

answers are too short and incomplete

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NOA

Mock Exam

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Batch: 411

Public Administration

Ans. Qno. 3

Public Policies

Introduction.

The importance of public policies cannot be understated as they determine the trajectory of development in a country. Pakistan has had many successful and many failed policies. Through repeated trial and error it has been able to make some policies that reflect public demand.

Definition.

These are policies made by the government to serve the public

Purposes.

1. Addressing Public Concerns.

Public policies primarily target areas of concern of the public which

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can be adequately dealt with. One such example is the Prime Minister's complaint portal which catered to solving the problems of people related to the government.

2- Welfare of the People:

Public policies require to be made in a way that they bring about improvement in the people's conditions. The ehsaas program was made to support people of the lowest socio-economic classes.

3- Developmental Growth:

These policies are made to expand development and its' outreach in society. An example is the metro system policy which allows for cheap travel in the twin cities.

4 Inclusivity:

Public policies are crafted to promote inclusivity of all citizens of the state regardless of differences of class, gender etc. The Raast banking channel exemplifies this.

Sehat Card: A successful policy

Reasons for Success:

The Sehat card was a public health policy which aimed to bring cheap and universal healthcare.

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It was successful because:

a) Universal Coverage.

The Sehat card could be availed by any needy person all over Pakistan who could not afford treatment for their illness.

b) Monetary Compensation

The Sehat card had a balance of 10 lac rupees which is a huge amount and can cover most treatments.

c) Easy Accessibility.

The Sehat card could be availed with relative ease and did not require extra expenditure.

Single National Curriculum (SNC):

A. Failure

Reasons for Failure:

The SNC was an attempt to provide a single curriculum in Pakistan for all areas and regions which extend from school to college levels. It failed due to:

a) Lack of Momentum.

The policy lacked the necessary driving power to be able to uniformly spread to all provinces.

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b) Quality of Education issues:

The quality of education given till now in most rural areas of Pakistan is subpar. A SNC may make it difficult for children to study who hail from background areas and don't have the resources to keep up.

c) Practically Not Feasible:

Considering Pakistan's financial constraints and the vast coverage area, it would be difficult to properly embed this policy into Pakistan's educational framework.

Conclusion:

Pakistan has had all kinds of different policies till now which changed Pakistani society. Through further refinement and fine tuning, Pakistan can and will have a higher success rate for the policies it crafts.

Ans.Qno.4

Proposed Civil Service Reforms

Introduction:

Pakistan's civil service has faced a considerable number of reforms since its creation. Many of these reforms came during Bhutto's era and Musharraf's era.

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Even today there are talks of new reforms on the way. Such reforms can help reinvent the system to serve maximum utility to the maximum number of people.

Reform 1: Digitization of Civil Service Examination System

Explanation:

The written part of the civil service exams should be digitalized and these exams should be held on computers. A customized software should be used to time the exams, prevent cheating and minimize the number of people employed. The examiners would then receive the digital versions of the exams which would have grammatical and factual mistakes already pointed out by artificial intelligence.

Impact of this reform:

This reform would be beneficial in the following ways:

- i) Reduces human error to a minimum.
- ii) Boosts efficiency as it would require fewer employees and in long-term the costs would save money for the government.
- iii) Allow for expedited result announcement for exams and ultimately faster induction of civil servants.
- iv) Would reduce biases in any form and would eliminate the halo effect in terms of paper presentation.

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Reform 2: Right-sizing and increased Salaries

Explanation:

The lower staff serving in the civil service machinery which are purely to serve royal treatment (of sorts) to civil servants should be right-sized steadily. Induction of new such staff should be halted as well.

Impact of this Reform:

Advantages of this are as follows:

- i) It would save the government tremendous amounts of money.
- ii) This can allow for the increase of the salary of civil servants to curb corruption and allow more talented people to join.
- iii) It can allow for people who apply for lower staff positions to serve privately elsewhere which would benefit the economy.

Reform 3 Outsourcing of Duties

Explanation:

As per according to new public management (NPM) literature, most unnecessary, extra and non-essential duties of civil servants should be privately outsourced from elsewhere.

Impact of this Reform:

The impact would be as follows.

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- i) It would increase the effectiveness of civil servants by making their focus on their assigned duties.
- ii) It would increase efficiency as this would allow for revenue generation and timely public services.

Reform 4: Allocation of unallocated CSS aspirants to other government positions

Explanation:

All those CSS aspirants who after the interview, remain unallocated, should be offered positions to in ex-cadre seats of federal and/or provincial governments.

Impact of this Reform:

This would have the following impact:

- i) It would save recruitment costs and time
- ii) It would allow for competent individuals to fill vacant BPS-17 seats.
- iii) It would allow for more talented individuals to give CSS exams.

Conclusion:

Pakistan's civil service machinery is one of excellence and competence but it still can further improve. Filling these gaps would allow for Pakistan to function better and to rise as a strong power.

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Ans. Qno. 5

Effectiveness of local Governments

Introduction.

Local governance in Pakistan continues as an ineffective mechanism. This is due to a lack of empowerment bestowed upon this currently-redundant system. Most notable it was strengthened during F.M Ayub's time and also during General Musharraf's reign. The effectiveness of this system can be increased via some necessary reforms.

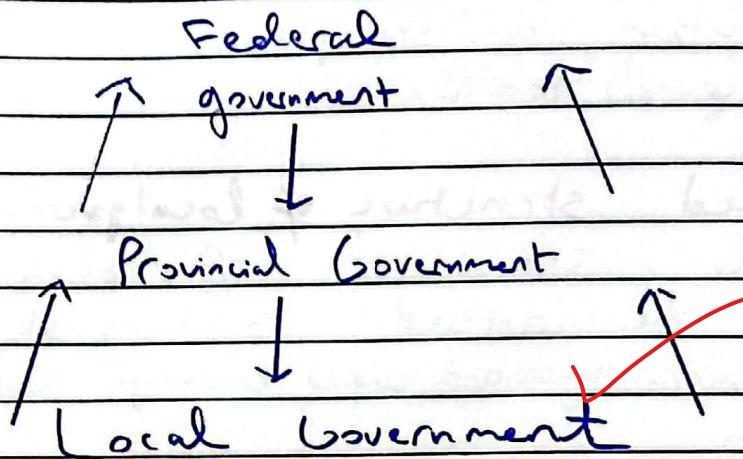
Required Measures.

A plethora of effective remedies can be implemented to make effective local governance a reality. These include:

i) Bottom-up Approach.

A bottom-up approach where local leaders rise from their respective zillas and tehsils to prominent political positions in the government. To initiate this the government must encourage and incentivize running for local council elections and systematically bring these people to limelight.

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ii) Constitutional Provisions:

The necessary constitutional safeguards and provisions should be provided to bolster local governance and increase their value.

iii) Power Devolution:

Power should be devolved to local governments via constitutional amendments and through directives issued by the Federal government.

iv) Awareness Campaigns:

The government should raise awareness through all media platforms regarding the importance of local governments and how they can practice greater good at a community level.

v) Community Programs:

There should be community programs and

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centres which encourage local participation and strengthen community resilience and teamwork.

vi) Reformed structure of local governance:

The structure of local government should be altered to include everyone in a community and should encourage a membership system.

vii) Bolstering local elections:

The procedures and means of conducting local elections should be formalized and solidified.

viii) Community infrastructure development:

Local communities should be encouraged and given funds to build the infrastructure they need, especially in rural areas to allow the flourishing of localized development.

Conclusion:

Improving the local governance system equates to improving Pakistan. Local governments are key to enhancing democracy as is the example of the US and Britain. Allocating funds and devolving power below can with time allow a paradigm shift in Pakistan's development.

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Ans. Ques. 8(q)

Comparison of Weber's theory of Bureaucracy with NPM

Weber's Theory

- Given by Max Weber.

- Promotes closed system of employment.

- Strictly hierarchy based

- Is a near-archaic form of administration.

- Promotes ~~specialists~~ generalists.

- It is prone to prescriptivism and red-tapism.

- Focuses on all public citizens.

- Promotes traditional system of Bureaucracy.

- For example: Pakistan and India.

NPM

- Given in 1992 in a book "Reinventing Government"

- Closed system of employment

- Has more flexible leadership.

- Is a novel form of administration

- Promotes specialists.

- It has a more fluid organizational structure promoting efficiency.

- Focuses more on customers/ customer-oriented.

- Promotes business management/entrepreneurial spirit.

- For example: US and Germany

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Applicability in Pakistan

The new public management theory is more suitable in Pakistan according to modern-day innovations and principles. This form of administration, when coupled with some modifications can solve many challenges in Pakistan and can drastically increase efficiency, effectiveness and practicality of solutions presented.

It can boost the economy and allow for a more flexible system.

Ans. Ques. 8(b)

Opportunities of ICT	Threats from ICT
i) It can allow for a revolutionizing E-governance.	- IT can replace many civil servants and reduce employment.
ii) It can increase effectiveness and reduce time of service delivery	- Maintenance costs can stack up a hefty bill
iii) It is less prone to human error.	- It is vulnerable to cyber attacks
iv) It can allow for increased engagement with the private sector.	- It may allow private companies to exploit civil servants.
v) Can increase international collaborations	- Can sideline civil servants

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