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better delivery of public goods and services, with increased accountability. Such actions can include data gathering and analysis, organizational restructuring, improving human resource management and training, enhancing pay and benefits while assuring sustainability under overall fiscal constraints, and strengthening civil service reform in developing countries - Wikipedia the reform process. This high-level backing lent legitimacy to the effort. Although civil service reforms had been undertaken more or less nonstop since Botswana gained independence from Britain in 1966, decentralization never was attempted. The central role of the DPSM had been workable while the service remained fairly limited in size and scope. Power to the Ministries: Decentralization in the Civil ... Civil service reform is usually a supporting strategy for more general decentralization in government operations or service delivery. One does not decentralize the civil service as an end in itself -- one does so in order to provide services better, manage resources more efficiently, or support other general outcome goals. Administrative Decentralization - World Bank Tjiptoherijanto/Reform of The Indonesian Civil Service: Racing with Decentralization 2 1986 to 1992, the civil service grew by 25 per-cent, with a significant lower growth rate in the latter years of this period. The number of civil service reached its peak in 1993 with slightly more than 4 million positions, or 21,8 civil ser- Reform of the Indonesian Civil Service: Racing with ... Besides decentralization to executive agencies and social organizations, public management reform involves devolution to sub-national units of activities and the corresponding fiscal resources to finance them. It involves also making public managers more autonomous and more accountable. In synthesis,

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