

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

f) Institutional capacity ~~to~~ be built up must

6) Conclusion:

Keep practicing on different themes to bring further maturity in your writing/arguments