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Is the government an ultimate direct employer?

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- a- Partnership between public and private organizations
- b- Data driven insights
- c- Inclusive hiring practices

Employment is the contractual relationship between an individual, known as employee, and an organization, known as employer. In this relationship an employee agrees ~~to~~ to provide his/her services or skills in exchange for compensation, which can include wages, salaries and other benefits. The extensive presence of government in diverse sectors makes it a contender for the status of ultimate direct employer. This status is achieved due to various elements that collectively contribute to make government an ultimate direct employer. However, by utilizing checks and controls its effectiveness can be maximized. The government can be deemed as ultimate direct employer, due to its vast scope which range from civil services to law enforcement agencies, from health care to education and international relations.

The elements that contribute to make government an ultimate direct employer are job security and stability, better perks and privileges, influence on policy and stability during economic crisis. There are instances where government fails to be an ultimate direct employer. These range from political interference to corruption and from lack of accountability to inadequate training and development. However, some people are of the opinion that private organizations are ultimate direct employers, due to various reasons which include wide range of jobs in diverse sectors, smooth career advancement, better compensation packages and global opportunities. Moreover, the measures that can enhance the effectiveness of employment process are partnership between public and private organizations, data driven insights and inclusive hiring practices.

To elaborate, there is no denial to a fact that government is the ultimate direct employer. The government works all across the country and consequently, appoints people throughout the country. whereas the private organizations are often restricted to one city, and mostly people are selected from that city.

The government jobs are divided into two levels, the federal level jobs and the provincial level jobs. The government jobs have a transparent selection process which starts firstly from advertising the vacant jobs. Second step is the selection on the basis of merit ^{and} experience and final step is appointment of candidate.

To elucidate, civil services job is an example of vast scope of government employment.

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Employees of civil services work in various administrative, managerial, professional and technical roles within government agencies and departments. These employees of civil services are responsible for implementing government policies, delivering public services and ensuring the smooth functioning of government operations. These are actually civil services employees, who run country. Thus, scope of government employment can be deduced from the inclusion of civil services in ~~government~~ ^{Public Sector}.

Moreover, appointments in law enforcement agencies is another scope of government employment. Law enforcement agencies maintain law and order situation in a country. The term law enforcement agencies is not restricted just to

police department, rather it spreads to all departments that contribute in maintaining law and order situation. Employees of law enforcement agencies are appointed by government, not by private organization. Police department is primarily responsible for maintaining law and order situation. Thus, it is clear that government appoints or gives an opportunity to be an employee of law enforcement agencies.

Furthermore, diplomacy and international relations are one of the most important features of government employment. A diplomat is an official representative of a country who engages in negotiations, maintains relationships with other countries and promotes their country's interest on international stage. Maleeha Lodhi served as

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Pakistani Ambassador to United Nations and has represented Pakistan in various international forums. She was also a government employee, and thus, was serving as a diplomat for Pakistan.

There are factors that make government an ultimate direct employer.

Furthermore, one of the major factors that make government an ultimate direct employer is job security and stability. Government jobs are more secure and stable than private jobs as the government departments are created for a longer period of time. They are less likely to experience rapid changes in structure or leadership. They are

also legally protected and cannot
 be dismissed without just cause.
 Therefore, job security and stability
 is a factor that makes government
 an ultimate direct employer.

Similarly, better perks
 and privileges also make government
 an ultimate direct employer.

The government employees are
 paid way more better than the
 employees of private organizations.
 As well as, their perks and privileges
 are also higher. A grade seven teen
 or employee
 officer of Government of Pakistan
 is paid around one lac rupees
 annually along with Toyota car.
 But, a similar grade employee
 of a private organization receives
 around sixty to seventy thousand
 rupees monthly with very little
 perks and privileges.

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To add up, merit based or recruitment is another factor that makes government an ultimate direct employer. Government officials are recruited on meritocracy.

This enables the deserving candidates to serve for government departments instead of private institutions. To ensure meritocracy in Pakistan, federal and provincial recruitment departments are created by government of Pakistan. These federal and provincial recruitment departments are autonomous in nature, this ensures no political or any other influence ~~upon~~ upon them and resultantly merit based recruitments are done.

However, there are instances where government fails to be an ultimate direct employer.

Firstly, political interference

in recruiting employees restricts government to be an ultimate direct employer. It refers to the involvement, influence or manipulation of political entities in recruitment process. This leads to the recruitment of ineligible candidates, which neither work efficiently nor properly. This paves a way for unemployed to go towards private organization and work there for low salary. ^{Thus,} Due to ^{political interference} this ~~competition~~ in recruitment process, unemployed are forced to leave country in search of ^{employment.} ~~it~~.

Secondly, lack of career advancement in government jobs is another flaw which restricts government to be an ultimate direct employer. Government employees once recruited, rarely gets promotion. Their promotions are

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Slow and Steady. Whereas
in private jobs, promotions are
linked directly with performance
of an employee. Employee of
a private organization has not to
wait for a specific time to get
promotion, rather he has to perform
good, and then eventually ^{will be} promoted.