BUREAUCRACY LAB: MAIN FINDINGS

Breakout Session B – Managing Public Resources

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WHAT IS THE PROBLEM?

• A high quality public administration is vital for economic growth, jobs, and delivery of services

• Yet the public administration is a “black box”
  • Little empirical data or rigorous diagnostic work

• How do we innovate bureaucracy?
ENTER THE BUREAUCRACY LAB!

A World Bank initiative to produce new datasets and conduct innovative analytical work to better understand government bureaucracies

• Three pillars of the work

**Worldwide Bureaucracy Indicators**

**Analyzing public sector labor markets**

**Diagnosing and measuring government implementation capacity**
PUBLIC SECTOR IS A LARGE EMPLOYER GLOBALLY, PARTICULARLY OF SKILLED WORKERS

Public sector employment as . . .

- % of formal employment: 38.1%
- % of paid employment: 30.2%
- % of total employment: 15.2%
PUBLIC SECTOR WORKERS, ON AVERAGE, EARN A WAGE PREMIUM

Public sector wage premium (versus all private employees)

Public sector wage premium (versus formal employees)
THE PREMIUM VARIES BY OCCUPATION

- Senior officials
- Professionals
- Technicians
- Clerks
- Elementary occupations

Wage Premium vs formal employee
The gender pay gap is lower in the public sector.

Female-Male pay ratio (most recent year available)

- East Asia & Pacific
- Europe & Central Asia
- Latin America & Caribbean
- Middle East & North Africa
- South Asia
- Sub-Saharan Africa
- World

The graph shows the female-male pay ratio for different regions and sectors, with the public sector generally having a lower pay gap compared to the private sector.

Building effective, accountable, and inclusive institutions
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PUBLIC ADMINISTRATION QUALITY VARIES CONSIDERABLY WITHIN COUNTRIES: EXAMPLE, QUALITY OF MANAGEMENT
WORK SATISFACTION IS CORRELATED WITH THE QUALITY OF MANAGEMENT
• Data suggests that some “standard remedies” are not correct: e.g. increase public sector wages.
• Underlines the importance of data-informed pay and employment policies
• Highlights the importance of management practices for public sector productivity
THANK YOU!