

THEORIES AND PRACTICES IN PUBLIC ADMINISTRATION

ADMINISTRATIVE STRUCTURE

- ❑ BUREAUCRACY
- ❑ PHILIPPINE ADMINISTRATIVE STRUCTURE
- ❑ DEPARTMENTS OF GOVERNMENT

Presentors:

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TARGET LEARNING OUTCOMES ON BUREAUCRACY

1

Share Our
Basic
Impressions of
Bureaucracy

2

Present the
Basic
Concepts of
Bureaucracy

3

Illustrate the
Ideal
Characteristics
of Bureaucracy
(Weberian
Bureaucracy)

4

Discuss the
Advantages
and
Disadvantages
of Bureaucracy

5

Discuss the
Characteristics
of Philippine
Bureaucracy

6

Explain the
Common
Philippine
Bureaucratic
Behavior

7

Describe the
Issues and
Problems of
Philippine
Bureaucracy

8

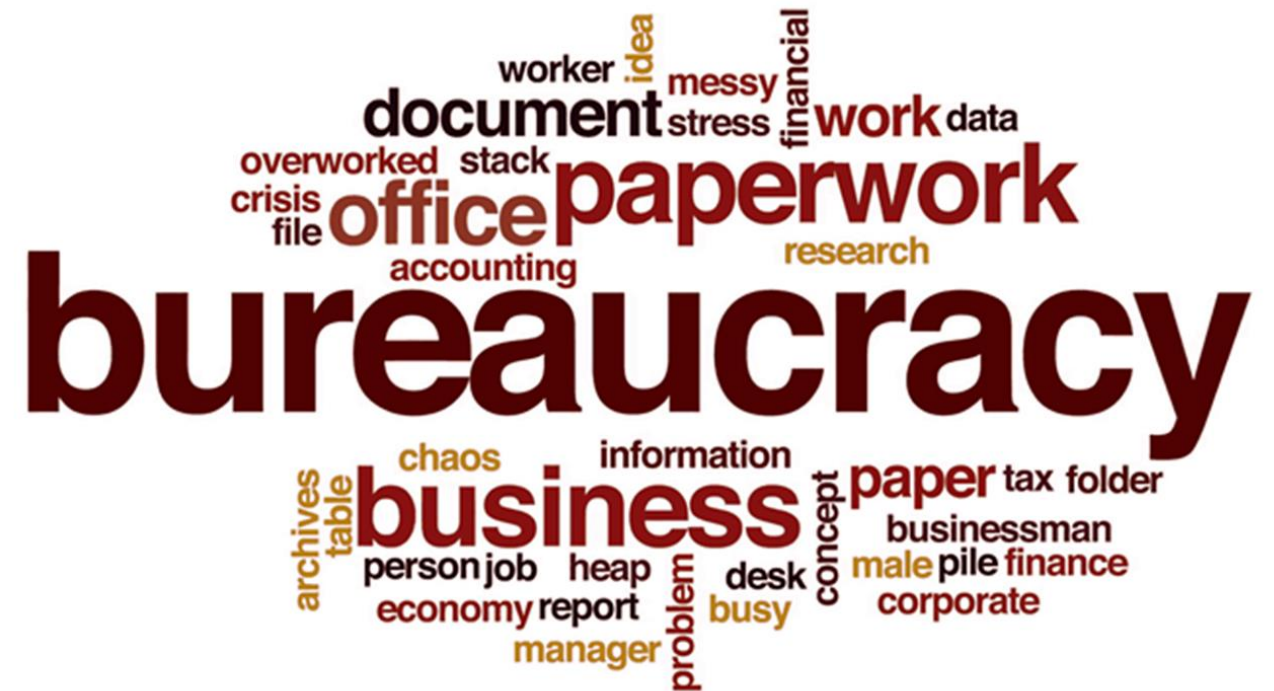
Enumerate
the Laws and
Policies to
Address
Philippine
Bureaucracy

Bureaucracy



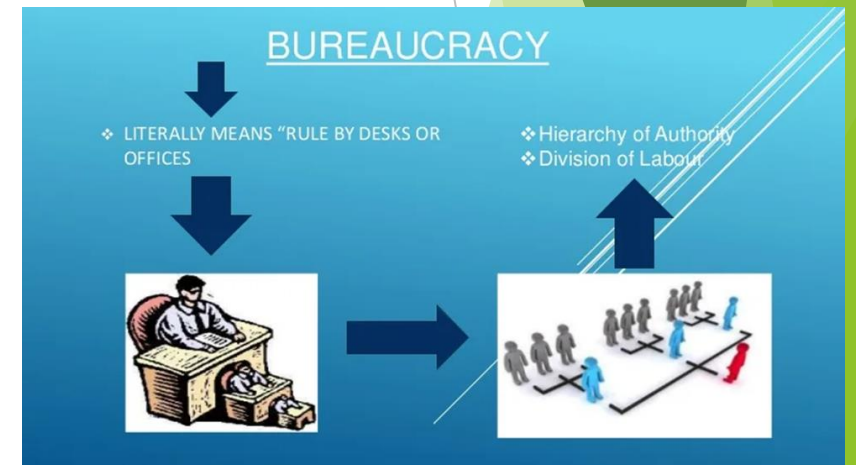
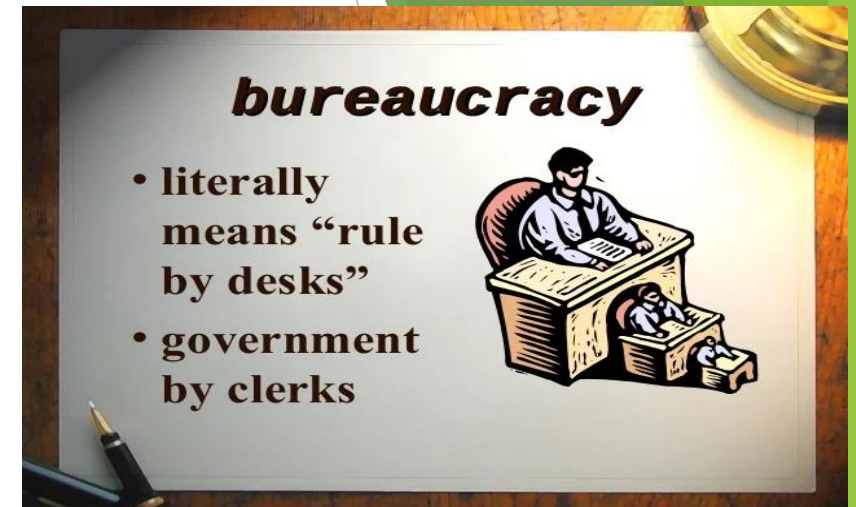
OUR COMMON IMPRESSIONS:

- RED TAPE
- GRAFT/CORRUPTION (SIGNATURE)
- NEPOTISM/FAVORITISM
- PADRINO/BACKER SYSTEM
- LAZY/TOO RELAX
- INEFFICIENT
- TIRING/STRESSFUL
- DELAY IN RESPONSE/SERVICES
- CONNECTIONS
- PALAKASAN SYSTEM AND FIXER SYSTEM
- COLOR OF MONEY
- SECURITY OF TENURE
- SENIORITY



Bureaucracy

- ❑ Originally coined as “BUREAUCRATIE” in the mid 18th century by *French Philosopher Vincent de Gournay*. BUREAU = “writing desk” and CRATIE = “government”
- ❑ A type of organization marked by a clear hierarchy of authority, the existence of written rules of procedure and staffed by full-time, salaried officials. Often held to be one of the characteristics of an early state or civilization (*Oxford Dictionary*)
- ❑ A system for controlling or managing a country, company or organization that is operated by a large number of officials employed to follow rules carefully (*Cambridge Dictionary*)



BASIC CONCEPTS OF BUREAUCRACY

- ❑ It is a specific form of social organization for administrative purpose (*F. Nigro and L. Nigro, 1984*)
- ❑ A type of hierarchical organization which is designed rationally to coordinate the work of many individuals in pursuit of large scale administrative task (*P. Horton and C. Hunt, 1964*)
- ❑ Primary concern is the implementation of policies and laws passed by the Legislature

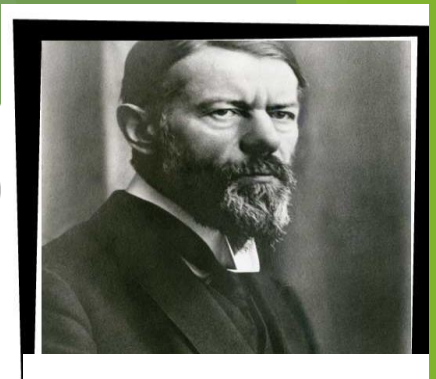


❑ **MAX WEBER (1864 – 1920)**

- Known as the Father of Bureaucracy
- German Sociologist and Political Economist
- The first scholar to describe the characteristics/ideal-key of bureaucracy systematically.
- ❑ Bureaucracy is the MOST EFFICIENT FORM OF ORGANIZATION. It is not a type of political system, but as a continuous, professionalized and rule-governed form of administration
- ❑ Bureaucracy gave importance to effectiveness (doing the right things) and Efficiency (Doing the right things right)
- ❑ Three Sources of Authority: Traditional, Charismatic and **Rational-Legal Authority**



CHARACTERISTICS OF BUREAUCRACY



MAX WEBER
IDEAL TYPE OF
BUREAUCRACY

BUREAUCRATS

- Synonyms: Officials, Officers, Civil Servants, Administrators, Functionaries
- They carry out the day-to-day implementation of enacted policies for central government agencies, such as postal services, education and healthcare administration, and various regulatory bodies (*US History American Government, 2015*)



ATTRIBUTES OF BUREAUCRATS ACCORDING TO WEBER:

- They are personally free and appointed to their position on the basis of conduct.
- They exercise the authority delegated to them in accordance with impersonal rules, and their loyalty is enlisted on behalf of the faithful execution of their official duties.
- Their appointment and job placement are dependent upon their technical qualifications.
- Their administrative work is a full-time occupation.
- Their work is rewarded by a regular salary and prospects of advancement in a lifetime career.
- They must exercise their judgment and their skills, but their duty is to place these at the service of a higher authority. Ultimately they are responsible only for the impartial execution of assigned tasks and must sacrifice their personal judgment if it runs counter to their official duties.
- Bureaucratic control is the use of rules, regulations, and formal authority to guide performance. It includes such things as budgets, statistical reports, and performance appraisals to regulate behavior and results.

ADVANTAGES

NEUTRALITY

SYSTEMATIC APPROACH

COHERENCE

PREDICTABILITY

SELF-CORRECTION

EFFICIENCY

DISADVANTAGES

RED TAPE/PAPER WORKS

RIGIDITY STAMPEDES CREATIVITY AND GROWTH

IMPERSONALITY

CUSTOMER DISSATISFACTION

SLOW DECISION MAKING

COMPARTMENTALIZATION/LIMITS CAPABILITIES OF EMPLOYEES

PLUTOCRACY

DUPLICATION AND CONFLICT



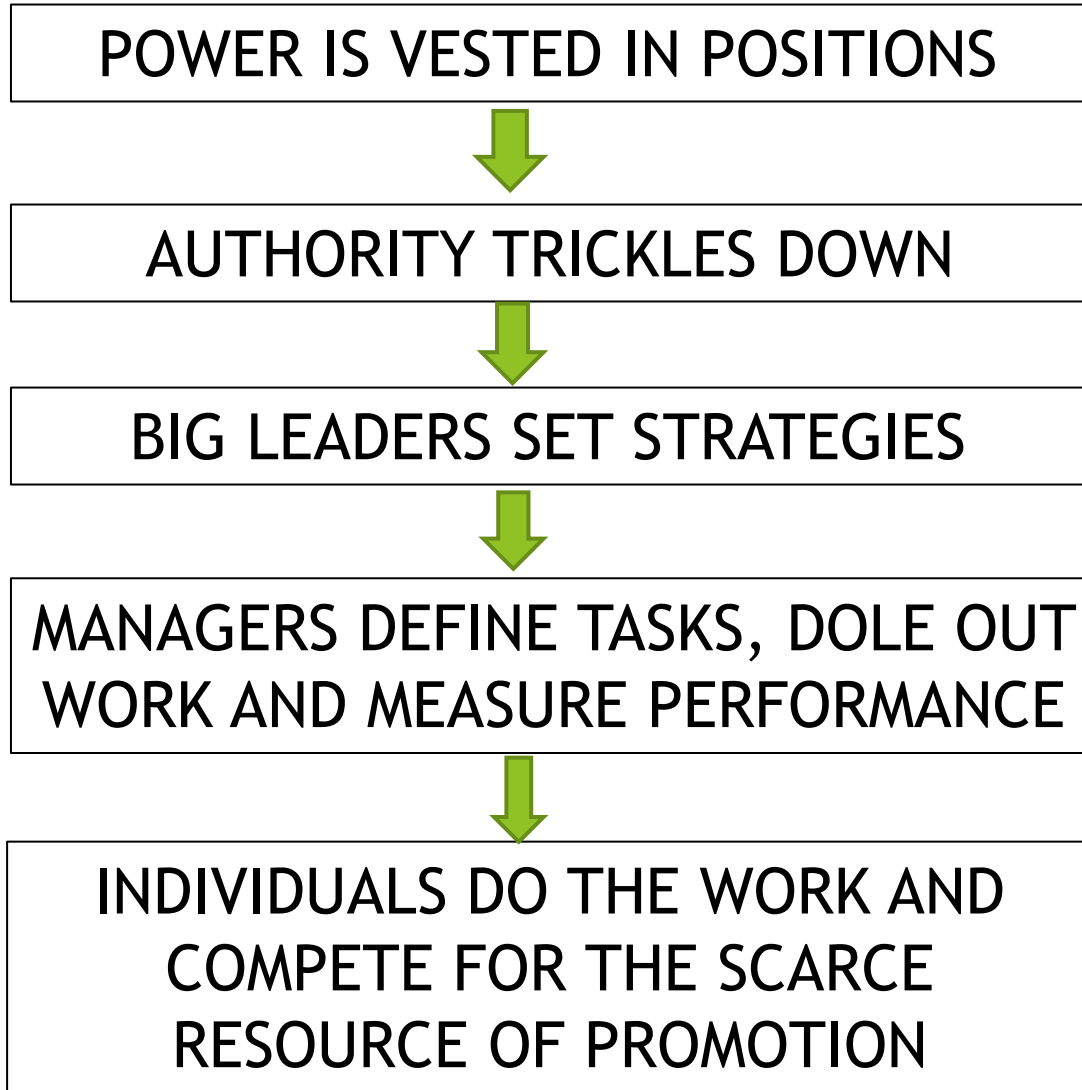
MAX WEBER
IDEAL TYPE OF
BUREAUCRACY

DYSFUNCTION OF BUREAUCRACY

refers to social system which is detracting from adaptation and adjustment (cannot play function it intended to perform)

BASIC FLOW OF BUREAUCRACY

Source: Workhuman.com



PRIMARY EXTRINSIC REWARD :
SALARY



DEPARTMENT OF BUDGET AND MANAGEMENT
Organizational Chart

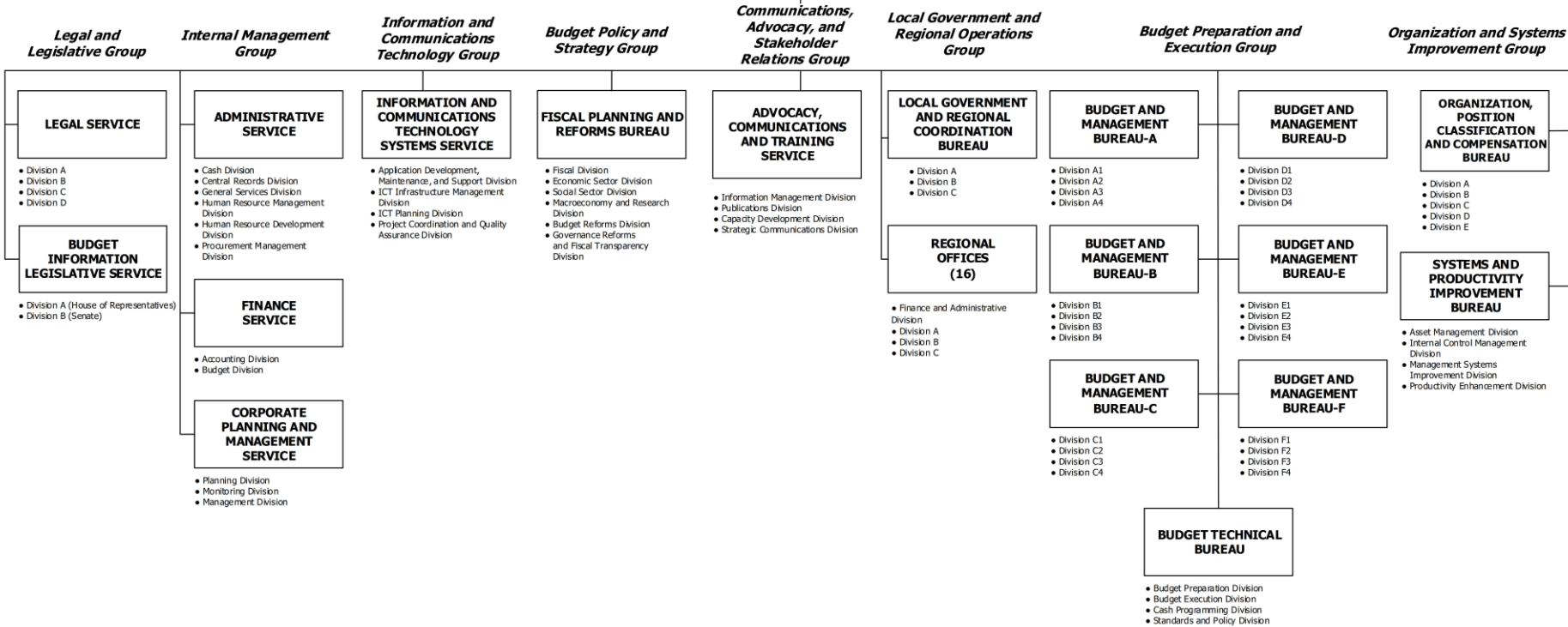
ATTACHED AGENCIES:

- Government Procurement Policy Board – Technical Support Office
- Procurement Service

OFFICE OF THE SECRETARY

INTERNAL AUDIT SERVICE

- Management Audit Division
- Operations Audit Division



Approved by:

(sgd)

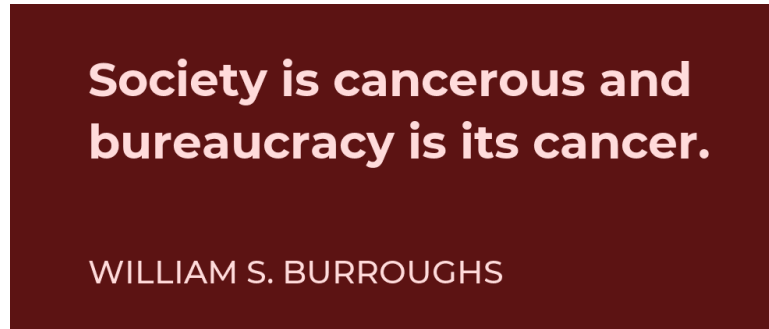
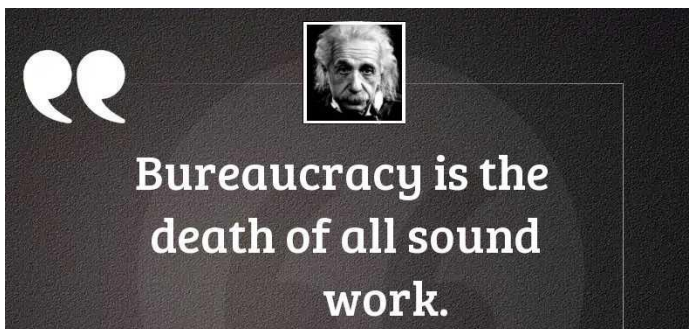
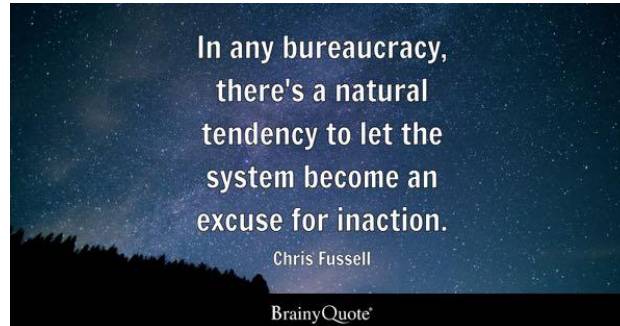
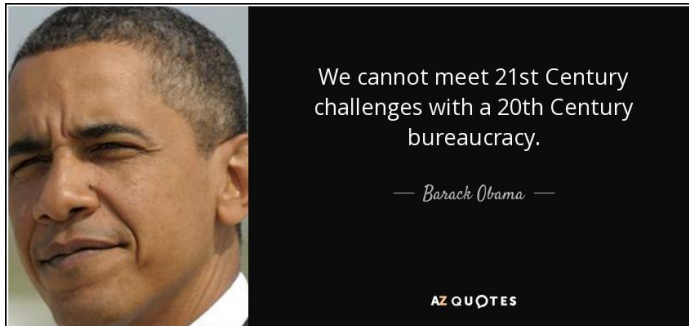
AMENAH F. PANGANDAMAN
Secretary

Effectivity: August 11, 2022

EXAMPLE OF AN ORGANIZATION CHART

CHALLENGES TO WEBER'S BUREAUCRATIC MODEL

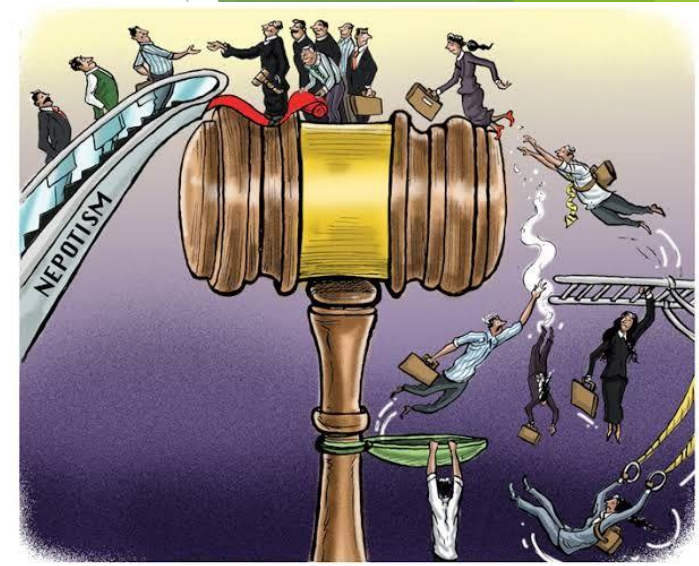
BUREAUCRACY, as describe by Weber, MUST CHANGE SIGNIFICANTLY if it is to continue as function element of modern society. (Warren Bennis,1966, Author and American Organizational Consultant)



CHARACTERISTICS OF PHILIPPINE BUREAUCRACY

Source: The Bureaucracy in the Philippines by Onofre Corpus, 1955

- ❑ Vulnerability to NEPOTISM
- ❑ Perpetuation of Spoils System
- ❑ Apathetic Public Reaction to Bureaucratic Misconduct
- ❑ Availability of External Peaceful Means of correcting weaknesses
- ❑ Survival of historical experience
- ❑ Lack of independence from politics
- ❑ Essential instruments of social change

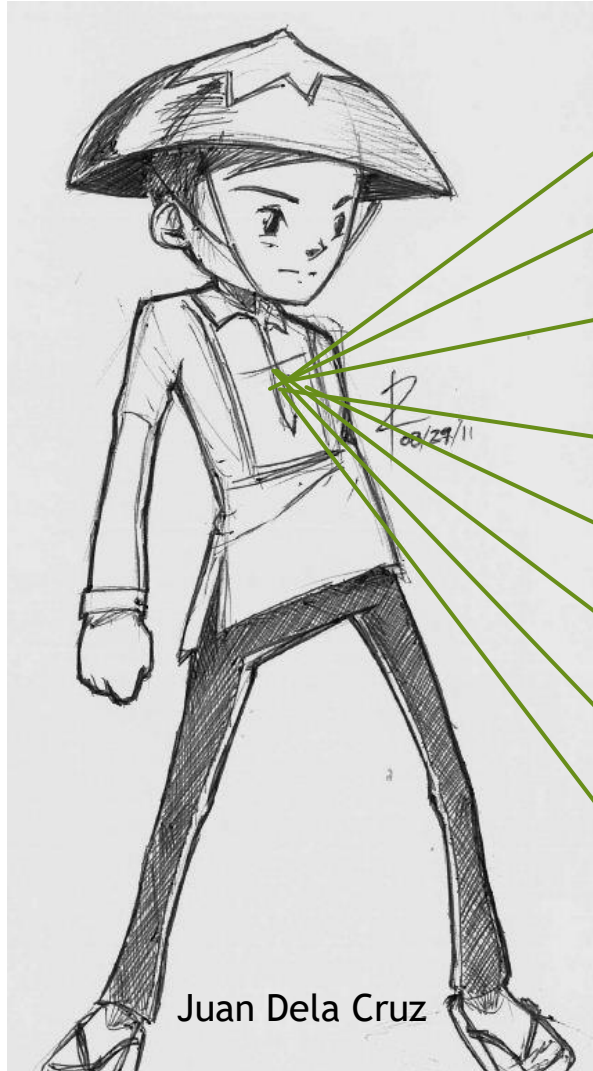


#DAILYPOST 1694
16/5/2021

Daily Post



FILIPINO BEHAVIOR, CUSTOMS AND PRACTICES THAT INFLUENCE OUR BUREAUCRATIC SYSTEM



Family Oriented

Social Status/Elitism

Kumpadre/Padrino System
(Ka-Fraternity)

Awa or Pity and
Pakikisama

Utang na Loob/Reciprocity

Too forgiving and forgetful

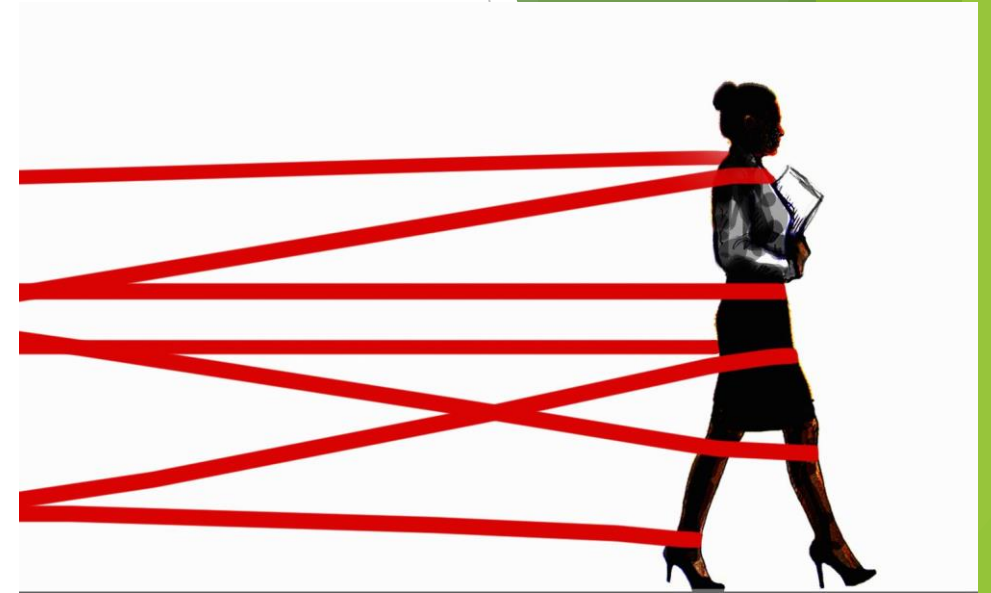
Envy and Desire

Bahala na Attitude



ISSUES AND PROBLEMS IN THE TRANSFORMATION OF PHILIPPINE BUREAUCRACY AS AN INSTRUMENT OF NATIONAL DEVELOPMENT

- BUREAUCRATIC RESISTANCE TO CHANGE
- SOCIO-ECONOMIC, POLITICAL, CULTURAL AND ECOLOGICAL CONSTRAINTS
- TRANSFER OF TECHNOLOGY AND ADAPTATION
- POLITICAL SYSTEM
- WASTE OF RESOURCES
- STREAMLINING AND COST-CUTTING IS NOT A PRIORITY
- LACK OF CONVICTION ON GRAFT AND CORRUPTION CASES
- GROWING COMPETITION



LAWS AND POLICIES TO IMPROVE THE PHILIPPINE BUREAUCRATIC SYSTEM

❑ Philippine Civil Service

- ❑ 1900 - Public Law 5 (1900); 1935 - Philippine Constitution; 1959 - Republic Act 2260 Establishing the Civil Service Commission (from BCS); 1975 Presidential Decree 807 (The Civil Service Decree); 1987 Administrative Code (Executive Order 292)

❑ 1987 Philippine Constitution

❑ 1989 RA 6713 Code of Conduct and Ethical Standards For Public Officials and Employees

❑ 2007 RA 9485 Anti Red Tape Act

❑ 2016 RA 9184 Government Procurement Reform (2016)

❑ PRRD Executive Order 2, 2016 Freedom of Information

❑ 2018 RA 11032 Ease of Doing Business and Efficient Government Service Delivery Act

ANTI-RED TAPE AUTHORITY (ARTA) under the Office of the President was created by virtue of R.A 11032 or the Ease of Doing Business and Efficient Government Service Delivery Act of 2018. ARTA created National Effort for the Harmonization of Efficiency Measures of Inter-related Agencies (NEHEMIA) to speed up the realization of the Socio-Economic Agenda of the Duterte Administration reducing 52% of “time, costs, requirements, or procedures within 52 weeks for the key sectors of society in 2020

Summary of reforms see: <https://peterbreboneria.com/the-34-reforms-in-philippine-bureaucracy-under-duterte-administration/>

❑ Proposed Digitalization of Government Services

❑ Republic Act No. 11055, otherwise known as the Philippine Identification System Act (2018)

❑ Republic Act No. 11659, Public Service Act As Amended (2022)



Republic of the Philippines
BINMALEY WATER DISTRICT

“NO GIFT



POLICY”

PUBLIC NOTICE

In the spirit of good governance, all BIWAD employees and officials SHOULD NOT SOLICIT OR ACCEPT directly or indirectly ANY GIFTS OR FAVOR from individuals, corporate entities or third party.

This is in observance of the NO GIFT POLICY stated in Section 7(d) of R.A 6713 or the Code of Conduct and Ethical Standards for Public Officials and Employees.

We would appreciate the public's cooperation and support by respecting this policy.

Violation of this policy, or any unethical behavior observed, may be reported to the following contact numbers;
(075) 540-0054 / 09178072090

The priority bills of Marcos administration

- Mandatory ROTC and National Service Training Program
- National Government Rightsizing Program
- Budget Monetization Bill
- Tax Package 3: Valuation Reform Bill
- Tax Package 4: Passive Income and Financial Intermediary Taxation Act
- E-Government Act
- Internet Transaction Act or E-Commerce Law
- Government Financial Institutions Unified Initiatives to Distressed Enterprises for Economic Recovery
- Medical Reserve Corps
- National Disease Prevention Management Authority
- Virology Institute of the Philippines
- Department of Water Resources
- Unified System of Separation, Retirement, and Pension
- E-Governance Act
- National Land Use Act
- National Defense Act
- Enactment of an Enabling Law
- Amendments to the Electric Power Industry Reform Act
- Amendments to the Build-Operate-Transfer Law

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