

Transformation of the State as Employer. Public Employees' Role Perception and their Interest Representation in International Comparison

Overview

Duration:

01 January 2008 - 31 December 2014

Research Team:

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Funding:

Deutsche Forschungsgemeinschaft: Sonderforschungsbereich 597 "Staatlichkeit im Wandel"

Details

In the course of New Public Management reforms and the privatization of public services, public employment regimes are undergoing a substantial realignment. Findings from the first phase of our project indicate that although there is a general convergence in approaches to public service provision among OECD countries, the extent of changes in public employment regimes varies according to both country-specific institutional frameworks and to traditions of public administration and type of service. Whereas some countries still favor a distinct public servant model, other countries have restructured their public employment regimes according to NPM ideals with a focus on private sector management practices. Moreover, Western public employment regimes that were once rather uniform and standardized have become more diverse, losing capacity to serve as a role model for national labor markets.

In the second phase the focus shifted to the employees' perception of the above named changes. Based on case studies with focus group interviews in country and sector comparison, we asked how the realignment of employment regimes affected the professional expectations, attitudes and values of public employees. Findings show that across the board NPM-oriented values such as

effectiveness and service orientation have gained importance, but still vary by sector. While these results question the assumption of a homogenous and unique so-called 'public service ethos', results indicate at the same time that public employees across countries and sectors still identify with providing a public good in contrast to profit-oriented private sector work.

The project is headed by:

Prof. Dr. Karin Gottschall and
Prof. Dr. Bernhard Kittel (until 03/2013)

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Publications**Monograph reviewed**

Gottschall, Karin; Kittel, Bernhard; Briken, Kendra; Heuer, Jan-Ocko; Hils, Sylvia; Streb, Sebastian; Tepe, Markus, 2015: [Public Sector Employment Regimes - Transformations of the State as an Employer](#), Transformations of the State, Houndmills/Basingstoke: Palgrave Macmillan

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Kroos, Daniela; Gottschall, Karin, 2012: [Dualization and gender in social services. The role of the state in Germany and France](#), in: Emmenegger, Patrick; Häusermann, Silja; Palier, Bruno; Seeleib-Kaiser, Martin (Ed.), The age of dualization. The changing face of inequality in deindustrializing societies, Oxford: Oxford University Press, pp. 100 - 123

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