



Institute for Solidarity in Asia

SUSTAINING GOVERNANCE, INSTITUTIONALIZING TRANSFORMATION

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THE JOURNEY OF PHILIPPINE CITIES

- Many cities have adopted the PGS (Performance Governance System)
- Adapted from the Balanced Scorecard by Harvard's Norton & Kaplan





PROOF OF TRANSFORMATION

- Over 25 years, PGS has led to real results

Four cities in the Palladium Hall of Fame:

- ✓ Iloilo
- ✓ Balanga
- ✓ San Fernando (Pampanga)
- ✓ San Fernando (La Union)

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THE NEXT CHALLENGE: INSTITUTIONALIZATION

- Transformation isn't a one-time project
- Cities must sustain and institutionalize the process



STRATEGY 1 – START WITH INDIVIDUALS

- Governance begins with every City Hall worker
- Embed core national values:



MAKA-DIYOS



MAKA-TAO



MAKA-KALIKASAN



MAKA-BANSA

GOVERNANCE IN THE FILIPINO HOME

- ✓ Extend core values to families of City Hall workers
- ✓ Filipino homes become laboratories of personal governance





PARTNER WITH THE SCHOOL SYSTEM

From grade school to high school:

- Teach core values
- Promote work ethic and continuous upskilling

STRATEGY 2 – PROMOTE TEAMWORK AND SOLIDARITY

- ✓ Teams = ultimate performance delivery units
- ✓ Foster shared responsibility and transformation



APPLY THE 5S CULTURE IN OFFICES



Sort



Set in Order



Shine



Standardize



Sustain

→ Clean, efficient, respectful
LGU offices

MAKE CITY HALL A MODEL OF VALUES

01 City Hall must
reflect the
values it
promotes

02 Cleanliness,
functionality,
and citizen
dignity

03 Courtesy and
professionalism
in all
transactions

STRATEGY 3 – LEAD ESG INTEGRATION

- ✓ City Hall must be an ESG enabler
- ✓ Connect the dots between environment, society, and governance





ESG ROLE A – ENVIRONMENT

- Clean streets, walkable spaces
- Well-kept public buildings and green areas
- Dignified sanitation and public facilities

ESG ROLE B – SOCIO-ECONOMIC SERVICES

Access to:



Education



Job training



**Health and
safety**



**Recreation
and the arts**

ESG ROLE C – CITIZEN ENGAGEMENT & TRANSPARENCY

01 Transparent
budgeting and
decision-making

02 Citizens' right
to public info
respected

03 Eliminate
corruption
through
accountability

DREAM PH STARTS WITH CITIES

- ✓ Sustained, institutionalized transformation
- ✓ Governance is not just policy—it's culture
- ✓ Cities as building blocks of Dream PH



The background of the slide features a long-exposure photograph of a city highway at night, showing vibrant light trails from vehicles. Tall, illuminated skyscrapers line the road. Overlaid on this image are several technical and geometric graphics: concentric circles, intersecting lines, and a network of nodes. In the top right corner, there are orange line-art elements including a circle with a crosshair, a plus sign, and vertical lines with circles at their ends.

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THANK YOU FOR YOUR ATTENTION

Dr. Jesus P. Estanislao