapters on information technology and conduct of inquiry In each area of public administration there are two bibliographic treatises written from different perspectives The first examines the developments in the field The second analyzes theories concepts or ideas in the field's literature **Public Officials and Their Institutional Environment** Nick P. Manning, Ranjana Mukherjee, Ömer Gökçekü?, 2000 A framework for understanding both bad public sector performance

and good through surveys of public officials and for presenting the results to policymakers in a format that leads to more informed choices about public sector reform

Does Indonesia Have a "low Pay" Civil Service Deon Filmer, David L. Lindauer, 2001 Indonesia has long been characterized as having a low pay civil service which is in turn used to explain corruption at various levels of government Analysis of individual and household level data show that the earnings of government employees on average is comparable to what they might earn in the private sector Changing the structure of compensation may be an important part of civil service reform but should not be seen as the main instrument to address corruption

The SAGE Handbook of Governance Mark Bevir, 2010-12-14 The study of governance has risen to prominence as a way of describing and explaining changes in our world The SAGE Handbook of Governance presents an authoritative and innovative overview of this fascinating field with particular emphasis on the significant new and emerging theoretical issues and policy innovations The Handbook is divided into three parts Part one explores the major theories influencing current thinking and shaping future research in the field of governance Part two deals specifically with changing practices and policy innovations including the changing role of the state transnational and global governance markets and networks public management and budgeting and finance Part three explores the dilemmas of managing governance including attempts to rethink democracy and citizenship as well as specific policy issues such as capacity building regulation and sustainable development This volume is an excellent resource for advanced students and researchers in political science economics geography sociology and public administration Mark Bevir is a Professor of Political Science at the University of California Berkeley

Structural Adjustment, Reconstruction and Development in Africa Kempe Ronald Hope, 2019-06-04 First published in 1997 this volume is intended to make a contribution to both the literature and the contentious debate on the relationship between structural adjustment and reconstruction and development in Africa as seen from the multidisciplinary perspective of academics and practitioners working in Africa on African development problems and issues The implementation of structural adjustment in Africa has spawned a considerable and still on going debate with vociferous advocates on both sides of the issue particularly with respect to the efficacy of structural adjustment programmes SAPs as an antidote to Africa's development crisis This book contributes to that debate with a rich mixture of analytical views and ideas covering a wide range of countries and sectors on the role and impact of structural adjustment programmes on the process of reconstruction and development in Africa

Labor Issues in Infrastructure Reform Public-Private Infrastructure Advisory Facility, 2004 Fears of job loss and changes in employment status have often led workers and unions to oppose privatization and to take actions that delay or block reforms Many developing country governments have been reluctant to undertake reforms because of labor opposition and the political costs involved Such difficulties are often compounded by concerns about the social impact of reforms particularly in countries where social safety nets and labor markets are lacking The objective of the Toolkit which includes a CD ROM is to provide practical tools and information to

help policy makers and practitioners deal with these sensitive issues The Toolkit helps governments identify and select appropriate strategies and approaches offers guidelines for design and implementation based on best practice and actual experience and indicates the factors influencing the choice of strategy and options The Toolkit is illustrated with examples checklists and templates that walk decision makers through best practice methodologies

The Evaluation of Public Expenditure in Africa Henry J. Bruton, Catharine Hill, Arup Banerji, 1996-01-01 World Bank Technical Paper No 335

Describes the World Bank's successful interventions in three international river basins the Indus the Mekong and the Aral Sea to foster riparian dialogue cooperation and agreements The paper highlights the Bank's successes in these basins as model strategies to follow for avoiding the adverse impacts that riparian conflicts may have on economic development in other regions

Employment and Wages in the Public Sector International Monetary Fund, 1995-07-01 We study the determinants of employment and wages in the public sector using a new set of panel data for 34 LDCs and 21 OECD countries from 1972-92 by estimating equations suggested by an efficiency wage model We find that government employment is positively associated with the relaxation of resource constraints the revenue to GDP ratio and foreign financing in the case of developing countries and GDP per capita in the case of OECD countries urbanization the level of education and certain countercyclical pressures for government hiring the real effective exchange rate for developing countries and private employment for OECD countries Certain measures of government wages are positively associated with government revenues and negatively associated with the level of education government debt and countercyclical pressures

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