



REHABILITATING GOVERNMENT

PAY AND EMPLOYMENT REFORM IN AFRICA

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THE WORLD BANK REFORMS AND RESTRUCTURES DEPARTMENT

Rehabilitating Government Pay Employment Reform In Africa World Bank Ser

Baporikar, Neeta



Rehabilitating Government Pay Employment Reform In Africa World Bank Ser:

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

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Government Employment and Pay Salvatore

Schiavo-Campo, Giulio De Tommaso, Amitava Mukherjee, 1997

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

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 *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 1972-1992 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.

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 **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 resourcemanagement 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 Gökçeku?,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 **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 **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 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 *Handbook of Research on Entrepreneurship Development and Opportunities in Circular Economy* Baporikar, Neeta,2020-06-26 With the need for sustainability a focus on developing an economic system that aims at minimizing waste commonly referred to as the circular economy is emerging Circular economy and studies related to it have gained worldwide attention as it seems to be an effective alternative economic system Naturally the circular economy will impact enterprises and will shift how entrepreneurship development and entrepreneurial opportunities are perceived developed and resourced The Handbook of Research on Entrepreneurship Development and Opportunities in Circular Economy is a collection of pioneering research that advances the understanding of entrepreneurship development identifies the opportunities and manages the entrepreneurship development policies and programs in order to further a circular economy In addition to entrepreneurship development and entrepreneurial opportunities the book will cover and discuss a number of other factors necessary for a successful transformation such as entrepreneurship and innovation entrepreneurship and change and entrepreneurship education While highlighting topics including consumer consumption knowledge management and linear

economics this book is ideally designed for entrepreneurs small business owners managers consultants organization development specialists policymakers researchers industry experts academicians and students

Leading Issues in Black Political Economy Thomas D. Boston, 2018-01-16 Leading Issues in Black Political Economy brings together the foremost experts on issues ranging from employment training and education of African Americans It also emphasizes macro economic concerns of business development with special emphasis on long term trends of black owned businesses The work emphasizes welfare considerations in an anti welfare epoch and the role of affirmative action now that it is under attack Attention is given to the role of race in the continuing disparity of income distribution in American society The highlights of Leading Issues include An Employment and Business Strategy for the Next Century A Comment by Thomas D Boston Long Term Trends and Prospects for Black owned Business by Andrew F Brimmer Is the U S Small Business Administration a Racist Institution by Timothy Bates Worker Re Training and Labor Market Outcomes A New Focus for Labor Research by James B Stewart Race Cognitive Skills Psychological Capital and Wages by Arthur H Goldsmith William Darity Jr and Jonathan R Veum and Reparations and Public Policy by Richard F America The overall findings suggest that empirical wage equation specifications do matter The role of psychological capital is critical in the marketplace Race is indeed an important determinant of wages especially when the influence of both cognitive skills and psychological capital are included in the wage equation This volume will be of crucial interest to economists political scientists sociologists and policy analysts studying African American life Thomas D Boston is editor of the Review of Black Political Economy and professor of economics at the Georgia Institute of Technology He is the co editor with Catherine L Ross of The Inner City Urban Poverty and Economic Development in the Next Century also available from Transaction

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

Practical Lessons for Africa from East Asia in Industrial and Trade Policies Peter Harrold, Malathi Jayawickrama, Deepak Bhattasali, 1996 Living Standards Measurement Survey Working Paper No 121 Explores the link between poverty and lack of infrastructure using the 1992 93 Viet Nam Living Standards Survey The household data indicate that in general access to infrastructure is almost equally bad for the poor and the non poor although there are some regional and urban rural differences The paper gives particular attention to the potential benefits from an expansion of irrigation infrastructure

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