

# Civil Servants : A Blessing on Developing Countries ?

## OUTLINE

### 1. Introduction

### 2. How Civil Servants are of burden on Developing Countries?

A. ~~Expensive and time consuming trainings~~

~~diminish government's revenue~~

→ Around two years trainings to the newly qualified civil servants

B. ~~Utilising powers for personal interest and gains~~

C. ~~Costly protocols and other fringe benefits~~

D. ~~Ineffective monitoring of state's resources~~



E. Dispute among civil servants alienating common people

F. Civil Servants' postings are instigated by influential or political persons

G. Massive corruption reducing government's spending

H. Inability of law enforcement agencies to make civil servants accountable

I. Significant portion of budget allocated for pension funds and retirement packages

### 3. How Civil Servants are blessing on Developing countries?

A. Frontline warriors in the time of natural catastrophes

B. Civil servants are hired recruited on the merit-based system

C. Countries are based on the rules and responsibilities performed by the civil servants



D. Civil servants are successful in better foreign engagement and diplomatic relations.

the content of the essay is not upto mark

#### 4. Pragmatic ways to ensure Civil servants are blessing on Developing Countries

A. Reducing pension and retirement packages on the budget

B. Ensuring transparency in the civil servants working

C. Having rigorous check and balance and accountability on civil servants by introducing technology

#### 5. Conclusion

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do not start with confusing data please

According to the McKinsey's Survey findings, approximately sixty-three percent (63%) of the youth is looking forward to join civil services in the developing countries. This figure reflects the number of aspirants willing to join the government. The concept of civil servants was inaugurated by the

Civil servants are not a concept



Date: \_\_\_\_\_

plz work on language and formation of ideas as it is not mature presentation

British when they were ruling in the Sub-continent in early 1900s. Local willing to be a part of civil servants were solicited to appear in the exam before joining the government mainstream. These exams were used to conduct in the England. With the passage of time and development, when countries got independence, the process of civil servants were further streamlined. Today, these personnel are vital for any state to operate effectively. Multiple developing countries have proved that the civil servants are essential for government operations. However, various countries are still have showed that civil servants are the burden on the developing economies. Expensive trainings, personal interests, rising corruption, burden on budget, costly protocols and ineffective management of state's resources are some of the reasons due to which some countries ~~at~~ complaint that civil servants <sup>are</sup> the burden their economies. Henceforth, this essay would highlight how civil servants are the burden on developing countries. Following that, it would underscore how civil servants is a blessing in other same developing nations. Lastly, it would mention some pragmatic measures for the effective use of civil servants in developing economies.

how civil service can be more beneficial for common people.



Expensive and time consuming trainings reimburses government's revenue is the first and foremost reason why ~~developing nations~~ say that ~~civil servants are burden on their economy~~. The recruitment process of civil servants is prolonged and it usually takes around three (3) years from initial stage to ~~the~~ of test till the ending training to the candidates. During the procedure one servant has to qualify screen test, written test, psychological test, interview then allocation. Moreover after allocation ~~the~~ the procedure need ~~at least two more years~~ to join one servant. During the whole selection criteria, it ~~requires time, and cost to be~~ successfully ~~to conduct these test and trainings~~. Furthermore, investigators, interviewers, and trainers are hired to ~~provide their services~~. Hence, ~~bearing such cost and time, it becomes difficult for~~ developing nations to pay such prices.

Secondly, developing countries have suffered adversely when they ~~saw~~ civil servants are ~~utilising power for their personal interests, benefits and gains~~. Civil servants use coercive measure for not paying extra taxes especially on the toll. They consider themselves as ~~owners of the~~ as they have ~~authority to~~ do so. However, Pakistan's pioneer, Qasid-e-Azam Jinnah, rightly said immediately after the creation of Pakistan that "we ~~all~~ are citizen and ~~equal~~ <sup>our</sup> equal citizen of our nation." Qasid, being a



visionary leader, he knows there would be a discrepancy among the nation. Then for that, he ensure that everyone has equal powers and no one must be considered as a influential. But civil servants use their authority for their personal benefit like providing leverage to the close one. Thus, it makes a genuine reason why developing nation feels that civil servant is a burden.

Costly protocols and for personal interest and gain and other fringe benefit are also the convincing reasons out of these grievances mentioned by developing nation that civil servants are the burden on their economy. One police officer, possibly higher authority, have one mobile car, five guard, with guns and he move with full security. So much so that, his car fuel is also beared by the state. Such expenses accumulatively burdenise on the revenue of state. At the end, government expenditure are insufficient to invest in some developmental project. Therefore, developing economies mention that servants are burden because of their protocols.

What is the <sup>4th</sup> reason that illustrates that civil servants are the burden on state. The fourth reason is ineffective monitoring of state resources due to which struggling economies



feels burden. knowing the fact resources are owned by the government. Many servants misuse those resources due to paucity of check and balance. More than seventy-five percent (75%) of resources are mismanaged and exploited by the civil servants in the Congo DC as per Congo Ministry of finance. Mismanagement leads to waste of state's resource. Ergo, striving nations say that civil servants are the burden on their fragile economy.

plz avoid writing in gossiping style..it is about maintaining your space

Despite among civil servants ~~alienated~~ alienated common people is the fifth ground that shows, civil servants are burden. When there is conflict between the civil servants, work gets delay, delay morphed to sharp sense of deprivation <sup>in</sup> by the common people. And from this, ordinary people lost their trust on the state-owned institutions. According to the survey conducted by Pakistani government, it depicts that around seventy-one percent (71%) of Pakistani people do not have trust on their government institutions. Moreover, another ~~that~~ data reflect that around thirty-percent (30%) of work is usually delay each day in India just because of ~~diff~~ clashes between civil servants. So, conflict ~~leads~~ among among the fellow workers ~~also~~ marginalized the common people.

Another ~~myth~~ arrived when it



influential or political person use ~~employees~~ their power for the ~~position~~ posting of one civil servants. Powerful people would allow only those civil servants that ~~hears~~ and agree with him. Owing to this, there are multiple posting in one day in Pakistan. Dawn editorial expert mentions that around six (6) per foreigner posting occurred only in AG Sindh per day. Intervention like these will surely disturb the civil servant with fabric. For that matter, thriving economist rightly point out that civil servant <sup>it is</sup> a burden because of frequent transfers of job by the dominant authority.

Seventhly, massive corruption reduces government spending is the also to some extent responsible factor stating that civil servants are burden on a growing country. International corruption index shows that least and developing countries are highly ranked at the least due to the exorbitantly corruption. Moreover, recent reports published by Institute of Public Research Islamabad (IPRI) highlight that ~~even~~ currently civil servants <sup>have</sup> are as more wealth than ~~anyone~~ <sup>anyone</sup> in the Pakistan. Besides this, it was the Nawaz Sharif, the ex Prime Minister, who was disgraced for the allegation of corruption. Thus, developing country <sup>sighing</sup> object about the civil servants as a burden on econ. state because of corruption.



What is the eighth ground that reflect developing nations <sup>are</sup> right in saying that civil servants are burden on their economies. Inability of action taken by law enforcement agencies is the ~~eighth~~ <sup>8th</sup> & eighth reason. That means law enforcement agencies consider civil servants of growing economies as a web. Where each servant has patronage from the background by some influential and or non-democratic force. For this, whenever agencies took action against civil servants, they are failed to prove servant's actions. Due to coercive influence from the background. In comparison to this, in advanced countries, law enforcement agencies are allowed to take serious action without any third party involvement. Thus, law enforcement actions are centre centred civil servant due to which states complains about the civil servants.

Lastly, Significant portion of budget allocated for pension funds and retirement package, is the last ~~pericious~~ <sup>pericious</sup> dangerous factor, that further mitigate developing nations on considering civil servants as a burden. According to that stats issued by Sri Lankan government, ~~was~~ <sup>are</sup> around 31.6% percent of budget is allocated to the pension funds. In addition to this, ~~Releates~~ <sup>Releates</sup> the apportion around forty-five point three percent (45.3%) on paying the pension and retirement packages.



When the governments pay off such large share to the one who does not contribute to the economy then ~~it becomes complicate~~ for the state institution to operate effectively on ~~very meagre~~ ~~per financial~~ funds. Truly, ~~the~~ hefty amount of post budget portion is used to pay pension and retirement is the last blow that worsen the ~~overall~~ and ~~and~~ weaken the developing nations.

Previous paragraphs highlighted the reasons that prove that how developing nation consider civil servants as burden. However, succeeding paragraphs would ~~multitask~~ ~~act~~ ~~as~~ ~~a~~ ~~mercury~~ in the same countries.

Civil servants are the frontline need serious work on language please warriors in the time of natural catastrophes that presents civil servants as a blessing. Authoritarian Regime and dictatorship dictatorship are usually considered the best for the combat of any natural calamity. But during the ~~cor~~ Covid-19 pandemic, civil servants in the developing economies proved that they can do wonders. Just like under authoritarian control many developing nations worked effectively and inhibit the dissemination of virus. Many standards operating procedures (SOPs) were followed



effectively. And even in Pakistan, ~~street~~ <sup>and</sup> ~~can~~ <sup>and</sup> roads were closed for the prevention of virus. Hence, civil servants are the real warriors protecting common people's life at the time of disasters.

Secondly, civil servants are ~~seen~~ recruited on the basis of merit. Prevailing meritocracy in the developing countries is a mercy. Civil servants ~~are hired~~ <sup>have to go through</sup> multiple stages of recruitment to ensure the meritocracy. ~~Even in the existence of meritocracy, countries flourish with less~~ <sup>and</sup> ~~and bonds.~~ Economies become stronger, and loyalty. There would be justice in the society. A good constructive society is created. Providing motivation to other people to struggle to go through exams where meritocracy ~~pre~~ exists. Just like Federal Service of Pakistan conduct exams with fair and on merit. Ergo, civil servants ~~are~~ are also the mercy for the growing economies ~~on the~~ <sup>as the</sup> countries encourage merit-based system.

Thirdly, countries are based on the roles and responsibilities performed by the civil servants. Without civil servants country can not work properly. Civil servants are the ~~arms~~ <sup>legs</sup> of the body. With the help



of them, countries are able to formulate the policies, maintain ~~their~~ diplomatic relations with foreign countries. With ~~ser~~ civil servants, countries policies are implemented effectively. They assist people in solving their issues, ~~th~~ Therefore, civil servants run the country and they are truly blessing for ~~a~~ developing economies.

Fourthly, civil servants are successful in better foreign ~~the~~ engagement and maintain diplomatic relations. After the improved allegation on Pakistan for the Peshawar incident in 2015 May. It was ~~that~~ senior civil servant who engaged with international world, claiming ~~the~~ Pakistan is ~~innocent~~ innocent in this episode. Whereas, its civil servant in India has ~~not~~ failed to prove Pakistan involved, so much so that United Nations has also ~~decided~~ declared that India violated right to live in Pakistan when the India initiated Operation Sindoor. This is very set back for foreign Indian civil servant in particular and Indian as a whole. Hence, civil servant helps in better standing of a country in the international platform.

Preceding paragraphs underscored how the civil servants are geared to be a mercy for developing economies. While,



upcoming paragraphs would discuss pragmatic ways to ensure civil servants are blending on developing countries.

Reducing Pension and retirement packages on the budget is one ~~the~~ reason to ~~rectify~~ civil servants are blending for the developing countries. Government needs to end this pension and retirement plans for the government officials, ~~with~~ but besides this, government can increase retirement age for the officials. so that they ~~be~~ can be compensated in other way around. Moreover, International Monetary Fund (IMF) ~~at~~ ~~have~~ has also highlighted the reason behind slow growth in developing countries is burden of pension and retirement ~~overall~~ share in the budget. So, cutting this, would ensure that civil servants are blending for countries.

Ensuring transparency in the ~~and~~ workings of civil servants, ~~is~~ is the second ground to ensure civil servants <sup>is</sup> ~~are~~ <sup>mercy</sup> ~~for~~ for the developing nations. This will ~~also~~ allow to reach to the specific person who has done any error or done any mischievous works. Transparency will ensure the effective workings of the civil servants. Hence, transparency



transparency will also civil <sup>servant</sup> ~~servant~~ to work effectively and citizens will not feel burden anymore.

Having rigorous check and balance and accountability on civil servants by introducing technology is the last approach to ensure civil servants are ~~proved~~ proved fruitful. State needs to integrate the system with softwares like ERP, Excel, and Python. This is effective way to keep records updated and easily ~~accessible~~ <sup>accessible</sup> accessible. Moreover, ~~through~~ through this solution, the chance of corruption, misreporting and misrepresentation will be lowered. And developing ~~economy~~ nation will grow faster. Henceforth, ~~introducing~~ software systems in the government offices will help developing ~~economy~~ to grow at higher rate.

To cap it all, civil servants are the burden on the least and emerging ~~economy~~, as it uses tax money which is garnered from the civilians. Most of time, civil servants work under the political pressure. or another <sup>corruption has become a norm</sup> influential person. ~~The~~ In the higher offices, corruption is increased, and there it goes undocumented corruption.



However, civil servants are also working effectively in other developing nations like India. Where there is accountability, rule of law, strict justice system, there civil servants work correctly <sup>then it</sup> ~~even to~~ does not matter whether country is ~~deve~~ developed or emerging. Furthermore, without any iota of doubt, civil servants have proved as a safeguard agents in the times of disasters. There is no deny that they are selected after strict selection process. With them, the country is operating, and successfully engaging in the international platform. ~~with~~ ~~for~~ friendly. When pension burden, introduction of transparency, and accountability is ensured, then civil servants would be proved beneficial for the developing countries.