

1. Record Nr.	UNINA9910220099803321
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Titolo	Strategies for private-sector development and civil-service reform in the Kurdistan Region--Iraq
Pubbl/distr/stampa	RAND Corporation, 2014 [Place of publication not identified], : Rand Corporation, 2014
ISBN	0-8330-8633-2
Descrizione fisica	1 online resource
Collana	RAND Corporation monograph series Strategies for private-sector development and civil-service reform in the Kurdistan Region--Iraq
Soggetti	Civil service - Iraq - Kurdistan Public service employment - Iraq Manpower policy - Kurdistan - Iraq Economic development - Iraq - Kurdistan Government - Non-U.S Law, Politics & Government Government - Asia Kurdistan (Iraq) Economic policy Iraq Iraq Kurdistan
Lingua di pubblicazione	Inglese
Formato	Materiale a stampa
Livello bibliografico	Monografia
Note generali	Bibliographic Level Mode of Issuance: Monograph
Nota di contenuto	Summary -- Introduction -- Methods, information sources, and data -- Employment in the Kurdistan Region - Iraq -- Fostering private-sector development: taking advantage of private investment and reforming the enabling environment -- Fostering private-sector development: outsourcing and privatization of government functions -- Skills and education of civil-service employees -- The civil-service compensation system and personnel policies -- Strategies for voluntary civil-service separation -- Conclusions -- Appendixes -- References.
Sommario/riassunto	This monograph provides strategies to increase private-sector employment, including ways to reemploy civil-service workers in the private sector, in the Kurdistan Region - Iraq. Prepared for and at the

request of the Kurdistan Regional Government (KRG), this monograph is based on a variety of research methods and analyses. These include a review of the existing literature, analyses of survey data, analysis of Kurdistan regional and Iraqi national documents and laws, and a qualitative assessment of numerous conversations with government officials and private-sector employers. The KRG can develop its private sector by removing obstacles to starting or expanding a business, by identifying sectors for which conditions are particularly favorable for private-sector growth and supporting them, and by outsourcing and privatizing some functions that the KRG currently performs. However, private-sector growth does not guarantee that civil-service workers will leave for private-sector employment. Civil-service workers will need the qualifications necessary for private-sector jobs and will have to expect that the benefits of private-sector employment outweigh the benefits of civil-service employment. At the same time, as the KRG devises methods for encouraging civil-service workers to leave for the private sector, a key challenge will be to ensure that the most productive employees stay with the KRG in order to ensure the proper functioning of government.
