

## *About the Report*

This 2013 Performance Report of the National Labor Relations Commission (NLRC) highlights its accomplishment on major programs, projects, and reforms. The statistics used in this Report cover the period January to December 2013.

**Part I** – The National Labor Relations Commission.

**Part II** – Arbitration and Adjudication, presents the caseload and disposition of labor cases through settlement and decision on the merits.

**Part III** – NLRC Roadmap, presents the reform measures based on the NLRC's 2013 performance in accordance with its Labor and Employment Strategic Plan, the Philippine Labor and Employment Plan 2011-2016, and the 2011-2016 NLRC Roadmap.

**Part IV** – Financial Statements, presents the budget breakdown, and the summary of appropriations and expenditures.

### *Part I*

## *The NATIONAL LABOR RELATIONS COMMISSION*

### *Organization*

The National Labor Relations Commission (NLRC) is a quasi-judicial agency attached to the Department of Labor and Employment (DOLE) for program and policy coordination only. It was created under Presidential Decree No. 442, otherwise known as the Labor Code of the Philippines, as amended, which took effect on November 1, 1974. It took over the functions of the Court of Industrial Relations and the Ad Hoc NLRC created under Presidential Decree No. 21.

The NLRC is the principal government agency that hears and decides labor-management disputes. It is tasked to promote and maintain industrial peace by resolving labor and management disputes involving both local and overseas workers through compulsory arbitration after mandatory conciliation-mediation conferences failed. This is in consonance with the mission of the NLRC to resolve labor disputes in the fairest, quickest, least expensive and most effective way possible.

The Commission Proper of the NLRC is tripartite in representation. Under R.A. No. 9347, the Commission Proper has eight (8) Divisions, each is composed of three (3) members with the Presiding Commissioner representing the government sector and the other two members representing the workers' and

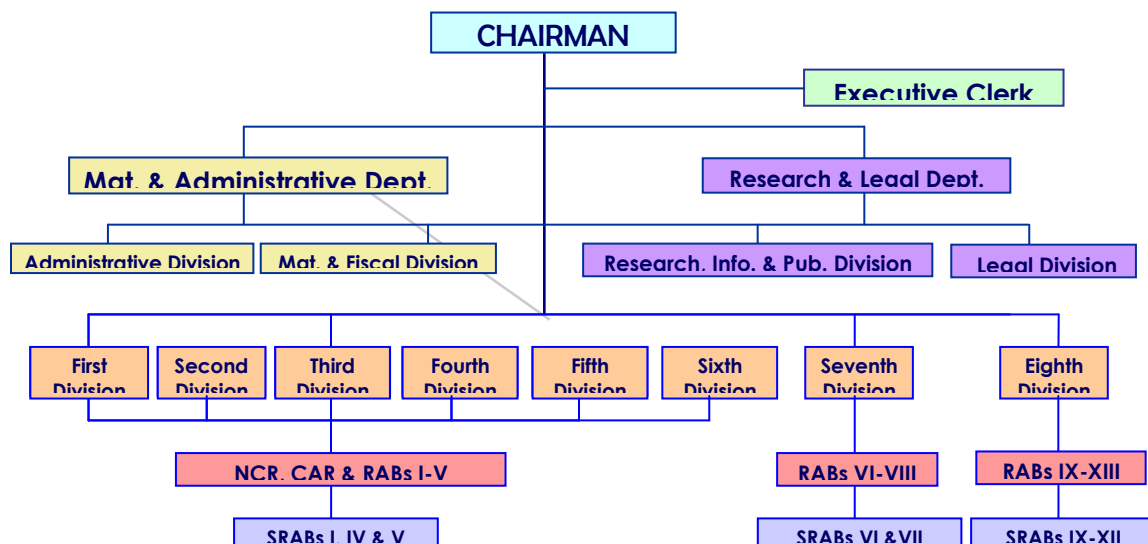
the employers' sectors. Of the eight (8) Divisions, the First, Second, Third, Fourth, Fifth and Sixth Divisions handle cases coming from the National Capital Region and other parts of Luzon, and the Seventh and Eight Divisions, cases from the Visayas and Mindanao, respectively.

The Chairman, aided by the Executive Clerk of the Commission, has exclusive administrative supervision over the NLRC, its regional arbitration branches and all its personnel, including the Labor Arbiters. The Commission Proper sits *en banc* only for purposes of promulgating rules and regulations governing the hearing and disposition of cases, and formulating policies affecting its administration and operations.

The Commission Proper sitting *en banc* may, on temporary or emergency basis, allow cases within the jurisdiction of any Division to be transferred to and be heard and decided by any other Division which docket may allow additional workload and such transfer will not expose litigants to unnecessary additional expense. The Commission Proper through its Divisions have exclusive appellate jurisdiction over all cases decided by Labor Arbiters at the Regional/Sub-Regional Arbitration Branches.

The First, Second, Third, Fourth, Fifth, and Sixth Divisions have their respective offices in the National Capital Region, while the Seventh and Eighth Divisions in the cities of Cebu and Cagayan de Oro, respectively. The Chairman is the Presiding Commissioner of the First Division. In case of the effective absence or incapacity of the Chairman, the Presiding Commissioner of the Second Division shall be the Acting Chairman.

### **ORGANIZATIONAL STRUCTURE UNDER R.A. No. 9347**



*Summary Table: Performance Measure (Quantity and Quality)*

On performance measure based on quantity, the table below presents FY 2013 case disposition vis-à-vis the target in the following:

(a) **Project Speedy and Efficient Delivery of Labor Justice (SpeED)**, with a target of disposing all cases within the prescribed period;

(b) **Office Performance Commitment Review (OPCR)** on Case Disposition, with a target of disposing 98% of all cases filed in March 2013 & earlier cases by end of December 2013; and

(c) **Major Final Output** per Office Performance Indicator Framework (OPIF).

<b>PROJECT SPEEDY &amp; EFFICIENT DELIVERY OF LABOR JUSTICE (SpeED) 6</b> <i>(To dispose all cases within the prescribed period)</i>			
<b>Level</b>	<b>Target</b>	<b>Actual</b>	<b>%</b>
<b>Regional Arbitration Branches (Original Cases)</b>	<b>25,644</b>	<b>25,440</b>	<b>99%</b>
<b>Commission Proper (Appealed Cases)</b>	<b>9,949</b>	<b>9,837</b>	<b>99%</b>
<b>Grand Total</b>	<b>35,593</b>	<b>35,277</b>	<b>99%</b>

<b>OFFICE PERFORMANCE COMMITMENT REVIEW (OPCR)</b> <i>(To dispose 98% of cases filed in March 2013 &amp; earlier cases by end of December 2013)</i>			
<b>Level</b>	<b>Target</b>	<b>Actual</b>	<b>%</b>
<b>Regional Arbitration Branches (Original Cases)</b>	<b>16,821</b>	<b>16,623</b>	<b>99%</b>
<b>Commission Proper (Appealed Cases)</b>	<b>4,936</b>	<b>4,921</b>	<b>99%</b>
<b>Grand Total</b>	<b>21,757</b>	<b>21,544</b>	<b>99%</b>

For 2013, the NLRC posted an overall output of **42,170** cases, **30,245** as original cases from the Regional Arbitration Branches (RABs), and **11,925** as appealed cases from the Commission Proper.

<b>MAJOR FINAL OUTPUT (OPIF)</b> <i>(Target vs. Actual)</i>			
<b>Level</b>	<b>Target</b>	<b>Actual</b>	<b>%</b>
<b>Regional Arbitration Branches (Original Cases)</b>	<b>33,000</b>	<b>30,245</b>	<b>92%</b>
<b>Commission Proper (Appealed Cases)</b>	<b>13,500</b>	<b>11,925</b>	<b>88%</b>
<b>Grand Total</b>	<b>46,500</b>	<b>42,170</b>	<b>91%*</b>
<b>*MFO must be at least 90% of its target per DBM Memorandum Circular No. 2012-03, November 12, 2012.</b>			

On performance based on quality, the table below reflects FY 2013 affirmation rate by the Court of Appeals and the Supreme Court of the NLRC decisions.

<b>PERFORMANCE MEASURE (QUALITY)</b> <i>(Affirmance vs. Reversal)</i>			
<b>Appellate Courts</b>	<b>Appealed Cases</b>	<b>Affirmed</b>	<b>Reversed</b>
<b>Court of Appeals</b>	<b>1,431</b>	<b>1,295</b>	<b>136</b>
<b>Supreme Court</b>	<b>613</b>	<b>511</b>	<b>102</b>

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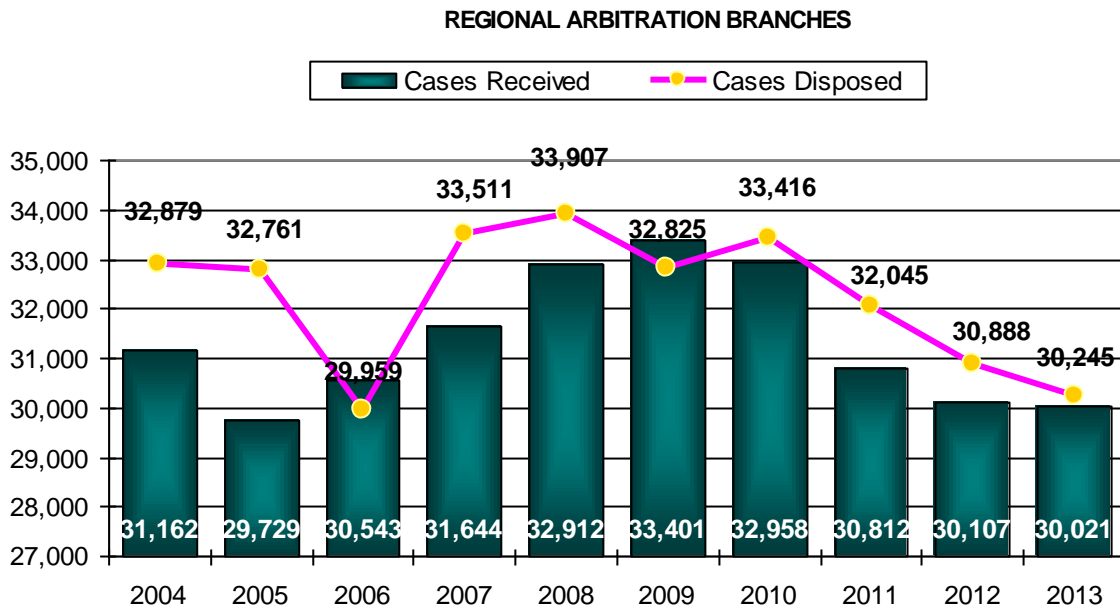
*Part II*  
**ARBITRATION and ADJUDICATION**

*Caseload and Disposition*

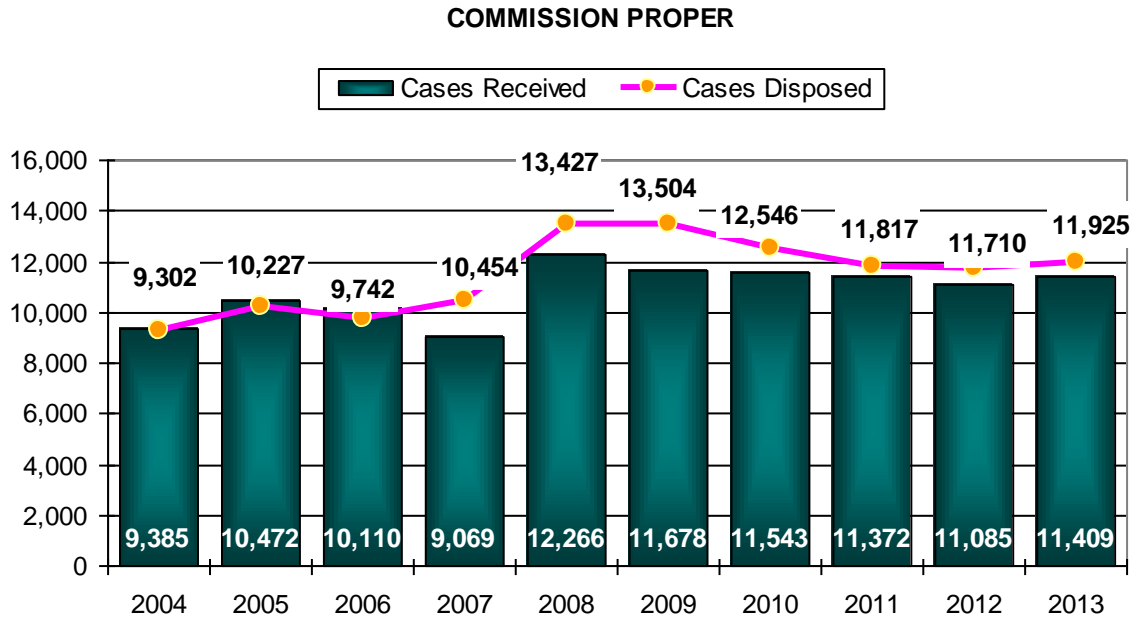
The NLRC was able to maintain a higher level of disposition of cases, and posted gains in reducing the number of pending cases.

In 2013, the NLRC posted an overall output of **42,170** cases, **30,245** as original cases from the Regional Arbitration Branches (RABs), and **11,925** as appealed cases from the Commission Proper. In terms of inflow versus outflow of cases, of the **30,021** original cases received, **30,245** or **101%** are disposed of by the Regional Arbitration Branches (RABs). On the other hand, of the **11,409** appeal cases received, **11,925** or **105%** are disposed of by the Commission Proper.

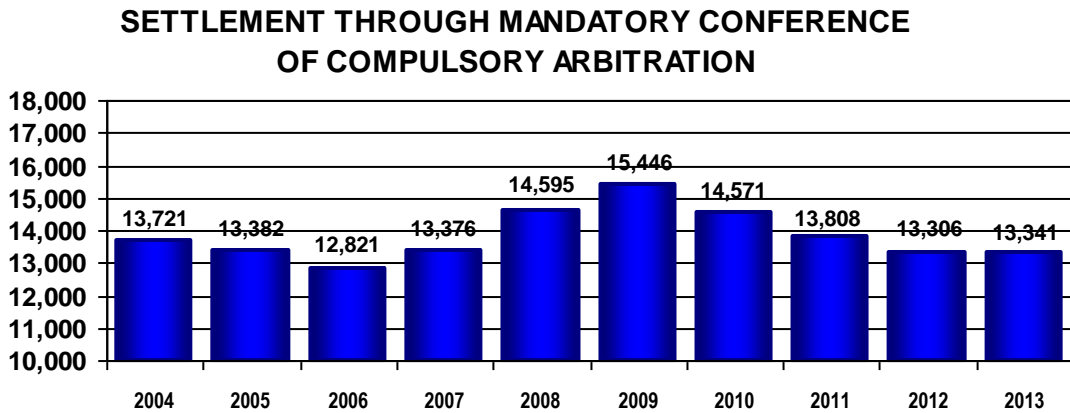
Based on a thirteen (10)-year trend, from 2004-2013, the outflow or the cases disposed of outnumbered the inflow or the cases received by the RABs as shown in the graph below:



Similarly, the outflow or cases disposed of outnumbered the inflow or cases received by the Commission Proper as shown in the graph below:



Moreover, all efforts were exerted towards amicable settlement of labor disputes during the compulsory arbitration process. As a result, settlement efforts have been successful to a substantial degree every year. Records show that from 2004 to 2013, the average settled cases by the Labor Arbiters of the Regional Arbitration Branches (RABs) during the mandatory conference of compulsory arbitration posted at **13,837** or **43%** of the average disposal.

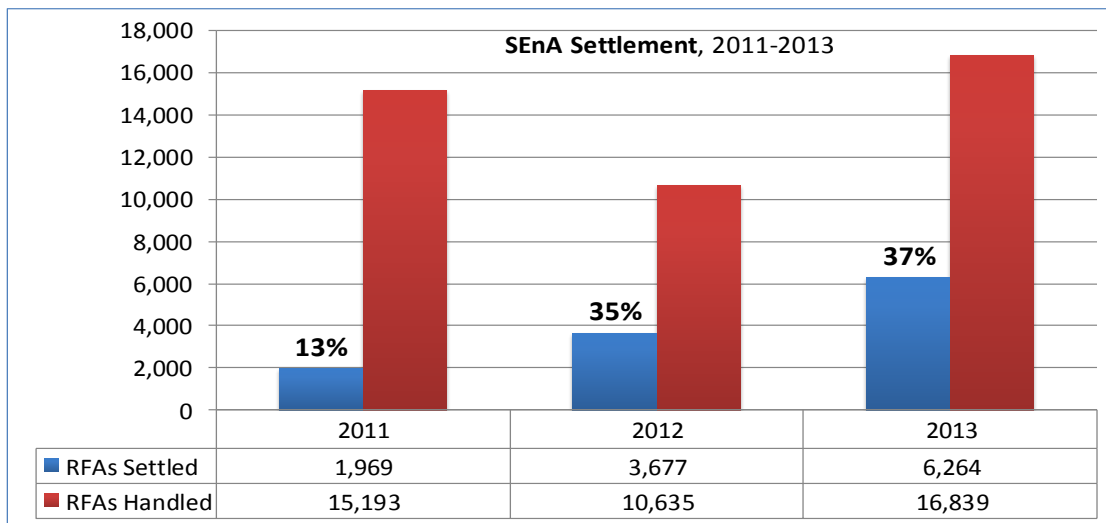


For FY 2013, the RABs posted **13,341** or **44%** share of settled cases during the mandatory conciliation and mediation conference of the compulsory arbitration process.

The above settled cases are in addition to the settlement during the initial stage of the mandatory conciliation and mediation conference under the Single-Entry Approach (SEnA) or Republic Act No. 10396, which was posted at **6,264** or **37%** settlement rate of **16,389** requests for assistance, with **P150,028,211.62** monetary benefits, and **6,979** workers benefitted.

All in all, **19,605** requests/cases are disposed of through settlement.

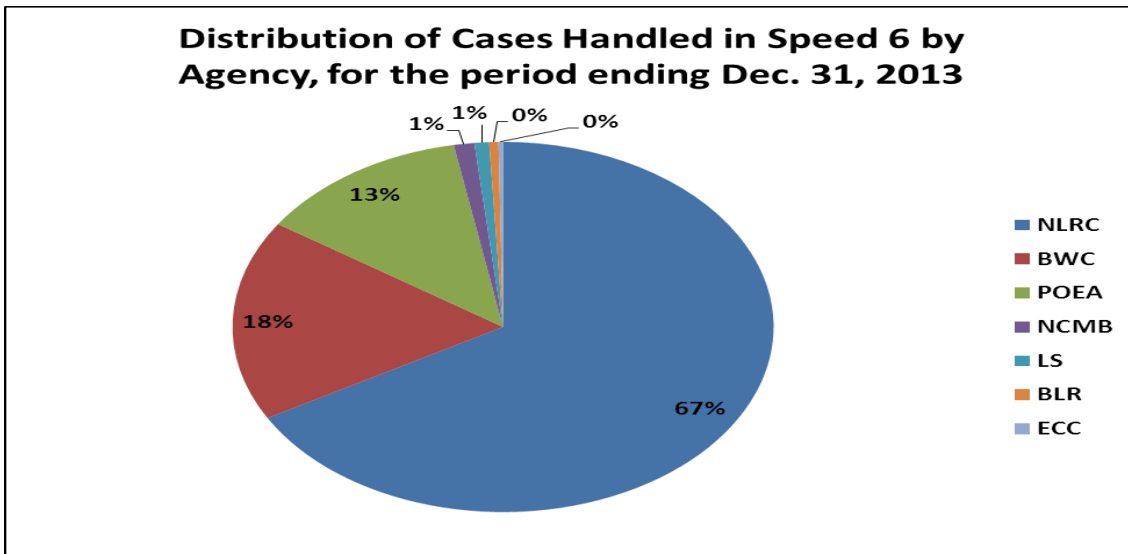
The table below presents the trend of the Single-Entry Approach (SEnA) settlement from 2011-2013.



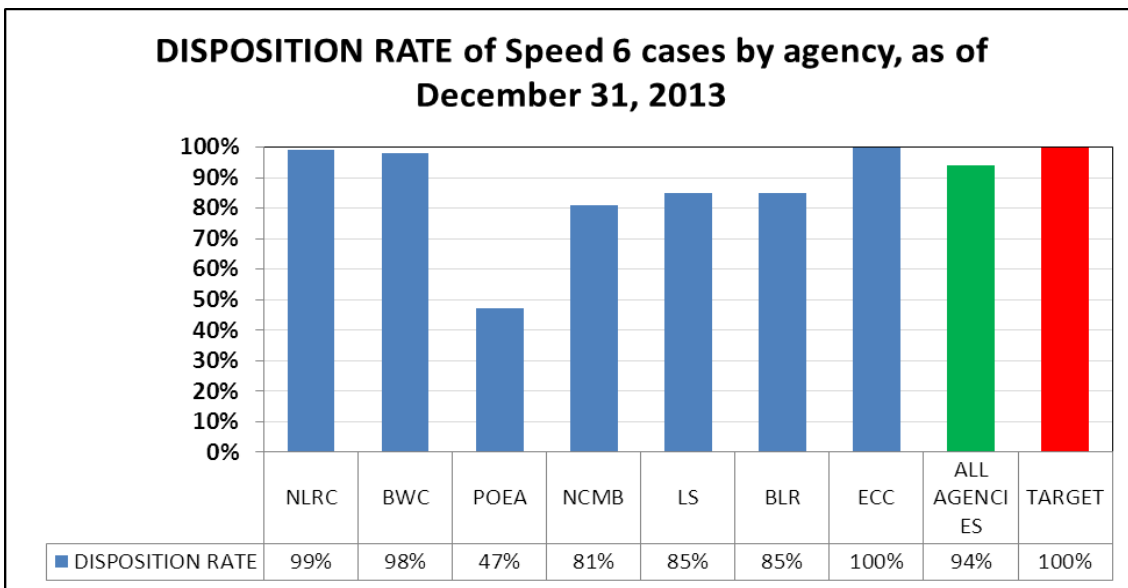
*Project Speedy and Efficient Delivery of Labor Justice (SpeED)*

One of the institutional reforms of President Benigno S. Aquino, Jr., through DOLE Secretary Rosalinda Dimapilis-Baldoz and NLRC Chairman Gerardo C. Nograles, is to pursue responsive public service delivery and efficient use of resources through speedy and efficient delivery of labor justice through the Project SpeED (Speedy and Efficient Delivery of Labor Justice), which aims to reduce case backlog and to ensure that case dockets remain current (Agenda No. 6 of 22-Point Philippine Labor and Employment Agenda).

The Project SpeED 6 was designed to ensure that all cases are disposed of within the process cycle time.

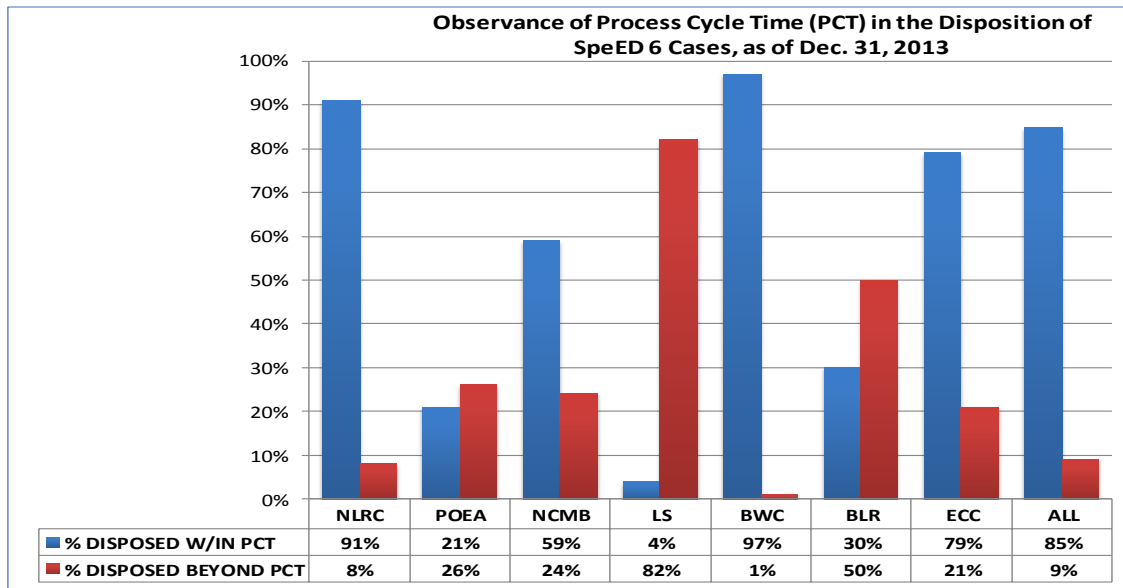


The NLRC obtained **99%** disposition rate in the Project SpeED 6, as shown below:





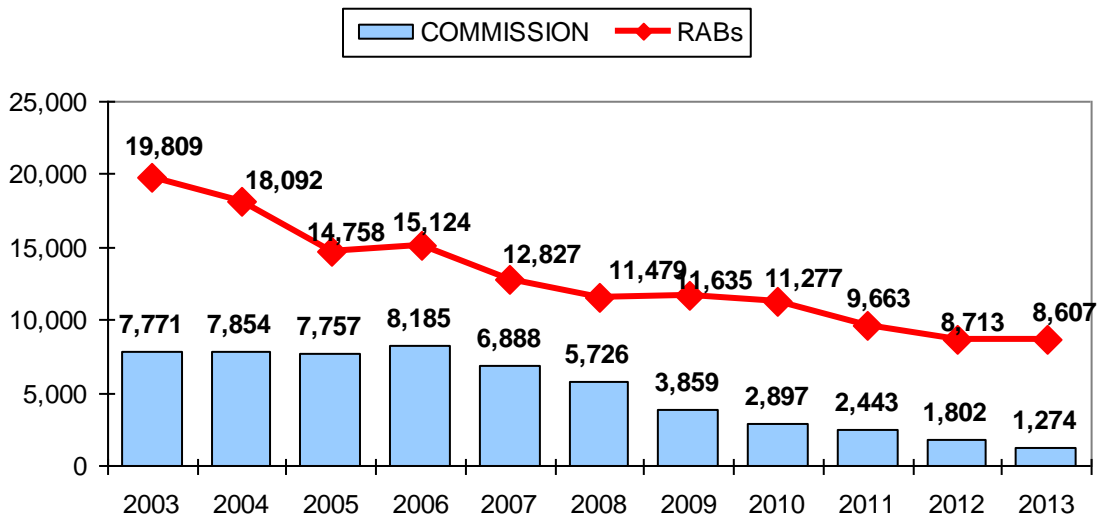
The table below presents the percentage (%) of cases disposed of within the Process Cycle Time (PCT).



### *Ending Caseload*

At the end of 2012, the RABs and the Commission Proper had total pending of **8,713** original cases, and **1,802** appealed cases, respectively. By December 31, 2013, said numbers stood at **8,607** original cases, and **1,274** appealed cases, a decrease of **106** pending original cases, and **528** pending appealed cases. The graph below shows the continuing reduction of ending caseload every year.

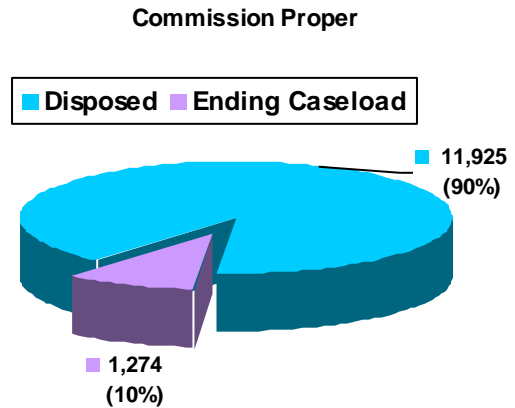
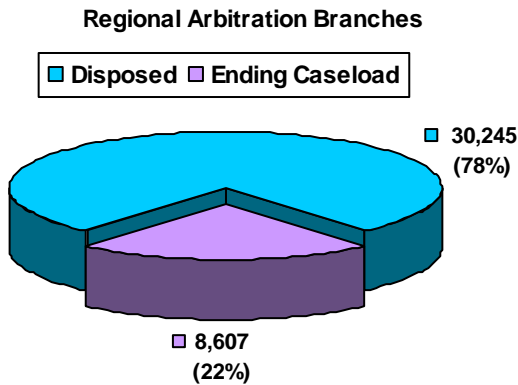
### TREND OF ENDING CASELOAD



The RABs beginning caseload of **8,713** has now come to an ending caseload of **8,607**, while in the Commission Proper, from **1,802** to **1,274** ending caseload. Of **8,607** remaining original cases at the RABs, **8,409** or **98%** are newly-filed cases (“current” cases) or cases filed from April to December 2013. At the Commission Proper, of **1,274** remaining appealed cases, **1,164** or **91%** are newly-filed cases (“current” cases) or cases filed from July to December 2013.

Regional Arbitration Branches (RABs) AGEING OF ENDING CASELOAD		
RABs disposition period – within 9 months	Actual	%
1-3 months old (Oct. to Dec. 2013)	4,338	50%
4-6 months old (Jul. to Sep. 2013)	2,891	34%
7-9 months old (Apr. to Jun. 2013)	1,180	14%
10 months old & above (Mar. 2013 & earlier)	198	2%
Total	8,607	100%

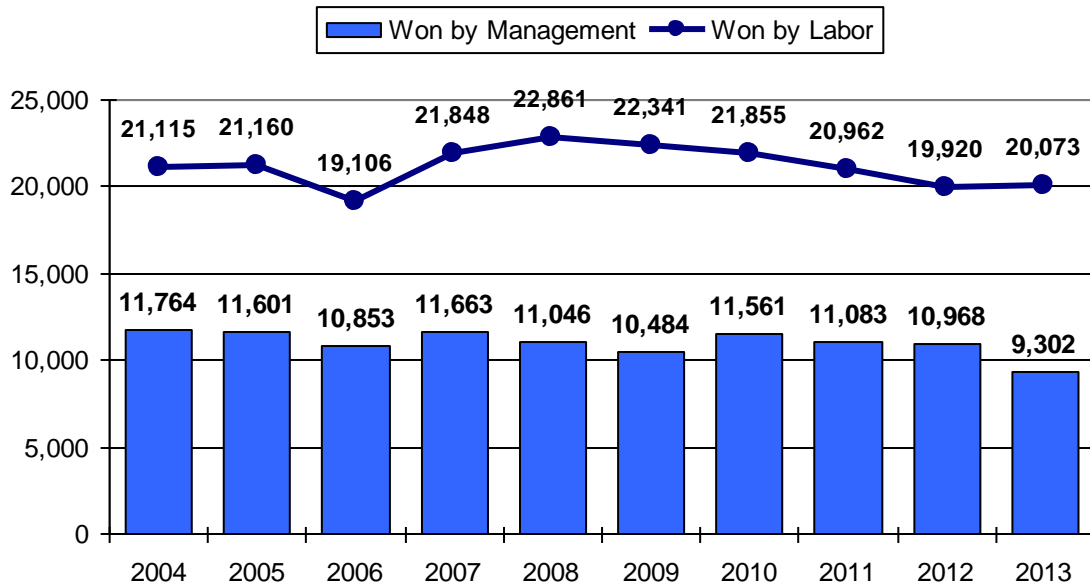
Commission Proper (CP) AGEING OF ENDING CASELOAD		
CP disposition period – within 6 months	Actual	%
1-3 months old (Oct. to Dec. 2013)	929	73%
4-6 months old (Jul. to Sep. 2013)	235	18%
7-9 months old (Apr. to Jun. 2013)	69	5%
10 months old & above (Mar. 2013 & earlier)	41	4%
Total	1,274	100%



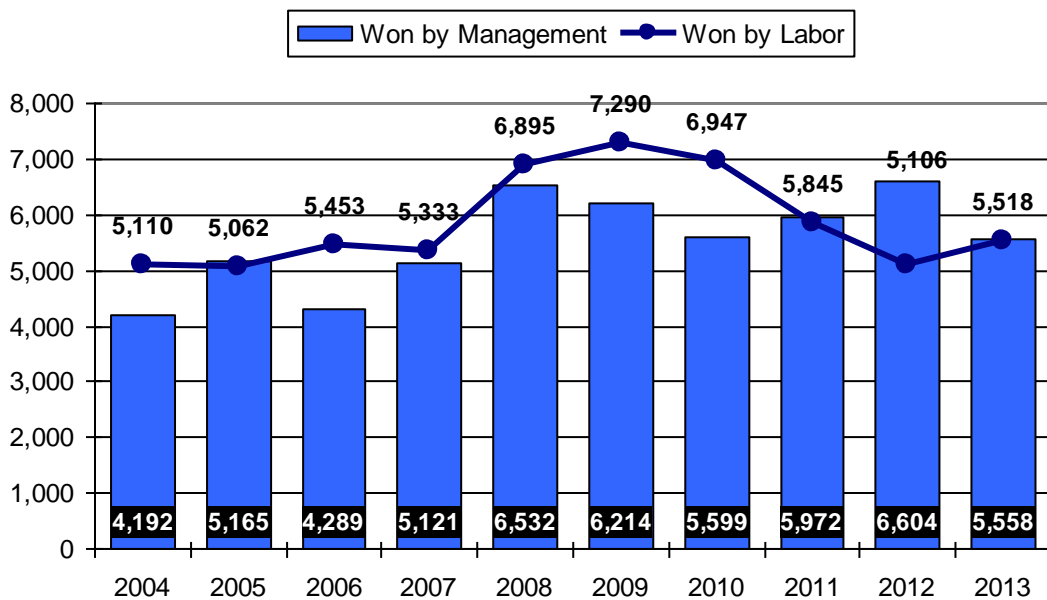
*Judgment: Labor and Management*

At the RABs, **68%** of the total cases are disposed of in favor of labor (workers), while **32%** in favor of management (employer). On appealed cases, the Commission Proper disposed of **50%** in favor of labor, and **50%** in favor of management.

**Regional Arbitration Branches (RABs)**

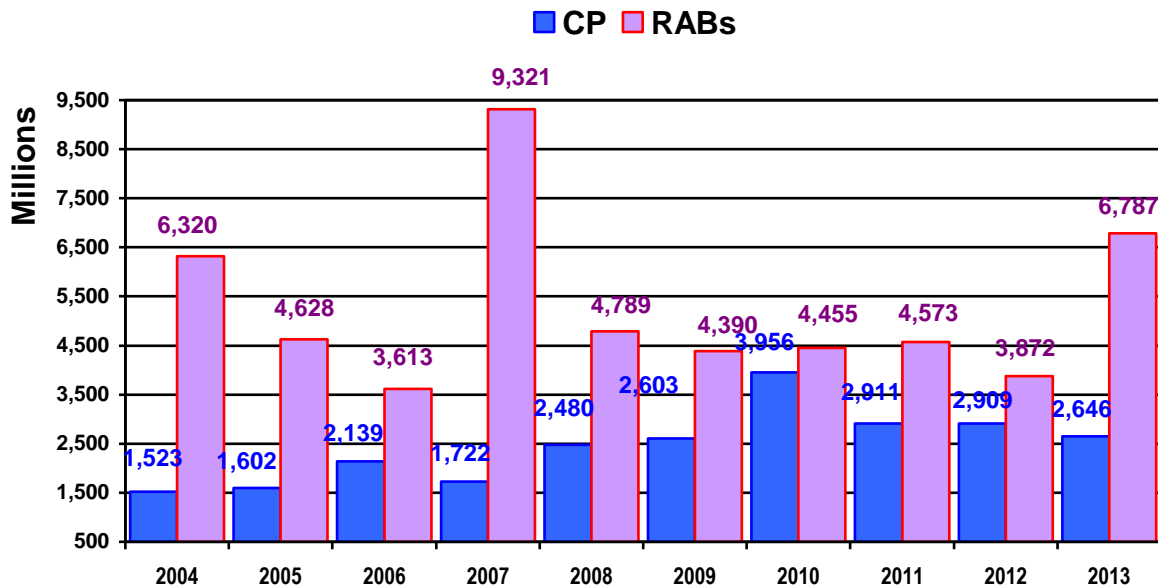


**Commission Proper (CP)**

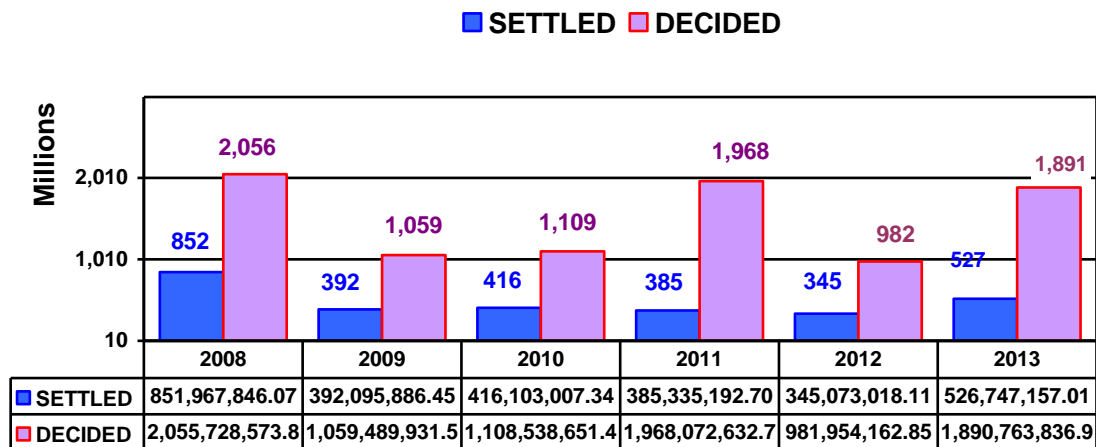


### *Judgment: Monetary Awards*

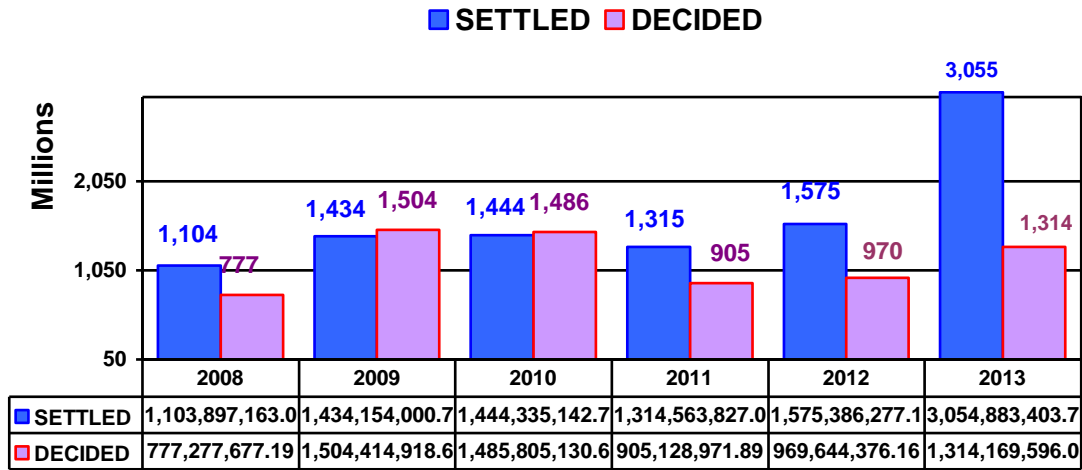
Amount of judgment awards at the RABs reached **P6.787B**, benefiting **37,972** workers. Of the total amount awarded and workers benefitted, **P3.582B** were awarded through settlement, benefiting **23,845** workers, and **P3.205 Billion**, through cases of merit (decided), benefiting **14,127** workers. At the Commission Proper, **P2.646B** was awarded, benefiting a total of **11,216** workers.



Of the total judgment award in 2013, the RABs on regular (local) cases awarded **P526.75M** by way of settlement and **P1.891B** by way of decisions on the merits.



For OFW cases, **P3.055B** was awarded through settlement and **P1.314B** through decision on the merits.



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*Part III*  
*NLRC ROADMAP*

*Maintain Industrial Peace through Speedy, Fair, Accessible  
Inexpensive and Effective Dispute Resolution*

In line with its commitment to continuously streamline the procedures in labor arbitration and adjudication, and pursuant to its power to promulgate rules and regulations, the NLRC *En Banc* amended the 2011 NLRC Rules of Procedure on March 2013.

The NLRC endeavors to further strengthen its mandatory conciliation and mediation proceedings with the end-view of increasing the number of disposition of cases by way of settlement and reducing time spent in case resolution. For this reason, the Single-Entry Approach (SEnA) was continuously monitored and implemented in all the Regional Arbitration Branches. In the event, the requests for assistance were not settled through the SEnA, all efforts were still exerted during the mandatory conciliation and mediation conferences to settle the cases assigned to the Labor Arbiters in recognition of the importance of conciliation and mediation.

Consistent with the agenda and the roadmap to reform labor arbitration and adjudication system, Project Speedy and Efficient Delivery of Labor Justice (SpeED) 6 was implemented with a target of disposing all cases within the process cycle time.

In the pursuit of achieving the target in the Project SpeED, strategies were implemented such as, but not limited to: (a) conduct of special task forces of cases; (b) strict monitoring of the “First-In-First-Out” policy, a systematic reduction of caseload thru imposition of quota and observance of ageing of cases, per *En Banc* Resolution No. 13-07. The resolution directs the Labor Arbiter to dispose a minimum of twenty-seven (27) cases per month, and in case of non-compliance, a penalty of withholding of RATA is enforced and for repeated violation, an administrative complaint in the Efficiency and Integrity Board (EIB) is filed. For Commissioner, the minimum level of performance is 50 cases per month; (c) continuous issuance of warning and memoranda for failure to comply with the minimum level of performance; (d) implementation of administrative policies that address delay in the disposition of cases due to special circumstances like transfer of cases, retirement, inhibition, etc. For this purpose the following are strictly implemented: (1) “no clearance policy” for retirees with backlog of cases; (2) exclusion of retiring Labor Arbiter in the raffle of cases three months prior to his/her retirement; (3) prior approval of order of inhibition, re-raffle of inhibited case within 24-hours, and resolution within 45 days; and, (e) shortening of adjudication process cycle in the Regional Arbitration Branches and Commission Proper.

The NLRC is pursuing a reform process through legislative intervention to restore direct appeal of the NLRC decisions to the Supreme Court, that is, to eliminate one (1) layer of appeal that contributes to delay in the final resolution of labor cases.

*Maintain Industrial Peace through Consistent Predictable, Transparent Dispute Resolution*

As part of transparent and predictable dispute resolution, the NLRC posted the status of cases and the text of decisions of Labor Arbiter and Commissioner in the NLRC official website.

For efficient and effective delivery of services to the public, the caseflow of Regional Arbitration Branches and Commission Proper, the NLRC Rules of Procedures and its amendments, the En Banc Resolutions, and other administrative issuances are posted in the NLRC official website, and frontline services.

Other measures implemented, among others, are: (a) installation of electronic raffling (e-raffle of cases in the Regional Arbitration Branches and the Commission Proper; (b) installation of electronic feedback mechanism or the online Public Assistance Center (e-PAC) in the NLRC official website; (c) creation of centralized information and public assistance unit in line with the “No contact/follow-up” policy; and (d) dialogue with stakeholders.

In line with the commitment on good governance, the NLRC also enhanced and improve the case management system, quality-based management system, and the results-based performance system.

*Maintain Industrial Peace through Elimination of Perception of Corruption*

The NLRC continuously implements and monitors its Integrity Development Action Plan (IDAP), a roadmap in the fight against the perception of graft and corruption.

For this reason, the NLRC adopts the dual detection of corruption mechanism, the pro-active and re-active detections. Fact-finding committees are created such as the Board of Inquiry (BOI) who will investigate administrative complaints against presidential appointees and the Administrative Complaints Committee (ACC) for rank-and-file employees.

The NLRC Tripartite Efficiency and Integrity Board (NLRC TEIB) was also

created by virtue of Administrative Order No. 06-19, Series of 2013, which will monitor and submit report on deliverables of all efficiency and integrity related Committees, such as the BOI, ACC, and other committees.

Another innovative measure of the NLRC is the development of “Integrity Testing” method, such as pre-employment integrity test, integrity testing proper, and life-style check.

Net Worth of NLRC officials such as the Chairman, Commissioners, Labor Arbiters, Deputy Executive Clerks, and Division Chiefs are posted in the NLRC official website every year.

Code of Conduct for officials and employees are continuously monitored and evaluated. Any deviations from the norms of conduct are subject to administrative investigation by the fact-finding committees.

Dissemination of compendium of anti-corruption laws and posting of anti-corruption slogans and posters in all NLRC offices are part of the reform measures on integrity.

In order to ensure accountability and transparency as part of good governance, the NLRC continuously posted the physical and financial reports under the Transparency Seal in the NLRC official website.

To monitor the physical operations, electronic surveillance or hidden CCTV cameras are installed the frontline services and offices.

On capacity building, the conduct of moral/ethical enhancement seminars for officials and employees are regularly conducted.

### *Maintain Industrial Peace through Improvement of Quality of Decisions*

In order to achieve the target on quality and predictability of decisions, the NLRC formulated a template format of decisions to be used by the Labor Arbiters and Commissioners. Template for mandatory conciliation-mediation was also revised for purposes of uniformity.

The NLRC also adopted the Court Practice Analysis for decision analysis that will identify issues in the application of labor laws and jurisprudence.

Case digest of Supreme Court decisions on labor law are regularly disseminated to assist the Labor Arbiters and Commissioners in decision-writing.



Recognizing the essence of capacity building, the NLRC conducted several trainings and seminars relating to labor adjudication and arbitration.

Regular meetings of Labor Arbiters and Commissioners are conducted to discuss new laws, issuances, relevant jurisprudences, and issues pertaining to disposition of cases.

Further, the affirmance and reversal of decisions are monitored and evaluated.

*Maintain Industrial Peace through Speedy and Efficient Enforcement of Judgment*

The NLRC amended the 2012 NLRC Sheriffs' Manual on Execution of Judgment per *En Banc Resolution No. 10-12, Series of 2012*. This is to address the public distrust on the process of execution; to expedite the enforcement of decisions; to ensure transparency in the enforcement of decisions through uniform observance of prescribed procedures; and to guarantee receipt of monetary awards by prevailing litigants through institutionalization of safeguards in the handling of fiduciary funds.

One major amendment in the rules is the incorporation of supplementary measures and procedures (i.e. examination of judgment debtor) in case of unsatisfied judgment.

To ensure compliance on the execution, bonding companies and its issued surety bonds are strictly monitored to address the issue on fake bonds. Guidelines for accreditation of surety companies are issued by the NLRC through *En Banc Resolution No. 03-13, Series of 2013*.

Code of Conduct for Sheriffs is also adopted per *En Banc Resolution No. 06-13, Series of 2013*.

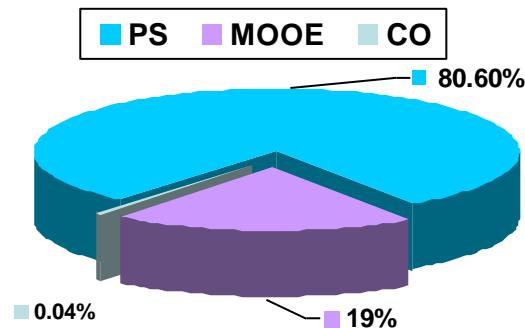
Trainings and seminars for sheriffs are also conducted as part of capacity-building enhancement program on enforcement of judgment.

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*Part IV*  
**FINANCIAL STATEMENTS**

*Budget Breakdown*

Based on the General Appropriations Act of FY 2013, the budget approved posted at **P609,166,000.00** exclusive of RLIP. Personal Services (PS) accounted for **80.6%** budget, with a total allotment of **P484,218,000.00**, while Maintenance and Other Operating Expenses (MOOE) represented **19%** at **P122,595,000.00**. The remaining **0.04%** went to Capital Outlay, with allotted **P2,353,000.00**.



*Financial Statement Summary Table*

**STATEMENT OF ALLOTMENTS, OBLIGATIONS AND BALANCES**  
As of December 31, 2013

P/A/P Allotment Class/ Object of Expenditure (1)	Appropriation FY 2013 GAA	Allotment Received (2)	Obligations Incurred		Unobligated Balance of Allotment (5)=(2)-(4)
			This Report (3)	To Date (4)	
<b>A. Current Year Budget</b>					
<b>Personal Services</b>					
Salaries & Wages- Regular	379,476,000.00	418,873,630.00	34,927,120.74	401,132,657.02	17,740,972.98
Salaries & Wages- Casual	422,000.00	422,000.00	13,193.10	110,822.04	311,177.96
Personnel Economic Relief Allowance	21,744,000.00	21,744,000.00		21,229,428.63	514,571.37
Representation Allowance	17,585,500.00	17,585,500.00		25,285,617.72	(7,700,117.72)
Transportation Allowance	17,585,500.00	17,585,500.00		23,810,366.22	(6,224,866.22)
Clothing/Uniform Allowance	4,530,000.00	4,530,000.00		4,635,000.00	(105,000.00)
Productivity Incentive Bonus	1,812,000.00	1,812,000.00		1,742,000.00	70,000.00
Honoraria		0.00		112,075.00	(112,075.00)
Other Bonuses and Allowances - PBB		10,290,000.00		9,994,205.00	295,795.00

Other Bonuses and Allowances		4,645,000.00	4,765,590.00	4,772,590.00	(127,590.00)
Overtime Pay		0.00	28,204.80	275,647.57	(275,647.57)
Cash Gift & Year end bonus	36,091,000.00	36,091,000.00	(2,585,012.95)	37,558,746.66	(1,467,746.66)
PAG-IBIG Contributions	1,101,000.00	1,101,000.00	89,200.00	1,107,502.48	(6,502.48)
PHILHEALTH Contributions	2,771,000.00	2,771,000.00	276,122.50	3,525,610.48	(754,610.48)
ECC Contributions	1,100,000.00	1,100,000.00	101,289.18	1,121,311.10	(21,311.10)
Other Personnel Benefits - Loyalty				1,585,000.00	(1,585,000.00)
Other Personnel Benefits				552,050.08	(552,050.08)
<b>Sub-Total</b>	<b>484,218,000.00</b>	<b>538,550,630.00</b>	<b>37,615,707.37</b>	<b>538,550,630.00</b>	<b>0.00</b>
<b>Maintenance and Other Operating Expenses</b>					
Travel Expenses - Local	6,617,000.00	6,617,000.00	209,168.84	6,346,933.16	270,066.84
Travel Expenses - Foreign				137,125.44	(137,125.44)
Training Expenses	4,881,000.00	4,881,000.00	299,264.00	4,252,566.07	628,433.93
<b>Supplies Expense</b>	<b>11,271,000.00</b>	<b>11,271,000.00</b>	<b>772,695.19</b>	<b>10,483,217.53</b>	<b>787,782.47</b>
Office Supplies Expense	7,085,000.00	7,085,000.00	483,017.87	7,203,917.77	(118,917.77)
Accountable Forms	511,000.00	511,000.00	6,335.00	65,121.60	445,878.40
Drugs and Medicines				7,207.00	(7,207.00)
Medical/Dental	116,000.00	116,000.00		-	116,000.00
Gasoline, Oil and Lubricants Expense	1,070,000.00	1,070,000.00	262,785.67	1,929,773.90	(859,773.90)
Textbooks and Instructional Materials	773,000.00	773,000.00		300.00	772,700.00
Other Supplies Expenses	1,716,000.00	1,716,000.00	20,556.65	1,276,897.26	439,102.74
<b>Utility Expenses</b>	<b>17,474,000.00</b>	<b>17,474,000.00</b>	<b>1,201,780.58</b>	<b>18,540,061.96</b>	<b>(1,066,061.96)</b>
Water Expenses	4,429,000.00	4,429,000.00	162,362.76	2,656,103.42	1,772,896.58
Electricity Expenses	13,045,000.00	13,045,000.00	1,039,417.82	15,883,958.54	(2,838,958.54)
<b>Communication Services</b>	<b>16,320,000.00</b>	<b>16,320,000.00</b>	<b>799,151.82</b>	<b>17,968,722.73</b>	<b>(1,648,722.73)</b>
Postage & Deliveries	10,873,000.00	10,873,000.00	493,387.42	12,765,122.72	(1,892,122.72)
Telephone Expense - Landline	3,462,000.00	3,462,000.00	150,778.56	3,068,999.13	393,000.87
Telephone Expense - Mobile	1,350,000.00	1,350,000.00	82,682.73	1,430,532.02	(80,532.02)
Internet Expenses	635,000.00	635,000.00	72,303.11	704,068.86	(69,068.86)
Cable, Satellite, Telegraph, Radio Expenses			-	-	-
Advertising Expenses	800,000.00	800,000.00	88,128.00	184,291.20	615,708.80
Membership and Contributions				1,200.00	(1,200.00)
Printing and Binding Expenses	1,140,000.00	1,140,000.00	2,977.25	466,954.20	673,045.80
Rent Expenses	35,496,000.00	35,496,000.00	2,642,597.37	34,356,361.59	1,139,638.41
Representation Expenses	100,000.00	100,000.00	30,801.25	320,258.47	(220,258.47)
Transportation and Delivery Expenses	706,000.00	706,000.00		115,429.50	590,570.50
Subscription Expenses	50,000.00	50,000.00	37,698.00	250,521.00	(200,521.00)
<b>Professional Services</b>	<b>17,279,000.00</b>	<b>17,279,000.00</b>	<b>2,227,550.33</b>	<b>17,095,045.66</b>	<b>183,954.34</b>

Legal Services	530,000.00	530,000.00	4,150.00	50,900.00	479,100.00
Auditing Services				7,620.00	(7,620.00)
General Services	4,396,000.00	4,396,000.00	428,209.68	4,265,610.40	130,389.60
Janitorial Services	4,603,000.00	4,603,000.00	620,478.84	4,215,343.51	387,656.49
Security Services	7,750,000.00	7,750,000.00	1,174,711.81	8,467,057.24	(717,057.24)
Other Professional Services				88,514.51	(88,514.51)
<b>Repairs and Maintenance Expense</b>	<b>2,545,000.00</b>	<b>2,545,000.00</b>	<b>375,631.29</b>	<b>2,836,580.72</b>	<b>(291,580.72)</b>
Leasehold Improvements				357,644.75	(357,644.75)
Office Building			25,195.00	175,840.59	(175,840.59)
Office Equipment			36,445.50	324,303.25	(324,303.25)
Furnitures/Fixtures			69,600.00	322,497.93	(322,497.93)
IT Equipment & Software			18,960.00	541,750.27	(541,750.27)
Motor Vehicle	2,545,000.00	2,545,000.00	223,630.79	1,098,629.43	1,446,370.57
Other PPE			1,800.00	13,648.00	(13,648.00)
Other Structures				2,266.50	(2,266.50)
Extraordinary Expenses	5,970,000.00	5,970,000.00	2,108,992.63	7,410,493.67	(1,440,493.67)
Miscellaneous Expenses				-	-
<b>Taxes, Insurance Premiums and Other Fees</b>	<b>1,946,000.00</b>	<b>1,946,000.00</b>	<b>17,921.46</b>	<b>1,227,119.29</b>	<b>718,880.71</b>
Taxes, Duties and Licenses				107,855.87	(107,855.87)
Fidelity Bond Premiums			8,250.00	528,618.38	(528,618.38)
Insurance Expense			9,671.46	590,645.04	(590,645.04)
Other Maintenance and Operating Expenses				462,830.75	(462,830.75)
Bank Charges			200.00	12,656.50	(12,656.50)
<b>Sub-Total</b>	<b>122,595,000.00</b>	<b>122,595,000.00</b>	<b>10,814,558.01</b>	<b>122,468,369.44</b>	<b>126,630.56</b>
<b>Capital Outlay</b>					
Office Equipment	1,184,000.00	1,184,000.00	75,152.00	605,443.34	578,556.66
Furnitures/Fixtures			101,410.00	107,464.60	(107,464.60)
Library Books				1,000.00	(1,000.00)
Other Machineries and Equipment			5,300.00	5,300.00	(5,300.00)
IT Equipment & Software	1,169,000.00	1,169,000.00	634,113.00	1,629,736.00	(460,736.00)
<b>Sub-Total</b>	<b>2,353,000.00</b>	<b>2,353,000.00</b>	<b>815,975.00</b>	<b>2,348,943.94</b>	<b>4,056.06</b>
<b>TOTAL - CURRENT YEAR</b>	<b>609,166,000.00</b>	<b>663,498,630.00</b>	<b>49,246,240.38</b>	<b>663,367,943.38</b>	<b>130,686.62</b>
<b>B. AUTOMATIC APPROPRIATION</b>					
Retirement and Life Insurance Premium	33,779,000.00	33,779,000.00	2,622,152.28	32,662,623.17	1,116,376.83
<b>TOTAL - AUTOMATIC APPROPRIATION</b>	<b>33,779,000.00</b>	<b>33,779,000.00</b>	<b>2,622,152.28</b>	<b>32,662,623.17</b>	<b>1,116,376.83</b>
<b>C. SPECIAL PURPOSE FUNDS</b>					
<b>Pension Gratuity Fund</b>					
Monetization		23,618.00		23,618.00	0.00
Pension Benefits - Civilian		30,699,074.00	8,061,760.00	30,486,479.49	212,594.51

Terminal Leave Benefits		27,365,079.00	3,304,280.00	27,365,069.11	9.89
Retirement Benefits - Civilian		62,984,944.00		62,984,940.95	3.05
<b>TOTAL - SPECIAL PURPOSE FUND</b>	<b>0.00</b>	<b>121,072,715.00</b>	<b>11,366,040.00</b>	<b>120,860,107.55</b>	<b>212,607.45</b>
<b>GRAND TOTAL</b>	<b>642,945,000.00</b>	<b>818,350,345.00</b>	<b>63,234,432.66</b>	<b>816,890,674.10</b>	<b>1,459,670.90</b>

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