

Comparing the Public Servants in China and Latin America/Caribbean

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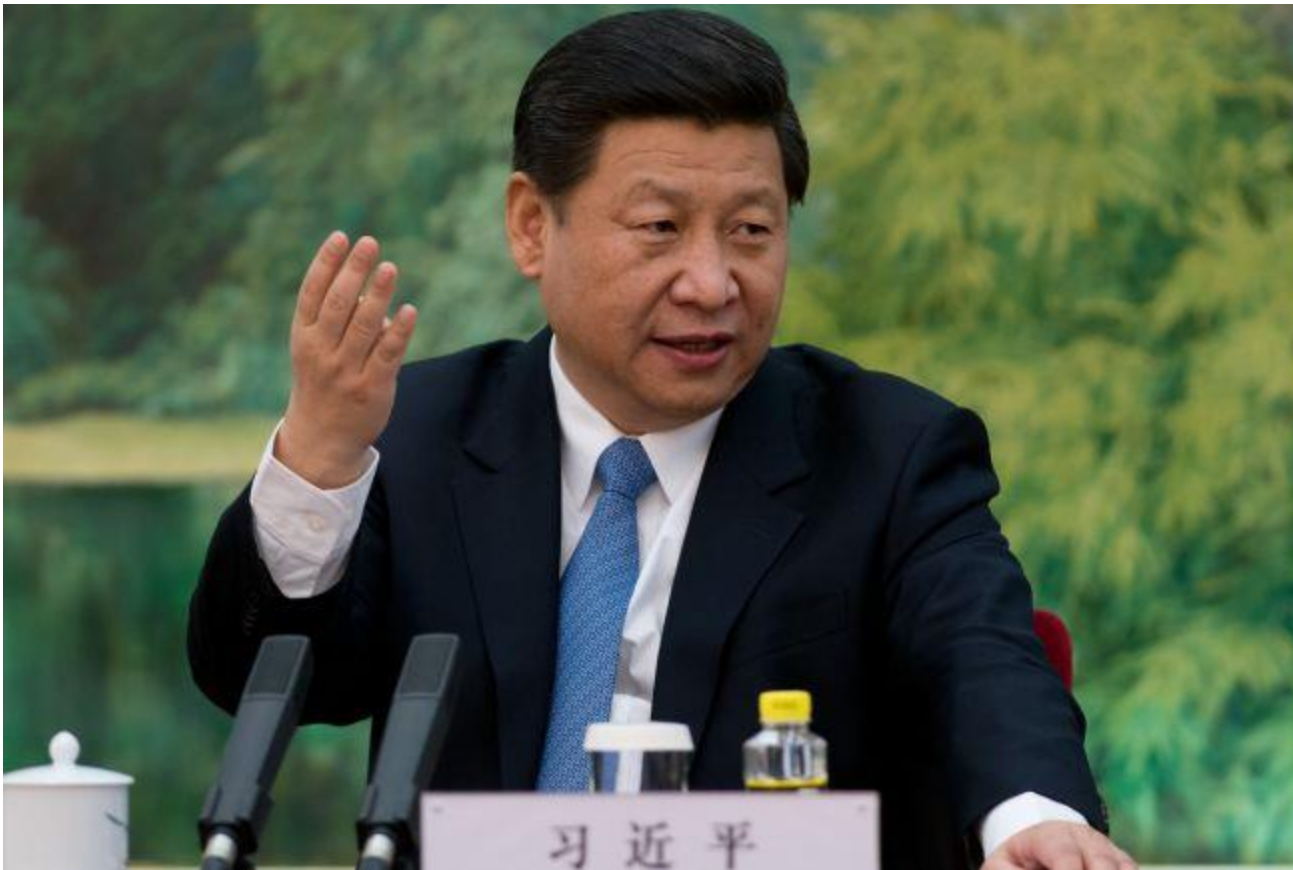
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September 22, 2015

Xi Jinping

- People's yearning for a beautiful life is what we need to cherish.



Selection/Appointment 1

- China
- Strident requirement regarding age limit, partisanship, work experience, political correctness, support from the colleagues, and most importantly, acknowledgement of the above authority.
- LA&C
- No age limit
- Partisanship and recognition of the above authority are important.

Selection/Appointment 2

- China
 - Some positions must be held by the CPC member,
 - but in the last two or three decades an increasing number of non-CPC individuals are appointed.
- LA&C
 - Always a balance between political support and the individual's work expertise
 - Especially relevant when individuals from different parties are appointed for the purpose of building coalition governments.

Selection/Appointment 3

- China
 - Regarding promotion, winning recognition from the above authority plays a decisive role although recommendation from the grassroots and colleagues are also important.
 - Corruption occurs.
- LA&C
 - More often than not, lower level officials are hand-picked by their above authority.
 - Recommendation and support from the grassroots and colleagues are not necessary.

On the job training

- China
 - Party school at different levels offer political and professional education;
 - High level civil servants have been sent to Harvard University and Singapore for training.
- LA&C
 - No party school.
 - No officials are sent abroad for training.



Revolving door

- China
 - It only happens in the same area of civil service, *Guazhi*, i.e., undertaking a similar position in the grassroots to accumulate work experience;
 - Seldom moving to academics.
- LA&C
 - Frequent revolving from the civil service to business or academics;
 - Seldom undertaking positions in a different place.

Continuity

- China
 - Central leadership change in Zhongnanhai every five years does not lead to significant turnover for the civil service below.
 - Policy continuity can be maintained.
- LA&C
 - A substantial number of people enter and exit the civil service with every new administration.
 - Policy continuity jeopardized.

Accountability

- China
 - The more serious the mistake, the more severe the punishment;
 - Punishment in two different ways, normally with party disciplines and others.
 - The individual can remain in the civil service, but with a lower position.
- LA&C
 - No punishment with party discipline;
 - The most frequent way of punishment is resignation;
 - No longer affiliation with civil service.

Performance appraisal

- China
 - No fixed mechanism
 - From GDP to non-GDP
 - Political correctness / loyalty to the CPC
 - Opinions of the grassroots
 - Judgment of the above authority
- LA&C
 - No fixed mechanism
 - Maintaining the job is the decisive factor to work hard.
 - Also a close link between performance and remuneration

Conclusions

- Appointment of officials is much more rigid, formal, strict in China than in LA&C.
- But it's not easy for LA&C to model on China as their political systems are totally different.
- Corruption is a great headache for both China and LA&C.
- It's not easy for LA/C to model on China as their political systems are not identical.

Thank you.

