

CIVIL SERVANTS : A BLESSING On DEVELOPING COUNTRIES ?

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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

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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 exam were used to conduct in the B 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 shown 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 ~~are~~ complain that civil servants ^{is a} are 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 ~~not~~ ^{not} 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 diminishes 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 candidate. 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 train 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, benefit and gains. Civil servants use coercive measure for not paying extra tax especially on the toll. They consider themselves a ~~group~~ of the as they have authority to do so. However, Pakistan's pioneer, Quaid-e-Azam Jinnah, rightly said immediately after the creation of Pakistan that "we all are citizen and equal citizens of our nation." Quaid, being a

visionary leader, he knew there would be a disparity among the nation. Then for that, he ensure that everyone has equal powers and no one must be consider as 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 feel 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 servants are the burden on their economy. One police officer, possibly higher authority, have one mobile car, five guards with guns and he move with full security. So much so that, his car fuel is also beared by the state. Such expenses accumulatively burden 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 fourth 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 servant in the Congo DC or PCI Congo Ministry of finance. Mismanagement leads to waste of state resource. Ergo, starving nations says that civil servants are the burden on their fragile economy.

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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 stagn sense of deprivation in the common people. And from this, ordinary people lost their trust on the state-owned institutions. According to the survey conducted by Puducherry government, it depicts that around seventy-one percent (71%) of Puducherry people do not have trust on their government institutions. Moreover, another ~~fact~~ date 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 the fellow workers also marginalized the common people.

Another ~~myth~~ arrived when &

influential or political person use employes their power for the position posting of one and servants. Powerful people would allow only those civil servant that agrees and agree with him. Owing to this, there are multiple posting in one day in Pakistan. Dawn editorial expert mentioned that around six (6) post transfer posting occurred only in AGS sector per day. Intervention like these will surely disturb the civil servant with fabric. for that matter, thriving economy rightly point out that civil servant ~~it is~~ is a burden because of frequent transfer of job by the dominant authority.

Eventually, massive corruption reduces government spending i.e. the also to some extend 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 report published by Institute of Public Research Islamabad (IPRI) highlight that even currently civil servants ~~are~~ ^{have} more wealth than ~~anyone~~ ^{anyone} in the Pakistan. Besides this, it was the Nawaz Sharif, the ex Prime Minister, who was discredited for the allegation of corruption. This developing country object about the civil servants is a burden on eco. state because of corruption.

What is the eighth ground that reflects developing pattern ~~more~~ right in saying that civil servants are burden on their economies. Inability of actions taken by law enforcement agencies in the eighth & ninth reason. that most law enforcement agencies consider civil servants of growing economies as a ~~weak~~ ~~weak~~ where each servant has patronage from the ~~at the~~ background by some influential and or non-democratic force. For this, whenever agencies took actions against civil servants, they are failed to prove servant's actions. Due to coercive influence from the background. In comparison to this, in advanced centers, law enforcement agencies are allowed to take ~~serious~~ action without any third party involvement. Thus, law enforcement actions are unable control civil servant due to which states completes about the civil servants.

Lastly, significant portion of budget allocated for pension funds and retirement package, is the last ~~dangerous~~ dangerous factor that further mitigate development on considering civil servants as a burden. According to that stats issued by Sri Lankan government, ~~now~~ around 31.6% percent of budget is allocated to the pension funds. In addition to this, ~~present~~ the appportion 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 ~~as~~ it becomes complicated for the state institution to operate effectively in the meagre per financial funds. Truly, ~~as~~ hefty amount of post budget portion is used to pay pension and retirement in the last blow that worsen the overall and ~~and~~ weaken the developing nation.

Previous paragraphs highlighted the reasons that prove that how developing nation consider civil servants as burden. However, succeeding paragraphs would nullify how these civil servants are still the ~~not act~~ ~~see~~ as a mercy 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 consider the best for the combat of any natural mayhem. But during the ~~ear~~ ~~ear~~ COVID-19 Pandemic, civil servants in the developing countries proved that that they can do wonders. But like under authoritarian control, many developing nation worked effectively and inhibit the dissemination of virus. Many standard operating procedures (SOP) were followed.

effectively. And even in Pakistan, ~~street~~ ~~car~~ and roads were closed for the prevention of virus. Hence, civil servants are the ~~feudal~~ ~~aristocrats~~ ~~protecting~~ common people's life ~~of~~ 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 ~~have to go through~~ ~~are hired~~ through multiple stages of recruitment to ensure the meritocracy. ~~broken~~ In the existence of meritocracy, countries flourish with ~~leg~~ and bonds. Economy becomes stronger, and liquidity. There would be justice in the society. A good ~~constitutional~~ 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 economy of the country. They 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 ~~legs~~ ~~arms~~ of the body. With the help

of them, countries are able to formulate the policies, maintain their diplomatic relations with foreign countries. With ~~for~~ civil servants, countries' policies are implemented effectively. They ~~are~~ ~~not~~ people in solving their issues. Therefore, civil servants for the country and they are truly, blunting for a developing economy.

Fourthly, civil servants are successful in better foreign state engagement and maintain diplomatic relations. After the improved allegation on Pakistan for the Pathan incident in 2025 May. It was ~~that~~ senior civil servants also engaged with international world, claiming the Pakistan is innocent in this episode. Whereas, if civil servant in India ~~had~~ failed to prove Pakistan involved, so much so that United Nations also declared that India violated right to live in Pakistan when the India initiated Operation Sardar. This is very set back for foreign Indian civil servant in particular and Indian as a whole. Hence, civil servants help in better standing of a country in the international platform.

Proceeding paragraphs underscored how the civil servants are ~~are~~ ~~to be~~ a mercy for a developing economy. While,

Upcoming paragraphs would discuss pragmatic ways to ensure civil servants are blushing on developing countries.

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

Ensuring transparency in the working of civil servants, ~~in~~ is the second ground to ensure civil servants are ^{mercy} ~~merciful~~ 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 working of the civil servants. Hence, transparency

transparency will also enable ~~servants~~ 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 software like ERP, Excel, and Python. This is effective way to keep records updated and easily ~~accessible~~ accessible. Moreover, ~~through~~ through this solution, the chances of corruption, misreporting and misrepresentation will be lowered. And developing ~~responsible~~ nations will grow faster. Henceforth, ~~introducing~~ introducing software systems in the government offices will help developing economies to ~~grow~~ grow at higher rates.

To cap it all, civil servants are the burden on the ~~last~~ and emerging economies, as it uses tax money which is gathered from the civilians. Most of time, civil servants work under the political pressure. corruption has become a norm Another of influential person. ~~The~~ In the higher officer, corruption is increased, and there it goes undetected corruption.

However, civil servants are also working effectively in other developing nations like India. Where there is accountability, rule of law, strict justice system, then it civil servant work correctly even if the country is not 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 no friends. When pension burden, introduction of transparency, and accountability is ensured then civil servants would be received beneficial for the developing countries.