

Representative Bureaucracy and Public Service Performance: Where, Why and How Does Representativeness Work?

Pre-conference workshop
PMRA Public Management Research Conference
Aarhus University, Denmark
Wednesday 22 June 2016, 1-5 pm

Chairs

- Sandra Groeneveld, Institute of Public Administration; Leiden University; The Netherlands
- Kenneth J. Meier, Department of Political Science; Texas A&M University; USA and Cardiff School of Business; Cardiff University; UK

Objectives

As issues of social equity and inclusiveness have become increasingly salient to political discourses, they are also more strongly emphasized as dimensions of effective public service delivery. Hence, representative bureaucracy has become more significant to the study of public management. The theory of representative bureaucracy assumes that several positive effects of representation in public organizations, such as perceptions of accessibility to power for groups in society and reflection of group preferences in bureaucratic decision making, will boost organizational performance. Previous empirical studies have examined this performance claim of representative bureaucracy theory. So far, however, empirical evidence on where, why and how representativeness works is diffuse and mixed.

This workshop seeks to advance a contextualized understanding of representative bureaucracy. It therefore has the following aims:

1. Bring together scholars who study representative bureaucracy in different contexts and spur collaborative research efforts;
2. Synthesize results and integrate theoretical frameworks;
3. Identify avenues for future research and develop an international comparative research agenda.

Participation and registration

Participants are required to be registered for the main PMRC conference. If you wish to participate in the workshop, please send an e-mail to Sandra Groeneveld:

s.m.groeneveld@fgga.leidenuniv.nl.

Program

Parallel sessions (1-3 pm)

Session I: What does representation mean and imply?

- Sharon Gilad & Saar Alon-Barkat
Senior civil servants' multiple social identities and motivation for policy change
- Amani Edwards
Representative bureaucracy and identity salience: insights from social identity theory and self-categorization theory
- Kristen Carroll
Revisiting representative bureaucracy
- Urszula Zawadzka-Pak
Can participatory representation strengthen the representativeness of bureaucracy?
- Johan Christensen, Petra van den Bekerom & Joris van der Voet
Representative bureaucracy and specialist knowledge in the European Commission

Session II: Review studies and the analysis of aggregate data

- Thulani Moyo, Representative bureaucracy
Gender and ethnic minorities in the UK Criminal Justice Service
- Daniel Fay, Vicky Wilkins, Alisa Hicklin Fryar & Kenneth Meier
Representation, equity, and intersectionality: The case of higher education
- Seung-ho An, Miyeon Song & Kenneth Meier
Representation everywhere: testing the theory of representative bureaucracy in sixty-three countries
- Rachel Ashworth, Sarah Krotel & Anders Villadsen
Evaluating the impact of austerity on managerial representativeness: An empirical analysis of the Danish public sector
- Sandra Groeneveld & Eduard Schmidt
On the glass cliff or on the way out? The representation of women in senior civil service in times of crisis

Roundtable (3.30-5pm)

Our position paper *Representative Bureaucracy and Public Service Performance: Where, Why and How Does Representativeness Work?* will be used to structure the discussion. The paper can be downloaded from the article archive on the PERG website: http://perg-tamu.com/documents/2015/12/KJM_RepBureaucracy_2015wp.pdf.