

APRIL 18, 2024

Committee of Experts on Public Administration

THE 'BUREAUCRACY LAB' APPROACH



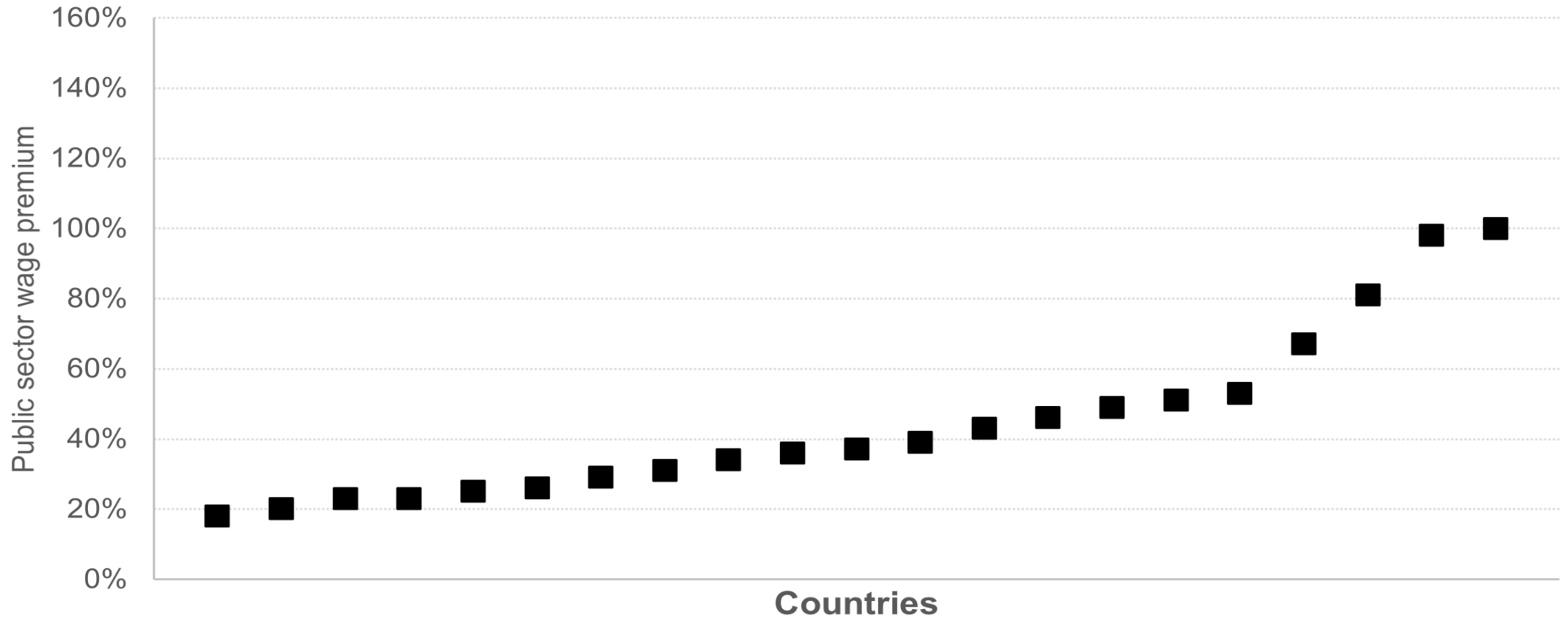
Daniel Rogger

Research Manager

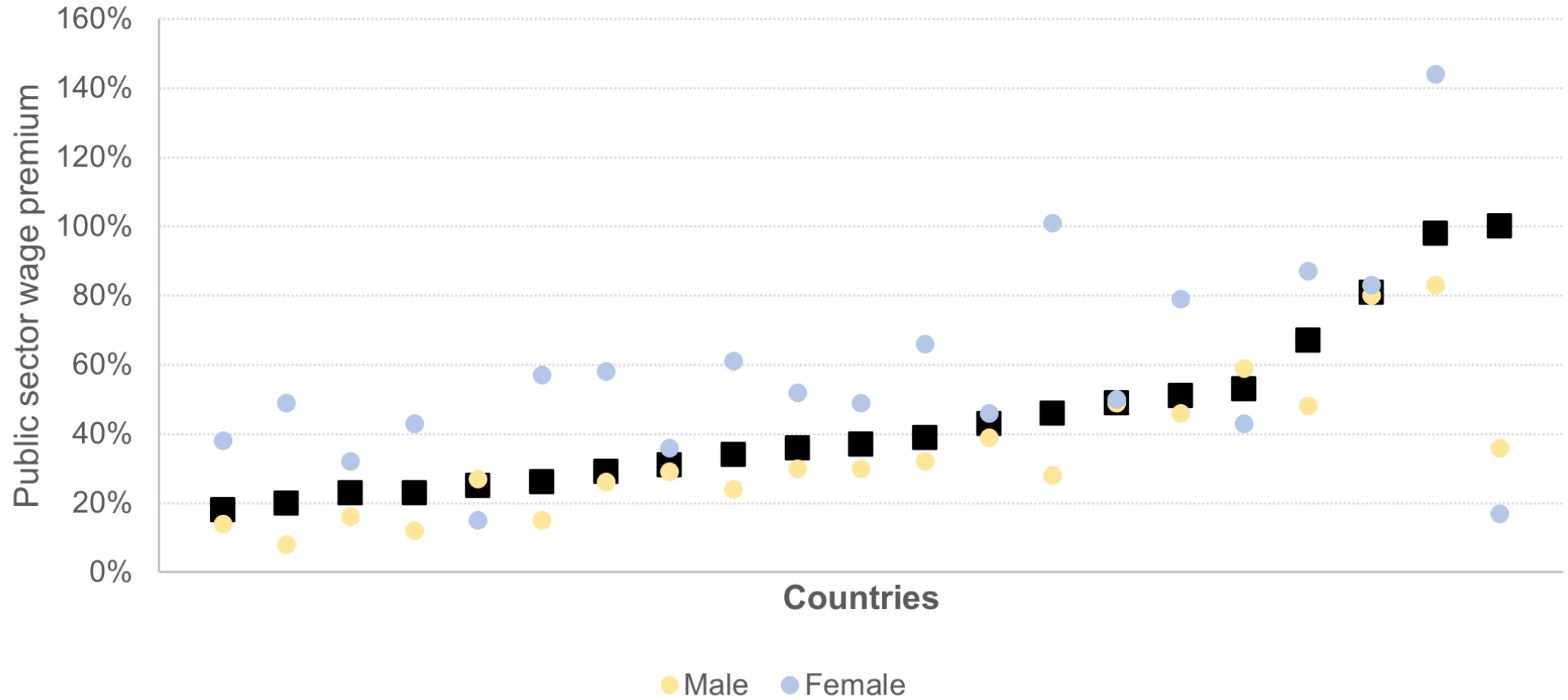
Development Impact | World Bank

How do we decide the **pay** of
the public sector workforce?

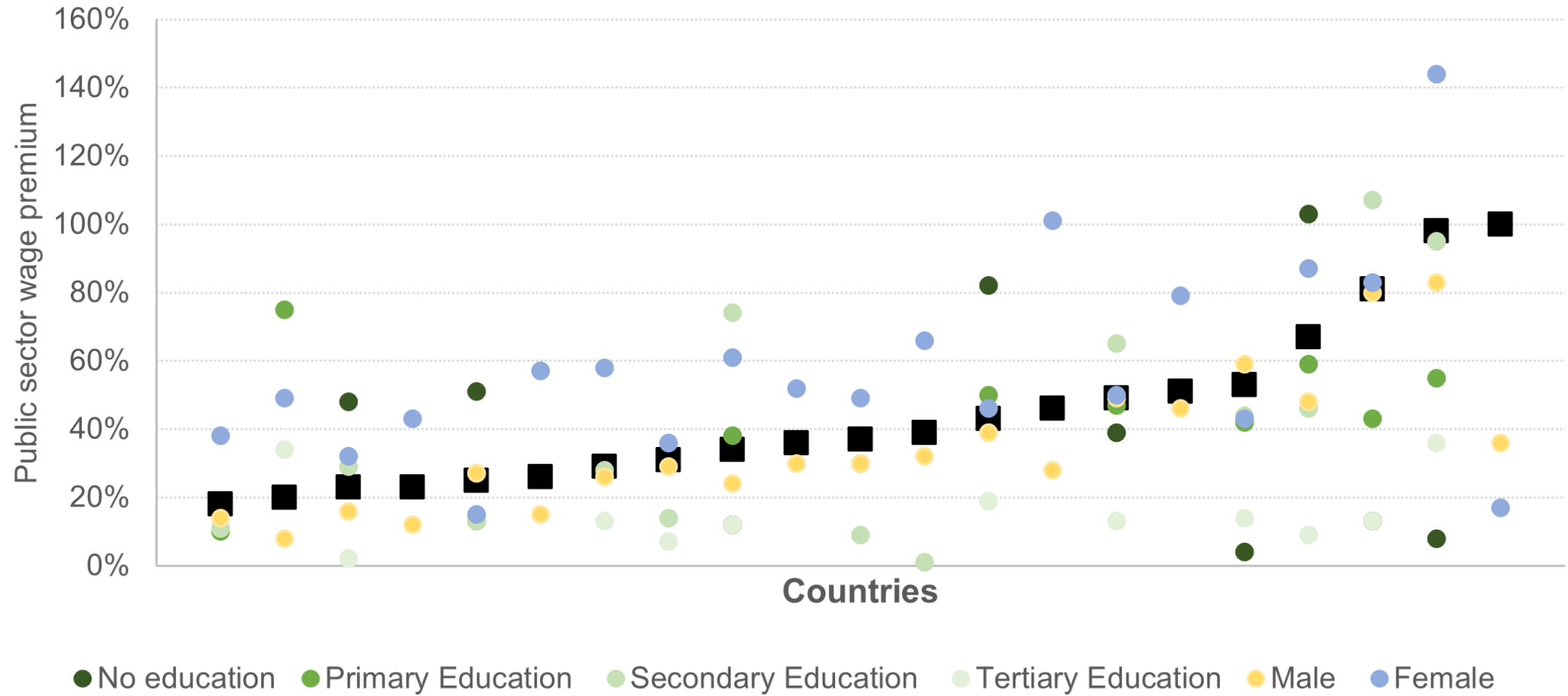
Public Sector Wage Premia, Selected Countries



Public Sector Wage Premia, Selected Countries



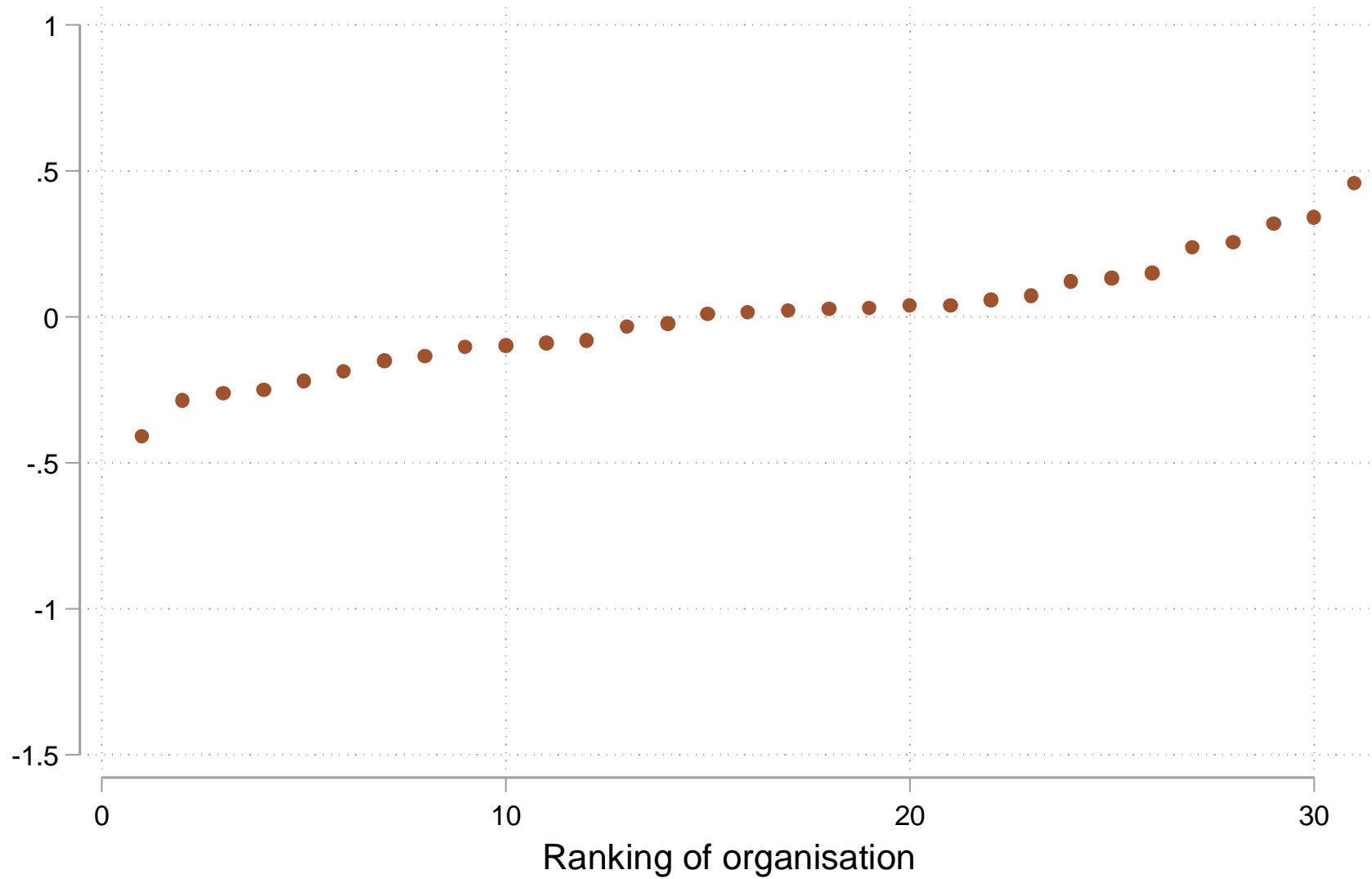
Public Sector Wage Premia, Selected Countries



Pay that attracts talent, but is not overly distortionary to linked private markets, requires data and analysis about each group of the public workforce.

How well is the public sector
workforce **managed?**

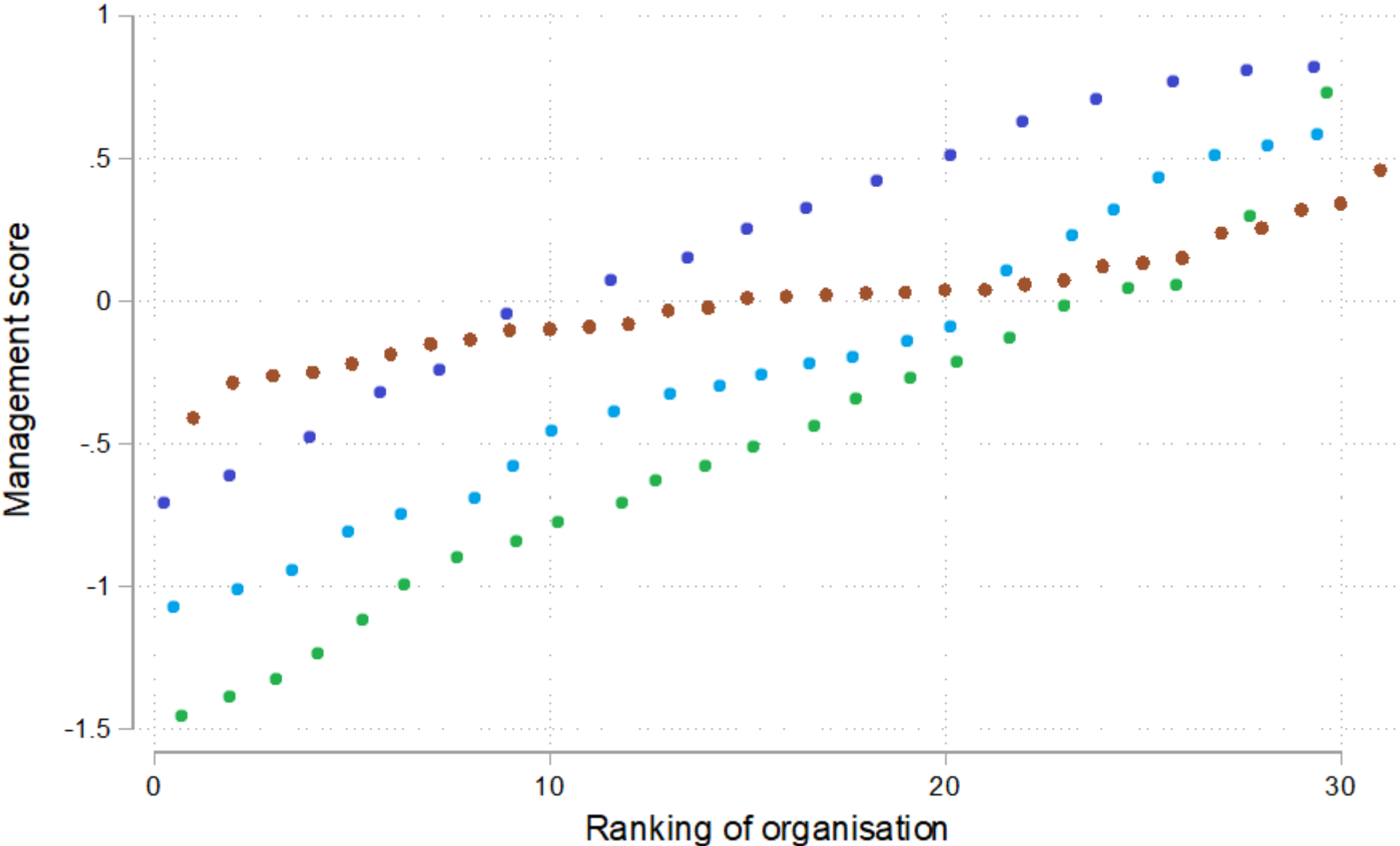
Management Scores, Ghana Civil Service



Management Scores, Ghana Civil Service



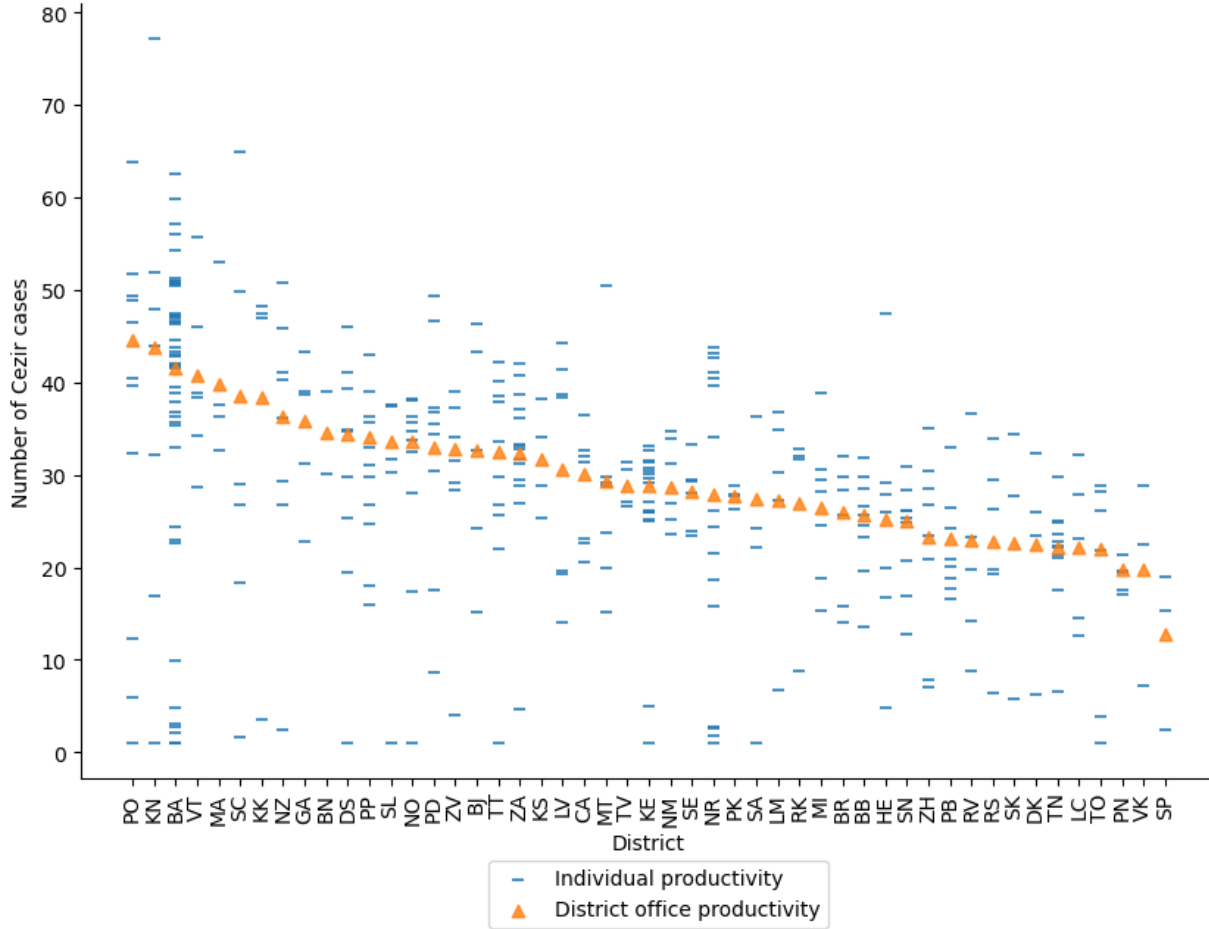
Management Scores, Selected Countries



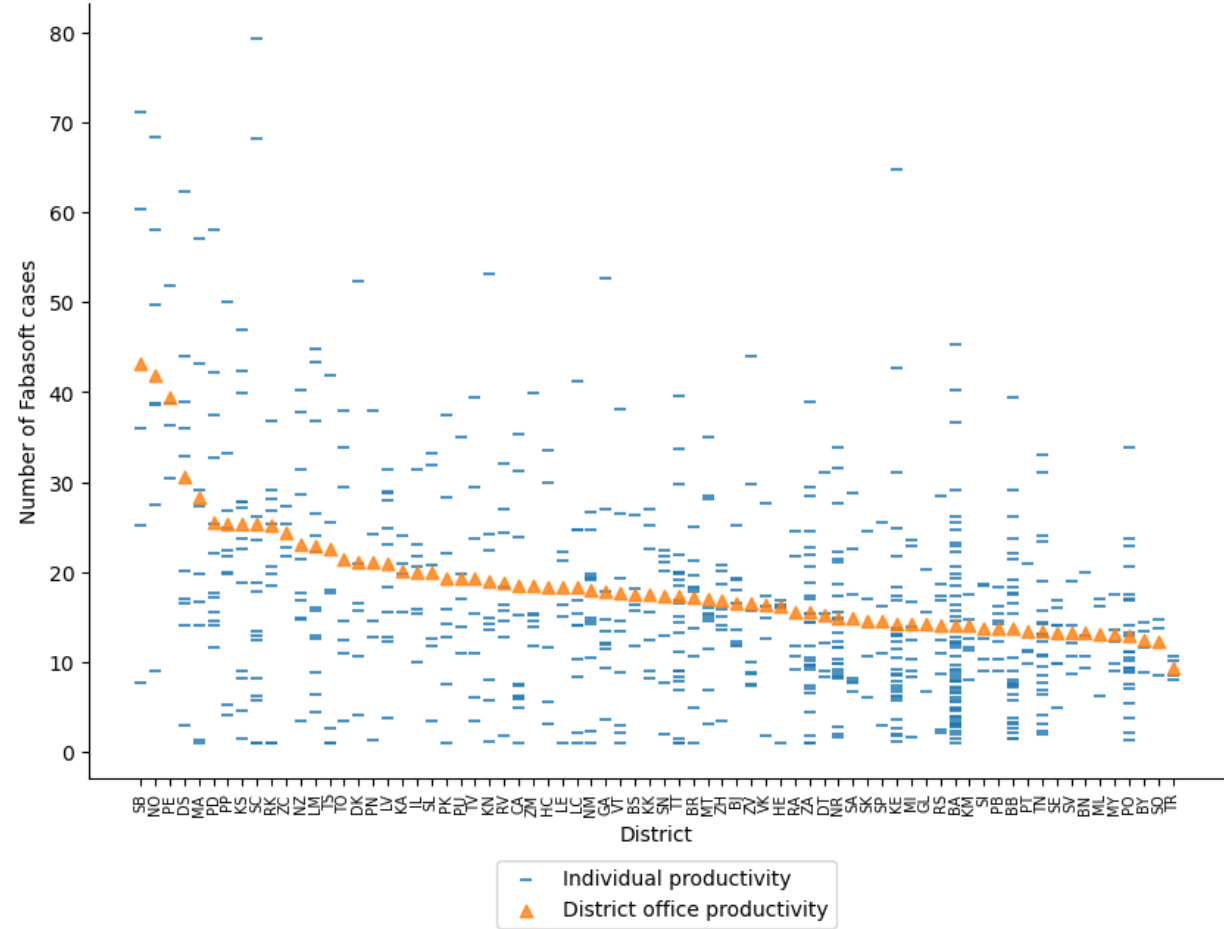
The experience of government varies tremendously for public employees themselves.

How **productive** is the
public sector workforce?

Productivity, Slovakia's Public Service



Business Licensing Department



Environmental Regulation Department

Public officials sitting next to each other
can be orders of magnitude less or more
productive than each other.



Doing Governance Differently

Strengthening the state and accelerating towards the SDGs using Government Analytics

Daniel Rogger (World Bank | DIME // drogger@worldbank.org)

<https://www.worldbank.org/en/research/dime>

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