Chapter V

Findings, Suggestions & Conclusion

Findings:

1. Upon data analysis it is found that the public departments are not free from political influence.

2. It is true to say that on a majority the Public departments/government organizations are inclined to consider working in favour of the citizens.

3. The participants are not positive on agreeing that public departments in India/Maharashtra live up to the expectations of the people.

4. The participants have a strong opinion that there is a delay in implementation of work by public departments.

5. There is a general opinion that the public departments can be easily influenced by different groups/organizations.

6. There are group of people that seek help to get work done from public department/government organization.

7. There is a general opinion that the political organizations have major influence on the decision making of public departments/government organisation.

8. It can be said that not all the public/government departments are influenced by political leaders/party.

9. Ethically it is not advisable to use party influence with public department help, however actual practice differs and it is widely used.

10. The political parties are only portraying being supportive for good administration, however they are generally the bottle neck in the final implementation of the same.

11. India majorly lacks implementation of policies and a major contributor to this is the lack of adequate training of the staff in the Public Administration department.

12. No doubt that India is a developing nation and that it is certainly a tuff task to provide all the latest public welfare amenities, however whatever funds are available if utilised appropriately the funds allocated can prove to improve the situation considerably
13. In a developing country like India, corruption plays an important role in delays in the functioning of the Public Administration Departments.

14. In India, in the current scenario the public administration departments are not very well prepared for the disaster management and need adequate training and support.

15. Definitely, a developing country like India needs a better system to ensure accountability of the Public Administration Departments.

**Suggestions:**

To ensure credibility, a clear stance against corruption is essential from leaders and decision-makers. Bearing in mind that no universally applicable recipes exist, national anti-corruption strategies or programs, covering both preventive and repressive measures, should be drawn up and implemented. These strategies should be subject to broad consultation at all levels.

Anti-corruption laws are important, but their implementation by competent and visible anti-corruption bodies (i.e. well-trained and specialized services such as anti-corruption prosecutors) is more important. Targeted investigative techniques, statistics and indicators should be developed. The role of law enforcement bodies should be strengthened, and they should be concerned not only with corruption, but in addition with fraud, tax offences and money laundering.

Access to public offices must be open to every citizen. Recruitment and promotion should be based on objective and merit-based criteria. Salaries and social rights must be adequate. Civil servants should be required to disclose their assets. Sensitive posts should be subject to rotation.

Integrity, accountability and transparency in public administration (judiciary, police, customs, tax administration, health sector, and public procurement) should be raised through employing quality management tools and auditing and monitoring standards, increased transparency is important in order to develop confidence between the citizens and public administration.
Codes of conduct in the public sector should be established and monitored.

Clear rules should be established in both the public and the private sector with regard to whistle blowing (given that corruption is an offence without direct victims who could witness and report it) and reporting corrupt practices.

Public intolerance to corruption should be increased through awareness-raising campaigns in the media and through continuous training. The central message must be that corruption is not a tolerable phenomenon, but a criminal offence. Civil society has an important role to play in preventing and fighting the problem.

Clear and transparent rules on party financing, and external financial control of political parties should be introduced to avoid covert links between politicians and (illicit) business interests. Political parties evidently have strong influence on decision-makers, but are often immune to anti-bribery laws.

Incentives should be developed for the private sector to refrain from corrupt practices, such as codes of conduct or “white lists” for integer companies.

Facilitate joint assessments of corruption and the wider governance context in high-risk countries in close cooperation with other organizations, beginning with pilot exercises in selected countries, which build on any existing work.

Signal its support for anticorruption benchmarks and targets that can be agreed jointly by donors and partners at country level and used to monitor progress. Endorse as good practice the close coordination of donor governance and anticorruption work at country level.

Develop a set of good-practice principles (a “voluntary code of conduct”) to be endorsed by ministers and rolled out at country level, on coordinated donor responses to deteriorating corruption contexts.
Encourage its members to advocate more concerted and systematic action within their own governments to implement and enforce international conventions to tackle the supply side of corruption (e.g. the offering of bribes by the private sector).

Support international initiatives such as the proposed Global Integrity Alliance as a positive way forward in transforming the international incentive environment for integrity and good governance.

i) Collectively foster, follow and fit into the local vision at the country level, donors should collectively:

- Promote with government the development of a shared government-donor vision/strategy and collaborative mechanism(s) for anticorruption dialogue and action, ideally based on government commitment to implement the UNCAC (or other relevant instrument).
- Share diagnostics, knowledge and analysis through such mechanism(s) as identifying gaps and reviewing progress.
- Engage with other key actors through such mechanism(s) (e.g. civil society, media and the private sector).
- Support and strengthen the capacity of civil society for strengthening the demand for reform, and promoting and monitoring transparency and accountability in the fight against corruption.
- Work, where government commitment is weak, with local and international civil society and private sector actors as the primary alternative, but recognizing that strengthening government commitment is the essential objective in the long term.
- Take time to understand local political, economic, social and historical contexts and challenges and develop responses that are appropriate to them.
- Favor long-term responses over short-term, reaction-driven inputs, but without losing the capacity for responding quickly to support new initiatives and emerging reformers where these opportunities arise.
As individual donors:

- Agree to present anticorruption assistance explicitly as being contributions to the shared vision/strategy and the collective donor approach.

ii) *Acknowledge and respond to the supply side of corruption Development agencies should:*

- Foster stronger action by relevant domestic departments in their own countries against the supply-side of corruption in areas such as bribery by donor country companies, money laundering, repatriation of assets or the ratification and implementation of major international conventions such as the OECD Anti-Bribery Convention.
- Inform counterparts in other development agencies of this engagement.
- Engage proactively with the private sector in partner countries.
- Ensure that accountability and transparency measures are included in all areas of donor assistance.
- Contribute to strengthening inter-country cooperation (mutual legal assistance, mechanisms for asset recovery) both by strengthening capacity in developing countries for making requests for international legal cooperation and by collaborating with domestic departments where appropriate.

iii) *Marshal knowledge and lessons systematically and measure progress*

*At country level, donors should:*

- Collectively foster knowledge gathering to inform policy and operational action, drawing, wherever possible, on local capacity.
- Encourage government to develop systems that better connect evidence with policy development.
- Foster the systemization and publication by government of the measurement and the report of progress on anti-corruption efforts.

iv) *At the global level, donors should:*

- Develop a systematic approach to dividing up efforts for undertaking strategic research/knowledge gathering and synthesis and in sharing results.
Conclusion:

Rising in prominence, public administration is becoming increasingly central to government. In times of economic crises, the budgetary aspects of this field make it highly valuable, even integral to successful functioning. In the wake of such great economic downfall, governments will surely emphasize budgetary administration. Concerns regarding the management and allocation of funds have remained in the foreground and proven the viability of administration in government. It is possible that the number of positions in government available to those who specialize in financial issues as they pertain to the public interest will continue to increase.

Administrative reform is the core means through which it is possible to best improve government. Given the poor public perception of government and the innumerable improvements that can be made, positions in public administration will only increase. In addition to traditional education, top online public administration schools will further improve the quality of those in the field, as well as the competitiveness of positions.

Having been faced with the challenge of unification for years, the future of careers in public administration is dependent upon the ways in which practitioners and academics interact. The extremely broad range of topics included in this field, in addition to the varying perspectives held by those in different areas may further result in greater specification. Differences in perspective, as seen clearly between American and continental-European and developing nations approaches will dictate the field’s development, and ultimately the employment landscape. It remains to be seen whether these differences will further separate or unify public administration as a coherent study. In the same way that von Stein argued for the separation of public administration and administration law, it is possible that this field will become an even more distinct science with many highly focused sub-disciplines and an even wider array of employment opportunities.
a. A realistic, tailored analysis of societal conditions and cultural norms, and the consequent design of the intervention, is needed when entering a major international intervention in a post conflict territory. Such analysis might have led to a development rather than a reconstruction approach, as the new society differed radically from the former, and to a longer time perspective for the intervention, ultimately rendering it more effective and shorter.

b. More attention devoted to the implementation of legislation would have been useful. Project cycle thinking runs a risk to under-prioritise the outcomes of the outputs sufficiently. When implementation and monitoring is weak, immediate results may not have much impact.

c. Considering the importance of public administration for any other reform, an overall civil service reform, ensuring the professional integrity and independence of the institutions as well as career structures and job-incentives, would have been adequate from the start.

d. In the light of prevailing administrative norms and practices, insufficient quality of education and limited relevant experience of civil servants, more emphasis on basic administrative and managerial skills would have been adequate in capacity building. Emphasising sideman learning and coaching, at the expense of a tendency towards the international consultants doing the job, might have enhanced the results of capacity building.

e. Reduction of the use of short-term contract employment in public administration would have been beneficial, considering its relation to political employment and staff turnover.

1. Effective vetting of all legal staff prior to the independence of the judiciary might have enhanced its performance.

In a highly politicised context after an armed ethnic conflict, formal adherence to the rules of multi-nationalism is not enough to ensure effective contribution to their materialisation.
• **Strengthened overall Implementation Capacity**
• **Strengthened Anti-corruption measures**

  Corruption and nepotism are still widespread phenomena. While it may be tacitly argued that such mechanisms make the system work, albeit following logic different from the official one, this is still detrimental to the overall effectiveness of the public sector and to the rule of law.

• **Civil Service Reform providing for De-politicisation of the Administration**

  Enhanced performance of public administration is a precondition for the efficiency of any other reform. This will require a significant reduction of the present level of political interference.

• **Reform of the Judiciary & Resolution of Property Law issues**

  Insufficient effectiveness and efficiency of the judiciary appears an impediment for the effective rule of law and for economic development. It is therefore urgent that the vetting of judges and prosecutors, which has so far not taken place, be effected and that priority is attached to the resolution of the legal problems, in particular regarding property law, which prevents efficiency in the court system.

• **Educational Reform**

  Insufficient quality through the whole education system appears to a root cause for many of the problems encountered.

• **Decentralisation**

  An overall decentralisation reform is still waiting to materialise. Municipalities capable of serving their citizens in accordance with European standards and opening for effective return of refugees.

Civil service reform providing for de-politicisation of the administration:

  - Continued support for policy development and coordination capacity with a stronger focus on an integrated system.
  - Continued support to the strengthening of the European Integration structures.
  - Strengthening public finance should include continued:
- Support to the Public Investment Program for ensuring coherence between capital and current expenditures and full alignment with the Medium Term Expenditure Framework and the annual budget.
- Support to internal audit, with increased emphasis on the accountability aspects
- Support to public procurement, combined with specific conditions to be met in order to ensure proper implementation of the procurement process.

Thus by this research work we can safely conclude that public administration is politically influenced, which should be fairly minimised to have an effective governance by implementing the above made suggestions and remedial actions.