Women are relatively well represented in the public sector

From 2009 to 2016, the share of public sector employment filled by women increased from 50.7% to 53.7%, securing the Philippines’ position as the country in the region with the highest proportion of women in its public sector. This is close to the OECD average of 58.4% in 2016. Participation of women in politics also increased: from 2008 to 2018 the share of women parliamentarians increased from 20.5% to 29.5%. Moreover, the share of women ministers grew from 9.1% in 2008 to 25% in 2017, the greatest increase in the region.

Chapter 3. Public employment
Share of public sector employment filled by women and men, 2009 and 2016
Share of women parliamentarians, 2008, 2014 and 2018 (lower or single house of parliament)
Share of women ministers, 2008, 2014, and 2017

Line ministries in the Philippines are fairly autonomous in their human resource management (HRM) decisions

With a score of 0.6/1, the Philippines ranks first out of all SEA countries in the index on the extent of delegation of human resources management practices to line ministries (the regional average was 0.51/1). This score indicates that a high number of human resources management decisions, for instance, performance appraisal systems, are delegated to the ministry/agency level. Such delegation can help organisations better meet their needs. In order for HRM autonomy to be successful, HR staff in ministries and agencies need to have the requisite skills to support HR decision making.

Chapter 5. Human resources management
Extent of delegation of human resources management practices in line ministries in central government, 2016 and 2018
Delegation of key HRM responsibilities to line ministries in central government, 2016 and 2018

The Philippines could more fully reap the benefits of ICT by further strengthening business tools and models

Despite having a standardised model for presenting business cases to better estimate and evaluate ICT investments, the Philippines does not have a standardised model for ICT project management at the central government level, and currently does not measure the direct financial benefits of ICT projects for central government, businesses or citizens.

Chapter 6. Digital and open government
Existence of a mutual co-ordination process or mechanism formally in place between units responsible for public sector ICT projects, 2014 and 2018
Measurement of direct financial benefits of ICT projects for central government, businesses and citizens, 2014 and 2018
Existence of a standardised model for how to structure and present a business case for an ICT project, 2018
Existence of a standardised model for ICT project management at central government level, 2018
Public Finance and Economics

Fiscal balance (2016-2017)

-30% -20% -10% 0% +10%

2017 Philippines 2016

-0.3% -0.4% -1.8%

Sources: IMF, World Economic Outlook database (IMF WEO)


10% 20% 30% 40% 50%

Philippines

19.9% 2017

19.5% 2016

20.0% 2016

Sources: IMF, World Economic Outlook database (IMF WEO)


10% 20% 30% 40% 50%

Philippines

19.6% 2017

19.1% 2016

18.2% 2016

Sources: IMF, World Economic Outlook database (IMF WEO)

Government investment* (2016)

0% 2% 4% 6% 8%

Philippines

n.a.

3.0%

Source: IMF Government Finance Statistics (IMF GFS) database

Public Employment and Women’s Representation

Employment in public sector (2016)*

Philippines

8.1%

15.4%

0% 10% 20% 30% 40% 50%

Source: International Labour Organization (ILO) ILOSTAT database

Share of public sector employment filled by women (2016)*

Philippines

53.7%

Source: International Labour Organization (ILO) ILOSTAT database

Share of women parliamentarians (2018)*

Philippines

29.5%

Source: Inter-Parliamentary Union (IPU) PARLINE database

Share of women ministers (2017)

Philippines

25.0%

Source: Inter-Parliamentary Union (IPU) "Women in Politics"

Budget

Fiscal rules: Types and legal foundation (2017)*

Philippines

In how many countries do these types of rules exist?

Budget balance (deficit/surplus)

YES 7 33

Debt

NO 6 29

Expenditure

NO 4 27

Revenue

NO 2 15

Legal foundations:

 Constitutions International Treaties

 Primary and/or Secondary Legislation Internal Rules/Policies Political commitment Others

Source: 2015 OECD Survey on Budget Practices and Procedures for Asian Countries, updated in 2018

Who provides specialised budget analysis to the legislature? (2017)

Philippines

In how many countries do these types of support exist?

Specialised staff of Budget/Finance Committee

YES 5 19

Parliamentary Budget Office or specialised research unit

YES 4 22

Individual member’s staff

YES 3 15

Specialised staff in political party secretariats

NO 1 20

Source: 2015 OECD Survey on Budget Practices, updated in 2018
Budgetary information made publicly available (2017)

- In how many countries is this information publicly available?
  - Philippines: 10 33
  - Budget approved: YES
  - Budget circular: YES
  - Budget proposal: YES
  - Methodology and economic assumptions for establishing fiscal projections: YES
  - Pre-budget report: YES
  - Independent reviews/analyses of macroeconomic and/or fiscal assumptions: n.a.
  - Long term perspective on total revenue and expenditure: YES

Source: 2015 OECD Survey on Budget Practices and Procedures for Asian Countries, updated in 2018

Dedicated PPP units and value for money assessments of PPPs and TIPs (2017)

- In how many countries does this practice exist?
  - Use of public private partnerships: YES 10 26
  - Dedicated PPP units reporting to Ministry of Finance: NO 4 12
  - No dedicated PPP unit exists in central/federal government: NO 3 11
  - Dedicated PPP units reporting to line ministries: YES 2 8
  - Other PPP unit: NO 1 2
  - Use of relative value for money assessments for PPPs: n.a. n.a.
  - Use of absolute value for money assessments for PPPs: n.a. n.a.
  - Use of absolute value for money assessments for TIPs: n.a. n.a.

Source: 2015 OECD Survey on Budget Practices and Procedures for Asian Countries, updated in 2018

Strategic Human Resources Management

- Type of recruitment system used in central government (2018)*
  - Philippines: 0.66
  - SEA: 0.41

- Extent of delegation of HRM practices in line ministries in central government (2018)*
  - Philippines: 0.45
  - SEA: 0.50

- Extent of the use of performance assessments in HR decisions in central government (2018)*
  - Philippines: 0.89

- Collection and availability of administrative HR data in central government (2018)*
  - Philippines: 0.75

- Extent of the use of separate HRM practices for senior civil servants in central government (2018)*
  - Philippines: 0.73

Open Government

Top five national policy objectives of open government initiatives (2018)*

- In how many countries is this a national objective?
  - Improve accountability of public sector: YES
  - Improve transparency of public sector: YES
  - Improve responsiveness to citizens / business: YES
  - Improve citizen participation in policymaking: YES
  - Improve effectiveness of public sector: NO
  - Improve the efficiency of the public sector: NO
  - Increase citizen trust in public institutions: NO
  - Prevent and fight corruption: YES
  - Generate economic growth: NO


Existence of a single national open government strategy (2018)*

- In how many countries does this practice exist?
  - Philippines: 37.5%
  - SEA: 50.0%
  - 1: Yes
  - 2: No, but open government initiatives are integrated in other strategies
  - 3: No, there is no single strategic document including open government initiatives, nor are they integrated in other strategies

**Open Government Data**

**OURdata Index:**
Open, Useful, Reusable Government Data (2017)*
Composite index: from 0 lowest to 1 highest

![Graph showing OURdata Index for Philippines and SEA](source: OECD Survey on Open Government Data)

* See notes

**Digital Government**

Existence of a main national citizens portal for government services and of a legally recognised digital identification (e.g. digital signature) mechanism (2018)

<table>
<thead>
<tr>
<th>Philippines</th>
<th>Number of countries where it exists</th>
</tr>
</thead>
<tbody>
<tr>
<td>YES</td>
<td>7</td>
</tr>
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</table>

<table>
<thead>
<tr>
<th>Existence of a main national citizens portal for government services</th>
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<tbody>
<tr>
<td>YES</td>
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</table>

<table>
<thead>
<tr>
<th>Existence of a legally recognised digital identification (e.g. digital signature) mechanism</th>
</tr>
</thead>
<tbody>
<tr>
<td>YES</td>
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</tbody>
</table>

**Serving Citizens**

**Measurement of direct financial benefits of ICT projects for central government, businesses and citizens (2018)**

<table>
<thead>
<tr>
<th>Measurement of direct financial benefits of ICT projects in the central government</th>
<th>In how many countries are these measurements used?</th>
</tr>
</thead>
<tbody>
<tr>
<td>Measure the direct financial benefits of ICT projects in the central government</td>
<td>NO</td>
</tr>
<tr>
<td>Measure the financial benefits for businesses of public ICT projects</td>
<td>NO</td>
</tr>
<tr>
<td>Measure the financial benefits for citizens of public ICT projects</td>
<td>NO</td>
</tr>
</tbody>
</table>

* See notes

**Satisfaction and confidence across public services (2017)*

| Health care | 82% |
| Judicial system | 79% |
| Education system | 71% |

**Notes**

- Government investment data for Viet Nam is for 2013. Data is recorded on a cash basis and refer to the government sector of budgetary central government.
- Types and legal foundation of fiscal rules - Viet Nam’s revenue rules are referring to National Assembly’s resolutions for a 10-year financial strategy and a 5-year socioeconomic development plan.
- Top five national policy objectives of open government initiatives - Countries selected the top five national policy objectives out of nine.
- Satisfaction and confidence across public services - Health care and education data for Viet Nam are for 2016. Due to missing data, the SEA average does not include the countries listed for the following charts:
  - Government investment - Brunei Darussalam, Malaysia, Myanmar, the Philippines, Viet Nam; Employment in public sector - Cambodia; Share of public sector employment filled by women - Cambodia; Share of women parliamentarians - Brunei Darussalam, Myanmar; Strategic HRM - Myanmar; Top five national policy objectives of open government initiatives - Brunei Darussalam, Lao PDR, Myanmar; Existence of a single national open government strategy - Brunei Darussalam, Lao PDR, Myanmar; OURdata index - Brunei Darussalam, Myanmar; Satisfaction and confidence across public services - Brunei Darussalam, Myanmar, Viet Nam (for judicial system).

**Government at a Glance Southeast Asia 2019**

This first edition of Government at a Glance Southeast Asia 2019 draws on data collections from 10 Southeast Asian countries to better inform public sector reforms and evidence-based policy making in the region, with a key focus on a citizen-centric public service. The comparable data presented here also supports peer-to-peer learning between countries. This dashboard of key indicators aims to help policy makers and citizens analyse the relative performance of governments in this highly diverse and fast-developing region. Comparisons are also made against OECD countries in the region such as Australia, Korea, Japan and New Zealand. The 34 indicators cover key aspects of public management, including public finance and economics, public employment, budgeting practices and procedures, strategic human resources management, digital and open government, and citizen-centric services.

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The Excel spreadsheets used to create the tables and figures in Government at a Glance Southeast Asia 2019 are available via the StatLinks provided throughout the publication:
https://doi.org/10.1787/9789264305915-en

For more information on the data (including full methodology and figure notes) and to consult all other Country Fact Sheets: http://oe.cd/gov-data-sea