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Public Sector Pay and Employment Reform

Barbara Nunberg

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?

Public Sector Pay And Employment Reform A Review Of World Bank Experience

Ibrahim F.I. Shihata



Public Sector Pay And Employment Reform A Review Of World Bank Experience:

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 *Public Sector Pay and Employment Reform* Barbara Nunberg,1989-01-01 **Government Employment and Pay** Salvatore Schiavo-Campo,Giulio De Tommaso,Amitava Mukherjee,1997 *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 World Bank Anne C. M. Salda,1995 **The World Bank Legal Papers** Ibrahim F.I. Shihata,2021-11-15 *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

Analyzing the Distributional Impact of Reforms, 2 Aline Coudouel, Stefano Paternostro, 2005 The analysis of the distributional impact of policy reforms on the well being or welfare of different stakeholder groups particularly on the poor and vulnerable has an important role in the elaboration and implementation of poverty reduction strategies in developing countries In recent years this type of work has been labeled as Poverty and Social Impact Analysis PSIA and is increasingly implemented to promote evidence based policy choices and foster debate on policy reform options While information is available on the general approach techniques and tools for distributional analysis each sector displays a series of specific characteristics These have implications for the analysis of distributional impacts including the types of impacts and transmission channels that warrant particular attention the tools and techniques most appropriate the data source typically utilized and the range of political economy factors most likely to affect the reform process This volume provides an overview of the specific issues arising in the analysis of the distributional impacts of policy and institutional reforms in selected sectors Each chapter offers guidance on the selection of tools and techniques most adapted to the reforms under scrutiny and offers examples of applications of these approaches This is a companion to the first volume which offers guidance on trade monetary and exchange rate policy utility provision agricultural markets land policy and education

Public Enterprise Reform and the World Bank Ahmed Galal, 1990 How can the Bank refine its help to countries embarking on reform of public enterprises

Managing the Civil Service Barbara Nunberg, 1992 Centralized civil service management models provide the best starting point for most developing countries because decentralized agency systems require technological and human resources beyond their capabilities Some better endowed countries could use certain agency type features selectively moving toward an agency system as their institutional capabilities increase

Historical Dictionary of the World Bank Sarah Tenney, Anne C. Salda, 2013-10-30 When it was founded back in 1944 no one could possibly have foreseen how the World Bank known more formally as the International Bank for Reconstruction and Development IBRD would flourish Today with 188 members it is by far the largest lender for projects in agriculture health infrastructure and many other fields in developing countries around the world with a budget of billions of dollars and a staff of more than 9 000 and its advice is usually heeded by both the developing countries which borrow from it and the advanced ones which contribute This second edition of the Historical Dictionary of the World Bank shows the substantial progress the Bank has made this mainly through the dictionary section with concise entries on its component institutions related organizations its achievements in various fields some of the major projects and member countries and its various presidents The introduction explains how the Bank works while the chronology traces the major events over nearly 70 years Meanwhile the list of acronyms reminds us just who the main players are And the bibliography directs readers to useful internal documentation and outside studies

Constraints on the Success of Structural Adjustment Programmes in Africa

Charles Harvey, 2016-07-27 This book reports why orthodox structural adjustment measures do not have the expected results in Africa Orthodox measures may be necessary but are frequently not sufficient because of structural factors some peculiar to individual countries some found more widely Six chapters report on extensive fieldwork in Kenya Tanzania Zambia and Zimbabwe three chapters compare countries in Africa recovery from disaster labour markets new financial markets and one makes comparisons with Asia and Latin America of employment policies **Making services work for poor people** World Bank, *New Public Management* Kathleen McLaughlin, Ewan Ferlie, Stephen Osborne P, 2005-07-08 In this original comprehensive and multidisciplinary analysis of the impact of New Public Management in the UK leading international authorities present evaluations of current thinking and highlight the challenges for the future **Policy Transfer, New Public Management and Globalization** Ann Marie Bissessar, 2002-09-04 New public management as sketched by Bissessar social sciences U of West Indies St Augustine is a re engineered form of public administration that emphasizes decentralized administration contracting out and privatization and is heavily favored as a model to be imposed on developing countries by the institutions of neoliberalism Bissessar presents 10 essays that from the perspective of small Latin American and Caribbean countries tend to suggest that the transfer of this style of administration fails to be successful because of the lack of primary infrastructure although there are differences in both focus and emphasis among the contributors Annotation copyrighted by Book News Inc Portland OR *Economic Outlook for Southeast Asia, China and India 2015 Strengthening Institutional Capacity* OECD, 2015-03-23 The Economic Outlook for Southeast Asia China and India is an annual publication on Asia's regional economic growth development and regional integration process **Analyzing the Effects of Policy Reforms on the Poor** World Bank, 2010-05-05 This IEG evaluation requested by the World Bank's Board of Executive Directors represents the first independent evaluation of the PSIA experience The evaluation finds that The PSIA approach has appropriately emphasized the importance of assessing the distributional impact of policy actions understanding institutional and political constraints to development and building domestic ownership for reforms PSIAs have not always explicitly stated their operational objectives i.e. informing country policies informing Bank operations and/or contributing to country capacity PSIAs have had limited ownership by Bank staff and managers and have often not been effectively integrated into country assistance programs Quality assurance and Monitoring and Evaluation of the overall effectiveness of PSIAs have been weak The evaluation recommends that the World Bank Ensure that Bank staff understand what the PSIA approach is and when to use it Clarify the operational objectives of each PSIA and tailor the approach and timeline to those objectives Improve integration of the PSIA into the Bank's country assistance program by requiring that all earmarked funding for PSIAs be matched by a substantial contribution from the country unit budgets Strengthen PSIA effectiveness through enhanced quality assurance Government Reports Announcements & Index, 1993 Redefining the Role of Government in Agriculture for the 1990's John Nash, 1990-01-01 *The Human Factor in Governance* W.

McCourt,2006-10-06 This book explores the ways governments manage public employees in developing countries and how this in turn impacts on the success of national development and governance strategies It presents seven in depth case studies from developing countries in Africa and Asia and proposes ways forward for Human Resource Management in developing countries

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