

E. NATIONAL WAGES AND PRODUCTIVITY COMMISSION

Appropriations/Obligations

(In Thousand Pesos)

	( Cash-Based )		
<u>Description</u>	<u>2024</u>	<u>2025</u>	<u>2026</u>
New General Appropriations	<u>262,108</u>	<u>351,209</u>	<u>357,063</u>
General Fund	262,108	351,209	357,063
Automatic Appropriations	<u>14,817</u>	<u>13,491</u>	<u>16,788</u>
Retirement and Life Insurance Premiums	14,817	13,491	16,788
Continuing Appropriations	<u>641</u>	<u>3,469</u>	
Unobligated Releases for MOOE			
R.A. No. 11936	641		
R.A. No. 11975		3,469	
Budgetary Adjustment(s)	<u>24,095</u>		
Release(s) from:			
Miscellaneous Personnel Benefits Fund	13,077		
Pension and Gratuity Fund	2,795		
Unprogrammed Appropriation			
For Payment of Personnel Benefits	7,728		
Pension and Gratuity Fund	495		
Total Available Appropriations	<u>301,661</u>	<u>368,169</u>	<u>373,851</u>
Unused Appropriations	<u>( 4,033 )</u>	<u>( 3,469 )</u>	
Unobligated Allotment	<u>( 4,033 )</u>	<u>( 3,469 )</u>	
TOTAL OBLIGATIONS	<u>297,628</u>	<u>364,700</u>	<u>373,851</u>
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EXPENDITURE PROGRAM  
(in pesos)

GAS / STO / OPERATIONS / PROJECTS	( Cash-Based )		
	2024 Actual	2025 Current	2026 Proposed
General Administration and Support	99,008,000	154,054,000	135,575,000
Regular	99,008,000	154,054,000	135,575,000
PS	65,906,000	34,899,000	46,801,000
MOOE	31,652,000	83,165,000	72,834,000
CO	1,450,000	35,990,000	15,940,000
Operations	198,620,000	210,646,000	238,276,000
Regular	198,620,000	210,646,000	238,276,000
PS	144,877,000	150,310,000	176,853,000
MOOE	53,743,000	60,336,000	61,423,000
TOTAL AGENCY BUDGET	297,628,000	364,700,000	373,851,000
Regular	297,628,000	364,700,000	373,851,000
PS	210,783,000	185,209,000	223,654,000
MOOE	85,395,000	143,501,000	134,257,000
CO	1,450,000	35,990,000	15,940,000

## STAFFING SUMMARY

	2024	2025	2026
TOTAL STAFFING			
Total Number of Authorized Positions	239	239	239
Total Number of Filled Positions	193	198	198

## Proposed New Appropriations Language

For general administration and support, and operations, as indicated hereunder.....P 357,063,000  
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## OPERATIONS BY PROGRAM

	PROPOSED 2026 ( Cash-Based )			
	PS	MOOE	CO	TOTAL
ENTERPRISE PRODUCTIVITY IMPROVEMENT PROGRAM	126,892,000	32,379,000		159,271,000
WAGE REGULATORY PROGRAM	36,730,000	29,044,000		65,774,000

**EXPENDITURE PROGRAM BY CENTRAL / REGIONAL ALLOCATION, 2026 ( Cash-Based )**  
(in pesos)

REGION	PS	MOOE	CO	TOTAL
CENTRAL OFFICE	206,866,000	134,257,000	15,940,000	357,063,000
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**SPECIAL PROVISION(S)**

1. Reporting and Posting Requirements. The National Wages and Productivity Commission (NWPC) shall submit quarterly reports on its financial and physical accomplishments, within thirty (30) days after the end of every quarter, through the following:

(a) URS or other electronic means for reports not covered by the URS until such time that all agencies have fully migrated to the BTMS; and

(b) NWPC's website.

The NWPC shall send written notice when said reports have been submitted or posted on its website to the DBM, House of Representatives, Senate of the Philippines, House Committee on Appropriations, Senate Committee on Finance, and other offices where the submission of reports is required under existing laws, rules, and regulations. The date of notice to said agencies shall be considered the date of compliance with this requirement.

2. Appropriations for Activities or Projects. The amounts appropriated herein shall be used specifically for the following activities or projects in the indicated amounts and conditions:

New Appropriations, by Programs/Activities/Projects ( Cash-Based ), by Operating Units

		<u>Current Operating Expenditures</u>			
		<u>Personnel Services</u>	<u>Maintenance and Other Operating Expenses</u>	<u>Capital Outlays</u>	<u>Total</u>
<b>A. REGULAR PROGRAMS</b>					
1000000000000000	General Administration and Support	43,244,000	72,834,000	15,940,000	132,018,000
100000100001000	General Management and Supervision	40,483,000	68,715,000	15,940,000	125,138,000
	National Capital Region (NCR)	40,483,000	68,715,000	15,940,000	125,138,000
	Central Office	40,483,000	68,715,000	15,940,000	125,138,000
100000100002000	Human Resource Development		4,119,000		4,119,000
	National Capital Region (NCR)		4,119,000		4,119,000
	Central Office		4,119,000		4,119,000
100000100003000	Administration of Personnel Benefits	2,761,000			2,761,000
	National Capital Region (NCR)	2,761,000			2,761,000
	Central Office	2,761,000			2,761,000
Sub-total, General Administration and Support		43,244,000	72,834,000	15,940,000	132,018,000

3000000000000000	Operations	163,622,000	61,423,000	225,045,000
3101000000000000	ENTERPRISE PRODUCTIVITY IMPROVEMENT PROGRAM	126,892,000	32,379,000	159,271,000
310100100001000	Development and Implementation of Policies, Plans and Projects Related to Incomes, Productivity Improvement and Gainsharing Schemes	126,892,000	32,379,000	159,271,000
	National Capital Region (NCR)	126,892,000	32,379,000	159,271,000
	Central Office	126,892,000	32,379,000	159,271,000
3201000000000000	WAGE REGULATORY PROGRAM	36,730,000	29,044,000	65,774,000
320100100001000	Development and Implementation of Policies, Plans, Programs, and Projects on Wages and Resolution of Wage Order and Exemption Cases	36,730,000	29,044,000	65,774,000
	National Capital Region (NCR)	36,730,000	29,044,000	65,774,000
	Central Office	36,730,000	29,044,000	65,774,000
Sub-total, Operations		163,622,000	61,423,000	225,045,000
TOTAL NEW APPROPRIATIONS		P 206,866,000	P 134,257,000	P 15,940,000
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#### Obligations, by Object of Expenditures

CYs 2024-2026  
(In Thousand Pesos)

	( Cash-Based )		
	2024	2025	2026
Current Operating Expenditures			
Personnel Services			
Civilian Personnel			
Permanent Positions			
Basic Salary	123,806	112,424	139,896
Total Permanent Positions	123,806	112,424	139,896
Other Compensation Common to All			
Personnel Economic Relief Allowance	4,393	4,512	4,752
Representation Allowance	1,554	1,854	2,184
Transportation Allowance	2,255	1,854	2,184
Clothing and Uniform Allowance	1,098	1,316	1,386
Honoraria	14,913	20,400	18,360
Mid-Year Bonus - Civilian	9,227	9,369	11,658
Year End Bonus	9,227	9,369	11,658
Cash Gift	912	940	990
Productivity Enhancement Incentive	915	940	990
Performance Based Bonus	6,159		
Step Increment		281	350
Collective Negotiation Agreement	5,898		
Total Other Compensation Common to All	56,551	50,835	54,512

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Other Compensation for Specific Groups			
Other Personnel Benefits	3,720		
Anniversary Bonus - Civilian	555		
Total Other Compensation for Specific Groups	4,275		
Other Benefits			
Retirement and Life Insurance Premiums	14,431	13,491	16,788
PAG-IBIG Contributions	437	452	476
PhilHealth Contributions	2,858	2,736	3,314
Employees Compensation Insurance Premiums	229	225	237
Loyalty Award - Civilian		140	195
Terminal Leave	3,290		2,761
Total Other Benefits	21,245	17,044	23,771
Non-Permanent Positions	4,906	4,906	5,475
TOTAL PERSONNEL SERVICES	210,783	185,209	223,654
Maintenance and Other Operating Expenses			
Travelling Expenses	6,230	3,525	5,992
Training and Scholarship Expenses	4,778	5,365	8,218
Supplies and Materials Expenses	6,551	13,638	8,765
Utility Expenses	4,432	5,973	5,871
Communication Expenses	3,532	3,959	4,332
Awards/Rewards and Prizes		3,605	
Survey, Research, Exploration and Development Expenses	2,157	2,100	5,860
Confidential, Intelligence and Extraordinary Expenses			
Extraordinary and Miscellaneous Expenses	518	420	500
Professional Services	2,595	7,151	4,932
General Services	5,737	6,215	5,383
Repairs and Maintenance	2,002	5,364	4,406
Taxes, Insurance Premiums and Other Fees	756	1,465	1,080
Other Maintenance and Operating Expenses			
Advertising Expenses	1,440	1,725	2,219
Printing and Publication Expenses	989	1,176	1,174
Representation Expenses	13,613	15,851	12,786
Transportation and Delivery Expenses	173	284	432
Rent/Lease Expenses	24,621	58,496	55,156
Membership Dues and Contributions to Organizations	3		
Subscription Expenses	1,380	4,738	4,548
Other Maintenance and Operating Expenses	3,888	2,451	2,603
TOTAL MAINTENANCE AND OTHER OPERATING EXPENSES	85,395	143,501	134,257
TOTAL CURRENT OPERATING EXPENDITURES	296,178	328,710	357,911
Capital Outlays			
Property, Plant and Equipment Outlay			
Machinery and Equipment Outlay		15,390	7,440
Transportation Equipment Outlay	1,450	20,600	8,500
TOTAL CAPITAL OUTLAYS	1,450	35,990	15,940
GRAND TOTAL	297,628	364,700	373,851

## STRATEGIC OBJECTIVES

SECTOR OUTCOME : A justly remunerated and productive Filipino workforce.

ORGANIZATIONAL OUTCOME : Capacity of MSMEs to implement productivity improvement program enhanced  
Fair and reasonable minimum wages in accordance with law ensured

## PERFORMANCE INFORMATION

ORGANIZATIONAL OUTCOMES (OOs) / PERFORMANCE INDICATORS (PIs)	2024 GAA Targets	Actual
Capacity of MSMEs to implement productivity improvement program enhanced		P 140,156,000
ENTERPRISE PRODUCTIVITY IMPROVEMENT PROGRAM		P 140,156,000
Outcome Indicator(s)		
1. Percentage of trained MSMEs with productivity improvement program/action plan	50%	66%
2. Percentage of MSMEs assisted on productivity pay advisory with productivity incentive schemes	14%	21%
Output Indicator(s)		
1. Number of MSMEs trained/oriented	16,000	28,767
2. Percentage of clients who rated training/technical services as satisfactory or better	98%	99%
3. Number of MSMEs provided with technical assistance on designing productivity based incentive schemes	1,280	1,709
Fair and reasonable minimum wages in accordance with law ensured		P 58,464,000
WAGE REGULATORY PROGRAM		P 58,464,000
Outcome Indicator(s)		
1. Percentage of wage rates above the poverty threshold	60% (2021 PT) 100% (2018 PT)	95.2% (2021 PT) 100% (2018 PT)
2. Percent of appealed cases on wage orders/ exemption cases resolved within the reglementary period/process cycle time of 60 days	98%	100%
Output Indicator(s)		
1. Number of clients reached thru advocacy services	350,000	648,556
2. Number of wage orders issued, as necessary	as necessary	28
3. Percentage of wage cases resolved within forty-five (45) days upon receipt of application	98%	100%

## PERFORMANCE INFORMATION

ORGANIZATIONAL OUTCOMES (OOs) / PERFORMANCE INDICATORS (PIs)	Baseline	2025 Targets	2026 NEP Targets
Capacity of MSMEs to implement productivity improvement program enhanced		P 149,142,000	P 169,884,000
ENTERPRISE PRODUCTIVITY IMPROVEMENT PROGRAM		P 149,142,000	P 169,884,000
Outcome Indicator(s)			
1. Percentage of trained MSMEs with productivity improvement program/action plan	50%	50%	50%
2. Percentage of MSMEs assisted on productivity pay advisory with productivity incentive schemes	15%	14%	15%

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Output Indicator(s)			
1. Number of MSMEs trained/oriented	17,500	17,000	17,500
2. Percentage of clients who rated training/technical services as satisfactory or better	100%	98%	98%
3. Number of MSMEs provided with technical assistance on designing productivity based incentive schemes	1,440	1,360	1,440
Fair and reasonable minimum wages in accordance with law ensured		P 61,504,000	P 68,392,000
WAGE REGULATORY PROGRAM		P 61,504,000	P 68,392,000
Outcome Indicator(s)			
1. Percentage of wage rates above the poverty threshold	0% 100%	80% (2021 PT) 100% (2018 PT)	70% (2023 PT)
2. Percent of appealed cases on wage orders/ exemption cases resolved within the reglementary period/process cycle time of 60 days	100%	98%	98%
Output Indicator(s)			
1. Number of clients reached thru advocacy services	495,000	400,000	500,000
2. Number of wage orders issued, as necessary	as necessary	as necessary	as necessary
3. Percentage of wage cases resolved within forty-five (45) days upon receipt of application	98%	98%	98%