

F. NATIONAL WAGES AND PRODUCTIVITY COMMISSION

Appropriations/Obligations

(In Thousand Pesos)

Description

| | <u>2015</u> | <u>2016</u> | <u>2017</u> |
|----------------------------|----------------|----------------|----------------|
| New General Appropriations | <u>167,714</u> | <u>178,350</u> | <u>196,321</u> |
| General Fund | 167,714 | 178,350 | 196,321 |

| | | | |
|--|----------|----------|---------|
| Automatic Appropriations | 7,350 | 7,909 | 9,555 |
| Retirement and Life Insurance Premiums | 7,350 | 7,909 | 9,555 |
| Continuing Appropriations | 2,904 | 2,812 | |
| Unobligated Releases for Capital Outlays | | | |
| R.A. No. 10633 | 22 | | |
| R.A. No. 10651 | | 26 | |
| Unobligated Releases for MOOE | | | |
| R.A. No. 10633 | 2,882 | | |
| R.A. No. 10651 | | 2,786 | |
| Budgetary Adjustment(s) | 7,925 | | |
| Transfer(s) from: | | | |
| Miscellaneous Personnel Benefits Fund | 7,289 | | |
| Pension and Gratuity Fund | 636 | | |
| Total Available Appropriations | 185,893 | 189,071 | 205,876 |
| Unused Appropriations | (4,785) | (2,812) | |
| Unobligated Allotment | (4,785) | (2,812) | |
| TOTAL OBLIGATIONS | 181,108 | 186,259 | 205,876 |
| | ===== | ===== | ===== |

EXPENDITURE PROGRAM
(in pesos)

| No. / Code | GASS / STO / OPERATIONS / PROJECTS | 2015 Actual | 2016 Current | 2017 Proposed |
|---------------------|---------------------------------------|----------------|-----------------|------------------|
| 000001000000000 | General Administration and Support | 40,103,000 | 48,446,000 | 45,734,000 |
| | PS | 23,244,000 | 23,138,000 | 27,491,000 |
| | MOOE | 16,859,000 | 19,612,000 | 18,243,000 |
| | CO | | 5,696,000 | |
| 000003000000000 | Operations | 140,201,000 | 137,333,000 | 154,505,000 |
| | PS | 94,467,000 | 87,571,000 | 105,184,000 |
| | MOOE | 44,660,000 | 49,762,000 | 49,321,000 |
| | CO | 1,074,000 | | |
| | Projects | 804,000 | 480,000 | 5,637,000 |
| | MOOE | | 480,000 | 1,060,000 |
| | CO | 804,000 | | 4,577,000 |
| TOTAL AGENCY BUDGET | | 181,108,000 | 186,259,000 | 205,876,000 |
| | PS | 117,711,000 | 110,709,000 | 132,675,000 |
| | MOOE | 61,519,000 | 69,854,000 | 68,624,000 |
| | CO | 1,878,000 | 5,696,000 | 4,577,000 |

STAFFING SUMMARY

| | 2015 | 2016 | 2017 |
|--------------------------------------|------|------|------|
| TOTAL STAFFING | | | |
| Total Number of Authorized Positions | 184 | 184 | 184 |
| Total Number of Filled Positions | 170 | 170 | 170 |

Proposed New Appropriations Language
 For general administration and support, and operations, including locally-funded projects as indicated hereunder.....
P 196,321,000
 =====

| OPERATIONS BY MFO | PROPOSED 2017 | | | |
|------------------------------------|---------------|------------|----|-------------|
| | PS | MOOE | CO | TOTAL |
| MFO 1: TECHNICAL ADVISORY SERVICES | 20,563,000 | 24,924,000 | | 45,487,000 |
| MFO 2: WAGES REGULATION SERVICE | 77,223,000 | 24,397,000 | | 101,620,000 |

EXPENDITURE PROGRAM BY CENTRAL / REGIONAL ALLOCATION, 2017
 (in pesos)

| REGION | PS | MOOE | CO | TOTAL |
|--|-------------|------------|-----------|-------------|
| CENTRAL OFFICE | 45,897,000 | 28,941,000 | 4,577,000 | 79,415,000 |
| Regional Allocation (net of Central Office): | 77,223,000 | 39,683,000 | | 116,906,000 |
| National Capital Region (NCR) | 5,960,000 | 4,329,000 | | 10,289,000 |
| Region I - Ilocos | 4,191,000 | 2,173,000 | | 6,364,000 |
| Cordillera Administrative Region (CAR) | 4,896,000 | 2,082,000 | | 6,978,000 |
| Region II - Cagayan Valley | 5,017,000 | 2,082,000 | | 7,099,000 |
| Region III - Central Luzon | 5,089,000 | 2,668,000 | | 7,757,000 |
| Region IVA - CALABARZON | 4,474,000 | 2,924,000 | | 7,398,000 |
| Region IVB - MIMAROPA | 3,751,000 | 2,025,000 | | 5,776,000 |
| Region V - Bicol | 4,896,000 | 2,325,000 | | 7,221,000 |
| Region VI - Western Visayas | 5,304,000 | 2,334,000 | | 7,638,000 |
| Region VII - Central Visayas | 5,343,000 | 2,604,000 | | 7,947,000 |
| Region VIII - Eastern Visayas | 4,153,000 | 2,017,000 | | 6,170,000 |
| Region IX - Zamboanga Peninsula | 4,956,000 | 2,296,000 | | 7,252,000 |
| Region X - Northern Mindanao | 4,909,000 | 2,260,000 | | 7,169,000 |
| Region XI - Davao | 5,745,000 | 2,593,000 | | 8,338,000 |
| Region XII - SOCCSKSARGEN | 3,577,000 | 2,434,000 | | 6,011,000 |
| Region XIII - CARAGA | 4,962,000 | 2,537,000 | | 7,499,000 |
| TOTAL AGENCY BUDGET | 123,120,000 | 68,624,000 | 4,577,000 | 196,321,000 |

SPECIAL PROVISION(S)

1. Appropriations for Programs and Specific Activities. The amounts appropriated herein for the programs of the agency shall be used specifically for the following activities in the indicated amounts and conditions:

New Appropriations, by Programs/Activities/Projects, by Operating Units

| PROGRAMS | Current Operating Expenditures | | | |
|--|--------------------------------|--|-----------------|--------------|
| | Personnel Services | Maintenance and Other Operating Expenses | Capital Outlays | Total |
| 000001000000000 General Administration and Support | 25,334,000 | 18,243,000 | | 43,577,000 |
| 103001000100000 General Management and Supervision | P 25,065,000 | P 14,728,000 | | P 39,793,000 |
| National Capital Region (NCR) | 25,065,000 | 14,728,000 | | 39,793,000 |
| Central Office | 25,065,000 | 14,728,000 | | 39,793,000 |

| | | | | |
|-----------------|--|-------------------|-------------------|--------------------|
| 103001000200000 | Human Resource Development | | <u>3,515,000</u> | <u>3,515,000</u> |
| | National Capital Region (NCR) | | <u>3,515,000</u> | <u>3,515,000</u> |
| | Central Office | | 3,515,000 | 3,515,000 |
| 103001000300000 | Administration of Personnel Benefits | <u>269,000</u> | | <u>269,000</u> |
| | National Capital Region (NCR) | <u>269,000</u> | | <u>269,000</u> |
| | Central Office | <u>269,000</u> | | <u>269,000</u> |
| | Sub-total, General Administration and Support | <u>25,334,000</u> | <u>18,243,000</u> | <u>43,577,000</u> |
| 000003000000000 | Operations | <u>97,786,000</u> | <u>49,321,000</u> | <u>147,107,000</u> |
| 000003010000000 | MFO 1: TECHNICAL ADVISORY SERVICES | <u>20,563,000</u> | <u>24,924,000</u> | <u>45,487,000</u> |
| 161003010100000 | Development and Implementation of Plans and Projects Related to Wages, Income and Productivity Improvement | <u>20,563,000</u> | <u>24,924,000</u> | <u>45,487,000</u> |
| | National Capital Region (NCR) | <u>20,563,000</u> | <u>11,897,000</u> | <u>32,460,000</u> |
| | Central Office | 20,563,000 | 11,167,000 | 31,730,000 |
| | Regional Office - NCR | | 730,000 | 730,000 |
| | Region I - Ilocos | | <u>635,000</u> | <u>635,000</u> |
| | Regional Office - I | | 635,000 | 635,000 |
| | Cordillera Administrative Region (CAR) | | <u>767,000</u> | <u>767,000</u> |
| | Regional Office - CAR | | 767,000 | 767,000 |
| | Region II - Cagayan Valley | | <u>1,089,000</u> | <u>1,089,000</u> |
| | Regional Office - II | | 1,089,000 | 1,089,000 |
| | Region III - Central Luzon | | <u>958,000</u> | <u>958,000</u> |
| | Regional Office - III | | 958,000 | 958,000 |
| | Region IVA - CALABARZON | | <u>1,005,000</u> | <u>1,005,000</u> |
| | Regional Office - IVA | | 1,005,000 | 1,005,000 |
| | Region IVB - MIMAROPA | | <u>806,000</u> | <u>806,000</u> |
| | Regional Office - IVB | | 806,000 | 806,000 |
| | Region V - Bicol | | <u>752,000</u> | <u>752,000</u> |
| | Regional Office - V | | 752,000 | 752,000 |
| | Region VI - Western Visayas | | <u>1,001,000</u> | <u>1,001,000</u> |
| | Regional Office - VI | | 1,001,000 | 1,001,000 |

| | | | |
|--|-------------------|-------------------|--------------------|
| Region VII - Central Visayas | <u>623,000</u> | <u>623,000</u> | <u>623,000</u> |
| Regional Office - VII | 623,000 | 623,000 | 623,000 |
| Region VIII - Eastern Visayas | <u>680,000</u> | <u>680,000</u> | <u>680,000</u> |
| Regional Office - VIII | 680,000 | 680,000 | 680,000 |
| Region IX - Zamboanga Peninsula | <u>975,000</u> | <u>975,000</u> | <u>975,000</u> |
| Regional Office - IX | 975,000 | 975,000 | 975,000 |
| Region X - Northern Mindanao | <u>863,000</u> | <u>863,000</u> | <u>863,000</u> |
| Regional Office - X | 863,000 | 863,000 | 863,000 |
| Region XI - Davao | <u>1,023,000</u> | <u>1,023,000</u> | <u>1,023,000</u> |
| Regional Office - XI | 1,023,000 | 1,023,000 | 1,023,000 |
| Region XII - SOCCSKSARGEN | <u>1,047,000</u> | <u>1,047,000</u> | <u>1,047,000</u> |
| Regional Office - XII | 1,047,000 | 1,047,000 | 1,047,000 |
| Region XIII - CARAGA | <u>803,000</u> | <u>803,000</u> | <u>803,000</u> |
| Regional Office - XIII | 803,000 | 803,000 | 803,000 |
| 000003020000000 MFO 2: WAGES REGULATION SERVICE | <u>77,223,000</u> | <u>24,397,000</u> | <u>101,620,000</u> |
| 161003020100000 Development of Policies, Guidelines on Wages and Productivity and Resolution on Appealed Cases | <u>77,223,000</u> | <u>24,397,000</u> | <u>101,620,000</u> |
| National Capital Region (NCR) | <u>5,960,000</u> | <u>1,311,000</u> | <u>7,271,000</u> |
| Regional Office - NCR | 5,960,000 | 1,311,000 | 7,271,000 |
| Region I - Ilocos | <u>4,191,000</u> | <u>1,602,000</u> | <u>5,793,000</u> |
| Regional Office - I | 4,191,000 | 1,602,000 | 5,793,000 |
| Cordillera Administrative Region (CAR) | <u>4,896,000</u> | <u>1,315,000</u> | <u>6,211,000</u> |
| Regional Office - CAR | 4,896,000 | 1,315,000 | 6,211,000 |
| Region II - Cagayan Valley | <u>5,017,000</u> | <u>1,059,000</u> | <u>6,076,000</u> |
| Regional Office - II | 5,017,000 | 1,059,000 | 6,076,000 |
| Region III - Central Luzon | <u>5,089,000</u> | <u>1,813,000</u> | <u>6,902,000</u> |
| Regional Office - III | 5,089,000 | 1,813,000 | 6,902,000 |
| Region IVA - CALABARZON | <u>4,474,000</u> | <u>2,013,000</u> | <u>6,487,000</u> |
| Regional Office - IVA | 4,474,000 | 2,013,000 | 6,487,000 |
| Region IVB - MIMAROPA | <u>3,751,000</u> | <u>1,315,000</u> | <u>5,066,000</u> |
| Regional Office - IVB | 3,751,000 | 1,315,000 | 5,066,000 |

| | | | |
|--|-------------------|-------------------|--------------------|
| Region V - Bicol | <u>4,896,000</u> | <u>1,573,000</u> | <u>6,469,000</u> |
| Regional Office - V | 4,896,000 | 1,573,000 | 6,469,000 |
| Region VI - Western Visayas | <u>5,304,000</u> | <u>1,456,000</u> | <u>6,760,000</u> |
| Regional Office - VI | 5,304,000 | 1,456,000 | 6,760,000 |
| Region VII - Central Visayas | <u>5,343,000</u> | <u>2,011,000</u> | <u>7,354,000</u> |
| Regional Office - VII | 5,343,000 | 2,011,000 | 7,354,000 |
| Region VIII - Eastern Visayas | <u>4,153,000</u> | <u>1,337,000</u> | <u>5,490,000</u> |
| Regional Office - VIII | 4,153,000 | 1,337,000 | 5,490,000 |
| Region IX - Zamboanga Peninsula | <u>4,956,000</u> | <u>1,504,000</u> | <u>6,460,000</u> |
| Regional Office - IX | 4,956,000 | 1,504,000 | 6,460,000 |
| Region X - Northern Mindanao | <u>4,909,000</u> | <u>1,397,000</u> | <u>6,306,000</u> |
| Regional Office - X | 4,909,000 | 1,397,000 | 6,306,000 |
| Region XI - Davao | <u>5,745,000</u> | <u>1,570,000</u> | <u>7,315,000</u> |
| Regional Office - XI | 5,745,000 | 1,570,000 | 7,315,000 |
| Region XII - SOCCSKSARGEN | <u>3,577,000</u> | <u>1,387,000</u> | <u>4,964,000</u> |
| Regional Office - XII | 3,577,000 | 1,387,000 | 4,964,000 |
| Region XIII - CARAGA | <u>4,962,000</u> | <u>1,734,000</u> | <u>6,696,000</u> |
| Regional Office - XIII | 4,962,000 | 1,734,000 | 6,696,000 |
| Sub-total, Operations | <u>97,786,000</u> | <u>49,321,000</u> | <u>147,107,000</u> |
| TOTAL PROGRAMS AND ACTIVITIES | P 123,120,000 | P 67,564,000 | P 190,684,000 |
| | ===== | ===== | ===== |
| 0000040000000000 Locally-Funded Projects | | <u>1,060,000</u> | <u>4,577,000</u> |
| 0000041300000000 Research and Development | | <u>1,060,000</u> | <u>4,577,000</u> |
| 0000041306000000 Information and Communication Technology | | <u>1,060,000</u> | <u>4,577,000</u> |
| 1030041306000001 Information System Strategic Plan | | <u>1,060,000</u> | <u>4,577,000</u> |
| | | <u>1,060,000</u> | <u>4,577,000</u> |
| National Capital Region (NCR) | | <u>1,060,000</u> | <u>4,577,000</u> |
| Central Office | | <u>1,060,000</u> | <u>4,577,000</u> |
| Sub-total, Locally-Funded Project(s) | | <u>1,060,000</u> | <u>4,577,000</u> |
| TOTAL PROJECTS | | P 1,060,000 | P 4,577,000 |
| | | ===== | ===== |
| TOTAL NEW APPROPRIATIONS | P 123,120,000 | P 68,624,000 | P 196,321,000 |
| | ===== | ===== | ===== |

Obligations, by Object of ExpendituresCYs 2015-2017
(In Thousand Pesos)

| | 2015 | 2016 | 2017 |
|--|----------------|----------------|----------------|
| Current Operating Expenditures | | | |
| Personnel Services | | | |
| Civilian Personnel | | | |
| Permanent Positions | | | |
| Basic Salary | 65,518 | 65,905 | 79,621 |
| Total Permanent Positions | 65,518 | 65,905 | 79,621 |
| Other Compensation Common to All | | | |
| Personnel Economic Relief Allowance | 4,052 | 4,128 | 4,080 |
| Representation Allowance | 1,951 | 1,902 | 1,902 |
| Transportation Allowance | 1,774 | 1,902 | 1,902 |
| Clothing and Uniform Allowance | 860 | 860 | 850 |
| Productivity Incentive Allowance | 321 | | |
| Overtime Pay | 209 | | |
| Mid-Year Bonus - Civilian | | | 6,635 |
| Year End Bonus | 5,288 | 5,491 | 6,635 |
| Cash Gift | 853 | 860 | 850 |
| Per Diems | 12,048 | 18,360 | 18,360 |
| Step Increment | | 298 | 447 |
| Collective Negotiation Agreement | 4,872 | | |
| Productivity Enhancement Incentive | 4,933 | 860 | 850 |
| Performance Based Bonus | 1,728 | | |
| Total Other Compensation Common to All | 38,889 | 34,661 | 42,511 |
| Other Compensation for Specific Groups | | | |
| RATA of Sectoral/Alternate Sectoral Representatives | 1,379 | | |
| Longevity Pay | 365 | | |
| Other Personnel Benefits | 1,375 | | |
| Total Other Compensation for Specific Groups | 3,119 | | |
| Other Benefits | | | |
| Retirement and Life Insurance Premiums | 7,764 | 7,909 | 9,555 |
| PAG-IBIG Contributions | 226 | 205 | 203 |
| PhilHealth Contributions | 640 | 556 | 563 |
| Employees Compensation Insurance Premiums | 201 | 205 | 203 |
| Terminal Leave | 1,354 | 1,268 | 19 |
| Total Other Benefits | 10,185 | 10,143 | 10,543 |
| TOTAL PERSONNEL SERVICES | 117,711 | 110,709 | 132,675 |
| Maintenance and Other Operating Expenses | | | |
| Travelling Expenses | 5,595 | 6,341 | 6,286 |
| Training and Scholarship Expenses | 3,946 | 3,435 | 3,419 |
| Supplies and Materials Expenses | 6,480 | 8,066 | 9,425 |
| Utility Expenses | 4,141 | 4,241 | 4,414 |
| Communication Expenses | 2,787 | 3,908 | 3,616 |
| Awards/Rewards and Prizes | | | 1,300 |
| Survey, Research, Exploration and Development Expenses | | 700 | |
| Confidential, Intelligence and Extraordinary Expenses | | | |
| Extraordinary and Miscellaneous Expenses | 454 | 366 | 368 |
| Professional Services | 2,920 | 3,613 | 2,089 |
| General Services | 3,951 | 4,531 | 4,130 |
| Repairs and Maintenance | 1,586 | 2,411 | 1,546 |
| Taxes, Insurance Premiums and Other Fees | 475 | 742 | 675 |
| Other Maintenance and Operating Expenses | | | |
| Advertising Expenses | 1,230 | 2,316 | 1,524 |

| | | | |
|--|----------------|----------------|----------------|
| Printing and Publication Expenses | 601 | 1,245 | 1,016 |
| Representation Expenses | 11,862 | 11,515 | 12,828 |
| Transportation and Delivery Expenses | 55 | 269 | 244 |
| Rent/Lease Expenses | 13,465 | 14,711 | 14,451 |
| Membership Dues and Contributions to Organizations | 9 | | |
| Subscription Expenses | 279 | 407 | 365 |
| Other Maintenance and Operating Expenses | 1,683 | 1,037 | 928 |
| TOTAL MAINTENANCE AND OTHER OPERATING EXPENSES | <u>61,519</u> | <u>69,854</u> | <u>68,624</u> |
| TOTAL CURRENT OPERATING EXPENDITURES | <u>179,230</u> | <u>180,563</u> | <u>201,299</u> |
| Capital Outlays | | | |
| Property, Plant and Equipment Outlay | | | |
| Machinery and Equipment Outlay | 804 | 2,480 | 4,577 |
| Transportation Equipment Outlay | 1,062 | 2,600 | |
| Furniture, Fixtures and Books Outlay | 12 | | |
| Intangible Assets Outlay | | 616 | |
| TOTAL CAPITAL OUTLAYS | <u>1,878</u> | <u>5,696</u> | <u>4,577</u> |
| GRAND TOTAL | <u>181,108</u> | <u>186,259</u> | <u>205,876</u> |

STRATEGIC OBJECTIVES

SECTOR OUTCOME : A secure workforce

ORGANIZATIONAL
OUTCOME

1. Capacity of MSMEs to implement plant level productivity improvement program enhanced
2. Fair and reasonable minimum wage within the Two-Tiered Wage System ensured

PERFORMANCE INFORMATION

KEY STRATEGIES :

Promotion of better observance of labor standards toward protection of workers through the implementation of Two-Tiered Wage System along the objectives of adequate protection to income of vulnerable workers and improved productivity and competitiveness within the total incomes policy framework

| ORGANIZATIONAL OUTCOMES (00s) / PERFORMANCE INDICATORS (PIs) | Baseline | 2017 Targets |
|---|---|--------------|
| Capacity of MSMEs to implement plant level productivity improvement program enhanced | | |
| Percentage of MSMEs trained with productivity improvement program implemented | data yet to be collected | 50% |
| Percentage of MSMEs assisted with productivity based pay advisory incentives scheme installed | data yet to be collected | 10% |
| Fair and reasonable minimum wage within the Two-Tiered Wage System ensured | | |
| Percentage of minimum wage rates above poverty thresholds not exceeding the average wage levels | 92 out of 113 minimum wage rates above the poverty thresholds (81%) | 100% |

440 EXPENDITURE PROGRAM FY 2017 VOLUME II

| <u>MFO / PIs</u> | <u>2017 Targets</u> |
|--|---------------------|
| MFO 1: TECHNICAL ADVISORY SERVICES | |
| Development and Implementation of Plans and Projects Related to Wages, Income and Productivity Improvement | |
| Number of productivity assignments undertaken | 282,000 |
| Percentage of clients who rate technical advice as satisfactory or better | 100% |
| Percentage of request for advice acted upon within 5 days of request | 100% |
| MFO 2: WAGES REGULATION SERVICE | |
| Development of Policies and Guidelines on Wages and Productivity, and Resolution on Appealed Cases | |
| Number of public hearings/consultations conducted | 32 |
| Percentage of wage consideration case decision upheld by a higher authority | 100% |
| Percentage of wage cases resolved within 45 days upon receipt of application | 100% |