



SAO PAULO SCHOOL OF
BUSINESS ADMINISTRATION

CALL FOR PAPERS

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BEYOND THE ADMINISTRATIVE REFORM: THE STATE'S ROLE IN THE 21ST CENTURY

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GUEST EDITORS: **Alketa Peci** (FGV EBAPE, RJ, Brazil), **Cibele Franzese** (FGV EAESP, SP, Brazil),
Felix Lopez (IPEA Instituto de Pesquisa Econômica Aplicada, RJ, Brazil), **Leonardo Secchi** (UDESC, SC, Brazil),
Thiago Dias (UFRN, RN, Brazil)

THE SPECIAL ISSUE'S PURPOSE

Reformist waves in Brazilian public administration are not recent phenomena. To the contrary, modernizing efforts have been witnessed from Vargas administration's bureaucratic reform to our days. However, the scope and content of these reforms change over time, and various factors can explain that change. The historical course, the ideological clashes, the social and economic immersion of the public administration field are only a few of the many that can be mentioned. To some authors, albeit with different goals, Brazilian reforms have some common traits (Castor & José, 1998; Nascimento, 1967; Peci, 2007). However, new modernizing efforts in public administration seek distinction from previous ones, and in that distinction lies, mainly, their reformist character.

In September 2020, after a long speculation period in which ideas or subjects were released piecemeal, the Federal Government presented its version of administrative reform through the Constitutional Amendment Proposal (PEC 32/2020). The PEC addresses several issues and topics, among which some aspects stand out: the addition of new constitutional public administration principles, limitation of Government schools' functions, a discussion on the relationship between the State and private-sector and civil society organizations, freedom for the head of the executive branch to disband government bodies and, mainly, a set of changes to the human resources (resignification of employment statuses, performance evaluation, personnel selection, labor rights, among others). However, no motives were presented which provide a diagnosis of the problem-situation, cost-benefit analyses or other projections and analyses that might underpin the administrative reform proposal. The new PEC lends itself to speculations about potential savings on public servants' payroll, thus suggesting that fiscal reasons guide the reform's efforts, while leaving aside in-depth analyses about the inequality that persists between public servants and the improvement of services delivered to society.

However, important issues put forth by the reform demand reflection and empirical analyses capable of informing the discussion on the role of a modern State that can respond to the demands of citizens for public policies and quality services.

In this special call, we invite studies and pieces that discuss the proposed reform or connections between aspects of PEC 32/2020 and the State's role in the 21st century. Many of the themes are rather a matter of management than of a constitutional change. In addition, the reform seeks to explicitly include states and municipalities while leaving out the other branches, where distributive injustices are most felt. Thus, we also welcome case studies or comparative analyzes that report good human resources practices and other innovative initiatives adopted by states and municipalities, revealing evidence of policy experiences that have been implemented for at least a year. On the other hand, we encourage reflections that address the legislative and judicial branches, as well as international research that can inform the analysis of the themes proposed here or signal good practices for the Brazilian case.

AMONG THE SUGGESTED THEMES, WE INVITE STUDIES THAT DISCUSS:

- The State's role, public administration paradigms and administrative reforms in Brazil and in the international context;
- Composition and characteristics of the workforce at the three government levels and in the three branches;
- Public-sector employment statuses and tenure;
- Appointed positions (forms of selection and incentives);
- Human resources and public policy quality at the three government levels and in the three branches;
- Government schools' role, functions and performance;
- Performance management in the public sector, good practices, challenges and breadth;
- Recruitment and civil service examinations: successful modalities and experiences;
- Probationary phase: implementation challenges and good practices;
- Public servant rights: bonus for length of service, retroactive wage adjustments, paid vacations, wage increases, automatic progressions, promotions, bonus leaves;
- Challenges of competence-based management in the public sector;
- Interorganizational arrangements and partnerships with the private-sector and third sector;
- Digital transformation of public services;
- Performance incentives and distortion in the public sector;
- Reorganization of positions and careers.

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In case of doubt regarding this call for papers, please send an e-mail to: alketa.peci@fgv.br

SUBMISSION

The submitted papers cannot have been published, accepted for publications or be under consideration for publication in any other journal. To be eligible for review, the papers must have between 4,000 and 8,000 words and follow the American Psychological Association (APA) format guidelines; graphic contents must follow the CGPC guidelines. The papers should be in Portuguese, English or Spanish.

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Suitable articles will be submitted to peer-review process.

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