

CIVIL SERVANTS IN THE PHILIPPINES

1,820,457

government workers
in the Philippines
as of June 2022



1,015,389

or 55.78% are
female employees



805,068

or 44.22% are
male employees

Source: Inventory of Government Human Resource (IGHR)
Civil Service Commission



Philippine Information Agency

Public Servants And Patronage

**Jürgen René Blum, Marcos Ferreiro-
Rodríguez, Vivek Srivastava**



Public Servants And Patronage:

Public Servants and Patronage Arthur McMartin, 1983 **Fear and Ferment : Public Sector Management Today** John W. Langford, Institute of Public Administration of Canada, Institute for Research on Public Policy, 1986 From the Prefatory Note some 250 public service sector managers came together from April 23 to 23 1986 to reflect on the impact that contemporary changes in their environment were having on their work as managers They were joined by a small number of academics consultants and private sector managers The conference consisted of plenary sessions on restraint contracting out information technology public access to information conflict of interest risk taking employment equity and political rights The ninth and final plenary session was a panel discussion on the question of whether or not a new model was emerging for the public sector manager What follows is a summary of the discussion at the conference and a collection of plenary and workshop papers around the nine themes The Politics of Patronage Appointments in Latin American Central Administrations Francisco Panizza, B. Guy Peters, Conrado Ramos Larraburu, 2022-10-18 Although merit system selection and management of public personnel is thought of as the standard for good governance public employees frequently are appointed by political officials rather than being members of a career civil service In fact there has been an increase in the level of patronage appointments and politicization of public administration over the past several decades as political leaders attempt to impose their control over the public bureaucracy Although widespread patronage appointments in the public sector are particularly important in Latin America where there is a tradition of extensive patronage The Politics of Patronage Appointments in Latin American Central Administrations seeks to understand the motivations of patrons when they make appointments the roles appointees play the skills required to play these roles and what accounts for different modalities of patronage It moves beyond the conventional condemnation of patronage to examine the multiple uses of political appointments which can be crucial for obtaining the services of highly qualified individuals who otherwise might not be willing to work in the public sector Handbook of Politicization and Political Patronage B. G. Peters, Colin Knox, Francisco Panizza, Conrado Ramos Larraburu, Katarina Staroňová, 2025-06-09 This expansive Handbook discusses key conceptual and theoretical issues in politicization and patronage With contributions from leading academics across the globe it presents diverse perspectives on politicization and patronage practices exploring the positive and negative implications of both concepts **Political Patronage in Asian Bureaucracies** B. Guy Peters, Colin Knox, Byeong Seob Kim, 2023-10-19 Political patronage is defined as political actors appointing individuals at their discretion to key positions in the public sector The book examines this practice in the bureaucracies of 11 Asian countries through the use of a typological framework of patronage types The framework is based on two key criteria basis of trust and the major role of political appointees Several countries with well developed civil service systems showed minimal levels of patronage Japan Singapore and South Korea Two countries with a weak civil service showed very high levels of patronage appointments Bangladesh and India

Sandwiched between those extremes are countries with formal civil service systems that are heavily influenced by political parties and by social ties to society Vietnam Kazakhstan and China The book concludes that not all patronage is the same and what is important is the tasks being performed by appointees and the nature of the trust relationship

Civil Servants and Their Constitutions John Anthony Rohr, 2002 Public administration as an American profession originated in the early twentieth century with urban reformers advocating the application of scientific and business practices to rehabilitate corrupt city governments That approach transformed governance in the United States but also guaranteed recurrent debate over the proper role of public administrators who must balance the often contradictory demands of efficiency and politically defined notions of the public good Currently the business approach holds sway Legitimated by Al Gore's National Performance Review the New Public Management movement promotes entrepreneurs over civil servants performance over process decentralization over centralization and flexibility over rules John Rohr demurs arguing that the movement goes too far in downplaying the distinctively American challenges arising from the separated powers principle Consequently the NPM alienates public management from its natural home a nation state established within a constitutional order According to Rohr nothing is more fundamental to governance than a constitution and therefore to stress the constitutional character of administration is to establish the proper role of administration as governance that includes management but transcends it as well This is not a novel argument for Rohr who was recognized in 1999 by the Louis Brownlow Committee of the National Academy of Public Administration for his lifetime contributions on the constitutional underpinnings of public administration But this new version of his rule of law critique directly addresses the NPM's excesses framed convincingly as a comparative study of cases found in four countries spanning three centuries As a result Rohr establishes that the constitutional administrative nexus is intimate stable pervasive and enduring The first half of the book examines the linkages between constitutions and administrations in France the United Kingdom and Canada all of them sufficiently similar to the United States to make comparisons meaningful and sufficiently different to provide illuminating perspectives on domestic practices The examples extend from the French Revolution through the founding of the Canadian Confederation in the 1860s to such contemporary issues as the influence of administrative directives from Brussels on the British courts The second half of the book examines American cases in three categories separation of powers individual rights and federalism In each case Rohr highlights instances of public management with all its warts and wrinkles tending to the mundane details of translating great constitutional principles into everyday actions American administrative law Rohr concludes has structured safeguards to protect the integrity of administrative decision making while also holding it accountable Constitutional law has helped establish civil servants freedom of speech and applied the fundamental principles of federalism to the administrative process He summarizes his findings from the case studies by saying that the constitutional role of American civil servants comes not only from specific American experiences but also from the very nature of civil service

Government Restructuring and

Career Public Service in Canada Evert A. Lindquist, Institute of Public Administration of Canada, 2000 Chapter 13
Manitoba civil service a quiet tradition in transition by Ken Rasmussen *Paths between Peace and Public Service* Jürgen René Blum, Marcos Ferreiro-Rodríguez, Vivek Srivastava, 2018-12-28 Building a capable public service is fundamental to postconflict state building Yet in postconflict settings short term pressures often conflict with this longer term objective To ensure peace and stabilize fragile coalitions the imperative for political elites to hand out public jobs and better pay to constituents dominates merit Donor financed projects that rely on technical assistants and parallel structures rather than on government systems are often the primary vehicle for meeting pressing service delivery needs What then is a workable approach to rebuilding public services postconflict *Paths between Peace and Public Service* seeks to answer this question by comparing public service reform trajectories in five countries Afghanistan Liberia Sierra Leone South Sudan and Timor Leste in the aftermath of conflict The study seeks to explain these countries different trajectories through process tracing and structured focused methods of comparative analysis To reconstruct reform trajectories the report draws on more than 200 interviews conducted with government officials and other stakeholders as well as administrative data The study analyzes how reform trajectories are influenced by elite bargains and highlights their path dependency shaped by preconflict legacies and the specifics of the conflict period As the first systematic study on postconflict public service reforms it identifies lessons for the future engagement of development partners in building public services Rebuilding the bureaucracy is possibly the most underappreciated policy and research question in fragile states today This is one of the most politically astute and thoughtful books I've read on postconflict policy making of any kind Christopher Blattman Ramalee E Pearson Professor of Global Conflict Studies Pearson Institute for the Study and Resolution of Global Conflicts Harris Public Policy University of Chicago Rebuilding states after conflict is the greatest challenge in development today And yet we know precious little about the actual experience of countries that have tried to rebuild their civil service and restore public services This is a monumental study based on extensive empirical data and field based research across multiple cases that actually opens up the black box of state building in conflict affected countries It should be required reading for anyone who takes on this extraordinary challenge Joel S Hellman Dean Edmund A Walsh School of Foreign Service Georgetown University There isn't a more pressing problem in international development than formulating practical strategies for building institutions in fragile states This book is a remarkable distillation of the frontline experiences of the World Bank in tackling this task Finally we have the basis for an empirically grounded assessment of what works and why Unputdownable James Robinson Reverend Dr Richard L Pearson Professor of Global Conflict and University Professor Institute Director Pearson Institute for the Study and Resolution of Global Conflicts Harris Public Policy University of Chicago **Foundations of Public Service** Douglas F Morgan, Douglas F. Green, Richard T Green, Craig W Shinn, Robert K Robinson, 2015-07-17 Designed to serve as a basic text for an introductory course in Public Administration this innovative work provides students with an understanding of the basic

management functions that are covered in all standard textbooks with two important differences First it is written to address the needs of both the experienced practitioner and the entry level public servant Case examples bridge the content rich environment of practitioners with the basic principles of public administration sought by pre service students Second the discussion of basic management practices is grounded in the political and ethical tensions inherent in the American constitutional form of governance This reflects the authors belief that public administration operates as an integral part of the country s political traditions and thereby helps define the political culture The book provides a framework for understanding American political traditions and how they inform public administration as a political practice Key Changes in the Second Edition include A new introductory chapter that explains what the authors mean by a constitutional approach and why that is important An expanded discussion of the role of civil society in promoting the common good A new section in chapter 5 on New Public Governance Updated exhibits that incorporate up to date census data and revenue figures chapter 10 A new section in chapter 14 that recognises the importance of maintaining accountability in contract and networked systems of governance Significantly rewritten chapters to add emphasis on the relevance of the chapter material to nonprofit organisations A significantly revised bibliography which incorporates new bodies of research that have appeared since the first edition

Enabling Collaborative Governance through Systems Modeling Methods Carmine Bianchi, Luis F. Luna-Reyes, Eliot Rich, 2020-07-08 This volume constitutes a first approximation for the use of systems approaches and dynamic performance management as tools for collaborative governance The chapters examine models and simulations used in some specific systems approaches which contribute to facilitating problem focus and collective understanding of collaborative governance especially in the area of performance management The explicit connection between resources and outcomes promoted by this view helps managers to understand better how to improve policy and to create positive outcomes that create public value

Patronage at Work Virginia Oliveros, 2021-11-25 Describes what patronage employees do in exchange for their jobs and provides a novel explanation of why they do it

Civil Service Commission 1855-1991 Richard A. Chapman, 2004-02-28 The Civil Service Commission was created in 1855 and became the key institution in the development of the British civil service Its work was primarily the recruitment of civil servants by fair methods treating all qualified applicants equally and using open competitions wherever practicable It was held in high esteem not only in the United Kingdom but also in the many other countries throughout the world which in many places modelled their methods of public service recruitment on its pioneering work It continued until 1991 when most of its work was devolved to over 3 000 government departments and executive agencies This book describes the gestation growth development and eventual demise of the Commission and includes a number of in depth case studies Using source material such as official files many only recently available for research together with other records and evidence to official committees the book provides a biography of an institution It shows how the department was formally organised and there is a particular focus on how it actually

worked on a day to day basis With three in depth chapters on the chronological development of the Commision and seven case studies of themes or issues that reveal methods of work and influences on its activities this book uses file based research more extensively than any other history of a British government department The Civil Service Commision 1855 1991 reveals insights into civil service recruitment and makes a major original contribution to our understanding of the practice and politics of public administration *Thinking Government* David Johnson,2006-01-01 Thinking Government offers a one stop resource perfect for courses on Canadian public administration and governance Evert A Lindquist University of Victoria *Cyclopaedia of Political Science* John Joseph Lalor (d. 1899, ed),1888 **Encyclopedia of Public Administration and Public Policy - 5 Volume Set** Domonic A. Bearfield,Evan Berman,Melvin J. Dubnick,2020-08-14 Now in its third edition Encyclopedia of Public Administration and Public Policy remains the definitive source for article length presentations spanning the fields of public administration and public policy It includes entries for Budgeting Bureaucracy Conflict resolution Countries and regions Court administration Gender issues Health care Human resource management Law Local government Methods Organization Performance Policy areas Policy making process Procurement State government Theories This revamped five volume edition is a reconceptualization of the first edition by Jack Rabin It incorporates over 225 new entries and over 100 revisions including a range of contributions and updates from the renowned academic and practitioner leaders of today as well as the next generation of top scholars The entries address topics in clear and coherent language and include references to additional sources for further study *Cyclopædia of Political Science, Political Economy, and of the Political History of the United States* John Joseph Lalor,1886 Kentucky Government, Politics, and Public Policy James C. Clinger,Michael W. Hail,2013-10-08 The cornerstone of the American republic is an educated active and engaged citizenry however the multifaceted inner workings of government and the political forces that shape it are incredibly complex Kentucky Government Politics and Public Policy is the first book in nearly three decades to provide a comprehensive overview of the commonwealth s major governing and political institutions and the public policy issues that profoundly affect Kentuckians daily lives In this groundbreaking volume editors James C Clinger and Michael W Hail have assembled respected scholars from across the state to inform citizens about their governing institutions the consequences of their policy choices and the intricacies of the political process They provide clear and authoritative information on Kentucky s government and explain significant trends and patterns exploring the legacy of the state s political history and illuminating the contributions of influential Kentucky politicians such as Henry Clay Abraham Lincoln and Jefferson Davis The contributors also address essential topics such as the structure and function of the three branches of government the constitution and federalism and intergovernmental relations as well as administration budgeting and finance They analyze key issues in education policy economic and community development and health care in great detail explaining persistently controversial topics such as campaign finance the cost of elections ethics and the oversight of regulatory agencies From the

executive branch to the legislature from the court system to political parties there is no better primer on government in the commonwealth *Honest Government* W J Michael Cody,R. Lynn,1992-09-30 Americans deserve honest government This text addresses the need for a comprehensive statement of ethical behavior for public officials and employees at every level of government Recognizing the need for legal reforms that focus mainly on campaign contributions the authors examine the broader question of how we should measure the routine day to day ethics of men and women in public service By focussing more on attitudes and practices the authors suggest that the highest standard of both ethics and competence should be demanded of all our public servants The book identifies situations in which officials ought to act cautiously and presents the ethical rules that should be applied to each situation The text presents a philosophy of public service and then moves to particular situations to which this philosophy must be applied campaign finance the campaign itself behavior of elected officials appointed officials and public employees the role of lobbyists compensation for public servants moving to and from the public and private sectors ethical guidelines for lawyers and judges the private lives of public servants and enforcement of ethics The final chapter discusses the sometimes competing forces of ethics and competency Ethical guidelines are gathered in the appendix and serve as a useful starting point for ethics in any public service setting The combination of persuasive and thought provoking proposals for governmental ethics reform along with practical guidelines on how to maintain the highest possible standards of ethical conduct makes this an important text for students in ethics and government courses as well as an imperative reading for public officials whether elected appointed or career

Parliamentary Debates Australia. Parliament,1913

Parliamentary Debates Victoria. Parliament,1887

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web a read the following extracts and answer the questions 1 i come from the haunts of coot and hern 3 i make a sudden sally and sparkle out among the fern to bicker down a valley a how does the brook start b give the rhyming scheme of the stanza c write down a poetic device used in line 2 2 with many a curve my banks i fret 3

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web on the basis of your understanding of the poem answer the following questions by ticking the correct choice a the message of the poem is that the life of a brook is i temporary ii short lived iii eternal iv momentary ans a iii eternal b the poet draws a parallel between the journey of the brook and

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web short answer type questions 30 40 words 2 marks each question 1 why has the poet used the word babble for the brook board term 12015 answer as the brook moves its swift current strikes against the pebbles and stones under it producing a tremendous noise

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web jul 29 2023 answer the brook meanders out of thorny bushes and lonely moors b where does the brook flow from answer the brook flows down from the hilly areas where coot and herons are found c what does the poet mean by brimming

river answer this means that the river is at the point of overflowing

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web sep 9 2012 answers 1 a by this time the brook s flow is silent 2 a flowers 3 d forget me nots q2 cbse 2010 read the following extracts and choose the correct option i chatter chatter as i flow to join the brimming

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web ans in the primitive part of the brook i e haunts of coot and heron the brook paces with transparent water when the bright sunbeams stray from the quivering brook water it seems to be sparkling from the quivering brook water sparkling is one of the tenets of the brook in its flow and symbolizes agile and gaily young nature of man

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