

# Focus

SUPPLEMENT TO NUMBER EIGHT  
March 1998

This supplement to  
**Focus**,  
*The Public Management Gazette*  
consists of two parts: the  
first part gives names of  
contact persons; the second  
provides information on  
recent PUMA publications.

*If you want to know more about a news item in Focus, the Public Management Gazette, first, please check the detailed information reported in Focus On-Line, an electronic newsletter published monthly on PUMA's Web site: <http://www.oecd.org/puma/focus>. If the information given there is not sufficient, contact the persons listed below, who kindly reported the developments in their countries.*

## PAGE TWO

### **New financial management legislation**

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### **Evaluating public expenditure**

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### **Cost and results accounting**

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### **Keeping salary costs under control**

Ministry of Finance, Austria

### **Reviewing how money is spent**

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### **Report from Lisbon**

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## PAGE THREE

### **Self-governing regions**

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### **Politicians and civil servants**

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## **Looking at the results of reform**

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### **Finding government phone numbers**

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### **Indicators of children's well-being**

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Copies of the full report can be obtained from the  
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### **User orientation -- a key value**

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The programme is available on the Internet at  
<http://odin.dep.no/psd/publ/brukerori/userori.html>.

### **Measuring performance**

Ministry of Finance, Austria

### **Accountability and responsibility**

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### **Managing human resources in Canada**

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### **Access to administrative information**

and

### **Enhanced effectiveness and transparency**

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### **Media get better access to information**

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### **In step with the information society**

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new from OECD

# WAGE DETERMINATION IN THE PUBLIC SECTOR A France/Italy Comparison

Public Management Occasional Papers No. 21

Despite the large share of public employment in total employment in many OECD countries, there is little information on the impact of (observed and unobserved) personal characteristics on pay. Moreover, most of the existing evidence is based on aggregate data and cannot take into account the heterogeneity of the public sector workforce. This study presents a new method for analysing public sector wages, using micro longitudinal data. With this method, it is possible to analyse pay differentials among individuals and changes in pay over time. The impacts of age, occupation, cohort of birth and gender have been estimated using comparable samples in the French and Italian civil services over a similar period. This kind of analysis should prove valuable to those responsible for human resource management in the civil service, since it focuses on the importance of individuals' wage careers. In particular, it provides information on the issue of gender pay discrimination, looking at the way men and women rise through the hierarchy as opposed to comparing aggregate pay data between men and women.

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### Introduction

Institutional features and recent reforms in France and Italy  
Evolution of pay and employment

### Data sets: A description

France  
Italy

### The structure and dynamics of wages

Wage growth and distribution  
The evolution of the wage structure by socio-economic groups  
Patterns of wage differentials by sub-sector in Italy  
Patterns of wage differentials by occupation in France

### Age earnings profiles

Age earnings profiles by cohort

### An analysis of the gender wage gap

Analysis of Variance  
Closing the Gap: an econometric analysis  
*Estimation of the Gender Wage Differential*

### Concluding remarks

## WAGE DETERMINATION IN THE PUBLIC SECTOR A France/Italy Comparison

**ISBN 92-64-15698-4 \* 72 pages \* FF 60 \* US\$ 10 \* £ 6 \* DM 18 \* YEN 1150**

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*new from OECD*

## **USER CHARGING FOR GOVERNMENT SERVICES**

### **Best Practice Guidelines and Case Studies**

**Public Management Occasional Papers No. 22**

Member countries are increasingly financing government services through user charging. The objective of user charging policies generally include some or all of the following: reducing budget deficits; making the cost and benefits of services more visible to their users and government organisations providing services; relieving the general taxpayer of costs properly borne by the users who benefit directly from a service; imposing discipline on user demand for services; fostering more business-like, customer-oriented management and generally improving the financial and service performance of the supplier; and encouraging the development of markets and competition. Senior Budget Officials requested the OECD Secretariat to undertake a study of user charging in Member countries and to identify the key factors for implementing effective and efficient user charging systems. The Secretariat was assisted by a Panel of Experts in this study. As part of their work, Panel Members prepared case studies of specific activities that were subject to user charging in their respective countries. The Guidelines were reviewed and endorsed at the 1997 annual meeting of Senior Budget Officials and were subsequently approved at the Autumn 1997 meeting of the Public Management Committee. The Guidelines are not designed to identify what activities should be subject to user charging. They are designed to identify best practices for implementing user charges once the decision to impose them has been made.

#### **TABLE OF CONTENTS**

- Best Practice Guidelines for User Charging for Government Services
- User Charging at the Australian Attorney-General's Department
- User Charging for Air Traffic Control Services: Nav Canada
- User Charging In Finland
- Time-Based User Charging for Highway Use: The Euro-Vignet
- User Charging for Primary and Specialist Doctor Services in Iceland
- User Charging for Retirement and Nursing Homes in Luxembourg
- User Charging at the Barcelona Fire Department
- User Charging at Statistics Sweden
- Charging For Mapping Services: The U.K. Ordnance Survey
- User Charging at the U.S. Nuclear Regulatory Commission
- Cost Attribution for Information Technology Services at the U.S. Social Security Administration

## **USER CHARGING FOR GOVERNMENT SERVICES**

### **Best Practice Guidelines and Case Studies**

**ISBN 92-64-16042-6 \* 100 pages \* FF 85 \* US\$ 14 \* £ 9 \* DM 25 \* YEN 1700**

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**new from OECD**

## **ACCRUAL ACCOUNTING IN THE NETHERLANDS AND THE UNITED KINGDOM**

**Public Management General Distribution Document**

There is renewed interest being shown in accrual accounting by a number of Member countries. Accrual accounting refers to the same general accounting standards that private sector enterprises use. This report discusses the experiences of the Netherlands and the United Kingdom in implementing accrual accounting.

### **TABLE OF CONTENTS**

- Foreword
- Executive Summary
- Accrual Accounting in the Netherlands
- Accrual Accounting in the United Kingdom

**new from OECD**

## **MEASURING PUBLIC EMPLOYMENT IN OECD COUNTRIES: SOURCES, METHODS AND RESULTS**

**Public Management General Distribution Document**

This report presents the various public employment data available at the OECD and explains differences among sources. Using this set of data, the authors propose an assessment of public employment for various areas of the public sector, all comparable across countries.

### **TABLE OF CONTENTS**

- Background
- Public employment according to the different OECD sources
- Presentation of sources and figures by country

These two documents are available free of charge.

You can also find them on the PUMA Web site: <http://www.oecd.org/puma/online.htm>

If you wish to receive a paper copy, please send your request to:

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**Latest issue**

**PUBLIC MANAGEMENT FORUM**  
**A bimonthly newsletter for public administration  
practitioners in Central and Eastern Europe**

**Vol. IV - N° 1, Jan/Feb 1998**

**Special Feature:** *Promoting High Standards of Conduct in the Administration*

**Belgium Promotes Ethics with Greater Transparency**

Désiré De Saedeleer, Director-General of Belgium's Training Institute of the Federal Administration, writes that ethics has evolved into a major public policy priority for Belgian federal authorities, who are using transparency as a means to address the issue.

**Protecting the European Communities' Financial Interest**

Neil Usher, Principal Administrator, European Court of Auditors, highlights the ways in which the European Court of Auditors promotes deterrence and prevention of irregularities, such as fraud, to protect the European Communities' financial interests.

**Ethics Management Calls for Balanced Approach**

Janos Bertók, Administrator in the OECD Public Management Service (PUMA), states that a combination of incentives and sanctions is needed to encourage professionals standards of conduct. He also brings attention to PUMA work on an ethics checklist supporting the development of structures, institutions and mechanisms underpinning those standards in national administrations.

**Administrative Procedures and Administrative Oversight: Their Role in Promoting Public Sector Ethics**

Oxford Professor Dennis Galligan provides insight into the important role that administrative procedures and supervisory mechanisms play in regulating activities of the public administration. In the process, Galligan explains how they give meaning to the fundamental values of democracy, constitutionalism and the rule of law.

**Poland Puts High Priority on Ethics in the Building of a Modern Public Administration**

Poland has implemented a number of measures aimed at developing an ethical, professional public administration capable of managing governance challenges, including European integration. In this *PMF/TGP* interview, Jan Pastwa, Head of Civil Service, reports on the plans of the coalition government which took power in 1997 to strengthen qualification standards and nonpartisanship in the public service.

This issue of *PMF/TGP* also includes:

**Modernising Administrative and Budgetary Procedures for Regional Development**

Drawing upon their experiences in the governments of Portugal and Greece, respectively, Professors Luis Valente de Oliveira and George Chiotis comment in this interview on the administrative and budgetary arrangements that governments need to make in order to implement effective regional development programmes.

***PMF/TGP* is available in its entirety free of charge on the Internet via  
<http://www.oecd.org/puma/sigmaweb>.**