

Editorial

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This issue of RAP brings critical new contributions to support the debates around the proposal of a constitutional amendment (PEC 32/20) in the Brazilian National Congress. It is a proposal presented by the executive branch to change provisions regarding government employees and modify the organization of direct and indirect public administration of the three branches at the national and subnational governments, representing a substantial administrative reform with effects in the long run. Due to its impact, this new administrative reform has been the subject of several studies and reflections, among which we highlight those published in the special issue of the journal *Cadernos de Gestão Pública e Cidadania* (Peci, Franzese, Lopez, Secchi & Dias, 2021).

The main amends refer to government employment relationships, emphasizing the hiring process, remuneration, and forms of dismissal. However, the proposal of PEC 32/20 does not present a background subsidizing informed decision-making, which stresses the relevance of research to fill this gap.

In this issue of RAP, Ventura and Cavalieri discuss salary differences within the executive branch in Brazil, showing how the remuneration pattern of different higher education careers has evolved from 1998 to 2015. Their work shows a pattern of greater valorization of the so-called typical state careers to the detriment of others, revealing an internal distributive conflict, which may be aggravated if the differentiation of state careers proposed in this reform passes. Profili analyzes the remuneration structure of positions in the civil service at the federal executive branch in Brazil. The author highlights salary inequalities depending on the body of direct or indirect administration where civil servants perform positions with similar duties. Profili also points out the pro-cyclical aspect of expenditure on active personnel in the executive branch, likely to occur in times of recession, and defends the rationalization of public service careers.

Simão and Silveira analyze the positions of Management and Superior Advice (DAS), which was little addressed in the proposal for administrative reform. The study focuses on the Ministry of Agriculture, Livestock, and Supply (MAPA) and identifies periods of stability and sharper fluctuations that reflect administrative reforms in certain historical moments. The research indicates statistically relevant changes in the profile of government employees according to the type of contract with the ministry, showing some conservatism in the bureaucracy's capacity.

Bechtluft and Costa analyze the determinants of the remuneration differences of the executive branch careers at the subnational level, contributing to an area lacking data and evidence. Focusing on the state of Minas Gerais, the research indicates that salary differences in the public sector reflect not only qualification and work experience but also reproduce typical distortions of socioeconomic and

political-bureaucratic structures, highlighting the role of social prestige of professions and structural aspects of gender inequality.

Luz, Guarido Filho, and Souza offer new perspectives for the debate on the reform of the Brazilian courts of audit, positions that were not addressed by the PEC 32/20. Among the findings, the article demonstrates the emergence of professional groups as entities influencing various aspects of the reform and recognizes the political-discursive nature of institutional change.

Other articles do not focus directly on the administrative reform but contribute to pragmatic strategies to improve management and sectoral public policies. Assis and Marconi assess the potential effect of policies on hiring school principals based on the perception of the faculty regarding leadership and school climate. The article points out the importance of selection processes and the characteristics of local contexts to hire professionals with the appropriate skills for the position, which may contribute to better educational results for students. Vasconcelos focuses on the judicialization of health – a serious management problem – and on organized coordination and inter-institutional collaboration responses.

Chilean researchers Cristian Plisoff Varas and Nicolás Lagos Machuca analyze the effects of ethical training as an instrument to control corruption. The results indicate that, after training, participants adapt to the ethical references. They identify a differentiated positive effect on women and people who have recently entered public administration.

The second to last article of this issue addresses the efficiency and profitability of development finance agencies (AFFs), focusing on 14 agencies from 2012 to 2018, contributing to the concrete diagnosis of public organizations. The results show that larger AFFs tend to obtain an excellent efficiency level, while agencies with less infrastructure were classified as regular and unsatisfactory. Likewise, AFFs with greater total assets were more likely to obtain regular or unsatisfactory levels of profitability. The article also highlights efficiency indices and the average return on credit operations as favorable indicators for analyzing the agencies' performance.

Finally, Canato and Bichir discuss the conditions of intersectorality in social policies aimed at the homeless population. The results indicate that more than a well-formulated management model, intersectorality is the product of daily interactions and coordination strategies built between different levels of bureaucracy and between state and non-state actors in different implementation arrangements.

We wish you a pleasant read.

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Editor-in-chief

REFERENCE

Peci, A., Franzese, C., Lopez, F. G., Secchi, L., & Dias, T. F. (2021). A nova Reforma Administrativa: o que sabemos e para onde vamos? *Cadernos Gestão Pública e Cidadania*, 26(84), 1-12. Retrieved from <https://doi.org/10.12660/cgpc.v26n84.83753>

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