

# Bureaucracy Doldrums

## 1) Introduction

Pakistan's bureaucracy has failed to modernise and catch up with the times that is why it is in 'doldrums'

## 2) Concept of Bureaucracy - Max Weber's theory of Bureaucracy

## 3) Roots of Bureaucracy in Pakistan

## 4) Why Pakistan's Bureaucracy is in doldrums?

- a) Lack of Internal Accountability
- b) Politicization of Institution
- c) Lack of Performance based Incentives
- d) overly bloated size of bureaucracy
- e) Lack of security of tenure
- f) Lack of adoption of AI and other technological means
- g) Generalists rather than specialists
- h) Pay structure is not in line with current scenario (inflation)

## 5) Solutions for Pakistan's bureaucracy

to get out these doldrums

- a) Massive Civil Service Reforms
- b) Pay and Wages to be in line with corporate sector
- c) Promotions based on performance
- d) Right sizing of bureaucracy
- e) Adoption of E-Governance
- b) Institutional capacity ~~to~~ be built up  
must

## 6) Conclusion: