

CONTENTS

<i>Acronyms and Abbreviations</i>	iii
<i>Foreword</i>	v
<i>Acknowledgement</i>	vii
1 Civil Services Impasse in Pakistan	1
2 Restructuring Pakistan's Civil Service to Improve Governance and Service Delivery System	22
3 State, Society and Civil Servant: Interface Obligations and Conflicts	38
4 Civil Service Reforms in India & Pakistan: A Comparative Analysis of Aims, Objectives and Outcomes	63
5 Causes and Remedies of Risk Aversion among Civil Servants: Is there a way out for Civil Servants in Pakistan	93
6 Size of Civil Services in Pakistan: Implications for National Economy and Good Governance	119
7 An Analytical Study of Corruption in Pakistan's Civil Bureaucracy	144
8 Code of Conduct and Morality in Pakistan's Bureaucracy	172
9 Developing a Performance Oriented Culture in Government Functionaries: Impediments and Way Forward	191
10 Training System of Civil Servants: A Case of France and Turkey and Lessons for Pakistan	209
11 Wither Away the Civil Service: Brain Drain, Ethical Decay or Capacity Issue	235
12 Human Resource Development in Civil Services of Pakistan: Case Study of Establishment Division	266
13 Civil Service Training as a Vehicle of Improved Governance in Pakistan	299
<i>BIBLIOGRAPHY</i>	328