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OECD Public Governance Reviews The Public Sector Salary System in Slovenia

2011-12-02

this report assesses the slovenian public sector salary system in doing so it examines the salary structure the job classification framework wage relativities level of compensation and method for determining wage increases and the wage

Competitive Salaries for Competent & Honest Government

1994

government compensation and employment policies are important for the efficient delivery of public services which are crucial for the functioning of economies and the general prosperity of societies on average spending on the wage bill absorbs around one fifth of total spending cross country variation in wage spending reflects in part national choices about the government s role in priority sectors as well as variations in the level of economic development and resource constraints

Managing Government Compensation and Employment – Institutions, Policies, and Reform Challenges

2016-08-04

case studies of singapore korea zambia zimbabwe and argentina show that in those countries which adjusted unsuccessfully real earnings declined sharply often with a further negative impact on output

Public Sector Pay and Adjustment

1997

this publication reviews performance pay schemes covering middle management and senior management levels in departments and agencies of central government and also looks at on a selective basis schemes for managers in other parts of the public

Salary and Wage Administration in the Public Service

1946

this report maps the current state of public service pay determination and pay systems in oecd countries and explores the different paths of reform that are being followed in different countries

Salary Standardization

1940

this report presents an overview of performance related pay policies prp for government employees in selected oecd member countries over the past two decades both the strengths and the weaknesses of prp policies are assessed the report explores

Better Government Personnel

1935

this study examines civil service pay and classification in bangladesh india nepal pakistan and sri lanka and developments in level and structures of employment and of pay there from 1977 to 1987 in that period civil service pay came under increasing pressure in south asia leading to a weakening of the civil service s traditional role as the leading employer in terms of pay conditions and job security

Public Management Studies Private Pay for Public Work Performance-Related Pay for Public Sector Managers

1993-02-16

we study the determinants of employment and wages in the public sector using a new set of panel data for 34 ldc's and 21 oecd countries from 1972-992 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

Public Management Occasional Papers Public Service Pay Determination and Pay Systems in OECD Countries No. 2

1994-07-01

this report argues that any new approaches to public sector pay must help to enhance external competitiveness of salaries promote internal equity throughout the public sector reflect the values of public organisations and align compensation with government s core strategic objectives

Performance-related Pay Policies for Government Employees

2005-05-20

monographic collection of essays on civil service and public service employment and wages in canada covers growth in number of civil servants and public servants wage determination wage differentials fringe benefits etc in the public sector at both national level and local level bibliography pp 186 to 188 references and statistical tables

Civil Service Pay in South Asia

1992

this volume based on the proceedings of a symposium held at the oecd provides a wide ranging analysis of what pay flexibility actually implies how it is developing in different countries and different parts of the public sector and what it is

Pay in the Public Sector

2004

analysis of policies for managing public sector wage bills in the middle east and central asia region while some work has been done recently at the fund on issues related to government employment and compensation to our knowledge this is the first study to systematically examine with a focus on the middle east and central asia region the recent trends and drivers of public wage bills in the region and to identify key policy implications

Employment and Wages in the Public Sector

1995-07-01

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.

Public Sector Compensation in Times of Austerity

2012-11-15

In this study we assess the size of the government wage bill and employment in the member countries of the Eastern Caribbean Currency Union and their implications for fiscal sustainability and the adequacy of public service delivery over the period 2005 to 2015. Their wage bill as a percentage of GDP, government revenues and expenditures is higher than in other small states notwithstanding recent efforts by governments to make it more manageable. The composition and distribution of employment is sub-optimal and is reflected in skills mismatches contributing to inefficiencies in public service delivery. Using a dynamic fixed effects panel we find that wage bill growth reflects the expansion of government activities to speed up economic and social development and that wage bill spending is procyclical in good times but is rigid during downturns. Finally, we identify the main institutional and legal reforms needed to improve wage bill management and public service efficiency.

Public Employment and Compensation in Canada

1978

on cover puma

Position-classification in the Public Service

1941

This supplement presents country case studies reviewing country experiences with managing wage bill pressures which are the basis for the compensation and employment

reform lessons identified in the main paper the selection of countries for the case studies reflects past studies carried out by either the imf or the world bank in the context of technical assistance or bilateral surveillance table 1 these studies provide important insights into the different sources of wage bill pressures as well as the reform challenges governments have faced when addressing these pressures over the short and medium term the studies cover 20 countries including five advanced economies six countries from sub saharan africa two countries in developing asia one country in the middle east and north africa three countries in latin america and the caribbean and three countries in central and eastern europe and the cis the structure of each case study is similar with each study starting with a presentation of the institutional coverage and framework for setting and managing the wage bill a description of employment and compensation levels including their comparison with the private sector and a discussion of the challenges that motivated the need for reforms and when applicable the reforms implemented and lessons derived from these

Public Management Studies Pay Flexibility in the Public Sector

1993-08-05

an estimated one out of five employees in this country works for some branch of government because policies concerning the compensation of these employees rest on assumptions about the economic dynamics of the public sector the issue of public sector employment is of vital importance in the analysis of the national economy in public sector payrolls leading economists explore the independent and interdependent functioning of the public and private sectors and their effect on the economy as a whole the volume developed from a 1984 national bureau of economic research conference focuses on various labor issues in military and other governmental employment several contributors discuss compensation in the armed forces and its relationship to that in the private sector as well as the interaction between the military and the private sector in the employment of youth this latter is of particular interest because studies of youth employment have generally ignored the important influence of military hiring practices on labor market conditions in other contributions the response of wages and employment in the public sector to economic conditions is analyzed and a detailed study of government pension plans is presented also included is a theoretical and empirical analysis of comparable worth in the public sector from the viewpoint of analytical labor economics the volume concludes with a look at public school teachers salaries in the context of current debates over improving the quality of american education a valuable resource to policymakers public sector payrolls will be an important addition to research in the field of labor economics

Public Wage Bills in the Middle East and Central Asia

2018-01-09

this volume based on the proceedings of a symposium held at the oecd provides a wide ranging analysis of what pay flexibility actually implies how it is developing in different

countries and different parts of the public sector and what it is achieving bringing together contributions from public sector practitioners and from specialists in pay and industrial relations the volume seeks to draw lessons from experience that will help to guide future developments in this important and sensitive area of public policy

Does Indonesia Have a "low Pay" Civil Service

2001

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

Government Wage Bill Management and Civil Service Reform in the Eastern Caribbean Currency Union

2019-05-17

conference paper on working conditions and employment of civil service and public service personnel in regional level provincial or local government discusses recruitment training wages hours of work and holidays of civil and public servants etc and includes draft conclusions references conference held in geneva 1975 november 25 to december 3

Pay Reform in the Public Service

1996

the government has acknowledged that its program of compensation and rewards is a roadblock in its movements to reinvent government operations in its report from red tape to results creating a government that works better and costs less the national performance review recommends that government agencies design their own compensation programs to help improve operations in new strategies for public pay leading experts examine current civil service compensation systems analyze proposals for reform discuss issues of equity and fairness merit pay collective bargaining labor market influences and more and offer viable compensation alternatives which have proven to work in private industry to current government pay systems

Second Supplement to the Government Salary Tables

1920

Case Studies on Managing Government Compensation and Employment – Institutions, Policies, and Reform Challenges

2016-12-04

Final Report of the Advisory Panel on Federal Salary Systems

1963

Public Sector Payrolls

1987-03-01

Pay Flexibility in the Public Sector

1993

Government Pay and Employment Policies and Government Performance in Developing Economies

1988

Rehabilitating Government

1994-01-01

Laws Relating to Civil Service Salary Classification, Civil Service Preference, Etc

1960

Conditions of Work and Employment of Public Service Personnel of Local, Regional, Or Provincial Authorities

1975

Staff Report to the Commission on Executive, Legislative and Judicial Salaries

1977

New Strategies for Public Pay

1997-05-22

Public Sector Compensation

1998

Sixth Annual Lectures of the Public Services Commission, 21st May, 2003

2003

Position-classification in the Public Service

1942

Report of the Administrative Committee of Inquiry Into the Salaries, Salary Structures and Conditions of Service of the Zambia Public and Teaching Services, the Local Government Service, the Judicial Service, the Zambia Police and Prisons Service

1980

A Comparison of the Classification and Salary Systems in the Civil Service of Great Britain and the United States

1946

Report of the Presidential Commission on the Public Service Salaries and Conditions of Service, 1998

1998

Salary Classification in the Australian Public Service

1975

An International Statistical Survey of Government Employment and Wages

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