

ESTIMATE ON THE SIZE OF THE BUREAUCRACY As of 1st Quarter of 2010

Executive Summary

The estimated size of the bureaucracy as of 1st quarter of 2010 is **1,313,770**. The 2008 Inventory of Government Personnel (IGP) yielded a total of 1,313,538 employees. From the accession/separation data for the period CY 2009 to 1st quarter of 2010, a net increase of 232 personnel was recorded nationwide. A net increase of 1,463 employees was recorded in the non-career service, while the net decrease in the career service totaled 1,231. In the non-career service the biggest increase was due to the hiring of additional 762 casual, 437 contractual and 307 coterminous employees. In the career service, a net decrease of 1,774 was recorded in the 1st level positions, 38 in the managerial/executive positions and 8 in the non-executive career positions. On the other hand, the number of 2nd level personnel had increased by 589.

The National Government Agencies (NGAs) including State Universities and Colleges (SUCs) has recorded the biggest increase during the period which totaled 2,476, closely followed by the Local Government Governments (LGUs) with 2,303 recorded net increase. Also recorded during the period was the noticeable decrease in the number of personnel in the Government Owned and/or Controlled Corporations (GOCCs) which totaled 4,547.

Based on the 2008 IGP data and the recorded increase/decrease from the accession/separation data for the period CY 2009 to 1st quarter of 2010, the estimated number of personnel in the NGAs is now 835,152 or 63.6% of the total government workforce, while LGUs and GOCCs has 383,805 (29.2%) and 94,813 (7.2%) employees, respectively.

For the career positions, the professional and technical group (2nd level) still covers the bulk of employees with 776,771 or 59.1% of the total government personnel. The 1st level employees followed with 349,050 or 26.6%, while the non-executive career personnel and executives/managers totaled 13,321 (1%) and 13,278 (1%), respectively.

In the case of non-career personnel, the casual government employees are now 98,086 or 7.5% of the total government employees nationwide. Contractual employees and elective officials followed with 21,319 (1.6%) and 20,725 (1.6%), respectively. Coterminous employees numbered 19,647 (1.5%), while non-career executives totaled 1,573 (0.1%) only.

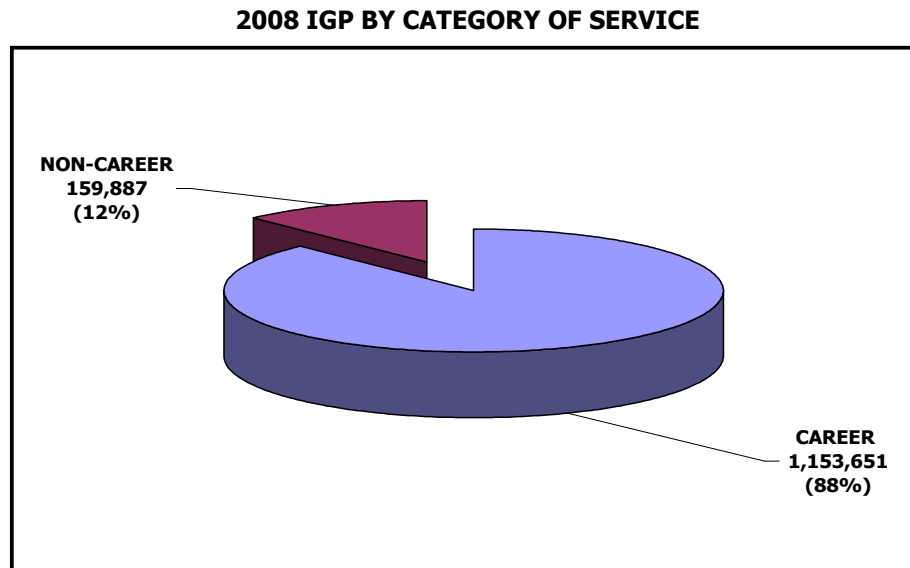
Estimate on the Size of the Bureaucracy As of 1st Quarter of 2010

Background

The Civil Service Commission last conducted an inventory of government personnel in 2008. A quick count on government personnel statistics was done wherein readily available statistics on personnel from all government agencies, offices and instrumentalities were gathered. Data gathered are summary data on an agency's employees and disaggregated to standard classification (eligibility, level of position, etc.)

To update the statistical information on government personnel statistics and to provide up-to-date data, a consolidated report on accession and separation was generated by OPMIS covering the year 2009 based on the collated submissions of all CSC regional offices from agencies and offices under their respective jurisdiction. The report on accession reflects the incidences of hiring by mode and status of appointment, position title, and hiring agency. The report on separation on the other hand presents the incidences of personnel leaving government service by mode of separation, last appointment status, position title, and the agency from which the personnel took office.

1. 2008 Inventory of Government Personnel (IGP)

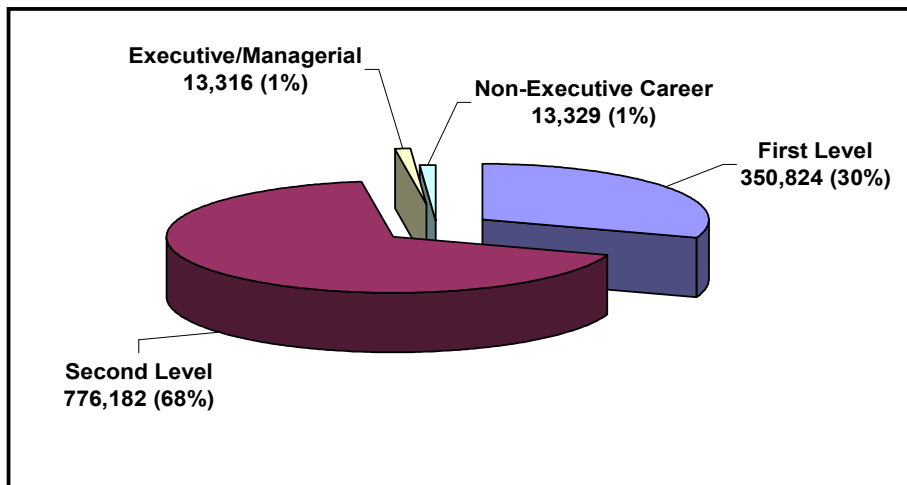


Based on the data gathered from the different government offices, the Philippine bureaucracy has a total of 1,313,538 government personnel as of December 2008. Career personnel represent 88% or **1,153,651** while non-career personnel totaled **159,887** or 12%. (See Table 1 on p. 3)

Table 1
Number of Personnel by Category of Service and Major Subdivision: 2008

MAJOR SUBDIVISION	TOTAL	CAREER	NON-CAREER
TOTAL	1,313,538	1,153,651	159,887
NGA	832,676	798,584	34,092
GOCC	99,360	82,457	16,903
LGU	381,502	272,610	108,892

1.1 Number of Personnel in the Career Service by Level of Position

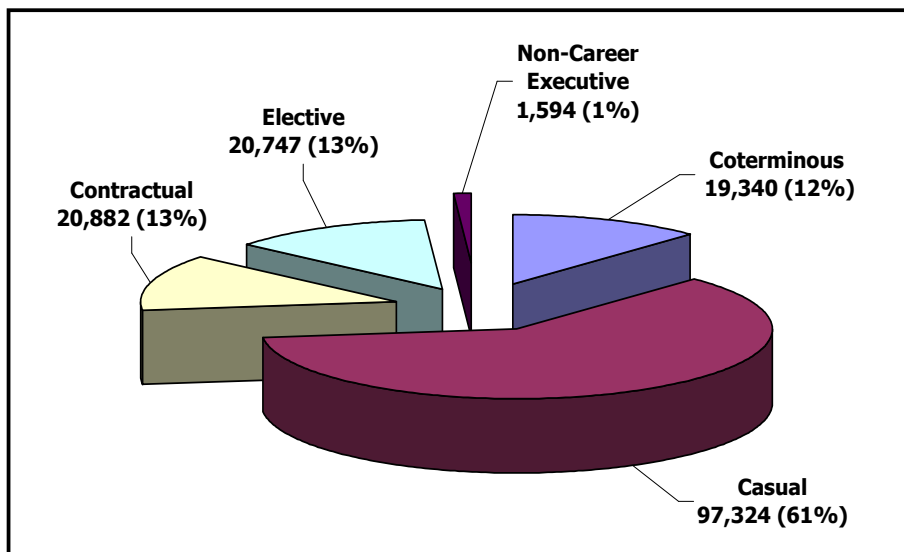


The professional and technical group (second level) covered the bulk of employees in the career positions accounting for 68% (776,182) of the total, while the clerical, trades and crafts group (first level) followed at 30% (350,824). The executive/managerial group covered 1% or 13,316 personnel. Non-executive career positions comprised the remaining 1% (13,329). (See Table 2 on p. 4)

Table 2
Number of Personnel in the Career Service by Major Subdivision and Level of Position: 2008

Level of Position	TOTAL	NGA	GOCC	LGU
TOTAL	1,153,651	798,584	82,457	272,610
First Level	350,824	148,528	33,275	169,021
Second Level	776,182	628,146	46,173	101,863
Executive/Managerial	13,316	10,305	2,080	931
Non-Executive Career	13,329	11,605	929	795

1.2 Number of Personnel in the Non-Career Service by Classification of Position



A large contingent of non-career personnel were casual employees totaling 97,324 (61%) followed by contractual employees with 20,882 (13%). Elective officials accounted for 13.0% (20,747) while coterminous employees reached 19,340 (12%). Secretaries/Officials of the Cabinet and those holding supervisory and executive positions with fixed terms of office (non-career executive) totaled 1,594 or 1%. (See Table 3 on p. 5)

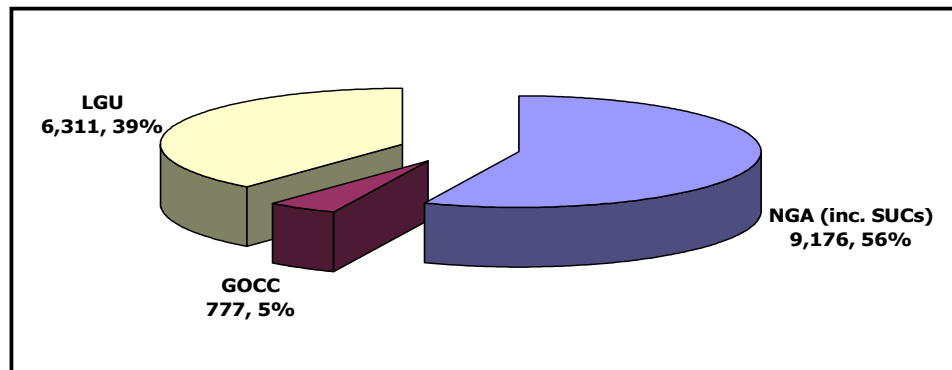
Table 3
Number of Personnel in the Non-Career Service by Major Subdivision
and Classification of Position: 2008

Classification of Positions	TOTAL	NGA	GOCC	LGU
TOTAL	159,887	40,738	17,308	101,487
Coterminous	19,340	6,075	2,843	10,422
Casual	97,324	18,718	10,052	68,554
Contractual	20,882	8,036	3,849	8,997
Elective	20,747	322	-	20,425
Non-Career Executive	1,594	941	159	494

2. Changes Based on Accessions/Separations:
CY 2009 to 1st Quarter of 2010

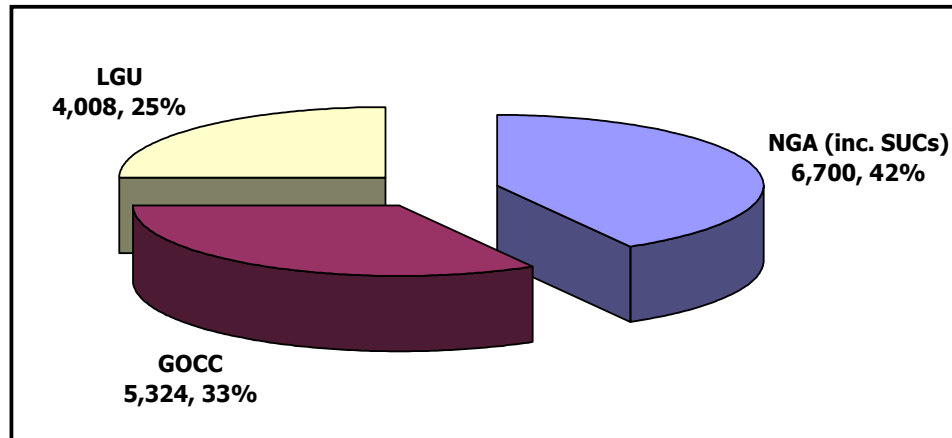
The recorded accessions for CY 2009 and 1st quarter of 2010 totaled 16,264 and the incidences of separation within the same period reached 16,032. Based on these figures, a net increase of **232** personnel was recorded nationwide during the period.

2.1 Net Accession by Major Subdivision



The National Government Agencies (NGAs including SUCs) accounted for the biggest number of personnel accession for the period which totaled 9,176 or 56% of overall accession nationwide. The Local Government Units (LGUs) followed with 6,311 staff or 39% while hiring in the Government Owned and/or Controlled Corporations (GOCCs) totaled 777 or 5% of the total accession. (See Table 4 on p. 6)

2.2 Net Separation by Major Subdivision



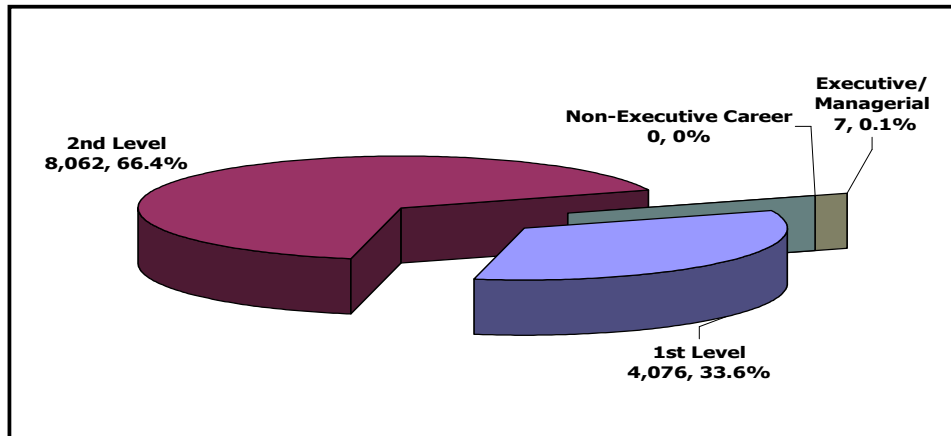
The bulk of separation for the year was recorded in the National Government Agencies (NGAs including SUCs) which totaled of 6,700 or 42% of the total separations. Government Owned and/or Controlled Corporations (GOCCs) closely followed with 5,324 separated personnel or 33%, while the Local Government Units (LGUs) recorded a total of 4,008 (25%) separated personnel. (See Table 4)

Table 4
Accessions and Separations by Major Subdivision:
CY 2009 to 1st Quarter of 2010*

Subdivision	Accession	Separation	Changes*
NGA (inc. SUCs)	9,176	6,700	2,476
GOCC	777	5,324	-4,547
LGU	6,311	4,008	2,303
TOTAL	16,264	16,032	232

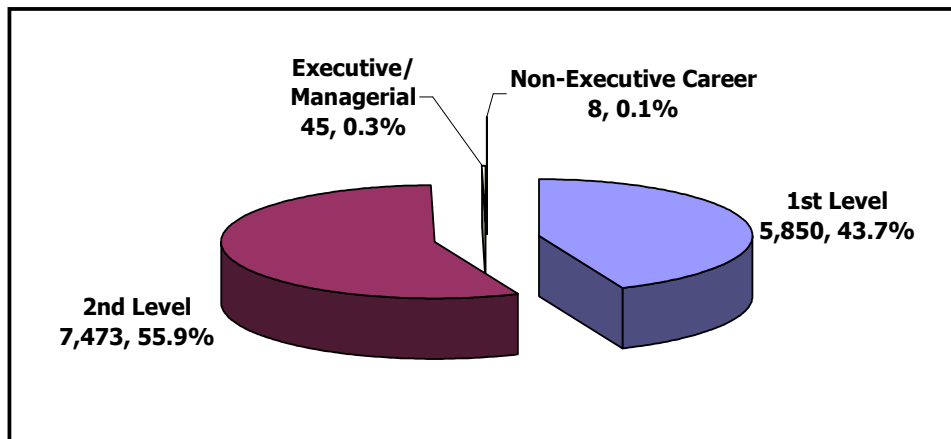
*Based on accession/separation reports submitted by agencies to the Civil Service Commission from CY 2009 to 1st quarter of 2010.

2.3 Net Accession in the Career Service by Level of Position



Majority of those hired for the period CY 2009 to 1st quarter of 2010 were 2nd level career employees totaling 8,062 or 66.4% of the total. First level employees followed with 4,076 or 33.6% while executives/managers totaled 7 only or 0.1%. (See Table 5 on p. 8)

2.4 Net Separation in the Career Service by Level of Position

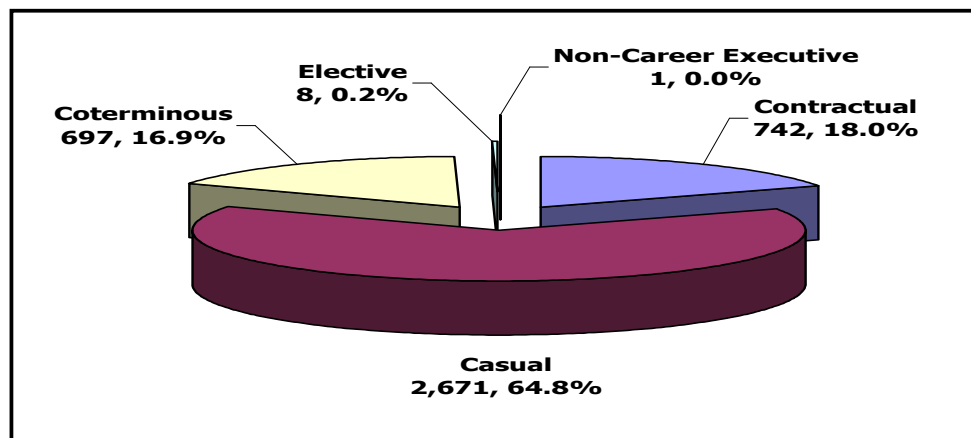


The separated 2nd level career employees totaled 7,473 or 55.9% of overall separated personnel nationwide. Separated 1st level employees totaled 5,850 or 43.7%, while separated executives/managers and non-executive career personnel totaled 45 (0.3%) and 8 (0.1%), respectively. (See Table 5 on p. 8)

Table 5
Accessions and Separations in the Career Service by Level of Position: CY 2009 to 1st Quarter of 2010

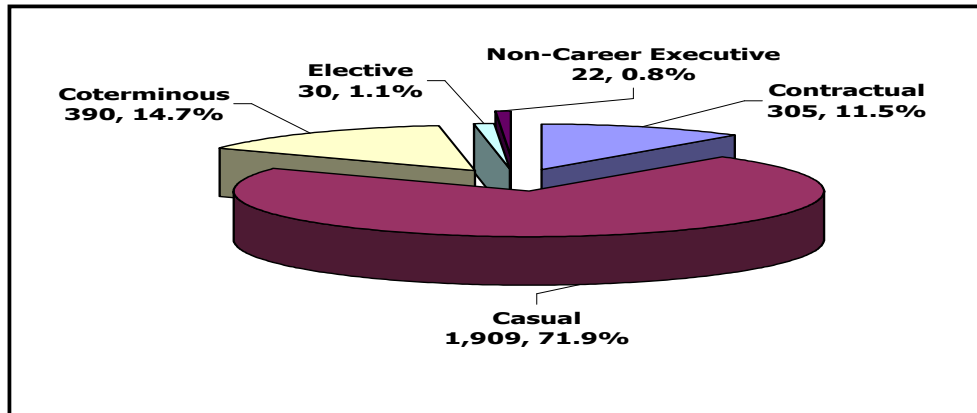
Level	Net Accession		Net Separation		Net (Accession- Separation)
	Number	Share	Number	Share	
1st Level	4,076	33.6%	5,850	43.7%	-1,774
2nd Level	8,062	66.4%	7,473	55.9%	589
Executive/ Managerial	7	0.1%	45	0.3%	-38
Non-Executive Career	0	0.0%	8	0.1%	-8
Total	12,145	100.0%	13,376	100.0%	-1,231

2.5 Net Accession in the Non-Career Service by Classification of Position



Accession in the non-career service was dominated by casual employees totaling 2,671 or 64.8% of overall accession during the period. Contractual employees followed with 742 or 18%, while coterminous employees totaled 697 or 16.9%. A total of 8 (0.2%) elected officials were reported to have been added in the non-career service during the period, while only 1 (0.0%) non-career executive personnel was reported to have been hired. (See Table 6 on p. 9)

2.5 Net Separation in the Non-Career Service by Classification of Position



Separations in the non-career service were likewise dominated by casual employees totaling 1,909 or 71.9% of total separations. Separated coterminous employees reached a total of 390 personnel or 14.7%, while separated contractual employees totaled 305 or 11.5%. There were reported separations of 30 (1.1%) elected officials during the period, whereas separated non-career executives totaled 22 (0.8%) only. (See Table 6)

Table 6
Accessions and Separations in the Non-Career Service by Classification of Position: CY 2009 to 1st Quarter of 2010

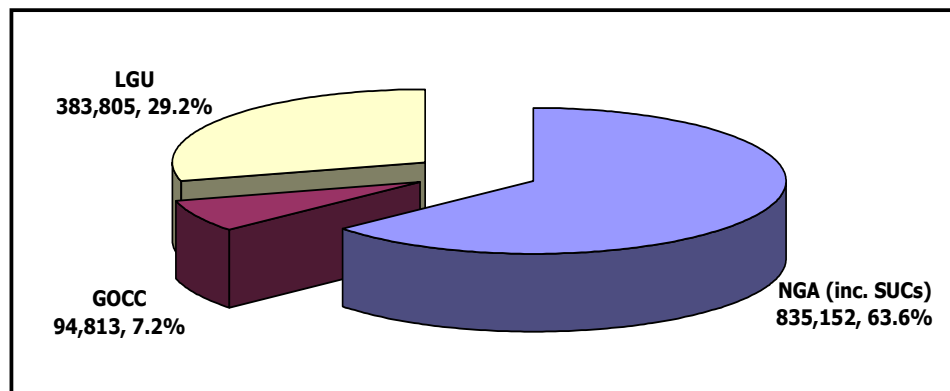
Classification	Net Accession		Net Separation		Net (Accession- Separation)
	Number	Share	Number	Share	
Contractual	742	18.0%	305	11.5%	437
Casual	2,671	64.8%	1,909	71.9%	762
Coterminous	697	16.9%	390	14.7%	307
Elective	8	0.2%	30	1.1%	-22
Non-Career Executive	1	0.0%	22	0.8%	-21
Total	4,119	100.0%	2,656	100.0%	1,463

*Based on accession/separation reports submitted by agencies to the Civil Service Commission from CY 2009 to 1st quarter of 2010.

3. Size of the Bureaucracy as of 1st Quarter of 2010

Based on the 2008 Inventory of Government Personnel (IGP), the total number of government personnel nationwide reached 1,313,538. The accessions/separations data from CY 2009 to 1st quarter of 2010 has yielded a net increase of 232 personnel making the estimated government personnel complement as of 1st quarter of 2010 **1,313,770**.

3.1 Estimate on the Size of the Bureaucracy by Major Subdivision



A net increase of 2,476 employees was recorded in the National Government Agencies (NGAs including SUCs) making the estimated number of personnel in the sector 835,152 or 63.6% of total government personnel complement. The number of personnel in the Local Government Units (LGUs) has likewise increased by 2,303 making the number of personnel in the LGUs 383,805 or 29.2%. On the other hand, a net decrease of 4,547 was recorded in the Government Owned and/or Controlled Corporations (GOCCs) making the estimated size of personnel complement in the sector 94,813 (7.2%). (See Table 6)

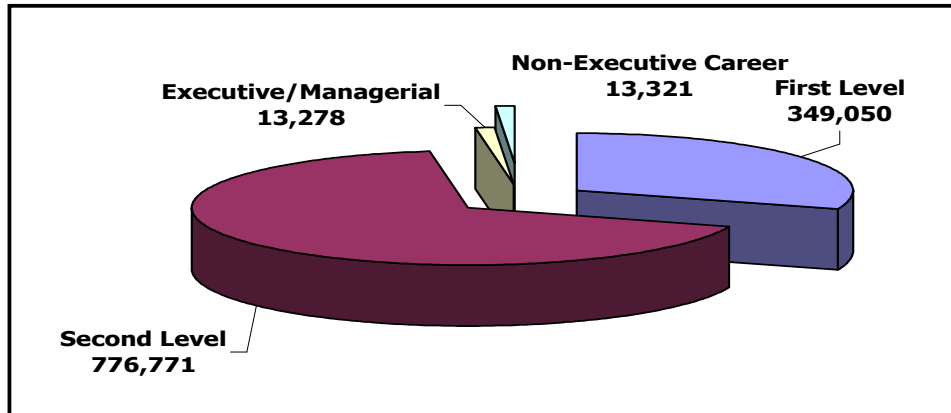
Table 6
Estimate on the Size of the Bureaucracy by Major Subdivision:
As of 1st Quarter of 2010

Subdivision	2008 IGP	Changes*	1 st Quarter 2010 Estimate**	
			Number	Share
NGA (inc. SUCs)	832,676	2,476	835,152	63.6%
GOCC	99,360	-4,547	94,813	7.2%
LGU	381,502	2,303	383,805	29.2%
TOTAL	1,313,538	232	1,313,770	100.0%

*Changes based on number of accessions minus number of separations from CY 2009 to 1st quarter of 2010.

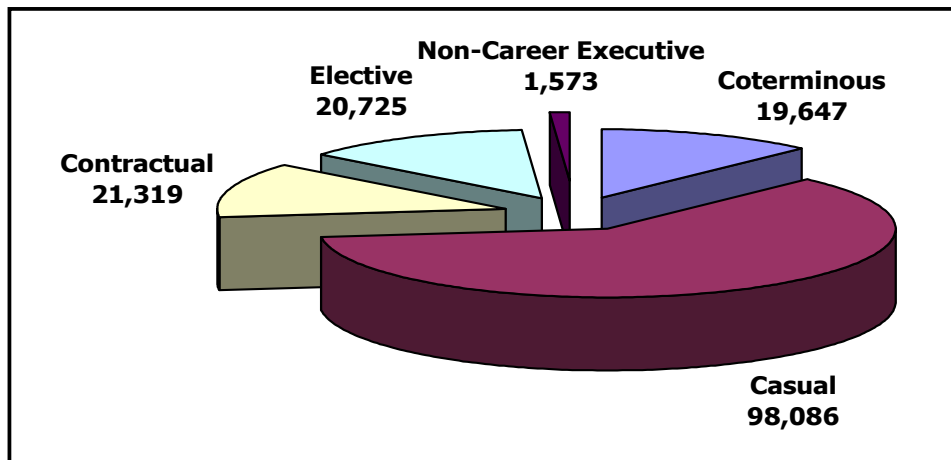
**Estimate based on 2008 IGP as updated by recent accessions-separations data from CSCROs.

3.2 Estimated Number of Personnel in the Career Service by Level of Position: As of 1st Quarter of 2010



As of 1st quarter of 2010 the estimated number of career personnel totaled 1,152,420 or 87.7% of total government workforce. First level employees reached 349,050 or 26.6%, while second level employees totaled 776,771 personnel or 59.1%. Executives and managers totaled 13,278 (1%) and non-executive career officials numbered 13,321 (1%). (See Table 7 on p. 12)

3.3 Estimated Number of Personnel in the Non-Career Service by Classification of Position: As of 1st Quarter of 2010



The total number of non-career government personnel as of 1st quarter of 2010 reached 161,350 or 12.3% of overall government personnel complement. Of this figure, 19,647 or 1.5% are coterminous employees, while casual personnel reached a total of 98,086 or 7.5%. Contractual employees reached 21,319 (1.6%), elected officials numbered 20,725 (1.6%) and non-career executives totaled 1,573 (0.1%) only. (See Table 7 on pg. 12)

Table 7**Estimate on the Size of the Bureaucracy by Level and Classification of Position: As of 1st Quarter of 2010**

LEVEL/ CLASSIFICATION	2008 IGP	Changes*	1 st Quarter 2010 Estimate**	
			Number	Share
Career	1,153,651	-1,231	1,152,420	87.7%
First Level	350,824	-1,774	349,050	26.6%
Second Level	776,182	589	776,771	59.1%
Executive/Managerial	13,316	-38	13,278	1.0%
Non-Executive Career	13,329	-8	13,321	1.0%
Non-Career	159,887	1,463	161,350	12.3%
Coterminous	19,340	307	19,647	1.5%
Casual	97,324	762	98,086	7.5%
Contractual	20,882	437	21,319	1.6%
Elective	20,747	-22	20,725	1.6%
Non-Career Executive	1,594	-21	1,573	0.1%
TOTAL	1,313,538	232	1,313,770	100.0%

*Changes based on number of accessions minus number of separations from CY 2009 to 1st quarter of 2010.

**Estimate based on 2008 IGP as updated by recent accessions-separations data from CSCROs.

4. Comments and Observations

The 2008 Inventory of Government Personnel (IGP) has yielded a total of 1,313,538 employees. Based on nationwide recorded accession and separation data, a net increase of 232 personnel was computed during the period CY 2009 to 1st quarter of 2010. From these figures, the total government personnel complement as of 1st quarter of 2010 is **1,313,770**. The National Government Agencies (NGAs including SUCs) remain to have the biggest share in the number of government personnel totaling 835,152 or 63.6% of total government workforce. The Local Government Units (LGUs) followed with 383,805 or 29.2%, while the Government Owned and/or Controlled Corporations (GOCCs) have a total of 94,813 employees or 7.2% of the total government personnel. Though the number of personnel in the GOCCs has decreased by 4,547, an increase of 2,476 and 2,303 employees were recorded in the NGAs and LGUs, respectively.

The number of career personnel had decreased by 1,231 making the total career personnel as of 1st quarter of 2010 1,152,420, which is 87.7% of the total government personnel. The decrease in the number of career personnel was largely due to the decrease in the number of 1st level employees. Non-career personnel, on the other hand, had increased by 1,463 making the total non-career personnel 161,350 or 12.3% of total government workforce. Casual employees had a net increase of 762, contractual employees increased by 437, while coterminous employees had likewise increased by 307.