



DIVERGENCE TO **CONVERGENCE**



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Driving Force for Equitable and Countrywide Development

The Philippine Statistics Authority (PSA) was born of the powerful idea that there should be a “central statistical authority” of the Philippine government on primary data collection. The PSA stands firm on the resolve of the government to obtain and provide data to people and institutions at all levels of policy formulation, decision-making, and program planning.

As passed by the Senate of the Philippines and the House of Representatives, the creation of the Republic Act No. 10625 manifests the remarkable unanimity of national legislators and policy makers to have one dependable source of statistical information and one governing civil registration body.

Under such law, a unified statistical organization will enable all government agencies to better contribute to the overall countrywide imperative for equitable development. It will also establish a highly developed statistical system that can truly provide timely, accurate, and relevant data for both the government and the public. It will be the catalyst for achieving decentralization by making statistics easily accessible from national to local development planning.

Otherwise known as the Philippine Statistical Act of 2013, the law merged the erstwhile separate and distinct agencies of the National Statistics Office (NSO), the National Statistical Coordination Board (NSCB), the Bureau of Agricultural Statistics (BAS), and the Bureau of Labor and Employment Statistics (BLES).

The creation of PSA proceeds from the policy of the State to effect the necessary and proper changes in the organizational and functional structures of the Philippine Statistical System (PSS).

The PSS is a policy-making and coordinating body with primary data collection capability, a statistical research and training institute, and all executive departments, bureaus, offices, agencies, and instrumentalities of the national and local governments as well as government-owned and -controlled corporations that are engaged in statistical activities.

As part of the PSS, the PSA plays a significant role in providing the executive and regulatory agencies of the government with comprehensive, accurate, and reliable data for sound decision-making.

The services of the PSA also cater to the business community, the academe, and more importantly, the individuals making up all sectors of the society – for better decisions, an improved quality of life, and a well-secured future. ■



VISION OF THE NATIONAL STATISTICIAN

Greetings to my PSA family!

As we grow as an organization, it is indeed imperative for us to come up with a strategic plan for the years to come. Similar to the integration of the previous statistical agencies, I have no doubts that our execution of the 2016-2020 Strategic Plan will be just as successful, if not even more so.

My vision for the PSA remains the same: SOLID, RESPONSIVE, and WORLD-CLASS. I firmly believe that this vision will actualize what R.A. 10625 aims for the PSA to be. As PSA employees and officials, keeping this vision as a strong foundation of our thoughts and processes is paramount to our success in providing quality statistics and civil registration services for the betterment of the lives of the Filipino people.

My vision for the PSA highlights the following:

1. **WORKFORCE** – A professional workforce that is both effective and efficient – has the necessary academic background as well as practical skills to deliver relevant statistical products and services. The PSA workforce also puts value to innovation, optimization of resources, and positive work attitude.
2. **PRODUCTS AND SERVICES** – Products and services rendered by the PSA are always relevant to support local and national development for inclusive growth, as well as to establish the Philippines in the international statistics community.
3. **CORE VALUES** – The PSA's core values serves as the guide of the organization and its constituents in engaging with clients and stakeholders. Upholding such leads to their trust in the quality, objectivity, and integrity of the products and services the PSA delivers.

Hinged on this vision, our strategic plan details the following principles: (a) the value to the internal and external stakeholders of the PSA, (b) the practice of good stewardship of resources, (c) the enhancement of processes based on best practices, and finally, (d) the promotion of teamwork, integrity, and professionalism.

I believe that the implementation of our strategic plan will not only guide the PSA in carrying out its mandate, but it will also help us thrive both as individuals and as a whole in the long run. With that being said, I look forward to the 2016-2020 Strategic Plan that will undoubtedly propel the PSA to be solid, responsive, and world-class!

Lisa Grace S. Bersales

Lisa Grace S. Bersales, Ph.D.



THE ENABLING LAW AT A GLANCE

Republic Act No. 10625: Philippine Statistical Act of 2013

Philippine Statistical Act of 2013. The law is called “An act reorganizing the Philippine Statistical System, repealing for the purpose Executive Order No. 121.” It was enacted by the Philippine Senate and the House of Representatives on July 23, 2012.

Declaration of Policy. The policy of the State is to effect the necessary and proper changes in the organization and functional structures of the Philippine Statistical System (PSS) – in order to rationalize and promote efficiency and effectiveness in the delivery of statistical services, maintain an integrated statistical system characterized by independence, objectivity, and integrity.

Philippine Statistics Authority under NEDA. The law created the Philippine Statistics Authority (PSA). It is attached to the National Economic Development Authority (NEDA) for purposes of policy coordination. It shall be composed of the PSA Board and offices on sectoral statistics, censuses and technical coordination, civil registration and central support and field statistical services. RA 10625 also enumerated the PSA’s 24 functions.

Philippine Statistical System (PSS). The PSS, as provided by law, is the universe to which belong all statistical organizations of all administrative levels, the personnel therein and the national statistical program. It shall be a policy-making and coordinating body covering primary data collection, a statistical research and training institute and all executive departments, bureaus, offices of the national and local governments and all government-owned and -controlled corporations and engaged in statistical activities.

The PSA Board. The Board is made up of the NEDA Director General who serves as Chairperson, the Secretary of the Department of Budget and Management (DBM) as Vice Chairperson, the National Statistician, one representative each from other Departments of the National Government, a representative from the Bangko Sentral ng Pilipinas (BSP), the Executive Director of the Philippine Statistical Research and Training Institute (PSRTI), a representative from the Philippine Statistical Association, Inc., a representative from the GOCCs, a representative each from the Union of Local Authorities of the Philippines (ULAP), and the private sector to be appointed by the PSA Board Chairperson selected from a list of nominees submitted by other members of the PSA Board.

The powers and functions of the Board are enumerated in Section 9 of the law.

Inter-Agency Committee on Statistics. RA 10625 established the inter-agency committees (IACs) keyed to resolving agency and sectoral concerns on statistical matters. The IAC shall serve as a forum to discuss issues raised by data producers, users and other stakeholders of PSA. Some 13 committees have been established by this law.

The National Statistician. The new Office of the National Statistician has been created by RA 10625, and Dr. Lisa Grace S. Bersales is the first person to occupy such position – with the twin titles of National Statistician and Civil Registrar General. She sits in the PSA Board, and considering the nine (9) Chief Executive Officer (CEO) functions enumerated by this law, the National Statistician is the CEO of the equally new PSA.

PSA's Organizational Structure. In Section 12, the law names the key PSA offices to wit: Sectoral Statistics Office, Censuses and Technical Coordination Office, Civil Registration and Central Support Office, Field Statistical Services comprising regional offices and provincial statistical offices. The structure defines that the National Statistician is assisted by three (3) Deputy National Statisticians. Other key offices/units are also provided by this law. ■

(See Appendix A for the entire RA 10625)

The PSA shall primarily be responsible for the implementation of the objectives and provisions of R.A. 10625.

It shall plan, develop, prescribe, disseminate and enforce policies, rules and regulations and coordinate government-wide programs governing the production of official statistics, general-purpose statistics, and civil registration services.

It shall primarily be responsible for all national censuses and surveys, sectoral statistics, consolidation of selected administrative recording systems, and compilation of national accounts.

Specifically, the PSA shall:

- Serve as the central statistical authority of the Philippine government on primary data collection;
- Prepare and conduct periodic censuses on population, housing, agriculture, fisheries, business, industry, and other sectors of the economy;
- Collect, compile, analyze, abstract and publish statistical information relating to the country's economic, social, demographic and general activities and condition of the people;
- Prepare and conduct statistical sample surveys on all aspects of socio-economic life including agriculture, industry, trade, finance, prices and marketing information, income and expenditure, education, health, culture, and social situations for the use of the government and the public;
- Carry out, enforce and administer civil registration functions in the country as provided for in Act 3753, the law on Registry of Civil Status;
- Collaborate with departments of the national government including GOCCs and their subsidiaries in the collection, compilation, maintenance and publication of statistical information, including special statistical data derived from the activities of those departments, corporations and their subsidiaries;
- Promote and develop integrated social and economic statistics and coordinate plans for the integration of those statistics, including the national accounts;
- Develop and maintain appropriate frameworks and standards for the collection, processing, analysis and dissemination of data;
- Coordinate with government departments and local government units (LGUs) on the promotion and adoption of statistical standards involving techniques, methodologies, concepts, definitions and classifications, and on

the avoidance of duplication in the collection of statistical information;

- Conduct continuing methodological, analytical and development activities, in coordination with the Philippine Statistical Research and Training Institute (PSRTI), to improve the conduct of censuses, surveys and other data collection activities;
- Recommend executive and legislative measures to enhance the development of the statistical activities and programs of the government;
- Prepare, in consultation with the PSA Board, a Philippine Statistical Development Program (PSDP);
- Implement policies on statistical matters and coordination, as directed by the PSA Board; and
- Perform other functions as may be assigned by the PSA Board and as may be necessary to carry out the purposes of this Act. ■

Under the approval of the Philippine Statistical Act of 2013 (R.A. 10625) in September of 2013, the ad hoc Change Management Team (CMT) composed of the heads of the four (4) merged statistical agencies with the guidance of a team of management advisers started to work on the transition activities to implement the enacted law. The Drafting Committee was formed with the primary task of fast-tracking the crafting, approval, release, and dissemination of the Implementing Rules and Regulations (IRR) given the timeframe stated in the law.

The following are considered as the major events that facilitated the transition phase to effect the merging of the four (4) major statistical agencies (MSAs):

1st Quarter, 2014

The first quarter focused on the designation of the set of intervening officials of the PSA with the main responsibility of steering the implementation of the R.A. 10625 as per the approved IRR. This marked the initial work on the consolidation of the MSAs on the proposed organizational structure including the number of plantilla positions both at the Central and Field offices.

2nd Quarter, 2014

In the second quarter, the CMT was formed for the PSA to engage more aggressively in the organizational structure to be proposed to the Department of Budget and Management (DBM).

A major event came about in April – the appointment and assumption to duty of the National Statistician (NS) to head the PSA and to provide the needed direction of the organization. As such, she immediately acted on the issuance of her vision for the PSA and convened the Executive Committee (ExeCom) for its first meeting. This signaled the discussions and resolutions of the various issues that confronted the implementation of the law.

In June, the PSA's Organizational Performance Indicator Framework (OPIF) and Major Final Outputs (MFOs) finally got the endorsement of NEDA to the DBM. Before the end of the same month, the DBM issued the Unified Accounts Code Structure for the PSA, indicating the recognition of the organization as the sole authority on statistics in the Philippines.

3rd Quarter, 2014

The third quarter highlighted the designation of the eight (8) Interim Assistant National Statisticians (IANSs) and the 17 Interim Regional Directors (IRDs), the number of which corresponded to the proposed organizational structure. The issuance of the Special Order for the designated officials was deemed necessary to facilitate the delegation of responsibilities including the paper flow from the various sources to the Central Office.

The first PSA Management and Directorate meeting followed immediately to further address technical, financial, and administrative matters relevant to the merging including activities and commitments needed to be done in the succeeding quarter. One such important event was the celebration of the National Statistics Month (NSM) in October. The NSM showcased the unification of the four MSAs through a turnover ceremony of their products and services to the NS.

4th Quarter, 2014

Towards the end of 2014, several significant activities took place that helped establish the newly-formed organization. In October, the official PSA website was launched to override the four websites being maintained by the four MSAs. This was to dispel the confusion aired by the various clients of the PSA.

In the same month, the organizational meeting of the PSA Board was held, chaired by the Director-General of NEDA. Convening the meeting was highly critical considering that the statistical policies, resolutions, and other important matters will emanate from the Board – the PSA’s governing body.

October also signaled the designation of the Interim Director for the International Cooperation Unit. It was prompted by the urgency to put together the policies and guidelines for the international commitments of the PSA such as requests for study tours from neighboring Asian countries.

The last two months of the year focused on the conduct of the series of the Central, National, and Regional planning workshops. These aimed to



revisit various activities that were accomplished, partially accomplished, and unaccomplished as well as the plans for the forthcoming year of 2015. The workshops also paved the way in determining which activities are needed to be continued and reviewed in light of the possible duplications and overlapping functions. The manpower complement, the budget requirements, and the timetable of operations were similarly tackled. The consultations that followed occurred at all levels of the organization to fully discuss the developments of the consolidation efforts.

1st Quarter, 2015

Early 2015, the PSA received the Notice of Organization, Staffing, and Compensation Action (NOSCA) for 66 position items from the DBM. This allowed the PSA to begin filling up the vacancies.

In March, the appointment papers of the Deputy National Statisticians (DNS) for Civil Registration and Central Support Office (CRCSO) and for Censuses and Technical Coordination Office (CTCO) were approved and released. Their assumption to duty came in April and May, respectively.

2nd Quarter, 2015

The second quarter focused on addressing the difficulty of the geographic locations of the various central offices posed to clients and development partners. The plans to house the offices located in Makati, Manila, and Quezon City materialized in April to July when the transfer to the rented offices in Eton Centris 1 & 3 in Quezon City was completed. This was a physical manifestation of working together as one organization.

3rd Quarter, 2015

For the third quarter, the noteworthy accomplishment of the PSA was the completion and the submission of the Strategic Performance Management System (SPMS) to the Civil Service Commission (CSC). This signifies that the PSA will subscribe to a single SPSM only, as opposed to four.

4th Quarter, 2015

With the early approval of the organizational structure, the movement of personnel transpired during this quarter. Those who opted to retire and avail of the offered retirement package started to work on the documentary requirements. This was done by phase depending on the effectivity date of the retirement. The Placement Committee, on the other hand, carried out the placement of all personnel who chose to stay with the PSA. ■

A background network diagram consisting of numerous grey circular nodes of varying sizes connected by thin grey lines. Some nodes are highlighted in a light yellow-green color. The overall pattern is dense and interconnected, suggesting a complex network or system.

DIVERGENCE TO CONVERGENCE

"Solid, responsive, world-class authority on quality statistics and civil registration."

The PSA is SOLID. It emphasizes institutional strength, attributable to its legislated mandate as the sole authority on official statistics and civil registration for sound decision-making of government agencies, private organizations, and individuals of the society. The PSA's output of statistical data in all forms is robust and produced from sound statistical methods – withstanding scrutiny and possible challenges to integrity. As safeguarded and protected by the law, the PSA's avowed independence significantly contributes to its solid foundation. Accordingly, the PSA lives to the expectation of ensuring the consistent reliability of its outputs.

The PSA is RESPONSIVE. The constant in the PSA as an organization is its fidelity to its mandate which largely caters to its partners and the general public. The PSA puts a high value to be sharply relevant; for its stakeholders to find its outputs crucially necessary to make better decisions at any time for any lawful purpose. In achieving such, the PSA practices a consultative engagement with its stakeholders, making it their business to listen and foster two-way learning opportunities between and among involved groups. Its responsiveness as an organization is enhanced with its aim to be accessible, leading to simplified, successful interactions and experience.

The PSA is WORLD-CLASS. The PSA's practices in data collection, production, and distribution match global standards. Statistical data from the PSA are readily accessible to stakeholders around the world through its recognized international data exchanges. The PSA enjoys not only a leadership position in the Philippines but among statistical circles in other countries as well. As a positive consequence, the National Statistician is chair of international committees of global statistical organizations and is a sought-after speaker in the United Nations and other respected gatherings. Soon enough, statistical data will recognize no borders, and the PSA will be at the forefront in this realm.

MISSION

"Deliver relevant, reliable statistics and civil registration services for equitable development towards improved quality of life for all."

DELIVER best expresses the PSA's unwavering purpose to make statistics available in the form required and at a time they are needed – staying true to its reputation of being an organization which under promises and over delivers. This also speaks of a target-oriented work ethic that is single-minded in achieving goals and overcomes any hurdle thrown along the way.

RELEVANT describes how the PSA remains dynamic as it is contemporary, standing at the forefront of technological developments. Further, the PSA's statistical data are products that truly answer informational needs of users at a time they are essential.

RELIABLE STATISTICS deepens the faith and inspire the confidence of every data user of the PSA. These are gathered using the most earnest efforts and processed in the most efficient way to achieve and deliver only the highest quality.

CIVIL REGISTRATION SERVICES embodies the PSA's strong commitment to being a reliable registry of each and every Filipino's milestones in life – birth, marriage, and death.

EQUITABLE DEVELOPMENT is making statistical data available to national and local officials to empower development policy makers and planners ultimately for equitable and inclusive growth. Statistics can truly democratize the distribution of wealth to the countryside irrespective of proximity from the country's political and economic capitals.

IMPROVED QUALITY LIFE FOR ALL points to the qualitative indicators of development that the PSA provides – going beyond quantitative measures like the Gross National Income (GNI) and per capita income. The PSA may develop indices on human development and well-being among others to help guide policymakers in improving the quality of life of everyone – from government offices, private corporations and business, to the members of the civil society.



CORE VALUES

The PSA's set of organizational core values is eloquently presented through the acrostic STATISTICS. Each letter highlights an attribute that aptly characterizes PSA employees and officials. They have strongly pledged their commitment to adhere and embrace these shared core values. These serve as driving forces in carrying out their respective functions as best as they can and contribute to the fulfillment of the PSA's goals and major final output.

Steadfastness	Standing up for the organization and for its principles under any circumstances.
Team Spirit	Finding synergy and energy in collective action.
Adaptability	Great flexibility to adjust to new situations and getting best results.
Transparency	Perceived as being candid, open and ready to open records on a selective basis.
Integrity	True inside out, reassuring all of one's trustworthiness anytime and anywhere
Stewardship	Complete acceptance of role as a trustee of position and property, and readiness to protect things held in trust.
Trust in the Almighty	Unshakeable faith in the Divine who is in the bigger picture and in the details.
Independence	Invincible stance in protecting one's input and output from undue pressure, keeping statistics pure and untouched.
Competence	Professional in the strictest sense of word and acknowledged expert in one's field of specialization.
Service-Oriented	Irrepressible drive to serve clients for all seasons.

CORPORATE PERSONALITY

The acrostic PRISM stands for the five (5) most important attributes of the PSA that fittingly describes its corporate personality – Professional, Responsive, Innovative, Strategic Thinker, and Motivator. These closely interconnected characteristics personify the composite behavior of the organization’s manpower complement. Notably, each personnel is different and unique but through the common grounds of both corporate values and corporate attributes, the road leads to better inter- and intra- personal relationships. Everybody has genuinely chosen to abide, embrace, and implement them.



Professional

The PSA exemplifies the highest degree of commitment to excellence and ethical conduct – the unmistakable mark of professionalism.



Responsive

The PSA’s business is to constantly listen to stakeholders’ needs and aspirations – clearly manifesting its consistent customer focus.



Innovative

The PSA pursues a policy of continuous enhancement/innovation in various aspects of its programs and activities, making it sharply timely and relevant.



Strategic thinker

The PSA is always aware of the futurity of present decisions, making it forward-looking and assuring its long-term viability.



Motivated

The PSA nurtures a culture of placing highest value on its people who, in turn, can trust and count on an organization that cares for them.



The Philippine Statistics Authority's (PSA) logo signifies its commitment to provide timely and quality statistics necessary for decision making in all aspects of Filipino life. It reflects the PSA's vision of solid, responsive, and world-class authority on quality statistics and civil registration; and its mission to deliver relevant, reliable statistics and civil registration services for equitable development towards improved quality of life for all.

There are two main elements in the logo:

- Three curved arrows – symbolize the three main pillars of the PSA as an organization: solid, responsive, and world-class. These arrows are red, yellow, and blue, representing the colors of the Philippine flag and signifying the role of the PSA as the national statistical agency. The arrows are joined together on their sides to represent the PSA being solid and are pointing upwards to symbolize the PSA's dynamism in accomplishing its critical role in achieving the collective dream of sustained economic and social progress, reflecting the responsiveness of the PSA.
- Sphere and grid (globe) - represent the PSA's adherence to the United Nations Fundamental Principles of Official Statistics and commitment to international conventions and standards. It also represents the PSA's participation in the global statistical community, mirroring its vision of being world-class.

STRATEGIC GOALS

The PSA focuses its strategic goals on its transformation as the sole authority in the statistical arena and civil registration service. Such covers its culture, standards, work ethics, and practices; its products and services; the various methods and processes involved in statistical activities and civil registration; its human resources, assets, and the wide gamut of stakeholders that the PSA is compelled to serve. The specific strategic goals are as follows:

- Fortify the status of the PSA as the sole authority in statistical data.
- Enhance its business and operational processes continually.
- Utilize technology as effective corporate tools to address changes and challenges.
- Assemble manpower complement from among the best and the brightest.
- Build assets like buildings and facilities to enhance organizational efficiency and effectiveness.
- Adopt philosophy as a learning organization for sustained knowledge build-up.
- Confer a meaningful stakeholder engagement mindset in the organization.
- Sharpen preparedness for all types of risks the organization may encounter.
- Sustain positive corporate reputation that contributes to organizational performance.

The above goals shall be achieved through:

- Policies:** Internal and external rules and regulations, laws, amendments of the Civil Registration Law and Statistics Law
- People:** Competent human resources with the highest level of integrity, partnership, and linkages
- Processes:** Efficient and flexible methods, consistent coordination, effective infrastructure, Information Technology (IT), International Organization for Standardization (ISO) certification

The logo features a stylized arrow pointing right, composed of multiple parallel lines in various colors (red, orange, yellow, green, blue, purple) that converge towards the right. To the right of the arrow, the text "S.W.O.T. ANALYSIS" is written in a bold, black, sans-serif font.

S.W.O.T. ANALYSIS

The SWOT framework is an effective analytical tool in discerning the PSA's strengths and weaknesses, and in closely examining possible opportunities and imminent threats that the organization faces. The result of the situational analysis is instrumental in giving focus to specific areas where the PSA believes it has advantages and where the greatest opportunities are present. These aspects are carefully scrutinized vis-à-vis the areas of concerns where the PSA should give due attention. With the framework, the PSA is able to determine what to improve on and what to avoid as an organization – even specific obstacles that may impinge on the growth of the PSA.

STRENGTHS

As cited by the National Statistician, the most important resource of the PSA is its human resources. The PSA's manpower complement is a merger of the personnel from the four (4) major statistical agencies. Hence, it boasts of the average of ten (10) years experience of PSA personnel – ensuring the PSA of committed and highly-trained workforce to deliver quality statistical products and civil registration services.



The core competencies of the workforce as required by positions and levels are also bolstered by the number of PSA staff with postgraduate degrees in Statistics, Economics, Demography and other relevant disciplines. Furthermore, the technical personnel are highly skilled in planning, programming, data analysis, statistical coordination, and institutional linkages with the capacity to multi-task or to work as a team while exemplifying professionalism.

The PSA takes pride with being up-to-date on subscription and adoption of international statistical standards and classification systems to its various statistical activities and civil registration services. Align with these is a built-in control mechanism. As such, PSA is highly confident of the quality of its products and services. It is very much engaged in the continuous research and development to guarantee that the systems are not laggard of improvements.

The presence of an active internal audit system guarantees smooth and efficient agency processes and procedures while DBM's approval and issuance of Unified Accounts Code System (UACS) for both budget and accounting Financial Reporting System (FRS) further solidified the identity of two-year old PSA as an agency. This manifested the strong support of the Budget Department to PSA for the latter to proceed with its operations.

WEAKNESSES

In its transition period as a newly-formed agency, there are four (4) major areas of weakness that the PSA must address: (a) processes and procedures, (b) workforce, (c) equipment and technology, and (d) corporate image.

The processes and operational protocols of the PSA create confusion due to the differences in the practices brought in by the merged agencies. This is believed to affect the efficiency in the paper flow which, in turn, affects the delivery of the output. As standards on business process and office procedures have yet to be set, the tendency of employees was to adopt what has been practiced in the former offices. Established office protocols are sometimes not observed.

Another weakness that the PSA faces is an aspect of its workforce. As a big organization, the PSA requires a huge workforce to carry out its mandate. The DBM-approved staffing pattern is below the proposed requirements, especially that of the field offices. Considering that nearly all activities of the former agencies are needed to be sustained, the undersized staffing pattern will be aggravated by



the number of retirees or those who are due for retirement. To some extent, the delivery of output will be at the expense of leaner manpower in terms of longer working hours and pressure to deliver the same quality and quantity of products and services.

In terms of technology, there is an inadequacy of policies and standard operating procedures in the acquisition, distribution, and use of facilities and equipment. The following conditions make it hard for the coordination between and among offices and units, thus affecting the processing of documents, outputs, and reports:

- Some offices have no Information, Communication, and Technology (ICT) facilities (e.g. telephone, internet connection).
- Office buildings are in separate physical locations.
- There is a lack of motor vehicles for mobility of employees and documents.

Across locations, some conditions may lead to lower productivity – office set-ups that are unsuitable for an effective working environment; low computer-employee ratio; obsolete equipment (e.g. computers, printers); lack of basic facilities and limited capability to adapt to new technology. Both employees and stakeholders have limited access to relevant information related to their needs because of the absence of intranet and local area network (in some areas).

Lastly, the PSA has yet to create and define its corporate image. There is a seeming imbalance on the image between its two major functions – statistical and civil registration services. Unfavorable reputation is a pressing problem as well due to the presence of unsatisfied clients. Contributing to this weakness are the absence of Serbilis outlets in some provinces and the non-provision of data among users due to either unavailability or late releasing. The multiple existing websites from the merged agencies and the lack of standard on content affect the image of the office as well.

OPPORTUNITIES

In carrying out the mandate of the PSA, many opportunities emerge locally and internationally to capitalize on.

One opportunity is the importance of statistics in the international scenes. The essentiality of the participation of the Philippines in the global statistical community cannot be overemphasized. Hence, it is fortunate that the PSA is



recognized globally as a well-established national statistical institute actively participating in various international working groups. In fact, PSA is the co-chair in the Inter-Agency Expert Group on Sustainable Development Goals (IAEG-SDG). It adheres to international standards in terms of concepts, definitions, methodologies, and best practices. With its international commitments, there is a growing demand for information and statistics. International bodies such as the World Bank (WB), Asian Development Bank (ADB), and International Monetary Fund (IMF) among others, propose technical assistance projects with the PSA. Another opportunity lies in the organization of the Philippine government. As the existing government departments and agencies are interwoven, the PSA can seize the prospect of establishing meaningful connections to proliferate the use and importance of statistics in decision-making. Currently, the PSA maintains strong linkages with national government agencies (NGAs), local government units (LGUs), the academe, and the private sector. The agency also upholds its connection with the media as a strong partner for ensuring transparency and promoting statistics. Its strong relationship with the academic sector also offers the PSA a pool of service provider for the capacity building program of its human resources.

The ever-evolving and emerging technology is another opportunity for the PSA to take advantage of – especially in terms of improving business processes. At present, the PSA recognizes the crucial role of information technology (IT) in the delivery of its products and services. Accordingly, the agency is geared towards the enhancement of its processes through the use of IT (e.g. the use of tablets and various statistical applications in data collection and processing, the



use of Infographics in data dissemination, the use of GPS/GIS/Remote sensing technologies in mapping and gathering of field data). ICT will likewise play a significant role in the facilitation of the release of civil registry documents with the Civil Registration System – Information Technology Project (CRS-ITP).

THREATS

As the PSA strives to deliver its mandates in generating official statistics and providing civil registration services, certain threats to its operations are present in the areas of (a) personnel movement/structure, (b) environmental regulations, (c) socio-political pressures, and (d) other restraining forces.

On the area of personnel movement and structure, a major threat is the delay in the filling up of positions based on the approved staffing pattern this situation may hamper operations and delivery of statistical and civil registration products and services. Such may lead to losing the confidence of its valued clients.

At the same time, the reduction in the plantilla positions by about 20% from the proposed number of positions may push the management to hire job order employees (JOEs). Inasmuch as there is no employee-employer relation with JOEs, there is an absence of accountability to the PSA. The set-up may tempt them to engage in unscrupulous activities such as fixing, misuse of government resources for personal purpose, and others. This may also negatively affect the work-life balance of PSA personnel where some employees may have to do

multi-tasking or render overtime to meet the target output within the prescribed schedules.

Another personnel-related threat is the loss of highly qualified and trained technical personnel due to the early retirement posed by the incentives offered by the R.A. 10625 provisions and/or the transfers to other government or private institutions offering better opportunities.

In addition, the low salary grades for specialized positions as per approved Organizational Structure and Staffing Pattern (OSSP) is not attractive enough to recruit capable personnel such as lawyers. It is perceived that the agency may only be used as stepping stone to gain experience.

Environmental regulations pose another challenge to the PSA. The breakdown of peace and order and the presence of lawless elements in selected areas in the country endanger the lives of PSA personnel especially during the conduct of censuses and statistical activities. Possible effects are under-enumeration, high operational costs, and lowered productivity of the staff.

Natural calamities such as typhoons, floods, earthquakes, and the like offer possible dangers to both personnel and properties of the PSA. Specifically, this pertains to the valued and robust data files and civil registration records which may be lost in the occurrence of such eventualities. Data may also be vulnerable to cyber security threats.

Power shortage in some areas of the country delays the data processing, consequently impedes timely data release. Said delays may create dissatisfaction by the clients on the performance of the organization.

There is apparent diversity on socio-political pressures which are deemed threats to the independence and impartiality of statistics. The mandate of the agency may be compromised due to perceived interferences coming from government executives and other interested parties such as the media communications group.

Further, there is an ever-growing demand for various statistics and lower-level data disaggregation coupled with high expectations from the PSA's clients. Alongside, there is an increasing call for civil registration services i.e. requests for copies of civil registry documents and petitions for corrections and change of



first name under the Republic Act No. 9048 and Republic Act No. 10172. Should there be instances that these demands from the PSA clientele and development partners may not be provided right away, it may give the impression that the PSA is inefficient.

Imminent change in government administration may pose threat to the continuity of projects, programs, and activities. Concrete examples are possible delays in the approval of the bidding process of some major projects such as the Civil Registry System-Information Technology Project Phase II and construction of the PSA Building.

Other restraining forces which may technically and operationally affect the PSA's delivery of its mandates are: uncompetitive wage rates for data enumeration activities whereby the trained data collectors of the PSA transfer to other organizations offering higher compensation; the seeming lack of support from local government units to the PSA in the conduct of censuses and surveys may lead to under-enumeration on data collection; varying interpretation of the statistics which may lead to the perception that the PSA data are irrelevant; conflicting survey results from those generated by other government agencies and survey groups. These forces put at risk the reputation of the PSA as the sole authority in statistics.

Non-compliance of other government agencies in adhering to policies and procedures issued by the PSA may lead to erroneous statistical data. On the part of civil registration, it may result in documentary errors which will require an administrative or judicial process to make the necessary amendments or corrections. ■

KEY STRATEGIES

ORGANIZATIONAL STRATEGIES



Backed up by its mandates as specified in the Philippine Statistical Act of 2013, the PSA has avowed to elevate its internal operational excellence in all aspects. Aside from adopting the best practices from each of the previous major statistical agencies, the PSA shall subscribe to up-to-date statistical standards and classification systems to ensure its readiness to contest challenges to its stature as the sole statistical authority.

The PSA shall make sure that it maintains its reputation of being an independent, objective, impartial, and responsive statistical organization. Efforts are geared towards the availability and delivery of its products and services to its diverse clientele to support equitable development.

To strengthen its industry position, the PSA shall harness communication through embarking on a relatively aggressive media mileage. This is in conjunction with its goal of cultivating stakeholders' loyalty to and goodwill toward PSA.

The PSA shall also continually engage, utilize, and nurture its first-rate reputation in the global statistical community.



OPERATIONAL STRATEGIES

In line with the organizational strategies, the PSA shall vigorously pursue operational strategies for growth and development. It shall undertake progressive steps in strengthening statistical planning, programming, and coordination at both the national and local levels. This is to guarantee its valued clients and stakeholders of the availability of the statistics essential for development planning and decision-making.

Cognizant of the significant role of established institutional linkages and partnerships not only in terms of data generation and civil registration but in data sharing/exchanges as well, the PSA shall invest in intensified advocacy activities. As such, it shall embark on modernization works through the installation of adequate and appropriate infrastructure to support statistical, civil registration,



and other related business processes. Establishing such will address the concern on topographic barriers wherever they may occur.

TECHNOLOGICAL STRATEGIES



One aspect of the transformation of the PSA as a learning organization will be technological in nature. The agency will be ready to subscribe to new technologies that are relevant and useful to its various business processes (i.e. data collection, data processing, data analysis, and information dissemination). This requires that the human resources are ready for the necessary retooling prior to the adoption of the new and/or enhanced systems and procedures.

Innovative methods such as making use of satellite technologies (GIS, GPS, Remote Sensing, and other technological breakthroughs) will be considered for enhancing the current system of gathering and processing of data. The appropriate hardware and software such as cellular phones and tablets for these applications will be procured. These methods are going to be instrumental in realizing the goal of real-time provision and a higher level of accessibility of information to its various stakeholders and customers.

Revisiting and in-depth reviews of the various survey methodologies is another strategic thrust where the Statistical Methodology Unit (SMU) is mandated to do. The unit will undertake these tasks with the end in view of improving the way of doing things –subscribing to statistical standards without sacrificing the quality of the output.

The adoption of new technologies will not be limited to statistical data but will cover civil registration services as well. The latter is given high importance primarily on embracing modern technologies to speed up the time from application to release of civil registration documents. Over and above the current means of securing civil registration, the PSA is genuinely decided in pursuing improvements in its products and delivery of services.

For all these technological strategies, the management will give due attention to the provision of financial or budgetary support to cover the capacity building program of personnel both at the central and field offices, research and development studies, procurement of equipment and facilities, and other expenditures for attaining the desired purpose.

PEOPLE BUILD-UP STRATEGIES

The PSA value its people and consider its human resources as the most important resource of the organization. Its primary consideration is to unify its workforce towards one Vision, Mission, and Brand.

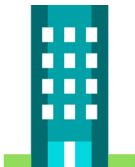


It recognizes outstanding contributions, potentials, exemplary conduct, and provides a package of incentives not necessarily or limited to monetary rewards to deserving employees. It makes available opportunities for personal growth and development taking into consideration the career path of every member in the organization. Such makes it easier to attract, develop and retain the best and brightest talent in the field. It exerts efforts to provide its workforce with world-class facilities for their wellness and welfare promoting life and work balance among its employees.

Further, the PSA offers a venue for open discussion of suggestions and grievances. It promotes unity and adherence to the ideals, visions of real government service, and those embodied in the UN Fundamental Principles of Official Statistics.

ASSET BUILD-UP STRATEGIES

Since its creation, asset Build-up approach is one of the strategic thrusts embraced by the PSA. While its central offices exist in different locations in Metro Manila, the plans are in motion for the construction of a single building in its main office



in East Avenue, Quezon City. This is intended to house all the central offices and a civil registration structure to embody an organized, efficient, and effective means of acquiring statistics and civil registration needed by its stakeholders.

Simultaneously, the acquisition, maintenance, and development of both hardware and software supplies are underway to promote proficiency and productivity. This is further being viewed innovatively, along with available and relevant technologies, as assets to further strengthen the balance sheet of the PSA.

KNOWLEDGE BUILD-UP STRATEGIES

As a learning organization, PSA shall engage in intensive knowledge build-up strategies for the purpose of strengthening staff capability in the pursuit of the



agency's vision and mission. These shall initially be concentrated on the two core services of the PSA which are statistical and civil registration services.

Strategies would include area-specific knowledge-building activities, but will not be limited to training, seminars, workshops, study tours, and others. Aligned with the vision of the National Statistician, the setting-up of smart room for distance mode learning sessions between and among the central and field service personnel will be given priority.



A start-up activity will be a Capacity/Competency Needs Assessment (CNA) among staff to determine what kind of training or capacity building activities will be planned for whom (participants), when (schedule or time table) and how long (duration). The following are to be considered in designing for this area:

1. Maintaining a pool of in-house trainers for TOT
2. Cascading/reecho plans
3. Monitoring and evaluation schemes to cover updates and innovations

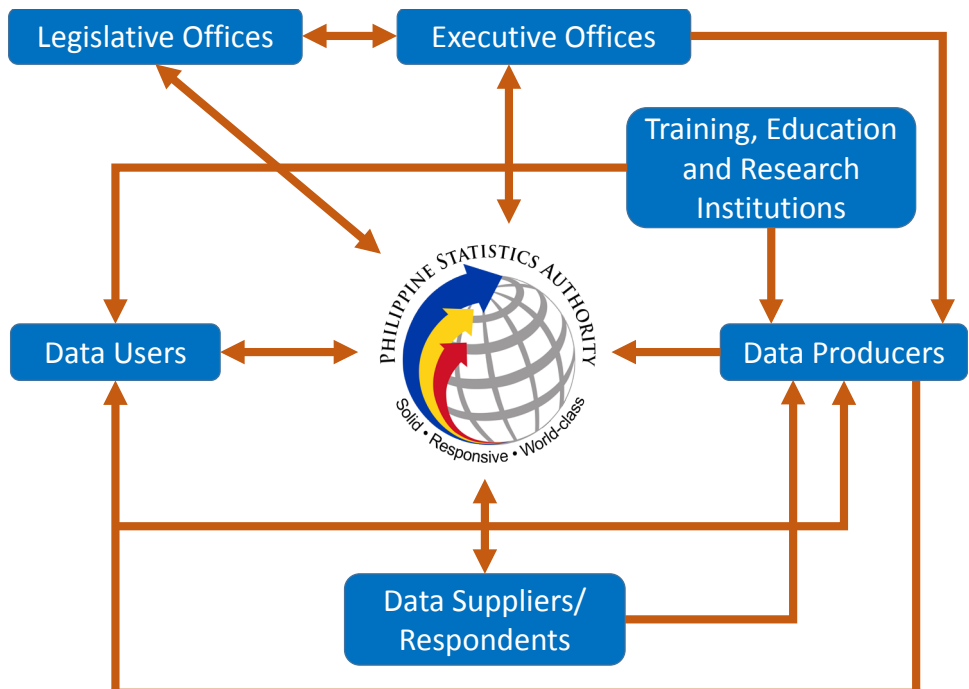
Consistent with its journey to achieve its knowledge build-up strategies, PSA will seriously collaborate with PSRTI, Development Academy of the Philippines, University of the Philippines and other recognized academic institutions in the conduct of various short- and long-term capacity building programs. The Human Resources Division (HRD) serves as the lead unit for this undertaking.

The PSA shall conduct innovative methodological studies for effective and more efficient data collection, processing, and estimation procedures. Moving towards institutionalization of the results of researches and development studies, operations manuals will be continually developed for standardizing the business processes. Doing so will strengthen the level of confidence in the generated data. This is in line with the PSA's commitment to guarantee its clientele with high-quality statistics based on prescribed standards and classification systems.

STAKEHOLDER ENGAGEMENT STRATEGIES



In order to cultivate a client-driven culture and impress a non-refutable image, the PSA shall put in place necessary stakeholder engagement strategies. The instituted feedback mechanism will offer multi-level interactions with and insights from its various data users/clients. Such will enable the agency to continually revisit and consider improvements of its products as well as the delivery of its services.



Engagement strategies to be executed include data user-producer fora and workshops, dissemination fora, orientation and appreciation seminars, and information campaigns. In all these, the PSA shall maximize data users' participation to assure long term engagement.

The PSA shall also nurture trust and cooperation, foremost among the data sources, information providers/respondents, and development partners. To ensure this, PSA shall strictly adhere to the confidentiality provisions stipulated under RA 10625.



The PSA shall strive to meet its stakeholders' expectations, if not exceed them through continually tracking its clients' changing and growing needs and consider such in the planning process. Further, it shall periodically conduct Information Education Communication activities on quality statistics for all.

RISK MANAGEMENT STRATEGIES



The PSA shall adopt a policy on corporate-wide risk preparedness. The policy will be translated through setting up of a detailed implementation strategy, starting with a checklist of the various vulnerabilities of the PSA such as environment regulations and cyber security.

The initial action along this line will be the development of a quick-response mechanism that will address the identified risks. Involvement of the PSA's personnel both at the central and field services will be tapped for managing risk and safety committees. These committees will be mandated, first and foremost, to monitor risks and conduct periodic training and drills on all risks scenarios. Crisis management teams will also be formed and likewise be afforded with appropriate training. All of these strategies are viewed to be instrumental in mounting a risk preparedness mindset of all the staff members.

BRANDING AND COMMUNICATION STRATEGIES



Hand-in-hand with the organizational strategies, the PSA shall assert its position as a solid, responsive, and world-class statistical institution. The approval and adoption of the PSA logo and slogan reflect its earnest intent in sustaining its corporate image.

The PSA will engage all available media and/or other means to successfully communicate its shared core values both internally and externally. This will be through the development and projection of its image as a responsible and client-friendly agency. By deed and word, the PSA is independent, impartial, and objective. It will not bow down to political pressure with respect to the statistics it generates. ■

ORGANIZATIONAL GOALS



Transforming the PSA into a Learning Organization (Strengthening of Organizational Structure)

- To establish the PSA as the central authority of official Philippine Statistics
- To be a robust, independent, object, and responsive statistical organization
- To achieve the highest level of transparency and efficiency in all its business process including the production of statistics and civil registration
- To promote efficiency, integrity, and relevance to the Philippine Statistical System
- To maintain the excellent stature of the Philippines in the global statistical community
- To promote the core values of integrity, honesty, professionalism, and teamwork
- To fill up every approved position in the PSA with qualified and highly trained staff before 2020
- To protect the health and welfare of employees by holding relevant programs/ activities
- To provide an appropriate and conducive working environment for the safety and welfare of the workforce
- To give value and high regards to internal and external constituents
- To recognize exemplary performance of deserving employees and officials
- To uphold public interest at all times over personal/organizational gain

Enhancing Statistical and Civil Registration Products and Services

- To produce and deliver quality statistical and civil registration products and services using state-of-the-art processes and technology
- To provide products and services that support national development and the country's competitiveness in the international arena
- To provide timely, accurate and useful statistics generated with integrity and objectivity, independent from undue influence
- To ensure generation of comparable and high-quality statistics through the



use/adoption of statistical standards and classification systems

- To generate more disaggregated statistics to support local development planning
- To ensure client and stakeholder satisfaction
- To strengthen statistical planning, programming, and coordination at national and local levels for sustained improvement of statistics in development planning and decision-making
- To enhance civil registration services through innovative approaches
- To strengthen institutional linkages and partnership in the collection, generation, and dissemination of statistics through effective advocacy activities
- To improve user-focused service delivery by maximizing participation of data users in statistical activities
- To strengthen advocacy to maximize awareness, understanding, and utilization of statistics
- To develop the capacity of the PSA various stakeholders for easy access and use of official statistics
- To develop and maintain appropriate statistical information data board for easy access to all data users
- To embrace modern technology to improve the delivery of services

Adopting Strategic Management in Addressing the PSA's Mandates, Mission and Vision (Improving Statistical Business Processes)

- To improve the practice of good stewardship of resources
- To rationalize all statistical surveys for possible integration to optimize use of resources and reduce survey fatigue
- To formulate policies and monitor international commitments and collaboration projects
- To implement sound statistical policies in accordance with international standards
- To strengthen and improve the civil registration system

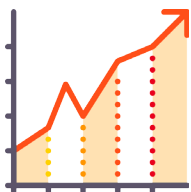
- To institutionalize the documentation processes in the generation of data
- To modernize business processes and the collection, generation, and dissemination of official statistics
- To conduct innovative and relevant methodological studies that underpin data collection, estimation, and processing
- To use innovative procedures and technology in business processes
- To provide an adequate and modern infrastructure to support statistical, civil registration and other business processes
- To modernize the financial and administrative system for efficiency and effectivity
- To uphold confidentiality of data
- To promote trust and cooperation of respondents and development partners

Attracting, Developing and Maintaining Competent Workforce (Enhancing Capacity Building)

- To strengthen and enhance the competency of employees and officials through continuous capacity building
- To have a competent workforce committed to the principle of genuine public service adapting to appropriate technologies and environment
- To utilize state-of-the-art Information and Communication Technology (ICT) in appealing and honing competent workforce
- To incite committed and unified workforce to move towards a common direction
- To promote balanced quality time for work and family ■



MAJOR FINAL OUTPUT



MFO 1: Statistical Information and Services

Organizational Outcome: Relevant and accessible statistics provided for evidence-based decision making



MFO 2: Statistical Policy and Coordination Services

Organizational Outcome: Relevant and accessible statistics provided for evidence-based decision making



MFO 3: Civil Registration Services

Organizational Outcome: Citizen's access to social services facilitated

IMPLEMENTATION PLAN



The identified strategic goals upon approval by the management are translated into a detailed program of work on how these goals will be gainfully achieved by the office/ service/divisions/units. The laid out Operational Plan spells out the line-up of activities, the major role players, the corresponding financial or budgetary requirements, the business processes involved and time frame, the process of tracking and assessing the performance, and the processing of sharing the information with everyone in the organization.

The Strategic Plan may be utilized as a tool for measuring the performance of the office/service/divisions/units every six months at the least. The indicated goals will have to be revisited periodically and make the necessary adjustments. This document will be very useful to the management audit whether done by internal or external auditors.

MONITORING AND EVALUATION OF STRATEGIC PLAN



The Strategic Plan serves as a guidepost for the organization. It is expected that every personnel in the hierarchy should be able to contribute to the attainment of the identified goals.

The lead unit which has the primary responsibility of tracking and assessing the Strategic Plan is the Planning and Management Service (PMS). On a quarterly basis and using a customized form for the purpose, the PMS will monitor the program of activities of all organic units at the Central, Regional and Provincial Offices of the PSA and submit a report to the Office of the National Statistician.

The PMS in collaboration with the various offices and service groups will develop the performance indicators to measure whether the set goals are accomplished. The evaluation will be undertaken every six months in time for the mid-year assessment reporting schedule.



COMMUNICATION OF PLAN



The approved five-year Strategic Plan of the PSA will be packaged and disseminated through various means, namely, through the agency flyers; agency website; agency scheduled meetings/assemblies; seminars and workshops and other possible windows of opportunities.

The details of the Strategic Plan will be discussed thoroughly with the Central and Field service personnel through a series of workshops. The fundamental objective is for everyone to internalize the essential content of the Plan, it being the guidepost that sets the direction of the PSA.

The PMS as the lead unit will be responsible for coming up with the detailed program of activities including the budgetary requirements. ■

APPENDIX A

Republic Act 10625: Philippine Statistical Act of 2013

Republic of the Philippines
Congress of the Philippines
Metro Manila
Fifteenth Congress
Third Regular Session

Begun and held in Metro Manila, on Monday, the twenty-third day of July, two thousand twelve.

[REPUBLIC ACT NO. 10625]

AN ACT REORGANIZING THE PHILIPPINE STATISTICAL SYSTEM, REPEALING FOR THE PURPOSE EXECUTIVE ORDER NUMBERED ONE HUNDRED TWENTY-ONE, ENTITLED “REORGANIZING AND STRENGTHENING THE PHILIPPINE STATISTICAL SYSTEM AND FOR OTHER PURPOSES”

Be it enacted by the Senate and House of Representatives of the Philippines in Congress assembled:

SECTION 1. *Short Title.* – This Act shall be known as the “Philippine Statistical Act of 2013”.

SEC. 2. *Declaration of Policy.* – It shall be the policy of the State to effect the necessary and proper changes in the organizational and functional structures of the Philippine Statistical System (PSS), its agencies and instrumentalities, in order to rationalize and promote efficiency and effectiveness in the delivery of statistical services, maintain an integrated statistical system characterized by independence, objectivity and integrity so as to enhance responsiveness to the requirements of equitable national development, promote the orderly development of a statistical system capable of providing timely, accurate and useful data for the government and the public, and support decentralization through the establishment of the statistical infrastructure necessary to service the statistical needs of local development planning.

SEC. 3. *Reorganization.* – The Philippine Statistical System, hereinafter referred to as the PSS, shall be reorganized structurally and functionally, in accordance with the provisions of this Act.

SEC. 4. *Philippine Statistical System (PSS).* – The PSS shall consist of statistical organizations at all administrative levels, the personnel therein and the national statistical program. This includes a policy-making body, a coordinating body with primary



data collection capability, a statistical research and training institute, and all executive departments, bureaus, offices, agencies and instrumentalities of the national and local governments and all government-owned and -controlled corporations (GOCCs) and their subsidiaries that are engaged in statistical activities either as their primary functions or as part of their administrative or regulatory functions. The PSS shall remain decentralized with a strong coordination feature to be achieved through postings of trained personnel and closer linkage between statistical programming and budgeting.

SEC. 5. Philippine Statistics Authority. – There shall be created a Philippine Statistics Authority, hereinafter referred to as the PSA, attached to the National Economic and Development Authority (NEDA) for purposes of policy coordination. It shall be comprised of the PSA Board and offices on sectoral statistics, censuses and technical coordination, civil registration and central support and field statistical services.

The PSA Board shall be the highest policy-making body on statistical matters. The data produced by the PSA shall be the official and controlling statistics of the government. The PSA shall be primarily responsible for all national censuses and surveys, sectoral statistics, consolidation of selected administrative recording systems and compilation of the national accounts.

The PSA shall be constituted from among the existing personnel of the major statistical agencies engaged in primary data collection and compilation of secondary data, i.e., the National Statistics Office, herein referred to as the NSO; the Technical Staff of the National Statistical Coordination Board herein referred to as the NSCB; the Bureau of Agricultural Statistics, herein referred to as the BAS; and the Bureau of Labor and Employment Statistics, herein referred to as the BLES.

The Department of Economic Statistics of the Bangko Sentral ng Pilipinas (BSP) will continue to take charge of banking and financial statistics, including the Balance of Payments (BOP) and flow of funds.

SEC. 6. Functions of the PSA. – The PSA shall have the following functions:

- a. Serve as the central statistical authority of the Philippine government on primary data collection;
- b. Prepare and conduct periodic censuses on population, housing, agriculture, fisheries, business, industry and other sectors of the economy;
- c. Collect, compile, analyze, abstract and publish statistical information relating to the country's economic, social, demographic, political affairs and general activities and condition of the people;

- d. Prepare and conduct statistical sample surveys on all aspects of socioeconomic life including agriculture, industry, trade, finance, prices and marketing information, income and expenditure, education, health, culture and social situations as well as the government and the political sector for the use of the government and the public;
- e. Carry out, enforce and administer civil registration functions in the country as provided for in Act No. 3753, otherwise known as the Civil Registry Law;
- f. Collaborate with departments of the national government including GOCCs and their subsidiaries in the collection, compilation, maintenance and publication of statistical information, including special statistical data derived from the activities of those departments, corporations and their subsidiaries;
- g. Promote and develop integrated social and economic statistics and coordinate plans for the integration of those statistics, including the national accounts;
- h. Develop and maintain appropriate frameworks and standards for the collection, processing, analysis and dissemination of data;
- i. Coordinate with government departments and local government units (LGUs) on the promotion and adoption of statistical standards involving techniques, methodologies, concepts, definitions and classifications, and on the avoidance of duplication in the collection of statistical information;
- j. Conduct continuing methodological, analytical and development activities, in coordination with the Philippine Statistical Research and Training Institute (PSRTI) to improve the conduct of censuses, surveys and other data collection activities;
- k. Recommend executive and legislative measures to enhance the development of the statistical activities and programs of the government;
- l. Prepare, in consultation with the PSA Board, a Philippine Statistical Development Program (PSDP);
- m. Implement policies on statistical matters and coordination, as directed by the PSA Board; and
- n. Perform other functions as may be assigned by the PSA Board and as may be necessary to carry out the purposes of this Act.

SEC. 7. Composition of the PSA Board. – The PSA Board shall be composed of the following: the NEDA Director-General, as Chairperson; the Secretary of the Department



of Budget and Management (DBM) or the duly designated Undersecretary, as Vice Chairperson; National Statistician; one (1) representative each from the other departments in the national government; a representative of the BSP; the Executive Director of the PSRTI; a representative of the Philippine Statistical Association; a representative from the GOCCs; a representative each from the Union of Local Authorities of the Philippines (ULAP) and the private sector to be appointed by the Chairperson of the PSA Board for a term of three (3) years, with reappointment, from a list of nominees submitted by the other members of the Board.

In the absence or temporary incapacity of the NEDA Director-General, the DBM Secretary or the duly designated Undersecretary shall act as the Chairperson of the Board.

The PSA Board shall constitute five (5) sections, each with a maximum of seven (7) members. Each section shall meet as often as possible to deliberate on matters to be discussed by the PSA Board. These sections are the following:

- a. Agriculture, Industry, Trade and Services, Environment and Natural Resources, Prices and National Accounts;
- b. Labor and Employment, Population, Women and Gender, Health and Welfare, Education, Science and Technology and other Socioeconomic Sectors;
- c. Census and Survey Design;
- d. Theoretical Statistics and Statistical Modeling; and
- e. Statistical Information System and Information Technology.

The Board may create sections as deemed necessary and appropriate.

SEC. 8. *Meeting and Compensation.* – The PSA Board shall:

- a. Conduct its first organizational meeting within forty-five (45) days from the effectivity of this Act; and
- b. Hold regular quarterly meetings and have as many special meetings as may be necessary on call of the Chairperson or upon request of any fifteen (15) members thereof.

The members of the Board, except for the ex officio members, shall each receive per diem at rates to be determined by the DBM in accordance with existing rules and regulations: Provided, however, That the total per diem, collected each month shall not exceed the equivalent per diem for four (4) meetings.

SEC. 9. Powers and Functions of the PSA Board. – The PSA Board shall have the following powers and functions:

- a. Establish appropriate mechanisms to promote and maintain an efficient and effective statistical system in the government;
- b. Formulate policies on all matters relating to government statistical operations, standards and classifications;
- c. Review the statistical programs of the departments and agencies of the national government and the LGUs and rationalize responsibilities in these government organizations on matters relating to such statistical programs;
- d. Review budgetary proposals involving statistical operations and submit an integrated budget for the PSS to the DBM;
- e. Prescribe appropriate frameworks for the improvement of statistical coordination and establish mechanisms for statistical coordination at the regional and LGU levels;
- f. Provide technical assistance and exercise supervision over major government statistical activities;
- g. Recommend executive and legislative measures to enhance the development and efficiency of the system, including the internal structure of statistical agencies; and
- h. Approve the Philippine Statistical Development Program.

The PSA Board shall act on and decide matters before it by a majority vote of all its members. A majority of the members of the PSA Board shall constitute a quorum in the conduct of its day to day affairs and business.

All agencies of government are hereby mandated to comply with any and all directives requested by the PSA Board, either *motu proprio* or through the PSA. Failure, without justifiable reason, by any agency to comply with this mandate shall result in the filing of administrative and criminal cases against the erring government personnel and the immediate superior concerned without prejudice to violation of any other law or regulation. In a criminal case, the penalties provided in the second paragraph of Section 27 hereof shall apply.

SEC. 10. Inter-Agency Committees on Statistics. – The following inter-agency statistical committees (IACs) shall be created by the PSA Board to coordinate and resolve agency and sectoral concerns on statistical matters. The IAC shall serve as a forum for discussion



of the issues raised by concerned producers, users and other stakeholders of sectoral and agency-specific statistics:

- a. Committee on Agriculture;
- b. Committee on Trade and Industry Statistics;
- c. Committee on Infrastructure;
- d. Committee on Financial Statistics;
- e. Committee on Social Statistics;
- f. Committee on Gender Statistics;
- g. Committee on Environment and Natural Resources;
- h. Committee on Information and Communications Technology;
- i. Committee on Science and Technology;
- j. Committee on Governance;
- k. Committee on Migration;
- l. Committee on Fiscal Matters; and
- m. Committee on PSS Resources.

The PSA Board may create IACs to assist in the exercise of its functions or abolish them as appropriate. It shall define the functions and terms of reference of the IACs which will allow flexibility and the ability to respond to future emerging statistical concerns on various sectors.

The membership of the IACs may be increased or decreased as the exigencies of the work require: Provided, That these shall be authorized by the PSA Board. The IACs may create subcommittees or working groups as the need arises in the work to be done. Membership of said subcommittees or working groups shall come from the technical staff of the government agencies represented and other private entities.

The IACs shall submit to the PSA Board their work programs and report on the progress of their work, including findings and recommendations on technical issues referred to them.

SEC. 11. *The National Statistician.* – The National Statistician, as head of the PSA, must possess experience in the management of data collection and at least a Master’s degree in Statistics. The National Statistician shall be appointed by the President of the Republic of the Philippines from among a list of nominees submitted by a Special Committee. The Special Committee shall be composed of representatives from the Philippine Statistical Association, the University of the Philippines’ School of Statistics (UPSS), the University of the Philippines-Los Baños Institute of Statistics (UPLB-INSTAT), the Department of Economic Statistics of the BSP and the NEDA.

The National Statistician shall serve for a term of five (5) years and may be reappointed.

The National Statistician shall perform the following duties:

- a. Direct and supervise the general administration of the PSA;
- b. Prescribe rules and regulations, instructions, schedule and form of business of the PSA in the collection, compilation and dissemination of statistics and other information and in the conduct of any census;
- c. Provide overall direction in the implementation of the Civil Registry Law and related issuances and exercise technical supervision over the local civil registrars as Civil Registrar General;
- d. Direct and manage the implementation and execution of policies, standards, rules and regulations formulated by the PSA Board;
- e. Issue appointments of PSA personnel below the rank of Director;
- f. Represent PSA as signatory to all contracts, researches and other awards;
- g. Represent the Philippines in regional and international conferences and meetings as the country’s highest authority with respect to statistical matters;
- h. Submit a report to the President of the Republic of the Philippines through the NEDA Director-General on the activities of the PSA in the preceding year. Such report shall also be submitted separately in the annual report to Congress during the presentation of the President’s budget; and
- i. Perform such other functions as may be assigned by the PSA Board.

SEC. 12. *Organizational Structure of the PSA.* – The PSA offices shall be composed of the Sectoral Statistics Office, Censuses and Technical Coordination Office, Civil Registration



and Central Support Office, Field Statistical Services comprising of the regional offices and provincial statistical offices.

The PSA shall be headed by a National Statistician and assisted by three (3) Deputy National Statisticians:

- (a) Deputy National Statistician for Sectoral Statistics;
- (b) Deputy National Statistician for Censuses and Technical Coordination; and
- (c) Deputy National Statistician for Civil Registration and Central Support.

There shall be established, directly under the Office of the National Statistician, the following support units:

- (1) Legal Services;
- (2) Statistical Methodology;
- (3) International Cooperation; and
- (4) Management and Corporate Planning.

The Deputy National Statistician for Sectoral Statistics shall supervise three (3) Assistant National Statisticians (ANS), who shall oversee the following offices:

- (1) Macroeconomic Accounts Statistics – shall be responsible for the development and maintenance of national accounts, regional accounts, satellite accounts, input/output tables and other related, macroeconomic accounts;
- (2) Economic Sector Statistics – shall be responsible for the production of primary data on agriculture, industry, trade, services, environment and natural resources, prices and other related economic statistics; and
- (3) Social Sector Statistics – shall be responsible for the production of primary data on labor and employment, population, women and gender, health and welfare, education, science and technology, housing and urbanization, emerging concerns and other related social statistics.

The Deputy National Statistician for Censuses and Technical Coordination shall supervise three (3) Assistant National Statisticians, who shall oversee the following offices:

- (1) National Censuses – shall be responsible for the planning and production of data from censuses on population and housing, agriculture, fisheries and economic activities; and development and maintenance of sampling frames and geographic information on population and housing, agriculture, fisheries and economic activities;
- (2) Standards – shall be responsible for the formulation and monitoring of statistical development programs, formulation of standards and classification, including glossary of statistical terms and geographic classification; and
- (3) Information Technology (IT) and Dissemination – shall be responsible for the development and maintenance of IT systems and programs, IT operations, statistical data archives, communication and information services.

The Deputy National Statistician for Civil Registration and Central Support shall supervise two (2) Assistant National Statisticians, who shall oversee the following offices:

- (1) Civil Registration – shall be responsible for the civil registry document management and archiving, data center, policy advocacy and research on civil registration matters, outlet and customer services and other civil registration concerns; and
- (2) Central Support – shall be responsible for the general administration, financial services, human resource management, human resource development and procurement.

SEC. 13. *Sectoral Statistics Office.* – The Sectoral Statistics Office shall:

- (a) Provide technical staff support to the PSA in the areas of agriculture, natural resources, agrarian reform, mining and quarrying, manufacturing, electricity, gas and water, energy, construction, foreign and domestic trade, services, science and technology, finance, investment, population, women and gender, health, nutrition, education, labor and employment, social welfare, governance, public order and justice;
- (b) Provide technical staff support to the PSA in generating the national accounts and the development and maintenance of economic and social accounts;
- (c) Plan and conduct surveys as may be required, in accordance with the approved statistical calendar; and
- (d) Perform such other tasks as may be assigned by the National Statistician.

SEC. 14. *Censuses and Technical Coordination Office.* – The Censuses and Technical Coordination Office shall:



- (a) Prepare, conduct, process and disseminate census results in accordance with the approved statistical calendar;
- (b) Maintain and develop statistical standards and classification systems;
- (c) Provide technical assistance to other concerned government offices to meet their statistical requirements for policy-making, planning and programming;
- (d) Coordinate the activities of the Regional Statistical Services;
- (e) Provide information technology systems and programming and IT operations support for the PSA projects;
- (f) Provide other PSA offices with cartographic services;
- (g) Maintain archives and communication and information services of PSA generated data;
- (h) Provide the data center for statistics and civil registration; and
- (i) Perform such other tasks as may be assigned by the National Statistician.

SEC. 15. *Civil Registration and Central Support Office.* – The Civil Registration and Central Support Office shall provide technical and support services to the various units of the PSA in the areas of administrative services, financial management services and human resources. It shall likewise provide technical and support services for the efficient functioning of civil registration system and perform such other tasks as may be assigned by the National Statistician.

SEC. 16. *Field Statistical Services.* – A Regional Statistical Services Office (RSSO) and Provincial Statistical Office (PSO) shall be established in each of the administrative regions and provinces, respectively. The RSSO and PSO shall:

- (a) Provide technical staff support to the PSA;
- (b) Provide technical assistance as may be required by the implementing agencies and local governments in the regions and provinces; and
- (c) Perform such other tasks as may be assigned by the National Statistician.

SEC. 17. *Philippine Statistical Research and Training Institute (PSRTI).* – The PSRTI is hereby created and shall be attached to the NEDA for purposes of policy coordination.

As such, the Statistical Research and Training Center (SRTC) is hereby abolished and all SRTC assets and liabilities, appropriations, records and personnel, if any, shall be transferred to the PSRTI.

SEC. 18. *Functions of the PSRTI.* – The PSRTI shall carry out the following functions:

- (a) Develop a comprehensive and integrated research and training program on the theories, concepts and methodologies for the promotion of the statistical system;
- (b) Undertake research on statistical concepts, definitions and methods;
- (c) Promote collaborative research efforts among members of the academic community, data producers and users;
- (d) Conduct nondegree training programs to upgrade the quality of statistics personnel and expand the statistics human resource base in support of the needs of the PSS;
- (e) Provide scholarships, financial and other forms of assistance to build statistical manpower and enhance training and statistical research and development;
- (f) Serve as repository of all statistical researches and studies to be generated by the PSA as well as back-up/duplicate files of data archives and other statistical databases of the PSS; and
- (g) Invest its funds in such undertaking as it may deem wise or necessary to carry out its objectives with due consideration to existing guidelines on investing government funds.

SEC. 19. *Composition of the PSRTI.* – The PSRTI shall be headed by an Executive Director, who shall be nominated by the PSA Board and appointed by the President of the Republic of the Philippines. The PSRTI Executive Director shall possess a Master's degree in Statistics.

The PSRTI shall have a governing board that shall formulate policies for its management and operations. The PSA Board Chairperson shall be the Chairperson of the PSRTI Governing Board, with the following as members: Dean of the University of the Philippines' School of Statistics, Executive Director of the Philippine Social Science Council (PSSC), a representative of the NEDA and the Executive Director of the PSRTI, as ex officio members. The PSA Board Chairperson may appoint two (2) representatives from the private sector to the PSRTI Governing Board from among a list of nominees submitted by the Board.

The PSRTI Governing Board shall meet at least every semester to discuss and formulate



policies for the management and operations of the PSRTI. The PSRTI shall provide reasonable allowances to its Governing Board.

SEC. 20. PSRTI Fellows and Associates. – The PSRTI shall be authorized to engage professionals either as fellows or associates, for purposes of conducting training sessions and researches for the PSRTI. Fellows should have experience in research or training and have preferably earned a doctorate degree in Statistics, Economics, Social Sciences, Computer Sciences or related disciplines while associates should have earned at least a Masteral degree in these fields. Those so engaged by the PSRTI shall be issued appointments and paid fees as determined by the PSRTI, and as approved by the PSA Board.

SEC. 21. PSRTI Endowment Fund. – The existing SRTC Endowment Fund shall be transferred to the PSRTI and serve as the initial PSRTI endowment fund. The PSRTI is authorized to accept into its endowment fund any contributions, donations, bequests, grants and loans from domestic and/or foreign sources, government appropriations and other incomes accruing from the operations of the PSRTI, for purposes of executing its mandate and functions.

The amount necessary to augment the endowment fund shall be included in the annual General Appropriations Act.

SEC. 22. PSRTI Operating Funds. – The amount appropriated for the operating fund of the SRTC under the current General Appropriations Act shall constitute the initial operating fund of the PSRTI. Thereafter, the government contribution necessary to support the research and training programs of the PSRTI shall be determined based on the annual financial plan approved by its Governing Board and submitted to the DBM.

SEC. 23. Posting of Statistical Personnel in Government Offices. – In the exercise of its functions and in accordance with the priorities set by the PSA Board, the PSA may post teams of its statistical personnel in other government offices to carry out the work program to be drawn up in coordination with the host offices. The posted teams shall be proportional to the size and needs of the government offices. Personnel posted in a government office shall be supervised by the Deputy National Statistician for Sectoral Statistics and shall render fortnightly statistical reports to the Office of the National Statistician. The heads of the host offices shall submit periodic performance evaluation reports on posted personnel to the National Statistician.

SEC. 24. Philippine Statistical Development Program (PSDP). – The PSDP shall consist of all statistical activities to be undertaken by the PSS in response to the requirements of development planning and policy formulation.

SEC. 25. Obligation to Provide Information. – The National Statistician shall determine whether a statistical inquiry or survey to be conducted is with or without an obligation to provide information. If such obligation is stipulated, all respondents whether natural or legal persons shall be liable to reply to the statistical inquiry or survey. This section applies to all statistical inquiries or surveys conducted by other statistical offices in the PSS.

The respondents under this Act are required to give truthful and complete answers to statistical inquiries or surveys of the PSA and other statistical offices of the PSS. The respondent is considered to have complied with the obligation only upon receipt of the duly completed statistical inquiry or survey forms. The government shall provide franking privileges, charges and postings to the survey offices, unless otherwise disallowed by law.

The PSA is authorized to gather data from other government agencies for statistical purposes.

SEC. 26. Confidentiality of Information. – Individual data furnished by a respondent to statistical inquiries, surveys and censuses of the PSA shall be considered privileged communication and as such shall be inadmissible as evidence in any proceeding.

The PSA may release aggregated information from statistical inquiries, surveys and censuses in the form of summaries or statistical tables in which no reference to an individual, corporation, association, partnership, institution or business enterprise shall appear.

The National Statistician and all staff of the PSA shall take a solemn oath regarding confidentiality of information. However, confidentiality of information does not apply to:

(a) Information in the form of a list or index of individual business firms, establishments or organizations that contain any or all of the following information:

- (1) The name, address and telephone numbers;
- (2) The business and products that they are engaged in; and
- (3) The specific ranges of number of employees.

(b) Microdata from statistical inquiries or survey form/questionnaire/schedule prepared by the PSA for purposes of research, with care to ensure that identities of a particular person, business or organization will not be disclosed in whatever form; and

(c) Access to census data after one hundred (100) years for historical, genealogical, scientific or other research purposes.



SEC. 27. Penalties. – Respondents of primary data collection activities such as censuses and sample surveys are obliged to give truthful and complete answers to statistical inquiries. The gathering, consolidation and analysis of such data shall likewise be done in the most truthful and credible manner.

To ensure compliance, any violation of this Act shall result in the imposition of the penalty of one (1) year imprisonment and a fine of One hundred thousand pesos (P100,000.00). In cases where the respondent who fails to give a truthful and complete answer to such statistical inquiries is a corporation, the above penalty shall be imposed against the responsible officer, director, manager and/or agent of said corporation. In addition, such erring corporation or any other juridical entity, depending on the category of the enterprise or business concerned whether small, medium or large, shall be imposed a fine ranging from One hundred thousand pesos (P100,000.00) to Five hundred thousand pesos (P500,000.00).

Any person, including parties within the PSA Board and the PSA, who breach the confidentiality of information, whether by carelessness, improper behavior, behavior with malicious intent, and use of confidential information for profit, are considered guilty of an offense and shall be liable to fines as prescribed by the PSA Board which shall not be less than Five thousand pesos (P5,000.00) nor more than Ten thousand pesos (P10,000.00) and/or imprisonment of three (3) months but not to exceed one (1) year, subject to the degree of breach of information.

Failure to comply with the survey clearance provision shall be penalized by a fine of Fifty thousand pesos (P50,000.00) to One hundred thousand pesos (P100,000.00), depending on the gravity and seriousness of such noncompliance.

SEC. 28. Abolition of Existing Government Bodies. – The NSO, the BAS of the Department of Agriculture, the BLES of the Department of Labor and Employment, and the NSCB shall be abolished and their appropriations, records, properties and personnel shall be transferred to the PSA.

SEC. 29. Transitory Provisions. – The PSA shall carry out the reorganization of the PSS in such a manner that personnel of the agencies absorbed by the PSA shall continue to perform their respective duties and responsibilities in a holdover capacity so as not to unduly delay the production of statistics from ongoing censuses, surveys and processing of administrative records.

SEC. 30. Early Retirement, Separation Pay and Other Benefits. – Personnel of the merged agencies who will not be absorbed into the new staffing pattern due to redundancy or failure to comply with the standards of competence and proficiency, or who will be offered positions under the new staffing pattern but who decline such appointment by reason of

diminution in rank, benefits and work conditions, or who are offered positions under the new staffing pattern without any diminution in rank, benefits and work conditions but who decline such appointment, if qualified, shall be given the option to avail themselves of any of the following, whichever is beneficial to them:

(a) Retirement gratuity provided under Republic Act No. 1616 (An Act Further Amending Section Twelve Of Commonwealth Act Numbered One Hundred Eighty-Six, As Amended, By Prescribing Two Other Modes Of Retirement And For Other Purposes), as amended, payable by the last employer of the affected personnel, plus the refund of retirement premiums payable by the Government Service Insurance System (GSIS), without the incentive herein provided.

(b) Retirement benefit under Republic Act No. 660 (An Act To Amend Commonwealth Act Numbered One Hundred And Eighty-Six, Entitled "An Act To Create And Establish A Government Service Insurance System, To Provide For Its Administration, And To Appropriate The Necessary Funds Therefor," And To Provide Retirement Insurance And For Other Purposes) or applicable retirement, separation or unemployment benefit provided under Republic Act No. 8291 (An Act Amending Presidential Decree No. 1146, As Amended, Expanding And Increasing The Coverage And Benefits Of The Government Service Insurance System, Instituting Reforms Therein And For Other Purposes) if qualified, plus the following applicable incentives:

(b.1.) 1/2 month of the present basic salary for every year of government service and a fraction thereof, for those who have rendered twenty (20) years of service and below;

(b.2.) 3/4 month of the present basic salary for every year of government service and a fraction thereof, computed starting from the 1st year, for those who have rendered twenty-one (21) to less than thirty-one (31) years of service; and

(b.3.) 1 month of the present basic salary for every year of government service and a fraction thereof, computed starting from the 1st year, for those who have rendered thirty-one (31) years of service and above.

In addition, the affected personnel shall be entitled to the refund of Pag-IBIG contributions, and the commutation of unused vacation and sick leave credits.

SEC. 31. Funds for Reorganization. – The amount necessary for the effective implementation of the provisions of this Act shall be taken from funds available to the agencies enumerated in Section 28 hereof. Additional requirements shall be charged to the appropriations under the current General Appropriations Act. Thereafter, such sum as may be needed for the continued implementation of this Act shall be included in the annual General Appropriations Act.



SEC. 32. *Implementing Rules and Regulations.* – The PSA Board together with the PSA, the PSRTI, the NEDA and other concerned agencies of government that may be determined by the PSA Board, shall formulate the implementing rules and regulations of this Act within ninety (90) days after its approval. Such rules and regulations shall take effect fifteen (15) days after its publication in a newspaper of general circulation in the Philippines.

SEC. 33. *Separability Clause.* – If any part, section or provision of this Act is declared invalid or unconstitutional, no other parts, sections or provisions hereof shall be affected thereby.

SEC. 34. *Repealing Clause.* – Executive Order No. 121 is hereby repealed. All other laws, decrees, ordinances, rules, regulations, other issuances or parts thereof which are inconsistent with this Act are hereby repealed or modified accordingly.

SEC. 35. *WW* – This Act shall take effect upon its approval.

Approved,

(Sgd.) JINGGOY EJERCITO ESTRADA
Acting Senate President

(Sgd.) FELICIANO BELMONTE JR.
Speaker of the House
of Representatives

This Act which originated in the House of Representatives was finally passed by the House of Representatives and the Senate on June 6, 2013.

(Sgd.) EMMA LIRIO-REYES
Secretary of the Senate

(Sgd.) MARILYN B. BARUA-YAP
Secretary General
House of Representatives

Approved: SEP 12 2013

(Sgd.) BENIGNO S. AQUINO III
President of the Philippines

ACRONYMS

ADB	Asian Development Bank
BAS	Bureau of Agricultural Statistics
BLES	Bureau of Labor And Employment Statistics
BSP	Bangko Sentral ng Pilipinas
CEO	Chief Executive Officer
CNA	Capacity/Competency Needs Assessment
CRS-ITP	Civil Registration System – Information Technology Project
DBM	Department of Budget And Management
FRS	Financial Reporting System
GIS	Geographic Information System
GOCC	Government-Owned or-Controlled Corporations
GPS	Global Positioning System
HRD	Human Resources Division
IAC	Inter-Agency Committees
IAEG-SDG	Inter-Agency Expert Group on Sustainable Development Goals
ICT	Information Communication and Technology
IMF	International Monetary Fund
ISO	International Organization for Standardization
IT	Information Technology
JOE	Job Order Employee
LGU	Local Government Unit
MFO	Major Final Output
MSA's	Major Statistical Agencies
NEDA	National Economic Development Authority
NGA	National Government Agency
NS	National Statistician
NSCB	National Statistical Coordination Board
NSO	National Statistics Office
OSSP	Organizational Structure and Staffing Pattern
PMS	Planning and Management Service
PSA	Philippine Statistics Authority



PSDP	Philippine Statistical Development Program
PSS	Philippine Statistical System
PSTRI	Philippine Statistical Research And Training Institute
SMU	Statistical Methodology Unit
UACS	Unified Accounts Code System
ULAP	Union of Local Authorities of the Philippines
UN	United Nations
WB	World Bank

DIRECTORY

Office of the National Statistician

As of December 31, 2015



OFFICE OF THE NATIONAL STATISTICIAN AND CIVIL REGISTRAR GENERAL

LISA GRACE S. BERSALES, Ph.D.

National Statistician and Civil Registrar General
3/F PSA-CVEA Bldg.
East Avenue, Diliman, Quezon City

PLANNING AND MANAGEMENT SERVICE

CANDIDO J. ASTROLOGO, JR.
Interim Director
3/F PSA-CVEA Bldg.,
East Avenue, Diliman, Quezon City



INTERNATIONAL COOPERATION UNIT

TERESA V. PERALTA

Interim Director
3/F PSA-CVEA Bldg.,
East Avenue, Diliman, Quezon City





STATISTICAL METHODOLOGY UNIT

DIVINA GRACIA L. DEL PRADO, Ph.D.

Interim Head
3/F PSA-CVEA Bldg.
East Avenue, Diliman, Quezon City

LEGAL SERVICE

ATTY. LOURDINES C. DELA CRUZ

Interim Head
11th Floor, Cyberpod 1
Eton Centris, EDSA, Quezon City



INTERNAL AUDIT DIVISION

RATELIETA T. MILLENDEZ

Interim Head
3/F PSA-TAM Bldg.,
East Avenue, Diliman, Quezon City

Sectoral Statistics Office

OFFICE OF THE DEPUTY NATIONAL STATISTICIAN

ROMEO S. RECIDE
Interim Deputy National Statistician
17th Floor, Cyberpod 3
Eton Centris, EDSA, Quezon City



MACROECONOMIC ACCOUNTS SERVICE

RAYMUNDO J. TALENTO
Interim Assistant National Statistician
16th Floor, Cyberpod 3
Eton Centris, EDSA, Quezon City

ECONOMIC SECTOR STATISTICS SERVICE

ERMINA V. TEPORA
Interim Assistant National Statistician
16th Floor, Cyberpod 3
Eton Centris, EDSA, Quezon City



SOCIAL SECTOR STATISTICS SERVICE

MANUEL L. LAOPAO
Interim Assistant National Statistician
16th Floor, Cyberpod 3
Eton Centris, EDSA, Quezon City



Censuses and Technical Coordination Office



OFFICE OF THE DEPUTY NATIONAL STATISTICIAN

JOSIE B. PEREZ
Deputy National Statistician
17th Floor, Cyberpod 3
Eton Centris, EDSA, Quezon City

NATIONAL CENSUSES SERVICE

SOCORRO D. ABEJO
Interim Assistant National Statistician
17th Floor, Cyberpod 3
Eton Centris, EDSA, Quezon City



STANDARDS SERVICE

REGINA S. REYES
Interim Assistant National Statistician
17th Floor, Cyberpod 3
Eton Centris, EDSA, Quezon City



INFORMATION TECHNOLOGY AND DISSEMINATION SERVICE

VALENTINO C. ABUAN
Interim Assistant National Statistician
3rd Floor, PSA-CVEA Bldg.,
East Avenue Quezon City



Civil Registration and Central Support Office

OFFICE OF THE DEPUTY NATIONAL STATISTICIAN

ESTELA T. DE GUZMAN
Deputy National Statistician
3rd Floor, PSA-CVEA Bldg.,
East Avenue Quezon City



CIVIL REGISTRATION SERVICE

LOURDES J. HUFANA
Interim Assistant National Statistician
3/F Vibal Bldg.,
Times St. cor. EDSA, Quezon City

FINANCE AND ADMINISTRATIVE SERVICE

ATTY. MARIBETH C. PILIMPINAS
Interim Assistant National Statistician
11th Floor, Cyberpod 1
Eton Centris, EDSA, Quezon City





Regional Statistical Services Office



NATIONAL CAPITAL REGION (NCR)

LOURDES V. HOMECILLO

Interim Regional Director
4/F Philippine Bible Society Bldg.,
Ramon Magsaysay Blvd., Sta. Mesa, Manila

CORDILLERA ADMINISTRATIVE REGION (CAR)

OLIVIA G. GULLA

Interim Regional Director
2nd & 3rd Flr., CTLL Bldg.,
141 Abanao Extension, Baguio City



REGION I (ILOCOS)

SOCRATES L. RAMORES

Interim Regional Director
Parammata Bldg., Diversion Road,
Sitio 5, Barangay Biday,
City of San Fernando, La Union

REGION II (CAGAYAN VALLEY)

MAGDALENA C. BAUTISTA

Interim Regional Director
City Hall, Annex Bldg.,
Carig Sur, Tuguegarao City



REGION III (CENTRAL LUZON)

EDGARDO G. PARE

Interim Regional Director
PSA Bldg., Diosdado Macapagal Gov't Center,
Bgy. Maimpis, City of San Fernando, Pampanga



REGION IV-A (CALABARZON)

ROSALINDA P. BAUTISTA

Interim Regional Director
G/F Bldg. C., Fiesta Mall, Marawoy, Lipa City,
Batangas



REGION IV-B (MIMAROPA)

LENI R. RIOFLORIDO

Interim Regional Director
JP Rizal St., Bgy. Camilmil,
Calapan City, Oriental Mindoro



REGION V (BICOL)

CYNTHIA L. PERDIZ

Interim Regional Director
2/F Albay Capitol Bldg., Annex No. 1,
Old Albay District, Legazpi City





REGION VI (WESTERN VISAYAS)

NORMAN R. JULAG-AY

Interim Regional Director

J. Villanueva Bldg., Iznart St., Front of Amigo Mall,
Iloilo City

REGION VII (CENTRAL VISAYAS)

ARIEL E. FLORENDO

Interim Regional Director

Gaisano Capital Bldg.,
Colon St., Cebu City



REGION VIII (EASTERN VISAYAS)

RAUL F. DONES

Interim Regional Director

Leyte SR Bldg., Artemio Mate Ext..
Bgy. Abucay, Tacloban City



REGION IX (ZAMBOANGA PENINSULA)

RONALDO C. TAGHAP

Interim Regional Director

Dr. Evangelista St., Sta. Catalina, Zamboanga City





REGION X (NORTHERN MINDANAO)

EDDIE E. NASOL

Interim Regional Director
B3 & B4 Pride Rock Business Park Gusa,
Cagayan de Oro City



REGION XI (DAVAO)

JAIME S. PALLER

Interim Regional Director
Ango Bldg., Cabaguio Ave., Davao City



REGION XII (SOCCSKSARGEN)

ATTY. MAQTAHAR L. MANULON

Interim Regional Director
2/F Elena V. Co Bldg.
Don Rufino Alonzo St., Cotabato City



REGION XIII (CARAGA)

ROSALINDA C. APURA

Interim Regional Director
Jedal Bldg., Lopez Jaena Extension, Butuan City



**AUTONOMOUS REGION IN MUSLIM
MINDANAO (ARMM)**

SUOD M. BARODI

Interim Regional Director
Carumba Bldg., Jupiter St., RH9, Cotabato
City

**PSA STRATEGIC PLAN
2016-2020**



PSA Complex, East Avenue, Quezon City
P.O. Box 779, Manila, Philippines
(632) 462-6600
www.psa.gov.ph