

Civil Servants: A Burden on Developing Countries?

Outline

I. Introduction

a) What is a Civil Servant?

b) Thesis Statement

II. Understanding the Role of Civil Servants

a) Expected Duties and Constitutional
Mandate under Article 240-242 of
Pakistan's Constitution.

III. How Civil Servants Become a Burden in Developing Countries

a) Fiscal Burden They consume disproportionate
public resources.

- In 2025, bureaucratic pensions alone
crossed Rs. 900 Billion

b) They delay development through outdated
procedures

- Pakistan's SEZ (CPEC) delays

c) They engage in Corruption and Rent-
seeking practices

- Pakistan's ranking on the Corruption

Perception Index (CPI) 2024 is 135/180
and 27/100.

d) They lack professional skills for Modern Governance.

- According to FPSC, over 70% of CSS qualifiers hold degrees unrelated to their occupational groups.
- China spends 0.4 percent of salaries on training and re-certification.

e) They Become Politicized and Seize Power

- In 2024-25, Pakistan saw 300+ major bureaucratic reshuffles in Punjab.

f) They Inflate the system and perform Overstaffing

IV. Comparative Perspective

a) Civil Servants as burden in Pakistan and other developing states.

V. Counterargument: Civil Servants Are NOT Entirely a Burden

a) NDMA digital systems for disaster alerts

b) Role in stabilizing the state during crisis

Day: _____

Date: _____

VII. Solutions: Transforming Civil Servants into an Asset

- a) Reform Recruitment and Training
- b) Performance Based Evaluation
- c) Digitization and E-governance
- d) Insulate Bureaucracy from Politics

VIII. Conclusion