

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

**B. G. Peters, Colin Knox, Francisco
Panizza, Conrado Ramos
Larraburu, Katarina Staroňová**

Public Servants And Patronage:

Public Servants and Patronage Arthur McMartin,1983 *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 **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 **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

Political Patronage in Asian Bureaucracies B. Guy Peters,Colin Knox,Byeong Seob Kim,2023-10-19 Explores how political actors engage in patronage practices across a rich variety of regime types in Asia **Public Sector Reform in South Africa 1994-2021** Robert Cameron,2022-08-02 Public Sector Reform in South Africa 1994 2021 is an examination of specific public sector reforms in three core Public Administration areas in the democratic South Africa political administrative relationships the delegation of authority to senior managers and performance management **A History of Public Sector Pensions in the United States** Robert L. Clark,Lee A. Craig,Jack W. Wilson,2003-05-12 From the Wharton School offering a

comprehensive assessment of the political and financial dimensions of public sector pensions from the colonial period until the emergence of modern retirement plans in the twentieth century *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.

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