Contents

Pre	face		v
Int	roductio	n	1
1.	Employment		7
	1.1	Summary	7
	1.2	Civil service employment	7
	1.3	Numbers employed	9
	1.4	The cost of public service employment	12
	1.5	Changes in cost of civil service employment	13
	1.6	Discussion	17
2.	Grading: The two main systems		21
	2.1	Summary	21
	2.2	The British model	21
	2.3	The French model	32
3.	Grading issues		43
	3.1	Summary	43
	3.2	Educational qualifications, grade and salary	43
	3.3	The regrading of posts	49
	3.4	The grading of new posts	51
	3.5	General classes or cadres?	52
	3.6	How many grades and classes?	54
	3.7	Discussion	55
4.	Recruitment and promotion		59
	4.1	Summary	59
	4.2	Recruitment and vacancies	59
	4.3	Recruitment grades	61
	4.4	Recruitment methods	62
	4.5	Machinery for recruitment	64
	4.6	Requirements for promotion	65
	4.7	Procedures for promotion	69
	4.8	Expectations and probabilities of promotion	73
	4.9	Discussion	78
5.	Salary systems and structures		83
	5.1	Summary	83
	5.2	Why have salary scales?	83

CIVIL SERVICE PAY IN AFRICA

6.A	Size of first increment in British-based systems	113
6. B	Size of final increment in British-based systems	113
6.C	Size of first increment in French-based systems	116
6.D	Size of final increment in French-based systems	-
7.A	Effect of changes in grading and salary scale revisions on average salaries, 1980-85	116
7. B	Effects of narrowing differentials between ladders, Morocco, 1977-85	129
7.C	Range of salary ladders, Morocco, 1977 and 1985	131
7.D	Indices of changes in highest and lowest basic salaries, 1975-85	132
7.E	Non-promotion salary indices to 1985 over different periods, Ethiopia	133
7. F	Real salary indices to 1985 over different periods, Gambia	136
7. G	Real salary indices to 1987 over different periods, Kenya	137
7.H	Ratio of highest to lowest civil service salaries, 1975-85	138
7.I	Distribution of civil service salaries	139
7.J	Changes in money wages, cohort studies	141
7. K	Changes in real salaries, cohort studies	143
8.A	Function allowances, Mauritania	149
8. B	Function allowance index points, Central African Republic	164
8.C	Basic salary, standard allowances and function allowance, Tunisia	165
8. D	Total allowances as a percentage of total salaries	165
9.A	Civil service and other public sector salary scales, Sudan	168
9.B	Average monthly earnings and salary scales. Nigeria 1085	177
9.C	Comparison of public service pay with other sectors of employment	178
10.A	Pension provisions	180
10.B	Retirement pensions as a percentage of basic salary	188
11.A	Numbers of atypical employees	193
11.B	Number of atypical employees, 1975-85	200
11.C	Net salary of auxiliaries as index of permanent employees, Niger	201
11.D	Salaries of agents permanents as index of forestions in the	204
11.E	Salaries of temporaries as index of permanent staff (E	204
12.A	Different measures of changes in wages and real research	205
	6 Poo mra tom wases	215