

## **2008 INVENTORY OF GOVERNMENT PERSONNEL**

### **EXECUTIVE SUMMARY**

The Civil Service Commission last conducted an inventory of government personnel in 2004 yet thus, the need for latest data on government personnel. A quick count on government personnel statistics was done to serve the need. Readily available statistics on personnel from all government agencies, offices and instrumentalities were gathered. As such, data are mostly summary data on an agency's employees and disaggregated according to standard classifications (eligibility, level of position, classification of appointment, etc.).

Based on data gathered from the different government offices, the Philippine bureaucracy has a total of **1,313,538** government workforce. The figure is 162,161 less than the number of government personnel in year 2004 which totaled 1,475,699.

Workers from the National Government Agencies (NGAs) total 832,676. This includes personnel employed by State Universities and Colleges (SUCs). The total number of employees in the NGAs in 2004 was 1,001,495. The Local Government Units (LGUs) have a total of 381,502 employees in 2008 and 370,227 in 2004, while the Government Owned and Controlled Corporations (GOCCs) have 99,360 personnel in 2008 and 103,977 in 2004.

The regions with the most number of government personnel are the National Capital Region at 506,103, Region 3 at 104,354 and Region 4 with 100,758 employees. On the other hand, CARAGA (23,186) and Region 2 (23,258) have the smallest workforce among the regions.

Career Personnel totaled 1,153,651, while non-career personnel reached 159,887. In addition, a total of 281,586 employees were hired by the government under contracts of service and job orders.

## 2008 Inventory of Government Personnel

The following is a summary of the highlights of the 2008 inventory of government personnel. It covers career and non-career government employees. The report also accounts for the personnel hired by the government through job orders and contracts of service.

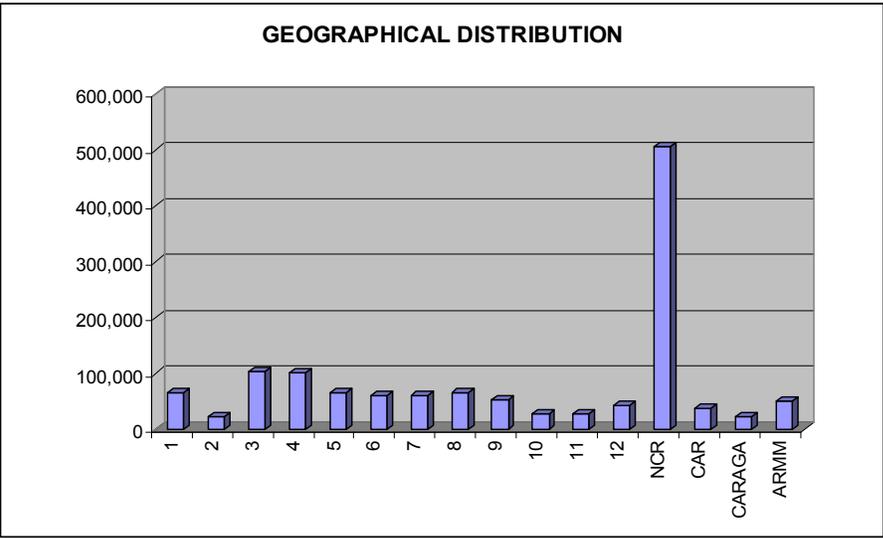
### I. GEOGRAPHICAL DISTRIBUTION

The Philippine bureaucracy has a total of 1,313,538 government personnel for 2008. This number includes workers from the National Government Agencies (NGA) with 832,676, Government Owned and Controlled Corporations (GOCC) with 99,360 and Local Government Units (LGU) with 381,502. The National Capital Region (NCR) comprises the biggest number at 506,103 or 38.5% of the total workforce followed by Regions 3 and 4 with 104,354 (7.9%) and 100,758 (7.7%) employees, respectively.

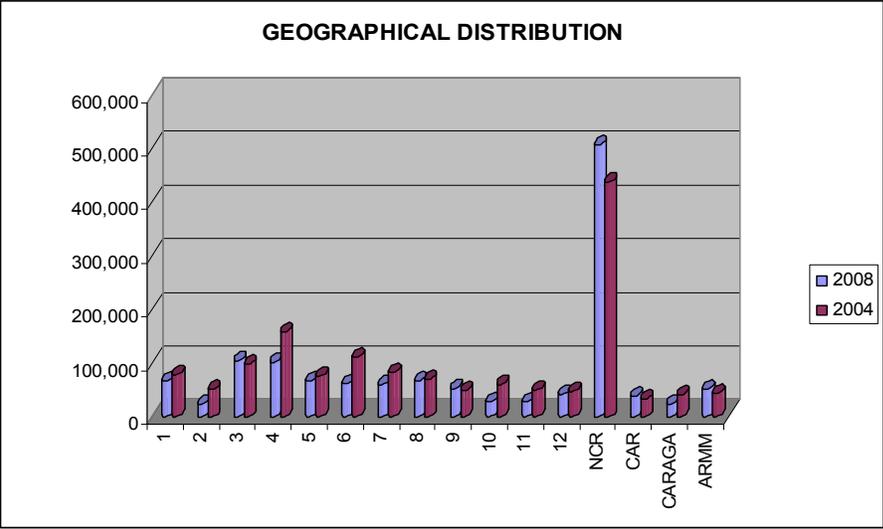
On the other hand, the smallest government workforce were recorded in CARAGA (23,186) and Region 2 (23,258). (Refer to Table 1)

**Table 1. Number of Government Personnel by Region: 2008**

Region	Government Personnel
<b>Philippines</b>	<b>1,313,538</b>
1	66,122
2	23,258
3	104,354
4	100,758
5	66,497
6	60,589
7	59,902
8	66,455
9	52,131
10	27,405
11	26,599
12	41,684
NCR	506,103
CAR	37,819
CARAGA	23,186
ARMM	50,676



Compared to the last inventory conducted by the Civil Service in 2004, the number of government personnel decreased by 11%, from 1,475,699 in 2004 to 1,313,538 in 2008.

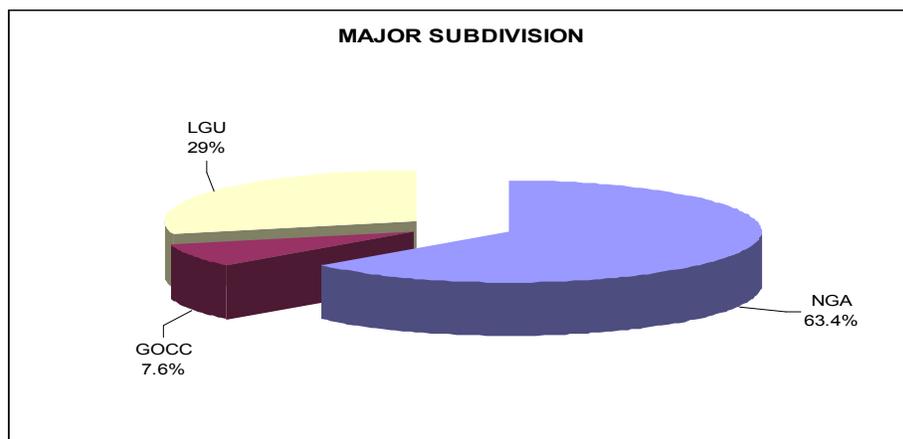


## II. MAJOR SUBDIVISIONS

Among the major subdivisions, the National Government Agencies (NGA) have the largest workforce with 832,676 or 63.4%. The Local Government Units follow with 381,502 or 29%. The Government Owned and/or Controlled Corporations (GOCC) register the lowest personnel complement at 99,360 or 7.6 % of the total. (Refer to Table 2)

**Table 2: Number of Government Personnel by Major Subdivision and Region: 2008**

REGION	Total	NGA	GOCC	LGU
<b>Philippines</b>	<b>1,313,538</b>	<b>832,676</b>	<b>99,360</b>	<b>381,502</b>
<b>1</b>	66,122	40,661	2,546	22,915
<b>2</b>	23,258	5,590	1,403	16,265
<b>3</b>	104,354	65,721	6,619	32,014
<b>4</b>	100,758	40,609	3,370	56,779
<b>5</b>	66,497	44,591	1,946	19,960
<b>6</b>	60,589	25,144	1,198	34,247
<b>7</b>	59,902	31,296	2,294	26,312
<b>8</b>	66,455	42,816	1,119	22,520
<b>9</b>	52,131	35,247	1,938	14,946
<b>10</b>	27,405	4,595	1,107	21,703
<b>11</b>	26,599	13,526	592	12,481
<b>12</b>	41,684	24,721	1,980	14,983
<b>NCR</b>	506,103	385,586	71,639	48,878
<b>CAR</b>	37,819	25,397	896	11,526
<b>CARAGA</b>	23,186	7,567	548	15,071
<b>ARMM</b>	50,676	39,609	165	10,902



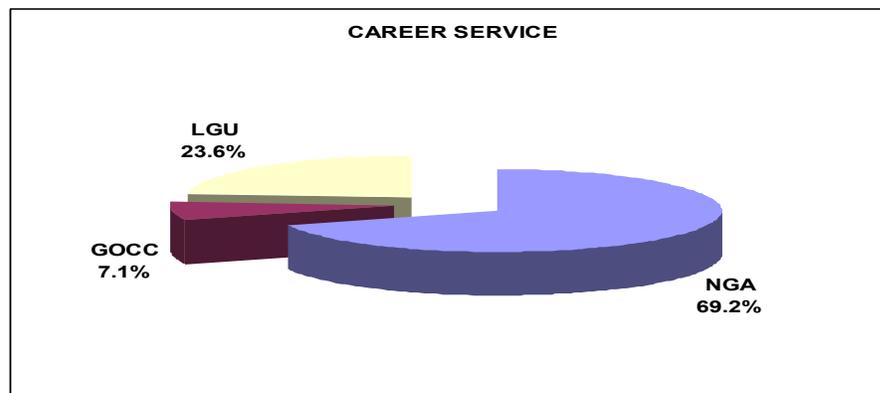
### III. CATEGORIES OF SERVICE

#### A. CAREER

Career personnel constitute 1,153,651 or 87.8% of the total government personnel complement. The different National Government Agencies (NGAs) account for 798,584 or 69.2% of the total, followed by the Local Government Units with 272,610 (23.6%) employees. The Government Owned and Controlled Corporations have the least number of career personnel with a total of 82,457 or 7.1%. (Refer to Table 3)

**Table 3: Number of Government Personnel in the Career Service by Major Subdivision and Region: 2008**

REGION	Career Personnel			
	Total	NGA	GOCC	LGU
<b>Philippines</b>	<b>1,153,651</b>	<b>798,584</b>	<b>82,457</b>	<b>272,610</b>
<b>1</b>	56,911	39,050	2,307	15,554
<b>2</b>	18,948	5,362	1,263	12,323
<b>3</b>	92,408	64,478	5,521	22,409
<b>4</b>	84,246	39,593	2,960	41,693
<b>5</b>	60,940	43,440	1,748	15,752
<b>6</b>	52,966	24,629	973	27,364
<b>7</b>	49,307	30,331	1,676	17,300
<b>8</b>	59,741	42,024	673	17,044
<b>9</b>	47,454	34,664	1,812	10,978
<b>10</b>	22,198	4,154	881	17,163
<b>11</b>	22,201	13,146	325	8,730
<b>12</b>	37,447	24,415	1,846	11,186
<b>NCR</b>	450,080	363,373	59,056	27,651
<b>CAR</b>	35,111	24,877	755	9,479
<b>CARAGA</b>	18,548	7,368	502	10,678
<b>ARMM</b>	45,145	37,680	159	7,306

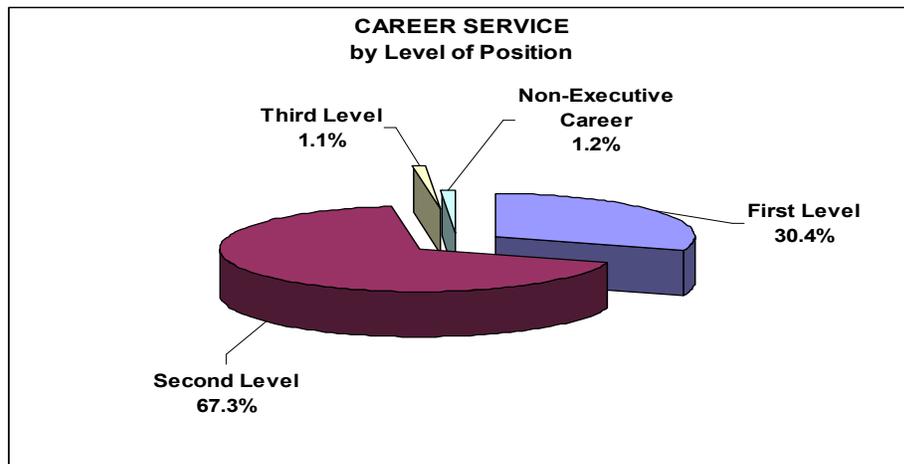


### A.1 LEVEL OF POSITION

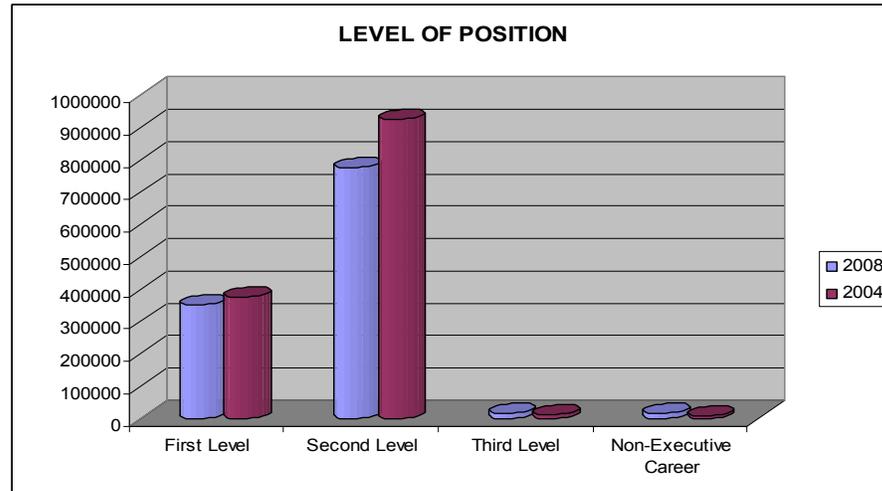
The bulk of career personnel belongs to the professional and technical group (second level) constituting 67.3% (776,182), while the clerical, trades and crafts group (first level) follows at 30.4% (350,824). The executive group (third level) has 13,316 or 1.1% of the total, while the non-executive career personnel has 13,329 or 1.2% of the total. (Refer to Table 4)

**Table 4: Number of Government Personnel in the Career Service by Major Subdivision and Level of Position: 2008**

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



Compared to the number of personnel in 2004, the first level personnel has decreased from 373,625 in 2004 to 350,824 in 2008. The second level personnel has also decreased in number from 926,183 in 2004 to 776,182 in 2008. The number of third level personnel, however, increased from 9,381 in 2004 to 13,316 in 2008. Non-executive career personnel likewise increased, from 6,977 in 2004 to 13,329 in 2008.



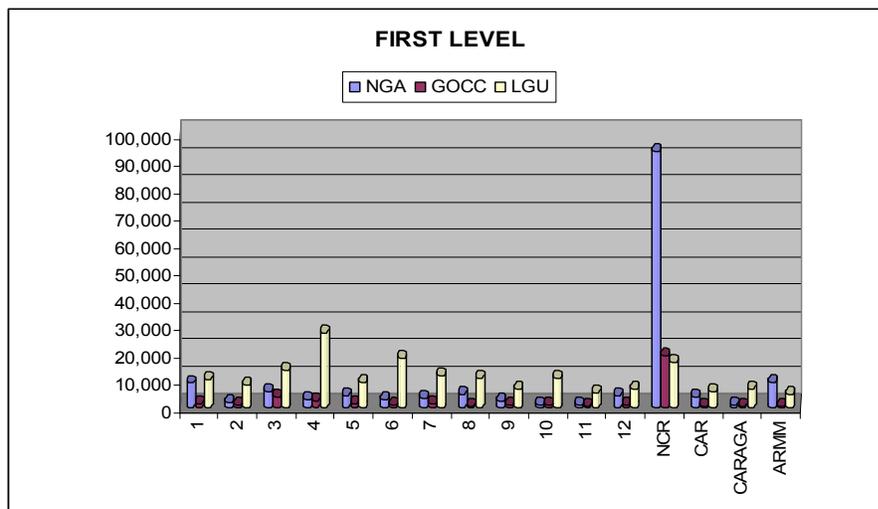
### A.1.1 First Level

A total of 350,824 employees or 30.4% of career personnel occupy first level positions. Of this figure, 169,021 or 48.2% are local government employees, while 148,528 or 42.3% are employees of National Government Agencies (NGAs). The remaining 33,275 or 9.5% are employed by the different Government Owned and Controlled Corporations (GOCCs).

The National Capital Region (NCR) has the most number of first level employees totaling 128,322 or 36.6% of first level employees nationwide. Region 4 follows with 31,919 employees or 9.1%, while Region 3 has 22,674 personnel or 6.5%. (Refer to Table 4.1 on p. 8)

**Table 4.1: Number of First Level Personnel by Major Subdivision and Region: 2008**

REGION	TOTAL	NGA	GOCC	LGU
<b>Philippines</b>	<b>350,824</b>	<b>148,528</b>	<b>33,275</b>	<b>169,021</b>
<b>1</b>	20,076	8,800	1,466	9,810
<b>2</b>	10,142	1,542	739	7,861
<b>3</b>	22,674	5,767	3,605	13,302
<b>4</b>	31,919	2,923	2,046	26,950
<b>5</b>	14,471	4,173	1,217	9,081
<b>6</b>	21,107	2,832	637	17,638
<b>7</b>	15,579	3,170	1,051	11,358
<b>8</b>	15,654	4,638	382	10,634
<b>9</b>	10,027	2,203	991	6,833
<b>10</b>	11,632	657	585	10,390
<b>11</b>	5,976	769	207	5,000
<b>12</b>	11,719	3,975	953	6,791
<b>NCR</b>	128,322	93,409	18,592	16,321
<b>CAR</b>	9,985	3,806	376	5,803
<b>CARAGA</b>	7,876	971	300	6,605
<b>ARMM</b>	13,665	8,893	128	4,644



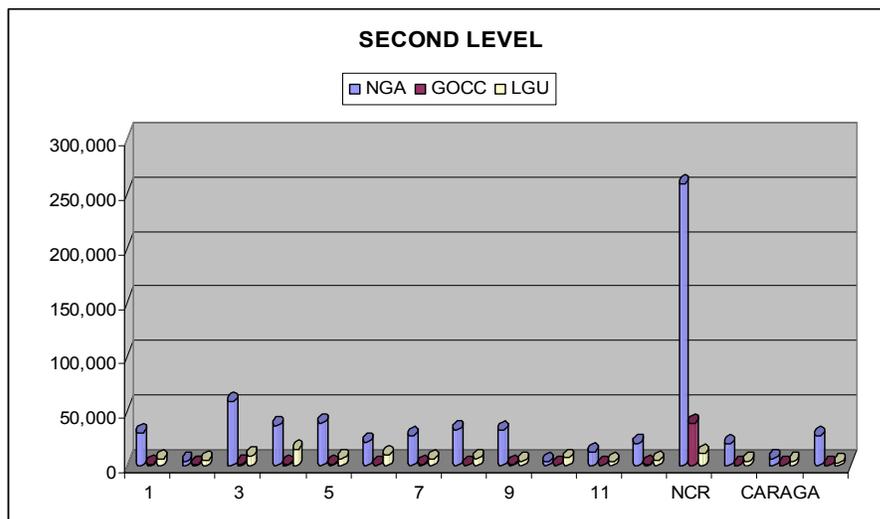
### A.1.2 Second Level

Majority of the 776,182 second level employees are employed by the NGA sector with a total of 628,146 personnel or 80.9% of the total second level government personnel. The LGUs follows with 101,863 employees or 13.1%, while GOCCs have 46,173 second level personnel or 6% of the total.

Agencies in the National Capital Region have the most number of second level personnel with 308,142 or 39.7% of the total. Regions 3 and 4 follow with 68,870 (8.9%) and 51,782 (6.7%) employees, respectively. (Refer to Table 4.2 on p. 9)

**Table 4.2: Number of Second Level Personnel by Major Subdivision and Region: 2008**

REGION	TOTAL	NGA	GOCC	LGU
<b>Philippines</b>	<b>776,182</b>	<b>628,146</b>	<b>46,173</b>	<b>101,863</b>
<b>1</b>	35,935	29,486	730	5,719
<b>2</b>	8,730	3,769	514	4,447
<b>3</b>	68,870	58,408	1,429	9,033
<b>4</b>	51,782	36,544	870	14,368
<b>5</b>	46,204	39,096	526	6,582
<b>6</b>	31,418	21,675	295	9,448
<b>7</b>	33,461	27,046	611	5,804
<b>8</b>	39,067	32,505	275	6,287
<b>9</b>	37,287	32,367	775	4,145
<b>10</b>	10,464	3,465	283	6,716
<b>11</b>	15,975	12,267	114	3,594
<b>12</b>	24,838	19,948	578	4,312
<b>NCR</b>	308,142	258,482	38,610	11,050
<b>CAR</b>	23,534	19,536	344	3,654
<b>CARAGA</b>	10,606	6,358	190	4,058
<b>ARMM</b>	29,869	27,194	29	2,646



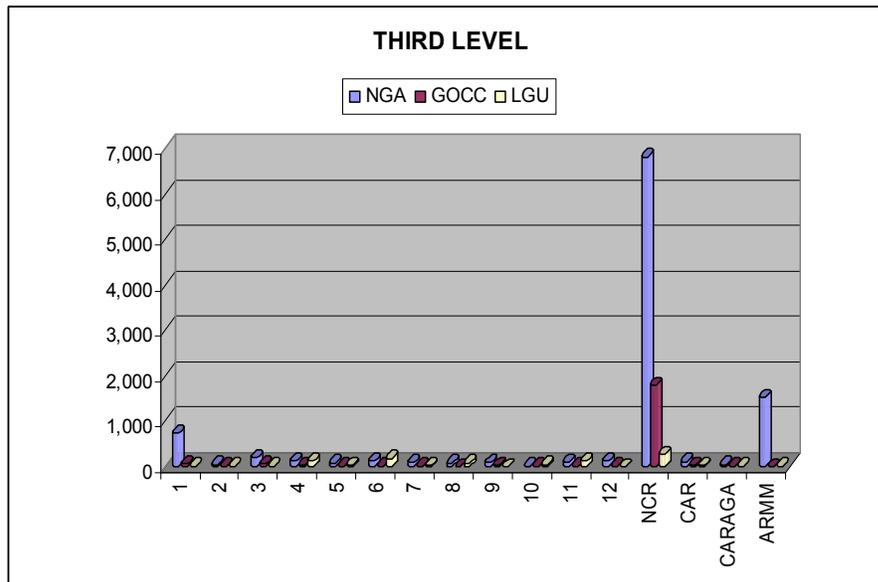
### A.1.3 Third Level

Of the 13,316 third level personnel, 77.4% or 10,305 are employees of NGAs, 15.6% or 2,080 are with GOCCs, while 7% or 931 are executives in LGUS.

As in the other position levels, NCR has the biggest number of third level personnel at 8,886 or 66.7%. ARMM follows with 1,533 (11.5%), while Region 1 has 803 (6%) personnel. (Refer to Table 4.3 on pg. 10)

**Table 4.3: Number of Third Level Personnel by Major Subdivision and Region: 2008**

REGION	TOTAL	NGA	GOCC	LGU
<b>Philippines</b>	<b>13,316</b>	<b>10,305</b>	<b>2,080</b>	<b>931</b>
<b>1</b>	803	731	59	13
<b>2</b>	74	49	10	15
<b>3</b>	258	192	56	10
<b>4</b>	277	118	33	126
<b>5</b>	111	79	5	27
<b>6</b>	312	122	11	179
<b>7</b>	130	93	12	25
<b>8</b>	151	78	1	72
<b>9</b>	117	90	27	0
<b>10</b>	66	15	6	45
<b>11</b>	228	105	4	119
<b>12</b>	143	128	14	1
<b>NCR</b>	8,886	6,826	1,796	264
<b>CAR</b>	161	113	32	16
<b>CARAGA</b>	66	39	12	15
<b>ARMM</b>	1,533	1,527	2	4



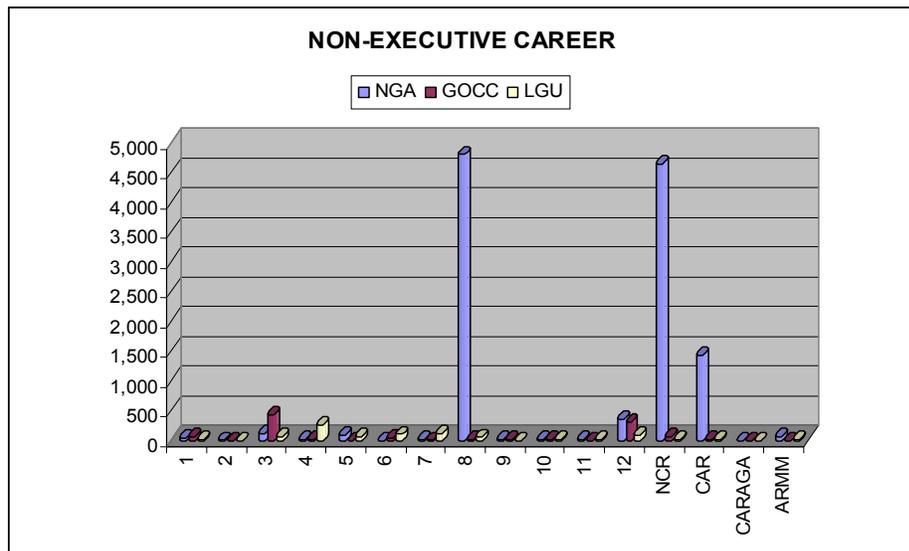
#### A.1.4 Non-Executive Career

The National Government Agencies (NGAs) has the biggest share in the number of non-executive career personnel in 2008 with a total figure of 11,605 or 87% of the total. GOCCs follow with 929 or 7%, while LGUs have a total of 795 non-executive career personnel or 6% of the total.

Region 8 reported the most number of non-executive career personnel totaling 4,869 or 36.5% of overall total. NCR follows closely with 4,730 (35.5%) employees, while CAR has 1,431 (11%) non-executive personnel. (Refer to Table 4.4)

**Table 4.4: Number of Non-Executive Career Personnel by Major Subdivision and Region: 2008**

REGION	TOTAL	NGA	GOCC	LGU
<b>Philippines</b>	<b>13,329</b>	<b>11,605</b>	<b>929</b>	<b>795</b>
<b>1</b>	97	33	52	12
<b>2</b>	2	2	0	0
<b>3</b>	606	111	431	64
<b>4</b>	268	8	11	249
<b>5</b>	154	92	0	62
<b>6</b>	129	0	30	99
<b>7</b>	137	22	2	113
<b>8</b>	4,869	4,803	15	51
<b>9</b>	23	4	19	0
<b>10</b>	36	17	7	12
<b>11</b>	22	5	0	17
<b>12</b>	747	364	301	82
<b>NCR</b>	4,730	4,656	58	16
<b>CAR</b>	1,431	1,422	3	6
<b>CARAGA</b>	0	0	0	0
<b>ARMM</b>	78	66	0	12

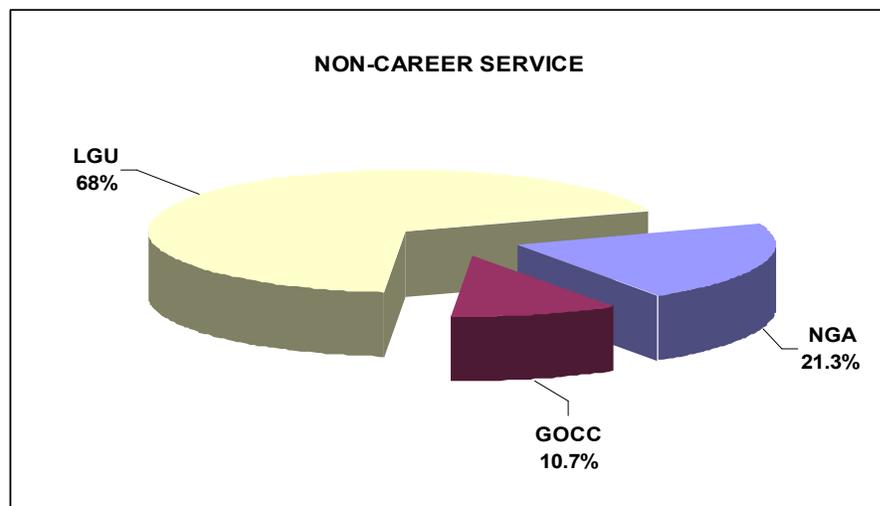


## B. NON-CAREER

Non-career personnel total 159,887 or 12.2% of the total number of government personnel in 2008. The Local Government Units (LGUs) continue to employ the biggest non-career personnel at 108,892 employees or 68% of all non-career personnel. The National Government Agencies (NGAs) follow with 34,092 (21.3%) employees, while Government Owned and Controlled Corporations (GOCCs) have 16,903 (10.7%) non-career personnel. (Refer to Table 5)

**Table 5: Number of Government Personnel in the Non-Career Service by Major Subdivision and Region: 2008**

REGION	Non-Career			
	Total	NGA	GOCC	LGU
<b>Philippines</b>	<b>159,887</b>	<b>34,092</b>	<b>16,903</b>	<b>108,892</b>
<b>1</b>	9,211	1,611	239	7,361
<b>2</b>	4,310	228	140	3,942
<b>3</b>	11,946	1,243	1,098	9,605
<b>4</b>	16,512	1,016	410	15,086
<b>5</b>	5,557	1,151	198	4,208
<b>6</b>	7,623	515	225	6,883
<b>7</b>	10,595	965	618	9,012
<b>8</b>	6,714	792	446	5,476
<b>9</b>	4,677	583	126	3,968
<b>10</b>	5,207	441	226	4,540
<b>11</b>	4,398	380	267	3,751
<b>12</b>	4,237	306	134	3,797
<b>NCR</b>	56,023	22,213	12,583	21,227
<b>CAR</b>	2,708	520	141	2,047
<b>CARAGA</b>	4,638	199	46	4,393
<b>ARMM</b>	5,531	1,929	6	3,596

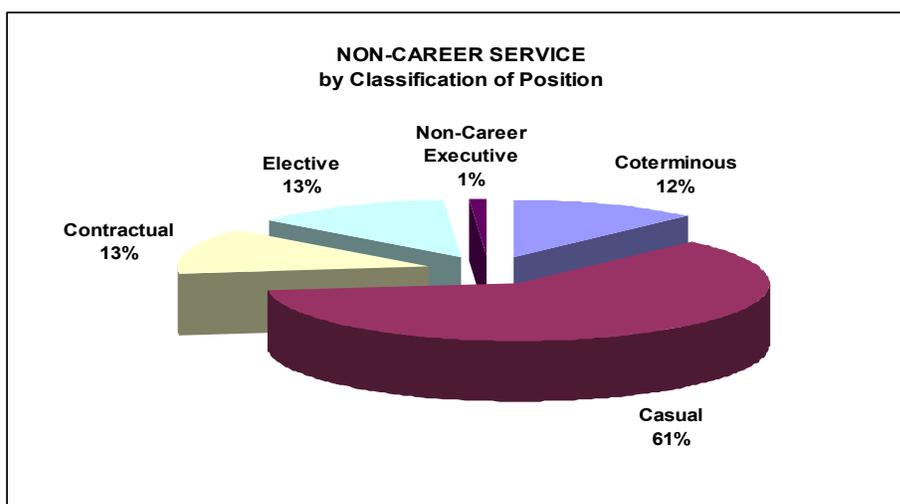


## B.1 CLASSIFICATION OF POSITION

The large contingents of non-career personnel are casual employees with a total figure of 97,324 representing 61% of all non-career personnel. Contractual, elective and coterminous employees follow with 20,882 (13%), 20,747 (13%) and 19,340 (12%), respectively. Non-career executives total 1,594 only or 1% of the total. (Refer to Table 6)

**Table 6: Number of Government Personnel in the Non-Career Service by Major Subdivision and Classification of Position: 2008**

Classification of Position	Total	NGA	GOCC	LGU
<b>Total</b>	<b>159,887</b>	<b>34,092</b>	<b>16,903</b>	<b>108,892</b>
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	0	20,425
Non-Career Executive	1,594	941	159	494



Compared to the 2004 figure, there is a 22% (354) increase in non-career personnel in 2008. The number of coterminous employees increased from 17,276 in 2004 to 19,340 in 2008. The non-career executive personnel have likewise increased from 810 to 1,594, while elective officials and casual employees decreased from 20,802 to 20,747 and 99,112 to 97,324, respectively. The number of contractual employees has also decreased from 21,533 to 20,882.

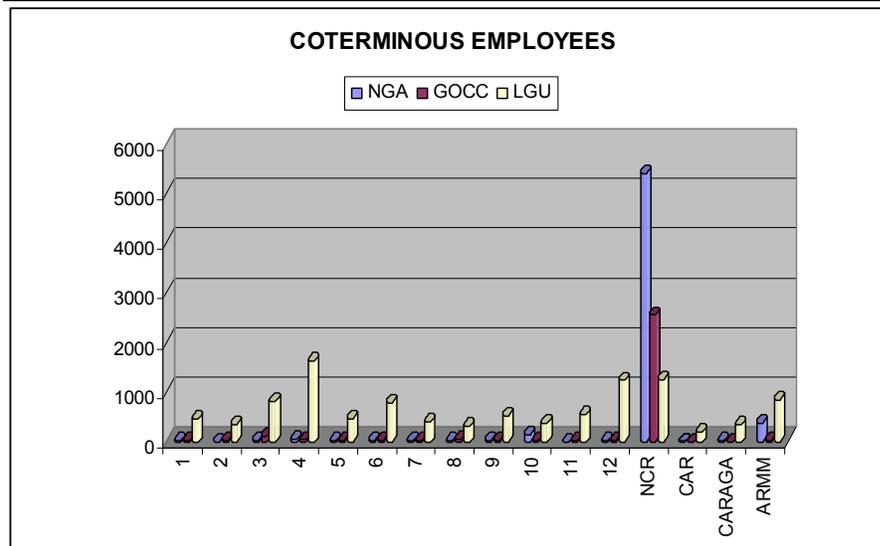
### B.1.1 Coterminous

A total of 19,340 coterminous employees are employed by the government as of CY 2008. Of this figure, 53.9% (10,422) are in the LGUs, 31.4% (6,075) are with NGAs, while 14.7% (2,843) are employees of GOCCs.

Majority of coterminous personnel are from the National Capital Region which accounts for 9,188 or 47.5% of the total. Offices in Region 4 have reported a total of 1,702 (8.8%) coterminous employees, while Regions 12 and ARMM have 1,254 (6.5%) and 1,201 (6.2%) coterminous employees, respectively. (Refer to Table 6.1)

**Table 6.1: Number of Coterminous Employees by Major Subdivision and Region: 2008**

REGION	TOTAL	NGA	GOCC	LGU
<b>Philippines</b>	<b>19,340</b>	<b>6,075</b>	<b>2,843</b>	<b>10,422</b>
<b>1</b>	497	20	16	461
<b>2</b>	334	0	6	328
<b>3</b>	916	8	106	802
<b>4</b>	1,702	56	31	1,615
<b>5</b>	490	9	26	455
<b>6</b>	835	30	16	789
<b>7</b>	423	18	15	390
<b>8</b>	351	12	38	301
<b>9</b>	535	7	4	524
<b>10</b>	530	146	6	378
<b>11</b>	541	1	8	532
<b>12</b>	1,254	6	18	1,230
<b>NCR</b>	9,188	5,390	2,546	1,252
<b>CAR</b>	205	2	1	202
<b>CARAGA</b>	338	5	0	333
<b>ARMM</b>	1,201	365	6	830





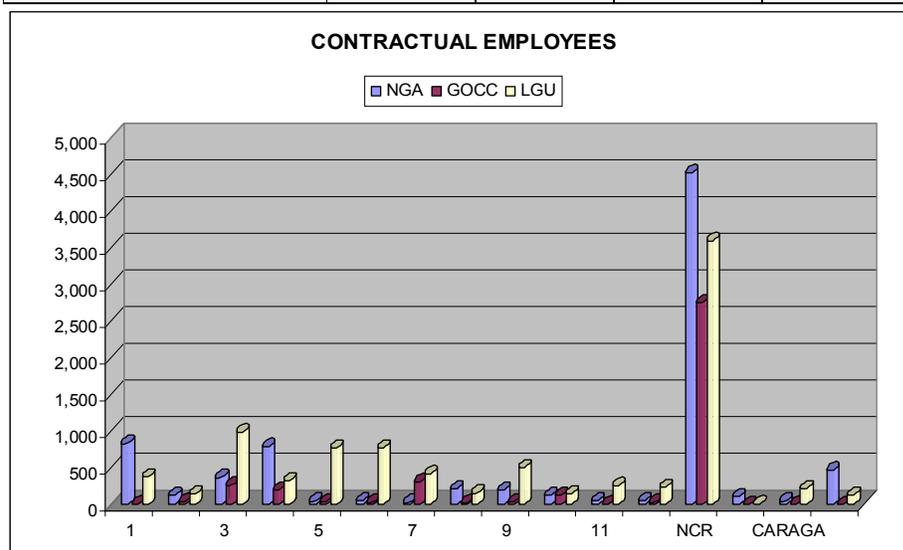
### B.1.3 Contractual

The government has 20,882 contractual employees as of 2008. This represents 13% of the total non-career employees. The LGUs dominate the hiring of contractual personnel with 8,997 employees or 43% of total contractual workers. The NGAs follow with 8,036 or 38.5% and GOCCs with 3,849 contractual staff or 18.5% of all contractual recruits.

The National Capital Region has the most number of contractual personnel with 10,870 employees or 52% of the total. Regions 3 and 4 follow with 1,617 or 7.7% and 1,316 or 6.3%, respectively. (Refer to Table 6.3)

**Table 6.3: Number of Contractual Employees by Major Subdivision and Region: 2008**

REGION	TOTAL	NGA	GOCC	LGU
<b>Philippines</b>	<b>20,882</b>	<b>8,036</b>	<b>3,849</b>	<b>8,997</b>
<b>1</b>	1,204	830	4	370
<b>2</b>	310	125	40	145
<b>3</b>	1,617	368	262	987
<b>4</b>	1,316	793	199	324
<b>5</b>	844	44	33	767
<b>6</b>	845	53	28	764
<b>7</b>	753	26	309	418
<b>8</b>	388	211	25	152
<b>9</b>	729	195	35	499
<b>10</b>	391	128	125	138
<b>11</b>	317	55	6	256
<b>12</b>	321	56	29	236
<b>NCR</b>	10,870	4,525	2,747	3,598
<b>CAR</b>	115	110	0	5
<b>CARAGA</b>	264	46	7	211
<b>ARMM</b>	598	471	0	127



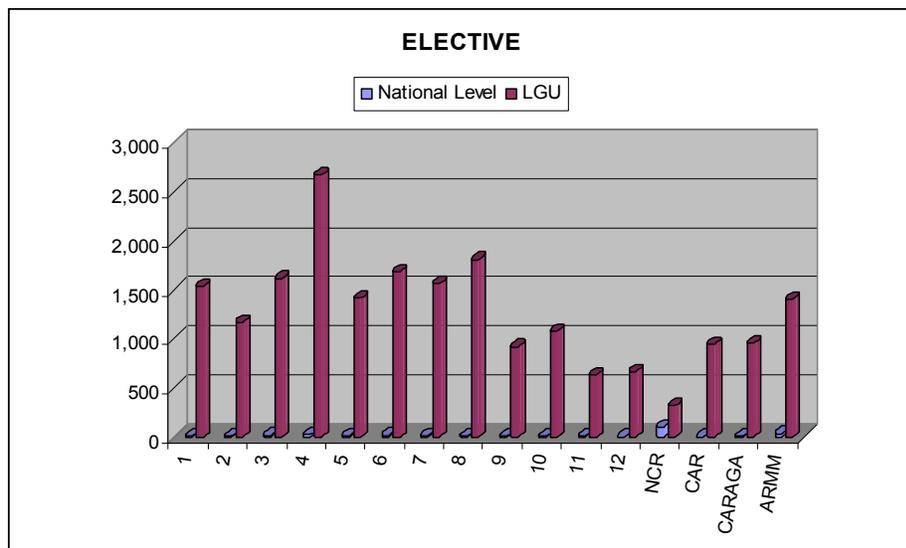
### B.1.4 Elective

A total of 20,747 elected officials were accounted by the end of 2008 which is 13% of the overall non-career government personnel. Of the figure, 98% or 20,425 are elected officials in the LGUs nationwide, while the remaining 322 in the national level are the President, Vice President, members of the House of Senate and House of Representatives, as well as the members of the ARMM Regional Legislative Assembly.

Region 4 comprises the biggest number of elected officials with 2,675 or 12.9% of overall elected employees. Region 8 follows with 1,811 or 8.7%, while Regions 6 and 3 have 1,689 (8.1%) and 1,620 (7.8%) elected personnel, respectively. (Refer to Table 6.4)

**Table 6.4: Number of Elected Officials/Personnel by Major Subdivision and Region: 2008**

REGION	TOTAL	National Level	Local Government Units
<b>Philippines</b>	<b>20,747</b>	<b>322</b>	<b>20,425</b>
1	1,553	12	1,541
2	1,179	10	1,169
3	1,641	21	1,620
4	2,701	26	2,675
5	1,432	14	1,418
6	1,707	18	1,689
7	1,579	16	1,563
8	1,823	12	1,811
9	930	9	921
10	1,091	11	1,080
11	650	11	639
12	674	7	667
NCR	429	106	323
CAR	954	7	947
CARAGA	963	8	955
ARMM	1,441	34	1,407



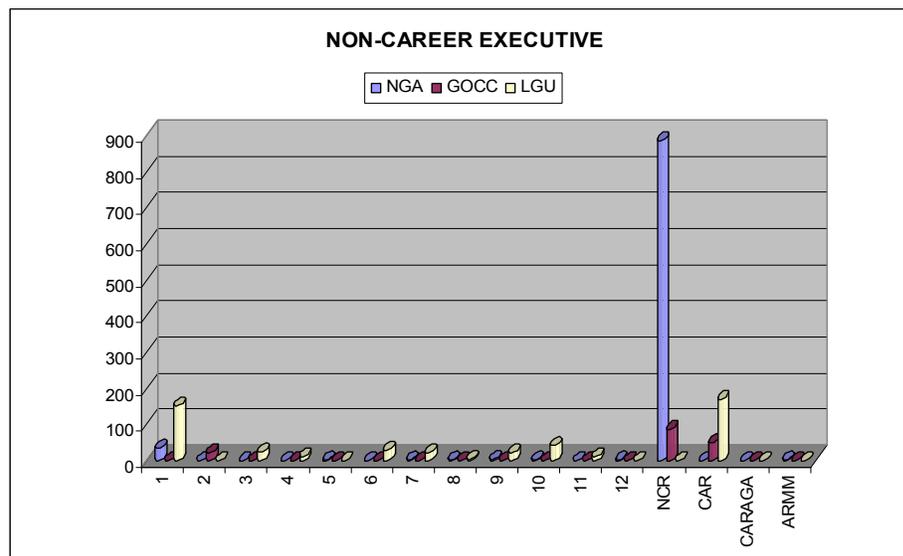
### B.1.4 Non-Career Executive

Non-career executives total 1,594 or 1% of all non-career personnel. The NGA sector has the most number at 939 or 59% of all non-career executives. LGUs follow with 494 or 31%, while GOCCs have 159 (10%) non-career executives.

There are 975 (61.2%) non-career executives in the National Capital Region. CAR and Region 1 have 221 (13.9%) and 188 (11.8%), respectively.

**Table 6.5: Number of Non-Career Executives by Major Subdivision and Region: 2008**

REGION	TOTAL	NGA	GOCC	LGU
<b>Philippines</b>	<b>1,594</b>	<b>941</b>	<b>159</b>	<b>494</b>
1	188	35	0	153
2	22	0	22	0
3	24	0	0	24
4	12	0	0	12
5	2	2	0	0
6	29	0	0	29
7	25	3	0	22
8	6	2	0	4
9	26	4	0	22
10	46	3	0	43
11	13	1	0	12
12	3	2	0	1
NCR	975	887	87	1
CAR	221	0	50	171
CARAGA	0	0	0	0
ARMM	2	2	0	0



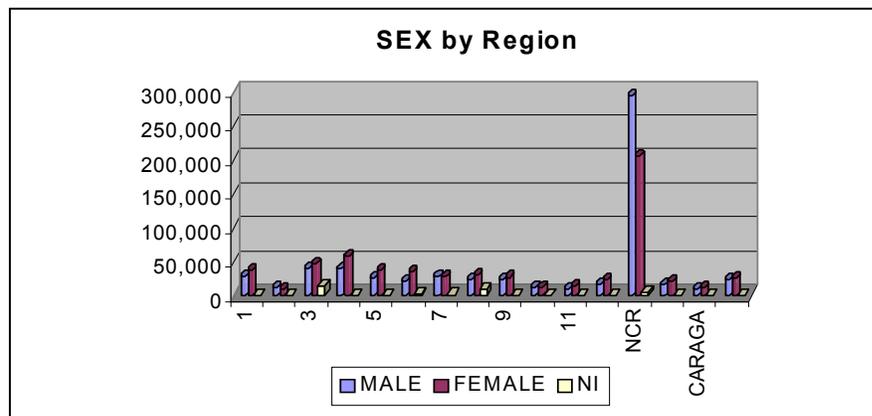
#### IV. SEX

By the end of 2008, the total number of male government personnel is almost equal to the number of female employees. The male employees are 632,124 while female employees are 640,304. There is a total of 41,110 personnel with no indicated gender in the reports submitted by agencies concerned.

Male employees dominate the National Capital Region (NCR) with a total figure of 295,190, while the total female employees in the same region are 206,169. On the other hand, female employees dominate Region 4 with 60,116 compared to male employees which total 39,861 only. (Refer to Table 7)

**Table 7: Number of Government Personnel by Sex and Region: 2008**

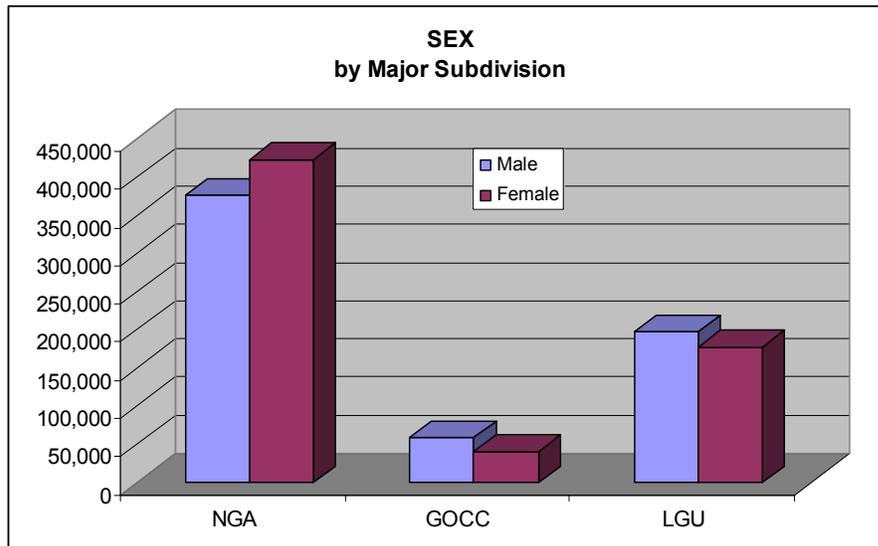
REGION	TOTAL	MALE	FEMALE	Not Indicated
<b>Philippines</b>	<b>1,313,538</b>	<b>640,124</b>	<b>640,303</b>	<b>41,110</b>
1	66,122	28,174	37,874	74
2	23,258	12,059	11,199	0
3	104,354	40,999	48,325	15,530
4	100,758	39,861	60,116	781
5	66,497	26,557	39,071	869
6	60,589	21,519	34,975	4,095
7	59,902	27,873	29,935	2,094
8	66,455	25,141	30,586	10,728
9	52,131	23,967	27,752	412
10	27,405	13,393	13,691	321
11	26,599	10,292	15,935	372
12	41,684	17,353	23,622	709
NCR	506,103	295,190	206,169	4,744
CAR	37,819	16,606	21,162	51
CARAGA	23,186	9,892	13,019	275
ARMM	50,676	23,748	26,873	55



Among the major subdivision, the presence of female employees is strongly felt in the NGAs with a total of 422,655 personnel or 32.2% of total government personnel. Only 376,751 (28.7%) male employees are in the sector. Females trail in numbers both in the GOCCs and LGUs. (Refer to Table 7.1)

**Table 7.1: Number of Government Personnel by Sex and Major Subdivision: 2008**

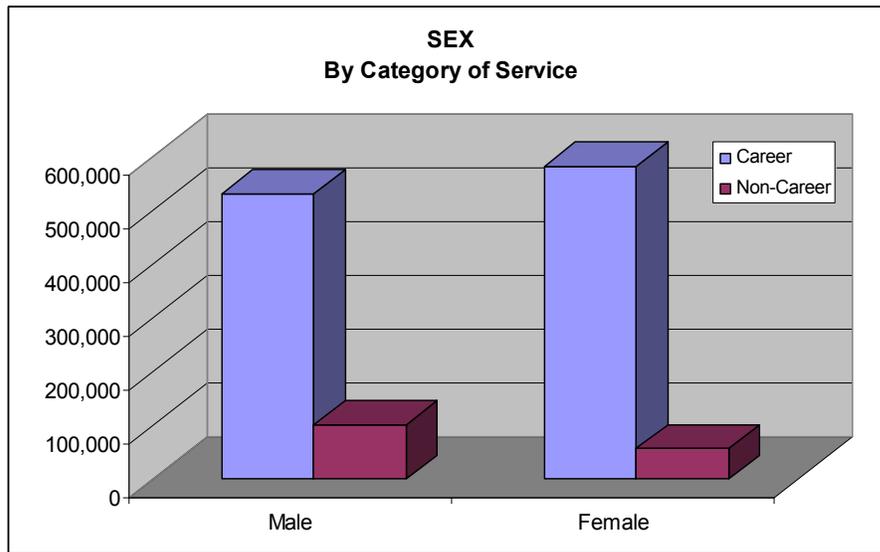
Major Subdivision	Total	Male	Female	Not Indicated
<b>Total</b>	<b>1,313,538</b>	<b>632,124</b>	<b>640,304</b>	<b>41,110</b>
<b>NGA</b>	832,676	376,751	422,655	33,270
<b>GOCC</b>	99,360	58,234	40,323	803
<b>LGU</b>	381,502	197,139	177,326	7,037



There is a greater number of females in the career service with 583,045 employees, than males which total 531,040. The non-career service, however, is dominated by males with 101,084 and only 57,259 females. These data show that females prefer jobs that provide better opportunities and ensure security of tenure. (Refer to Table 7.3 on p. 21)

**Table 7.3: Number of Government Personnel by Sex and Category of Service: 2008**

Category of Service	Total	Male	Female	Not Indicated
<b>Total</b>	<b>1,313,538</b>	<b>632,124</b>	<b>640,304</b>	<b>41,110</b>
<b>Career</b>	1,153,651	531,040	583,045	39,566
<b>Non-Career</b>	159,887	101,084	57,259	1,544

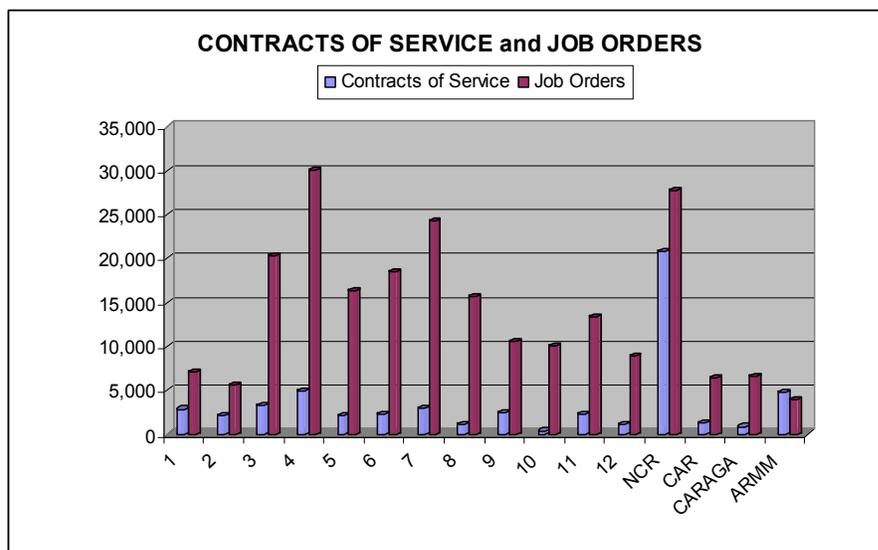


## V. PERSONNEL HIRED THRU CONTRACTS OF SERVICE AND JOB ORDERS

A total of 281,586 employees are in the government under contracts of service and job orders. Employees under contracts of service are at 56,133, while personnel under job orders are at 225,453. The regions which hire the most number of personnel under these categories are NCR (48,613), Region 4 (34,995) and Region 7 (27,334). (Refer to Table 8)

**Table 8: Number of Government Personnel Under Contracts of Service and Job Orders by Region: 2008**

REGION	TOTAL	Contracts of Service	Job Orders
<b>Philippines</b>	<b>281,586</b>	<b>56,133</b>	<b>225,453</b>
<b>1</b>	9,987	2,880	7,107
<b>2</b>	7,727	2,171	5,556
<b>3</b>	23,620	3,338	20,282
<b>4</b>	34,995	4,957	30,038
<b>5</b>	18,618	2,201	16,417
<b>6</b>	20,801	2,322	18,479
<b>7</b>	27,334	3,042	24,292
<b>8</b>	16,855	1,099	15,756
<b>9</b>	12,923	2,414	10,509
<b>10</b>	10,457	402	10,055
<b>11</b>	15,648	2,260	13,388
<b>12</b>	10,028	1,175	8,853
<b>NCR</b>	48,613	20,848	27,765
<b>CAR</b>	7,643	1,288	6,355
<b>CARAGA</b>	7,534	899	6,635
<b>ARMM</b>	8,803	4,837	3,966

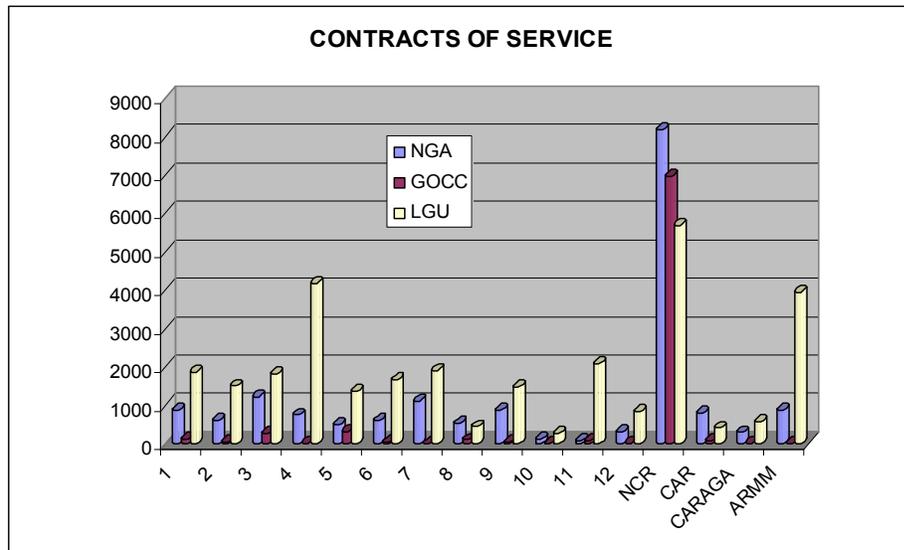


## V.1 Contracts of Service

The LGUs dominate the hiring of personnel under contracts of service with 30,134 staff or 53.7% of all employees under this classification. The NGAs follow with 17,805 or 31.7% and GOCCs with 8,194 or 17.6%. (Refer to Table 8.1)

**Table 8.1: Number of Government Personnel Under Contracts of Service by Major Subdivision and Region: 2008**

REGION	Total	NGA	GOCC	LGU
<b>Philippines</b>	<b>56,133</b>	<b>17,805</b>	<b>8,194</b>	<b>30,134</b>
<b>1</b>	2,880	883	116	1,881
<b>2</b>	2,171	611	51	1,509
<b>3</b>	3,338	1,230	280	1,828
<b>4</b>	4,957	753	22	4,182
<b>5</b>	2,201	503	334	1,364
<b>6</b>	2,322	610	45	1,667
<b>7</b>	3,042	1,120	11	1,911
<b>8</b>	1,099	533	113	453
<b>9</b>	2,414	882	45	1,487
<b>10</b>	402	127	4	271
<b>11</b>	2,260	84	87	2,089
<b>12</b>	1,175	312	19	844
<b>NCR</b>	20,848	8,185	6,966	5,697
<b>CAR</b>	1,288	798	79	411
<b>CARAGA</b>	899	301	18	580
<b>ARMM</b>	4,837	873	4	3,960

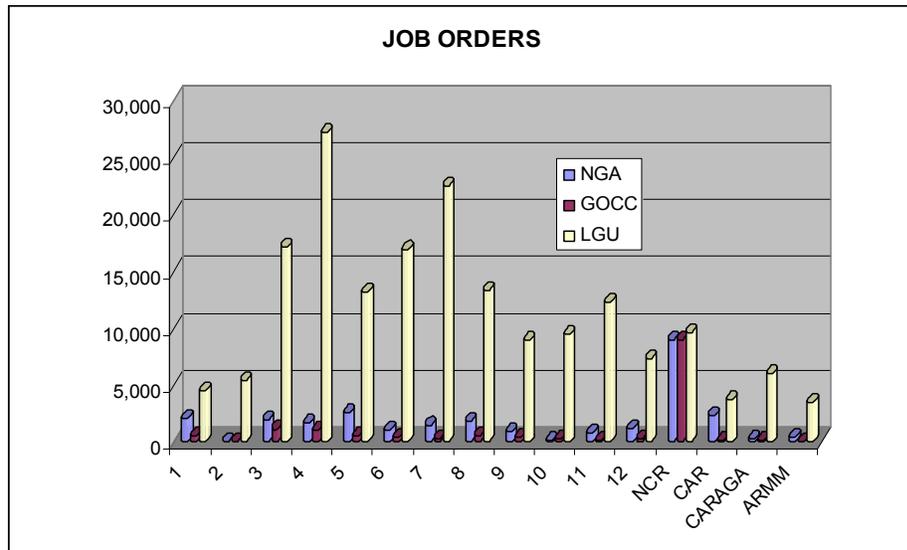


## V.2 Job Orders

The LGUs also dominate the hiring of personnel under job orders with 181,730 hirees or 80.6% of all employees under job orders. The NGAs follow with 28,311 or 12.6%, while GOCCs have 15,412 job order employees or .8%. (Refer to Table 8.2)

**Table 8.2: Number of Government Personnel Under Job Orders by Major Subdivision and Region: 2008**

REGION	Total	NGA	GOCC	LGU
<b>Philippines</b>	<b>225,453</b>	<b>28,311</b>	<b>15,412</b>	<b>181,730</b>
<b>1</b>	7,107	2,059	529	4,519
<b>2</b>	5,556	112	53	5,391
<b>3</b>	20,282	1,984	1,144	17,154
<b>4</b>	30,038	1,766	1,021	27,251
<b>5</b>	16,417	2,589	559	13,269
<b>6</b>	18,479	1,034	466	16,979
<b>7</b>	24,292	1,526	260	22,506
<b>8</b>	15,756	1,873	522	13,361
<b>9</b>	10,509	958	498	9,053
<b>10</b>	10,055	202	321	9,532
<b>11</b>	13,388	861	226	12,301
<b>12</b>	8,853	1,230	323	7,300
<b>NCR</b>	27,765	9,046	9,038	9,681
<b>CAR</b>	6,355	2,330	223	3,802
<b>CARAGA</b>	6,635	311	204	6,120
<b>ARMM</b>	3,966	430	25	3,511



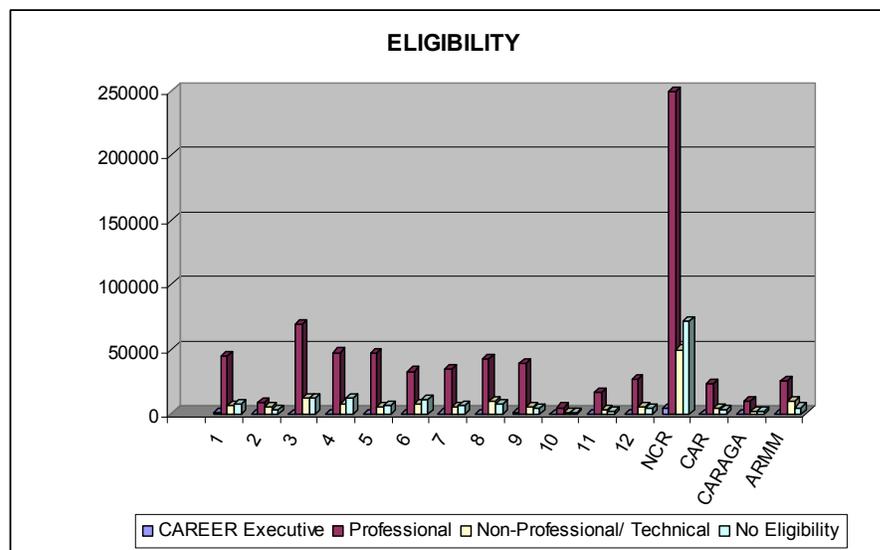
## VI. ELIGIBILITY

Sixty seven percent (67%) of government workforce or 877,522 government personnel are civil service eligibles. Of this figure, 8,488 (1%) are Career Executives, 724,922 (82.6%) are Professionals, 144,112 (16.4%) are Sub-Professional/Technical.

A total of 162,132 employees or 12.34% of the total government workforce are non-eligibles, while 273,884 (21%) employees were not identified if eligibles or not based on submitted reports. (Refer to Table 9).

**Table 9: Number of Government Personnel by Eligibility and Region: 2008**

REGION	CAREER Executive	Professional	Non-Professional/ Technical	No Eligibility
<b>Philippines</b>	<b>8,488</b>	<b>724,922</b>	<b>144,112</b>	<b>162,132</b>
<b>1</b>	718	44,570	6,400	7,825
<b>2</b>	56	8,584	5,414	3,163
<b>3</b>	330	69,689	12,067	12,038
<b>4</b>	114	47,665	7,674	12,610
<b>5</b>	310	47,460	5,659	6,657
<b>6</b>	72	32,937	8,204	11,383
<b>7</b>	404	34,913	5,734	6,835
<b>8</b>	133	42,443	10,385	8,089
<b>9</b>	1,451	39,101	5,192	4,041
<b>10</b>	16	5,103	1,392	1,142
<b>11</b>	41	17,137	3,094	2,365
<b>12</b>	119	26,953	5,918	4,096
<b>NCR</b>	4,454	249,229	49,740	71,473
<b>CAR</b>	122	23,085	4,765	3,575
<b>CARAGA</b>	37	10,118	2,068	1,861
<b>ARMM</b>	111	25,935	10,406	4,979

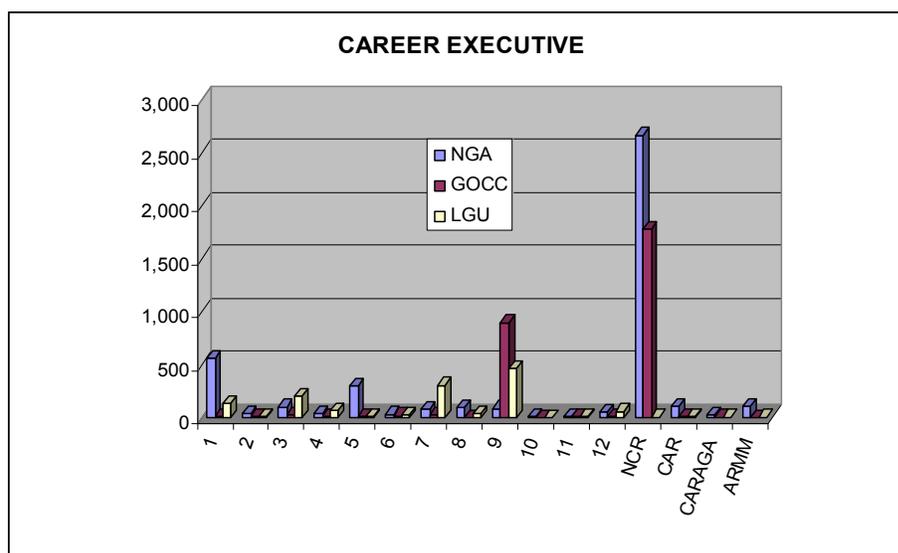


## VI.1 Career Service Executive

Career Executives at the NGAs total 4,310 representing 50.8% of total career executives. GOCCs have 2,827 (33.3%), while LGUs have 1,351 or 15.9%. On the other hand, 53% (4,454) of career executive personnel are at the National Capital Region, while 1,451 or 17% are in Region 9. (Refer to Table 9.1)

**Table 9.1: Number of Career Service Executives by Major Subdivision and Region: 2008**

REGION	TOTAL	CAREER EXECUTIVE		
		NGA	GOCC	LGU
<b>Philippines</b>	<b>8,488</b>	<b>4,310</b>	<b>2,827</b>	<b>1,351</b>
<b>1</b>	<b>718</b>	563	16	139
<b>2</b>	<b>56</b>	37	12	7
<b>3</b>	<b>330</b>	102	28	200
<b>4</b>	<b>114</b>	37	9	68
<b>5</b>	<b>310</b>	296	7	7
<b>6</b>	<b>72</b>	30	20	22
<b>7</b>	<b>404</b>	76	21	307
<b>8</b>	<b>133</b>	94	1	38
<b>9</b>	<b>1,451</b>	88	896	467
<b>10</b>	<b>16</b>	13	1	2
<b>11</b>	<b>41</b>	16	12	13
<b>12</b>	<b>119</b>	52	9	58
<b>NCR</b>	<b>4,454</b>	2,668	1,783	3
<b>CAR</b>	<b>122</b>	105	7	10
<b>CARAGA</b>	<b>37</b>	28	4	5
<b>ARMM</b>	<b>111</b>	105	1	5

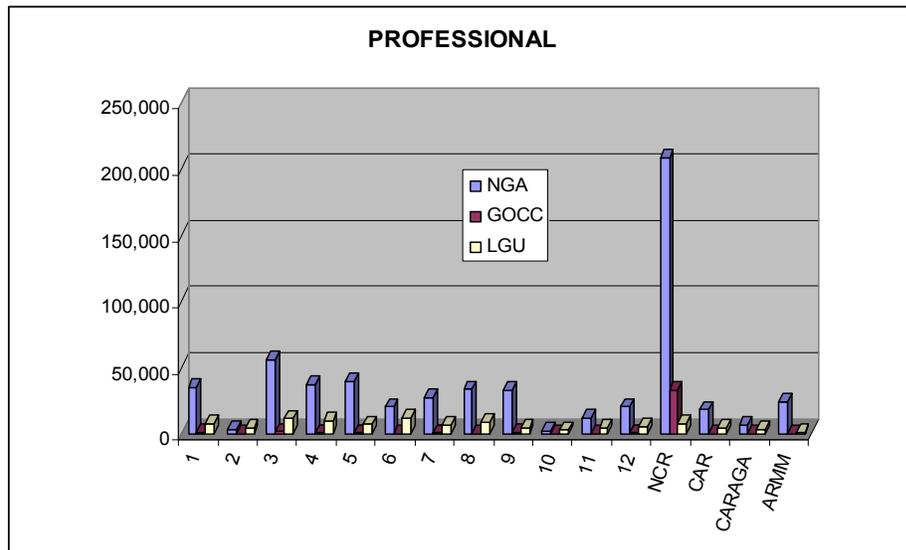


## VI.2 Career Service Professional

A total of 578,119 government employees with professional eligibility are in the NGAs. This represents 80% of all professional eligibles in the government service. LGUs have 104,791 or 14.5%, while GOCCs have 42,012 or 5.8% of the total. (Refer to Table 9.2)

**Table 9.2: Number of Career Service Professionals by Major Subdivision and Region: 2008**

REGION	TOTAL	PROFESSIONAL		
		NGA	GOCC	LGU
<b>Philippines</b>	<b>724,922</b>	<b>578,119</b>	<b>42,012</b>	<b>104,791</b>
<b>1</b>	<b>44,570</b>	35,664	890	8,016
<b>2</b>	<b>8,584</b>	3,058	500	5,026
<b>3</b>	<b>69,689</b>	56,268	1,788	11,633
<b>4</b>	<b>47,665</b>	36,941	694	10,030
<b>5</b>	<b>47,460</b>	39,407	732	7,321
<b>6</b>	<b>32,937</b>	20,436	356	12,145
<b>7</b>	<b>34,913</b>	27,823	751	6,339
<b>8</b>	<b>42,443</b>	33,599	353	8,491
<b>9</b>	<b>39,101</b>	33,335	929	4,837
<b>10</b>	<b>5,103</b>	1,971	153	2,979
<b>11</b>	<b>17,137</b>	12,285	265	4,587
<b>12</b>	<b>26,953</b>	20,363	782	5,808
<b>NCR</b>	<b>249,229</b>	207,963	33,081	8,185
<b>CAR</b>	<b>23,085</b>	18,257	467	4,361
<b>CARAGA</b>	<b>10,118</b>	6,487	239	3,392
<b>ARMM</b>	<b>25,935</b>	24,262	32	1,641

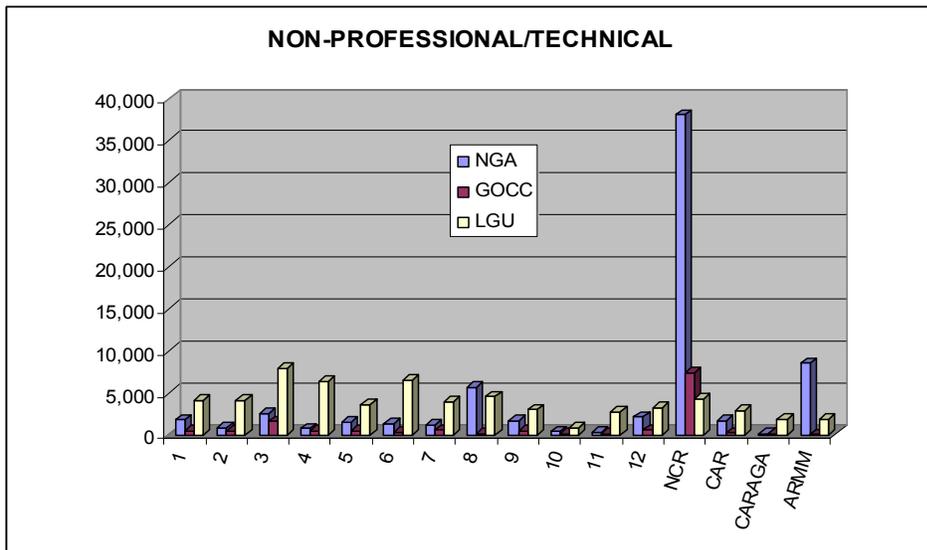


### VI.3 Career Service Non-Professional/Technical

Of the 144,112 non-professional eligibles, 68,551 or 47.6% are employed by NGAs. This is followed by LGUs, which has a total of 61,944 (43%) non-profesional/technical staff. GOCCs have only 13,617 or 9.4% of the total. (Refer to Table 9.3)

**Table 9.3: Number of Career Service Non-Professionals by Major Subdivision and Region: 2008**

REGION	TOTAL	NON-PROFESSIONAL/ TECHNICAL		
		NGA	GOCC	LGU
<b>Philippines</b>	<b>144,112</b>	<b>68,551</b>	<b>13,617</b>	<b>61,944</b>
<b>1</b>	<b>6,400</b>	1,796	447	4,157
<b>2</b>	<b>5,414</b>	806	466	4,142
<b>3</b>	<b>12,067</b>	2,507	1,596	7,964
<b>4</b>	<b>7,674</b>	767	519	6,388
<b>5</b>	<b>5,659</b>	1,492	528	3,639
<b>6</b>	<b>8,204</b>	1,322	321	6,561
<b>7</b>	<b>5,734</b>	1,235	554	3,945
<b>8</b>	<b>10,385</b>	5,685	168	4,532
<b>9</b>	<b>5,192</b>	1,672	514	3,006
<b>10</b>	<b>1,392</b>	392	121	879
<b>11</b>	<b>3,094</b>	287	126	2,681
<b>12</b>	<b>5,918</b>	2,137	592	3,189
<b>NCR</b>	<b>49,740</b>	38,067	7,332	4,341
<b>CAR</b>	<b>4,765</b>	1,704	216	2,845
<b>CARAGA</b>	<b>2,068</b>	143	81	1,844
<b>ARMM</b>	<b>10,406</b>	8,539	36	1,831

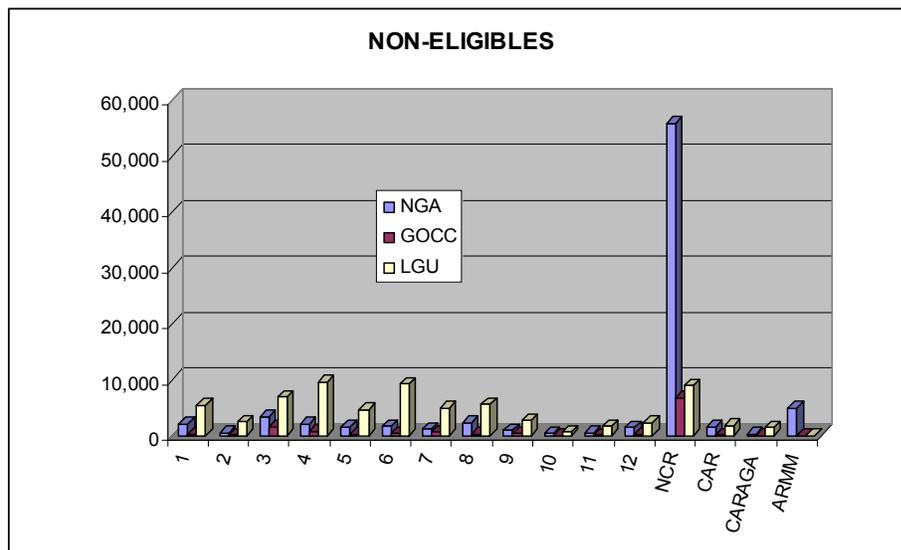


## VI.4 No Eligibility

Majority of the non-eligible government employees are in the NGAs totaling 80,595 or 49.7% of non-eligible personnel, while LGUs have 68,997 or 42.6% of the total. GOCCs' non-eligible employees total 12,540 or 7.7% only. (Refer to Table 9.4)

**Table 9.4: Number of Non-Eligibles by Major Subdivision and Region: 2008**

REGION	TOTAL	NO ELIGIBILITY		
		NGA	GOCC	LGU
<b>Philippines</b>	<b>162,132</b>	<b>80,595</b>	<b>12,540</b>	<b>68,997</b>
<b>1</b>	<b>7,825</b>	2,042	283	5,500
<b>2</b>	<b>3,163</b>	508	128	2,527
<b>3</b>	<b>12,038</b>	3,486	1,632	6,920
<b>4</b>	<b>12,610</b>	2,067	858	9,685
<b>5</b>	<b>6,657</b>	1,537	370	4,750
<b>6</b>	<b>11,383</b>	1,697	441	9,245
<b>7</b>	<b>6,835</b>	1,176	700	4,959
<b>8</b>	<b>8,089</b>	2,276	198	5,615
<b>9</b>	<b>4,041</b>	903	421	2,717
<b>10</b>	<b>1,142</b>	398	62	682
<b>11</b>	<b>2,365</b>	487	149	1,729
<b>12</b>	<b>4,096</b>	1,491	209	2,396
<b>NCR</b>	<b>71,473</b>	55,765	6,760	8,948
<b>CAR</b>	<b>3,575</b>	1,623	124	1,828
<b>CARAGA</b>	<b>1,861</b>	272	109	1,480
<b>ARMM</b>	<b>4,979</b>	4,867	96	16



## **\*DEFINITION OF TERMS**

**Career Service** – the entrance of employee is based on merit and fitness, determined by the competitive examinations or on highly technical qualifications. Employees under this category enjoy opportunities for advancement to higher career positions and security of tenure.

**Non-career Service** – the entrance of employees is based on factors other than the usual test of merit and fitness utilized for the career service. Their tenure is limited to a period specified by law, or is coterminous with that of the appointing authority or is subject to his pleasure, or is limited to the duration of a particular project for which purpose employment was made.

**First Level** – clerical, trades, crafts and custodial service positions.

**Second Level** – professional, technical and scientific positions.

**Third Level** – positions in the Career Executive Service (CES).

**Non-Executive Career** – career positions excluded from the CES with salary Grade 25 above (e.g. Scientist, professional, Foreign Services Officers, members of the Judiciary and prosecution Service); third level positions in the LGU's.

**Non-Career Executive** – Secretaries/Officials of cabinet rank who hold their positions at the pleasure of the president; supervisory and executive positions with fixed terms of the office (e.g. Chairman and member of Commission and board).

**Contract of Services** – engagement of the services of a person, private firm, non-governmental agency or international organization to undertake a specific work or job requiring special or technical skills not available in the agency to be accomplished within a specific period not exceeding one year. This includes consultancy services.

**Job Orders** – hiring of worker for a piece of work or intermittent job or short duration not exceeding six months and pay is on a daily or hourly basis.

**\*Sources:** The Civil Service Law and Rules (Book V of EO 292 and Amended Omnibus Rules)

CSC MC No. 17, s. 2002 – Policy Guidelines for Contract of Services

2004 Inventory of Government Personnel