

BAR No. 1

Current Year Appropriations
Supplemental Appropriations
Continuing Appropriations
Off-Budget Account

[illegible]

QUARTERLY PHYSICAL REPORT OF OPERATION

January to March 2016

BAR No. 1

| PARTICULARS | UACS CODE | PHYSICAL TARGETS | | | | | PHYSICAL ACCOMPLISHMENTS | | | | | Variance as of ____ | REMARKS |
|---|-----------|------------------|-------------|-------------|-------------|-------|--------------------------|-------------|-------------|-------------|-------|---------------------|---|
| | | 1st Quarter | 2nd Quarter | 3rd Quarter | 4th Quarter | TOTAL | 1st Quarter | 2nd Quarter | 3rd Quarter | 4th Quarter | TOTAL | | |
| ORGANIZATIONAL OUTCOME 4 - LABOR DISPUTES EFFECTIVELY SETTLED/RESOLVED | | | | | | | | | | | | | |
| Increased settlement rate of: | | | | | | | | | | | | | |
| a. Requests for Assistance | | | | 88% | | | 60% | | | | | | Out of the total 1613 RFAs handled from January to March 2016, 964 RFAs were settled. |
| b. Preventive Mediation Cases | | | | 90% | | | 56.0% | | | | | | Out of the total 126 PM handled cases, 70 cases were settled. |
| c. Notices of Strike/Lockout | | | | 75% | | | 38% | | | | | | Out of the total 79 NS/L cases handled, 30 cases were settled. |
| | | | | | | | | | | | | | |
| Percentage of voluntary arbitration case decisions upheld by a higher court | | | | 80% | | | | | | | | | During the period, there was no decisions affirmed by higher courts. |
| | | | | | | | | | | | | | |
| MFO 1: TECHNICAL ADVISORY SERVICES | | | | | | | | | | | | | |
| Number of advisory requests acted upon | | 877 | 877 | 877 | 863 | 3,494 | 2,037 | | | | 2,037 | | The Board extended advisory assistance to 2,037 companies through promotional activities on LMC and GM. |

QUARTERLY PHYSICAL REPORT OF OPERATION

BAR No. 1

January to March 2016

| PARTICULARS | UACS CODE | PHYSICAL TARGETS | | | | | PHYSICAL ACCOMPLISHMENTS | | | | | Variance as of ____ | REMARKS |
|--|-----------|------------------|-------------|-------------|-------------|-------|--------------------------|-------------|-------------|-------------|-------|---------------------|---|
| | | 1st Quarter | 2nd Quarter | 3rd Quarter | 4th Quarter | TOTAL | 1st Quarter | 2nd Quarter | 3rd Quarter | 4th Quarter | TOTAL | | |
| Percentage of technical advisory services provided that resulted in the adoption of at least one (1) major recommendation (targeted facilitated and enhanced LMCs and GMs) | | 87% | | | | | 44.9% | | | | 44.9% | | 44.9% or 916 of 2,037 companies reached resulted in the following: LMCs Facilitated - 41 LMCs Enhanced 402; GMs Institutionalized/ Operationalized - 39, GMs enhanced - 434 |
| Percentage of clients with LMCs/GMs that are not involved in NS/L or PM cases | | 91% | | | | | 98.2% | | | | 98.2% | | Out of the 5,880 companies with existing LMCs and active GMs, 98.2% or 5,776 GMs are not involved in NS/L, PM and VA cases. |
| Percentage of clients who rate the timeliness of delivery of advisory services as good or better | | 97% | | | | | 97.8% | | | | 97.8% | | During the period, out of 688 respondents who accomplished the citizen's feedback form, 673 respondents said they were very satisfied with the Board's services. |
| MFO 2: LABOR CONCILIATION, MEDIATION AND ARBITRATION SERVICES | | | | | | | | | | | | | |
| Number of cases resolved/settled out of the Board's total caseload | | 1401 | 1402 | 1400 | 1392 | 5,595 | 1,104 | | | | 1,104 | | |

QUARTERLY PHYSICAL REPORT OF OPERATION

January to March 2016

BAR No. 1

| PARTICULARS | UACS CODE | PHYSICAL TARGETS | | | | | PHYSICAL ACCOMPLISHMENTS | | | | | Variance as of _____ | REMARKS |
|---|-----------|-------------------|-------------|-------------|-------------|-------|--------------------------|-------------|-------------|-------------|-------|----------------------|---|
| | | 1st Quarter | 2nd Quarter | 3rd Quarter | 4th Quarter | TOTAL | 1st Quarter | 2nd Quarter | 3rd Quarter | 4th Quarter | TOTAL | | |
| Percentage of VA case decisions appealed to the Supreme Court/Court of Appeals | | Not more than 20% | | | | | 5.2% | | | | 5.2% | | In 2016, of the 38 decided VA cases, 2 decisions were appealed to the SC/CA |
| | | | | | | | | | | | | | |
| Percentage of VA case decisions that are overturned by higher authority | | Not more than 20% | | | | | 0% | | | | 0% | | |
| | | | | | | | | | | | | | |
| Percentage of conciliation mediations successfully disposed/settled within 30 days/process cycle time | | 85% | | | | | 73.6% | | | | 73.6% | | 902 cases were settled/resolved within the PCT out of the total 1,224 cases disposed during the period. |

Prepared by:

MARIFE E. FAUSTO

OLE Chief/Planning Officer III

April 11, 2016

Approved by:

SHIRLEY M. PASCUAL
Executive Director IV

BAR No. 1

Current Year Appropriations
Supplemental Appropriations
Continuing Appropriations
Off-Budget Account

[illegible]

QUARTERLY PHYSICAL REPORT OF OPERATION
January to June 2016

| PARTICULARS | UACS CODE | PHYSICAL TARGETS | | | | | PHYSICAL ACCOMPLISHMENTS | | | | | Variance as of ____ | REMARKS |
|---|-----------|---|-------------|-------------|-------------|-------|--------------------------|-------------|-------------|-------------|-----------------------------|---------------------|---|
| | | 1st Quarter | 2nd Quarter | 3rd Quarter | 4th Quarter | TOTAL | 1st Quarter | 2nd Quarter | 3rd Quarter | 4th Quarter | TOTAL (As of June 30, 2016) | | |
| Increased plant-level settlement of labor disputes by companies with GMs | | At least 80% of companies with GMs are not involved in labor disputes | | | | | 98.5% | 98.6% | | | 97.1% | | Out of the 3,225 companies with active GMs, 98.5% or 3,178 GMs are not involved in NS/L, PM and VA cases. |
| | | | | | | | | | | | | | Out of the 3,313 companies with active GMs, 98.6% or 3,267 GMs are not involved in NS/L, PM and VA cases. |
| ORGANIZATIONAL OUTCOME 3 - LABOR DISPUTES REDUCED | | | | | | | | | | | | | |
| Reduced incidence of work stoppages | | Incidence of work stoppages maintained at a single-digit | | | | | 0 | 3 | | | 3 | | No work stoppage declared during the first three months of 2016. |
| | | | | | | | | | | | | | Three work stoppages were declared for the 2nd quarter of 2016 |
| ORGANIZATIONAL OUTCOME 4 - LABOR DISPUTES EFFECTIVELY SETTLED/RESOLVED | | | | | | | | | | | | | |
| Increased settlement rate of: | | | | | | | | | | | | | |
| a. Requests for Assistance | | 88% | | | | | 66% | 61% | | | 72.0% | | 1st quarter: Handled - 1,666; Settled - 1,107 |
| | | | | | | | | | | | | | 2nd quarter: Handled - 1,724; Settled - 1,049 |

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QUARTERLY PHYSICAL REPORT OF OPERATION
January to June 2016

BAR No. 1

| PARTICULARS | UACS CODE | PHYSICAL TARGETS | | | | | PHYSICAL ACCOMPLISHMENTS | | | | | Variance as of ____ | REMARKS |
|--|--------------|------------------|----------------|----------------|----------------|-------|--------------------------|----------------|----------------|----------------|--------------------------------------|------------------------|---|
| | | 1st Quarter | 2nd Quarter | 3rd Quarter | 4th Quarter | TOTAL | 1st Quarter | 2nd Quarter | 3rd Quarter | 4th Quarter | TOTAL (As of June 30, 2016) | | |
| Percentage of technical advisory services provided that resulted in the adoption of at least one (1) major recommendation (targeted facilitated and enhanced LMCs and GMs) | | 87% | | | | | 44.0% | 74.8% | | | 58.0% | | For the first quarter of 2016, 44% or 917 recommendations were adopted out of the 2,084 advisory requests acted upon by the Board |
| | | | | | | | | | | | | | |
| | | | | | | | | | | | | | For the 2nd quarter of 2016, 74.8% or 1,272 recommendations were adopted out of the 1,700 advisory requests acted upon by the Board |
| | | | | | | | | | | | | | |
| Percentage of clients with LMCs/GMs that are not involved in NS/L or PM cases | | 91% | | | | | 98.2% | 98.4% | | | 96.6% | | 1st Qtr - Out of the 5,882 companies with existing LMCs and active GMs, 98.2% or 5,778 GMs are not involved in NS/L, PM and VA cases. |

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QUARTERLY PHYSICAL REPORT OF OPERATION
January to June 2016

BAR No. 1

| PARTICULARS | UACS CODE | PHYSICAL TARGETS | | | | | PHYSICAL ACCOMPLISHMENTS | | | | | Variance as of ____ | REMARKS |
|---|--------------|-------------------|----------------|----------------|----------------|-------|--------------------------|----------------|----------------|----------------|--------------------------------------|------------------------|--|
| | | 1st Quarter | 2nd Quarter | 3rd Quarter | 4th Quarter | TOTAL | 1st Quarter | 2nd Quarter | 3rd Quarter | 4th Quarter | TOTAL (As of June 30, 2016) | | |
| MFO 2: LABOR CONCILIATION, MEDIATION AND ARBITRATION SERVICES | | | | | | | | | | | | | |
| Number of cases resolved/settled out of the Board's total caseload | | 1401 | 1402 | 1400 | 1392 | 5,595 | 1,288 | 1,276 | | | 2,564 | | |
| Percentage of VA case decisions appealed to the Supreme Court/Court of Appeals* | | Not more than 20% | | | | | 31.0% | 0% | | | 12.8% | | 1st Qtr - 19 decisions were appealed to the SC/CA out of the 61 decided VA cases |
| | | | | | | | | | | | | | 2nd Qtr - No case decision was appealed to the SC/VA |
| Percentage of VA case decisions that are overturned by higher authority* | | Not more than 20% | | | | | 0% | 100% | | | 0% | | 1st Qtr - No VA case decision was overturned by the SC/CA |
| | | | | | | | | | | | | | 2nd Qtr - Out of the 1 disposed VA decision, 1 VA case decision was overturned by the SC/CA |


QUARTERLY PHYSICAL REPORT OF OPERATION **January to June 2016**

BAR No. 1

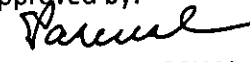
| PARTICULARS | UACS CODE | PHYSICAL TARGETS | | | | | PHYSICAL ACCOMPLISHMENTS | | | | | Variance as of ____ | REMARKS |
|---|--------------|------------------|----------------|----------------|----------------|-------|--------------------------|----------------|----------------|----------------|--------------------------------------|------------------------|---|
| | | 1st Quarter | 2nd Quarter | 3rd Quarter | 4th Quarter | TOTAL | 1st Quarter | 2nd Quarter | 3rd Quarter | 4th Quarter | TOTAL (As of June 30, 2016) | | |
| Percentage of conciliation mediations successfully disposed/settled within 30 days/process cycle time | | 85% | | | | | 71.0% | 67.6% | | | 73.6% | | 1,042 cases were settled/resolved within the PCT out of the total 1,463 cases disposed during the period. |
| | | | | 29 | 54 | | | | | | | | |
| | | | | | | | | | | | | | 1,031 cases were settled/resolved within the PCT out of the total 1,525 cases disposed during the period. |

*The quality and quantity of disposal of the appealed, reversed and affirmed voluntary arbitration cases are beyond the efforts of the National Conciliation and Mediation Board (NCMB). These appealed/affirmed cases are lodged at the Court of Appeals or Supreme Court, as the case may be, for review and decision. The NCMB has no power to mandate the higher courts on how long the cases should be handled for review. Hence, it is inappropriate to measure NCMB's performance based on it. We therefore suggest that the indicator The Board cannot possibly compute the percentage of appealed and reversed VA case decisions as it is not dependent to the total number of VA cases decided on a certain period, hence, it is inappropriate to measure the Board's performance based on it.

Prepared by:


MARIFE E. FAUSTO
 OIC/Chief/Planning Officer III
 August 09, 2016

Approved by:


SHIRLEY M. PASCUAL
 Executive Director IV

QUARTERLY PHYSICAL REPORT OF OPERATION
January to September 2016

BAR No. 1

Department: Department of Labor and
Agency: National Conciliation and Mediation
Operating Unit:
Organization Code (UACs)

Current Year Appropriations
Supplemental Appropriations
Continuing Appropriations
Off-Budget Account

| PARTICULARS | UACS CODE | PHYSICAL TARGETS | | | | | PHYSICAL ACCOMPLISHMENTS | | | | | Variance as of ____ | REMARKS |
|--|--------------|--|----------------|----------------|----------------|-------|--------------------------|----------------|----------------|----------------|--------------------------------------|------------------------|---|
| | | 1st Quarter | 2nd Quarter | 3rd Quarter | 4th Quarter | TOTAL | 1st Quarter | 2nd Quarter | 3rd Quarter | 4th Quarter | TOTAL (As of Sept. 30 2016) | | |
| ORGANIZATIONAL OUTCOME 1 - LABOR-MANAGEMENT COOPERATION IMPROVED | | | | | | | | | | | | | |
| Increased plant-level settlement of labor disputes by companies with LMC | | At least 80% of companies with LMCs are not involved in labor disputes | | | | | 97.8% | 98.1% | 97.9% | | 94.0% | | For the 1st quarter of 2016 out of the 2,638 companies with LMCs, 97.8% or 2,580 are not involved in NS/L, PM and VA cases. |
| | | | | | | | | | | | | | For the 2nd quarter of 2016 out of the 2,700 companies with LMCs, 98.1% or 2650 are not involved in NS/L, PM and VA cases. |

QUARTERLY PHYSICAL REPORT OF OPERATION
January to September 2016

BAR No. 1

| PARTICULARS | UACS CODE | PHYSICAL TARGETS | | | | | PHYSICAL ACCOMPLISHMENTS | | | | | Variance as of ____ | REMARKS |
|--|--------------|---|----------------|----------------|----------------|-------|--------------------------|----------------|----------------|----------------|--------------------------------------|------------------------|--|
| | | 1st Quarter | 2nd Quarter | 3rd Quarter | 4th Quarter | TOTAL | 1st Quarter | 2nd Quarter | 3rd Quarter | 4th Quarter | TOTAL (As of Sept. 30 2016) | | |
| | | | | | | | | | | | | | For the 3rd quarter of 2016 out of the 2,758 companies with LMCs, 97.9% or 2,701 are not involved in NS/L, PM and VA cases. |
| ORGANIZATIONAL OUTCOME 2 - WORKPLACE CONFLICTS REDUCED | | | | | | | | | | | | | |
| | | | | | | | | | | | | | |
| Increased plant-level settlement of labor disputes by companies with GMs | | At least 80% of companies with GMs are not involved in labor disputes | | | | | 98.5% | 98.6% | 98.1% | | 95.0% | | For the 1st quarter of 2016, out of the 3,212 companies with active GMs, 98.5% or 3,165 GMs are not involved in NS/L, PM and VA cases. |
| | | | | | | | | | | | | | For the 2nd quarter of 2016, out of the 3,286 companies with active GMs, 98.6% or 3,240 GMs are not involved in NS/L, PM and VA cases. |

QUARTERLY PHYSICAL REPORT OF OPERATION
January to September 2016

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| PARTICULARS | UACS CODE | PHYSICAL TARGETS | | | | | PHYSICAL ACCOMPLISHMENTS | | | | | Variance as of ____ | REMARKS |
|--|--------------|--|----------------|----------------|----------------|-------|--------------------------|----------------|----------------|----------------|--------------------------------------|------------------------|---|
| | | 1st Quarter | 2nd Quarter | 3rd Quarter | 4th Quarter | TOTAL | 1st Quarter | 2nd Quarter | 3rd Quarter | 4th Quarter | TOTAL (As of Sept. 30 2016) | | |
| | | | | | | | | | | | | | For the 3rd quarter of 2016, out of the 3,323 companies with active GMs, 98.1% or 3,261 GMs are not involved in NS/L, PM and VA cases. |
| | | | | | | | | | | | | | |
| ORGANIZATIONAL OUTCOME 3 - LABOR DISPUTES REDUCED | | | | | | | | | | | | | |
| Reduced incidence of work stoppages | | Incidence of work stoppages maintained at a single-digit | | | | | 0 | 3 | 5 | | 8 | | No work stoppage declared during the first three months of 2016. |
| | | | | | | | | | | | | | Three work stoppages were declared for the 2nd quarter of 2016. (Wildcat Strike - Work Stoppage declared without the requisite of a Notice of Strike - 1) |

QUARTERLY PHYSICAL REPORT OF OPERATION
January to September 2016

| PARTICULARS | UACS CODE | PHYSICAL TARGETS | | | | | PHYSICAL ACCOMPLISHMENTS | | | | | Variance as of ____ | REMARKS |
|---|--------------|------------------|----------------|----------------|----------------|-------|--------------------------|----------------|----------------|----------------|--------------------------------------|------------------------|---|
| | | 1st Quarter | 2nd Quarter | 3rd Quarter | 4th Quarter | TOTAL | 1st Quarter | 2nd Quarter | 3rd Quarter | 4th Quarter | TOTAL (As of Sept. 30 2016) | | |
| | | | | | | | | | | | | | Five work stoppages were declared for the 3rd quarter of 2016. (Wildcat Strike - Work Stoppage declared without the requisite of a Notices of Strike - 2) |
| ORGANIZATIONAL OUTCOME 4 - LABOR DISPUTES EFFECTIVELY SETTLED/RESOLVED | | | | | | | | | | | | | |
| Increased settlement rate of: | | | | | | | | | | | | | |
| a. Requests for Assistance | | 88% | | | | | 66% | 61% | 55% | | 72.0% | | 1st quarter: Handled - 1,666; Settled - 1,107 |
| | | | | | | | | | | | | | 2nd quarter: Handled - 1,724; Settled - 1,049 |
| | | | | | | | | | | | | | 3rd quarter: Handled - 1,945; Settled - 1,063 |
| b. Preventive Mediation Cases | | 90% | | | | | 60.0% | 65.0% | 69.0% | | 74.0% | | 1st quarter: Handled - 123; Settled - 74 |
| | | | | | | | | | | | | | 2nd quarter: Handled - 161; Settled - 104 |
| | | | | | | | | | | | | | 3rd quarter: Handled - 173; Settled - 120 |
| c. Notices of Strike/Lockout | | 75% | | | | | 39% | 51.0% | 49.0% | | 63.00% | | 1st quarter: Handled - 79; Settled - 31 |

BAR No. 1

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| PARTICULARS | UACS CODE | PHYSICAL TARGETS | | | | | PHYSICAL ACCOMPLISHMENTS | | | | | Variance as of ____ | REMARKS |
|--|--------------|------------------|----------------|----------------|----------------|-------|--------------------------|----------------|----------------|----------------|--------------------------------------|------------------------|---|
| | | 1st Quarter | 2nd Quarter | 3rd Quarter | 4th Quarter | TOTAL | 1st Quarter | 2nd Quarter | 3rd Quarter | 4th Quarter | TOTAL (As of Sept. 30 2016) | | |
| Percentage of technical advisory services provided that resulted in the adoption of at least one (1) major recommendation (targeted facilitated and enhanced LMCs and GMs) | | 87% | | | | | 45.8% | 83.4% | 53% | | 59.7% | | For the first quarter of 2016, 45.8% or 915 recommendations were adopted out of the 1,996 advisory requests acted upon by the Board |
| | | | | | | | | | | | | | |
| | | | | | | | | | | | | | For the 2nd quarter of 2016, 83.4% or 1,258 recommendations were adopted out of the 1,507 advisory requests acted upon by the Board |
| | | | | | | | | | | | | | |
| | | | | | | | | | | | | | For the 3rd quarter of 2016, 53% or 615 recommendations were adopted out of the 1,164 advisory requests acted upon by the Board |
| | | | | | | | | | | | | | |

QUARTERLY PHYSICAL REPORT OF OPERATION
January to September 2016

BAR No. 1

| PARTICULARS | UACS CODE | PHYSICAL TARGETS | | | | | PHYSICAL ACCOMPLISHMENTS | | | | | Variance as of _____ | REMARKS |
|--|--------------|------------------|----------------|----------------|----------------|-------|--------------------------|----------------|----------------|----------------|--------------------------------------|-------------------------|--|
| | | 1st Quarter | 2nd Quarter | 3rd Quarter | 4th Quarter | TOTAL | 1st Quarter | 2nd Quarter | 3rd Quarter | 4th Quarter | TOTAL (As of Sept. 30 2016) | | |
| Percentage of clients with LMCs/GMs that are not involved in NS/L or PM cases | | 91% | | | | | 98.2% | 98.4% | 98.0% | | 94.7% | | 1st Qtr - Out of the 5,851 companies with existing LMCs and active GMs, 98.2% or 5,746 GMs are not involved in NS/L, PM and VA cases. |
| | | | | | | | | | | | | | 2nd Qtr - Out of the 5,986 companies with existing LMCs and active GMs, 98.4% or 5,890 GMs are not involved in NS/L, PM and VA cases. |
| | | | | | | | | | | | | | 3rd Qtr - Out of the 6,081 companies with existing LMCs and active GMs, 98% or 5,962 GMs are not involved in NS/L, PM and VA cases. |
| | | | | | | | | | | | | | |

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BAR No. 1

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QUARTERLY PHYSICAL REPORT OF OPERATION
January to September 2016

BAR No. 1

| PARTICULARS | UACS CODE | PHYSICAL TARGETS | | | | | PHYSICAL ACCOMPLISHMENTS | | | | | Variance as of ____ | REMARKS |
|---|--------------|-------------------|----------------|----------------|----------------|-------|--------------------------|----------------|----------------|----------------|--------------------------------------|------------------------|---|
| | | 1st Quarter | 2nd Quarter | 3rd Quarter | 4th Quarter | TOTAL | 1st Quarter | 2nd Quarter | 3rd Quarter | 4th Quarter | TOTAL (As of Sept. 30 2016) | | |
| Percentage of VA case decisions that are overturned by higher authority* | | Not more than 20% | | | | | 14% | 0% | 0% | | 43% | | 1st Qtr - Out of the 5 disposed VA decision, 3 VA case decisions were overturned by the SC/CA |
| | | | | | | | | | | | | | 2nd Qtr - No VA case decision was overturned by the SC/CA |
| | | | | | | | | | | | | | 3rd Qtr - No VA case decision was overturned by the SC/CA |
| | | | | | | | | | | | | | |
| Percentage of conciliation mediations successfully disposed/settled within 30 days/process cycle time | | 85% | | | | | 86.5% | 82.8% | 81.0% | | 83.3% | | 1,223 cases were settled/resolved within the PCT out of the total 1,413 cases disposed during the period. |
| | | | | | | | | | | | | | 1,243 cases were settled/resolved within the PCT out of the total 1,501 cases disposed during the period. |


QUARTERLY PHYSICAL REPORT OF OPERATION

January to September 2016

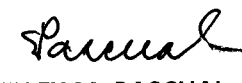


| PARTICULARS | UACS CODE | PHYSICAL TARGETS | | | | | PHYSICAL ACCOMPLISHMENTS | | | | | Variance as of ____ | REMARKS |
|-------------|--------------|------------------|----------------|----------------|----------------|-------|--------------------------|----------------|----------------|----------------|--------------------------------------|------------------------|---|
| | | 1st Quarter | 2nd Quarter | 3rd Quarter | 4th Quarter | TOTAL | 1st Quarter | 2nd Quarter | 3rd Quarter | 4th Quarter | TOTAL (As of Sept. 30 2016) | | |
| | | | | | | | | | | | | | 1,230 cases were settled/resolved within the PCT out of the total 1,344 cases disposed during the period. |

*The quality and quantity of disposal of the appealed, reversed and affirmed voluntary arbitration cases are beyond the efforts of the National Conciliation and Mediation Board (NCMB). These appealed/affirmed cases are lodged at the Court of Appeals or Supreme Court, as the case may be, for review and decision. The NCMB has no power to mandate the higher courts on how long the cases should be handled for review. Hence, it is inappropriate to measure NCMB's performance based on it. Also, The Board cannot possibly compute the percentage of appealed and reversed VA case decisions as it is not dependent to the total number of VA cases decided on a certain period.

Prepared by:


MARIFE E. FAUSTO
 OIC-Chief/Planning Officer III
 November 18, 2016

Approved by:


SHIRLEY M. PASCUAL
 Executive Director IV
 

QUARTERLY PHYSICAL REPORT OF OPERATION
January 1 to December 31, 2016

BAR No. 1

Department: Department of Labor and
 Agency: National Conciliation and Mediation
 Operating Unit:
 Organization Code (UACs)

Current Year Appropriations
 Supplemental Appropriations
 Continuing Appropriations
 Off-Budget Account

| PARTICULARS | UACS CODE | PHYSICAL TARGETS | | | | | PHYSICAL ACCOMPLISHMENTS | | | | | Variance as of — | REMARKS |
|--|--------------|--|----------------|----------------|----------------|-------|--------------------------|----------------|----------------|----------------|-------|------------------------|---|
| | | 1st Quarter | 2nd Quarter | 3rd Quarter | 4th Quarter | TOTAL | 1st Quarter | 2nd Quarter | 3rd Quarter | 4th Quarter | TOTAL | | |
| | | | | | | | | | | | | | |
| ORGANIZATIONAL OUTCOME 1 - LABOR-MANAGEMENT COOPERATION IMPROVED | | | | | | | | | | | | | |
| | | | | | | | | | | | | | |
| Increased plant-level settlement of labor disputes by companies with LMC | | At least 80% of companies with LMCs are not involved in labor disputes | | | | | 97.8% | 98.2% | 97.9% | 99.1% | 93.4% | | For 2016, out of the 2,835 companies with LMCs, 93.4% or 2,648 are not involved in NS/L, PM and VA cases |
| | | | | | | | | | | | | | For the 1st quarter of 2016 out of the 2,657 companies with LMCs, 97.8% or 2,599 are not involved in NS/L, PM and VA cases. |
| | | | | | | | | | | | | | For the 2nd quarter of 2016 out of the 2,737 companies with LMCs, 98.2% or 2,687 are not involved in NS/L, PM and VA cases. |

QUARTERLY PHYSICAL REPORT OF OPERATION
January 1 to December 31, 2016

BAR No. 1

| PARTICULARS | UACS CODE | PHYSICAL TARGETS | | | | | PHYSICAL ACCOMPLISHMENTS | | | | | Variance as of — | REMARKS |
|--|--------------|---|----------------|----------------|----------------|-------|--------------------------|----------------|----------------|----------------|-------|------------------------|--|
| | | 1st Quarter | 2nd Quarter | 3rd Quarter | 4th Quarter | TOTAL | 1st Quarter | 2nd Quarter | 3rd Quarter | 4th Quarter | TOTAL | | |
| | | | | | | | | | | | | | For the 3rd quarter of 2016 out of the 2,779 companies with LMCs, 97.9% or 2,722 are not involved in NS/L, PM and VA cases. |
| | | | | | | | | | | | | | For the 4th quarter of 2016 out of the 2,835 companies with LMCs, 99.1% or 2,810 are not involved in NS/L, PM and VA cases. |
| | | | | | | | | | | | | | |
| ORGANIZATIONAL OUTCOME 2 - WORKPLACE CONFLICTS REDUCED | | | | | | | | | | | | | |
| | | | | | | | | | | | | | |
| Increased plant-level settlement of labor disputes by companies with GMs | | At least 80% of companies with GMs are not involved in labor disputes | | | | | 98.5% | 98.6% | 97.7% | 98.9% | 93.9% | | In 2016, out of the 3,335 companies with active GMs, 93.9% or 3,131 GMs are not involved in NS/L, PM and VA cases. |
| | | | | | | | | | | | | | For the 1st quarter of 2016, out of the 3,123 companies with active GMs, 98.5% or 3,076 GMs are not involved in NS/L, PM and VA cases. |

QUARTERLY PHYSICAL REPORT OF OPERATION
January 1 to December 31, 2016

BAR No. 1

[illegible]

QUARTERLY PHYSICAL REPORT OF OPERATION
January 1 to December 31, 2016

BAR No. 1

| PARTICULARS | UACS CODE | PHYSICAL TARGETS | | | | | PHYSICAL ACCOMPLISHMENTS | | | | | Variance as of — | REMARKS |
|-------------------------------------|--------------|---|----------------|----------------|----------------|-------|--------------------------|----------------|----------------|----------------|-------|------------------------|--|
| | | 1st Quarter | 2nd Quarter | 3rd Quarter | 4th Quarter | TOTAL | 1st Quarter | 2nd Quarter | 3rd Quarter | 4th Quarter | TOTAL | | |
| Reduced incidence of work stoppages | | Incidence of work stoppages maintained at a single-digit | | | | | 0 | 3 | 5 | 7 | 15 | | Fifteen (15) work stoppages were monitored in 2016 which include three wildcat strikes and four cases which did not complete the strike ban procedure such as conduct of strike vote and submission of strike vote results. |
| | | | | | | | | | | | | | The said work stoppages did not observe the strike ban requirements thus depriving the Board from exhausting all remedies to bring the parties to possible amicable settlement/agreement. Thus, of the 15 work stoppages monitored, only eight strikes which went through and completed the process can be attributed to NCMB. |

QUARTERLY PHYSICAL REPORT OF OPERATION
January 1 to December 31, 2016

BAR No. 1

| PARTICULARS | UACS CODE | PHYSICAL TARGETS | | | | | PHYSICAL ACCOMPLISHMENTS | | | | | Variance as of — | REMARKS |
|---|--------------|------------------|----------------|----------------|----------------|-------|--------------------------|----------------|----------------|----------------|-------|------------------------|--|
| | | 1st Quarter | 2nd Quarter | 3rd Quarter | 4th Quarter | TOTAL | 1st Quarter | 2nd Quarter | 3rd Quarter | 4th Quarter | TOTAL | | |
| ORGANIZATIONAL OUTCOME 4 - LABOR DISPUTES EFFECTIVELY SETTLED/RESOLVED | | | | | | | | | | | | | |
| Increased settlement rate of: | | | | | | | | | | | | | |
| a. Requests for Assistance | | 88% | | | | | 68.8% | 64.6% | 59.2% | 58.9% | 74.0% | | In 2016, out of the total 6,250 RFAs handled, 4,617 RFAs were settled. |
| | | | | | | | | | | | | | 1st quarter: Handled - 1,626; Settled - 1,120 |
| | | | | | | | | | | | | | 2nd quarter: Handled - 1,698; Settled - 1,097 |
| | | | | | | | | | | | | | 3rd quarter: Handled - 1,914; Settled - 1,135 |
| | | | | | | | | | | | | | 4th quarter: Handled - 2,145; Settled - 1,265 |
| | | | | | | | | | | | | | |
| b. Preventive Mediation Cases | | 90% | | | | | 59.5% | 65.2% | 72.4% | 68.1% | 88.0% | | Out of the total 449 PM handled cases, 393 cases were settled. |
| | | | | | | | | | | | | | 1st quarter: Handled - 121; Settled - 72 |
| | | | | | | | | | | | | | 2nd quarter: Handled - 161; Settled - 105 |
| | | | | | | | | | | | | | 3rd quarter: Handled - 174; Settled - 126 |
| | | | | | | | | | | | | | 4th quarter: Handled - 133; Settled - 90 |

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January 1 to December 31, 2016

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| PARTICULARS | UACS CODE | PHYSICAL TARGETS | | | | | PHYSICAL ACCOMPLISHMENTS | | | | | Variance as of — | REMARKS |
|--|--------------|------------------|----------------|----------------|----------------|-------|--------------------------|----------------|----------------|----------------|--------|------------------------|---|
| | | 1st Quarter | 2nd Quarter | 3rd Quarter | 4th Quarter | TOTAL | 1st Quarter | 2nd Quarter | 3rd Quarter | 4th Quarter | TOTAL | | |
| c. Notices of Strike/Lockout | | 75% | | | | | 39% | 51.7% | 48.2% | 45.5% | 74.00% | | Out of the total 213 NS/L cases handled, 158 cases were settled. |
| | | | | | | | | | | | | | 1st quarter: Handled - 79; Settled - 31 |
| | | | | | | | | | | | | | 2nd quarter: Handled - 87; Settled - 45 |
| | | | | | | | | | | | | | 3rd quarter: Handled - 87; Settled - 42 |
| | | | | | | | | | | | | | 4th quarter: Handled - 88; Settled - 40 |
| | | | | | | | | | | | | | |
| Percentage of voluntary arbitration case decisions upheld by a higher court* | | 80% | | | | | 25% | 100% | 100 | - | 70% | | Out of the ten (10) decided appealed VA cases, seven (7) appealed VA decisions have been disposed by way of affirmation by the CA, hence, 70% affirmation rate. |
| | | | | | | | | | | | | | 1st Qtr - 1 VA case decisions was affirmed by the SC/CA out of 4 cases |
| | | | | | | | | | | | | | 2nd Qtr - 4 VA case decisions were affirmed by the SC/CA out of 4 cases |

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January 1 to December 31, 2016

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QUARTERLY PHYSICAL REPORT OF OPERATION
January 1 to December 31, 2016

BAR No. 1

| PARTICULARS | UACS CODE | PHYSICAL TARGETS | | | | | PHYSICAL ACCOMPLISHMENTS | | | | | Variance as of — | REMARKS |
|-------------|--------------|------------------|----------------|----------------|----------------|-------|--------------------------|----------------|----------------|----------------|-------|------------------------|---|
| | | 1st Quarter | 2nd Quarter | 3rd Quarter | 4th Quarter | TOTAL | 1st Quarter | 2nd Quarter | 3rd Quarter | 4th Quarter | TOTAL | | |
| | | | | | | | | | | | | | For the first quarter of 2016, 58.6% or 918 recommendations were adopted out of the 1,556 advisory requests acted upon by the Board |
| | | | | | | | | | | | | | For the 2nd quarter of 2016, 101% or 1,241 recommendations were adopted out of the 1,229 advisory requests acted upon by the Board |
| | | | | | | | | | | | | | |
| | | | | | | | | | | | | | For the 3rd quarter of 2016, 58.9% or 620 recommendations were adopted out of the 1,053 advisory requests acted upon by the Board |
| | | | | | | | | | | | | | |
| | | | | | | | | | | | | | For the 4th quarter of 2016, 90.3% or 790 recommendations were adopted out of the 875 advisory requests acted upon by the Board |

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January 1 to December 31, 2016

BAR No. 1

| PARTICULARS | UACS CODE | PHYSICAL TARGETS | | | | | PHYSICAL ACCOMPLISHMENTS | | | | | Variance as of — | REMARKS |
|---|--------------|------------------|----------------|----------------|----------------|-------|--------------------------|----------------|----------------|----------------|-------|------------------------|---|
| | | 1st Quarter | 2nd Quarter | 3rd Quarter | 4th Quarter | TOTAL | 1st Quarter | 2nd Quarter | 3rd Quarter | 4th Quarter | TOTAL | | |
| | | | | | | | | | | | | | |
| | | | | | | | | | | | | | |
| Percentage of clients with LMCs/GMs that are not involved in NS/L or PM cases | | | | 91% | | | 98.2% | 98.4% | 97.8% | 98.9% | 93.7% | | Out of the 6,170 companies with LMCs and active GMs, 93.7% or 5,779 are not involved in NS/ and PM cases. |
| | | | | | | | | | | | | | 1st Qtr - Out of the 5,780 companies with LMCs and active GMs, 98.2% or 5,675 LMCs and GMs are not involved in NS/L, PM and VA cases. |
| | | | | | | | | | | | | | 2nd Qtr - Out of the 5,947 companies with LMCs and active GMs, 98.4% or 5,851 LMCS and GMs are not involved in NS/L, PM and VA cases. |
| | | | | | | | | | | | | | 3rd Qtr - Out of the 6,050 companies with LMCs and active GMs, 97.8% or 5,917 LMCs and GMs are not involved in NS/L, PM and VA cases. |

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| PARTICULARS | UACS CODE | PHYSICAL TARGETS | | | | | PHYSICAL ACCOMPLISHMENTS | | | | | Variance as of — | REMARKS |
|--|--------------|------------------|----------------|----------------|----------------|-------|--------------------------|----------------|----------------|----------------|-------|------------------------|--|
| | | 1st Quarter | 2nd Quarter | 3rd Quarter | 4th Quarter | TOTAL | 1st Quarter | 2nd Quarter | 3rd Quarter | 4th Quarter | TOTAL | | |
| | | | | | | | | | | | | | 4th Qtr - Out of the 6,170 companies with LMCs and active GMs, 98.9% or 6,107 LMCs and GMs are not involved in NS/L, PM and VA cases. |
| | | | | | | | | | | | | | |
| Percentage of clients who rate the timeliness of delivery of advisory services as good or better | | | | 97% | | | 97.8% | 98.6% | 96.5% | 97.9% | 97.5% | | During the period, out of 4,056 respondents who accomplished the citizen's feedback form, 3,956 respondents said they were very satisfied with the Board's services. |
| | | | | | | | | | | | | | 1st Qtr - Out of the 688 respondents, 673 respondents said they were very satisfied with the Board's services. |
| | | | | | | | | | | | | | 2nd Qtr - Out of 774 respondents, 763 respondents said they were very satisfied with the Board's services. |

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| PARTICULARS | UACS CODE | PHYSICAL TARGETS | | | | | PHYSICAL ACCOMPLISHMENTS | | | | | Variance as of — | REMARKS |
|--|--------------|--------------------------|----------------|----------------|----------------|--------------|--------------------------|----------------|----------------|----------------|--------------|------------------------|--|
| | | 1st Quarter | 2nd Quarter | 3rd Quarter | 4th Quarter | TOTAL | 1st Quarter | 2nd Quarter | 3rd Quarter | 4th Quarter | TOTAL | | |
| | | | | | | | | | | | | | 3rd Qtr - Out of 1,427 respondents, 1,377 respondents said they were very satisfied with the Board's services. |
| | | | | | | | | | | | | | 4th Qtr - Out of 1,167 respondents, 1,143 respondents said they were very satisfied with the Board's services. |
| | | | | | | | | | | | | | |
| MFO 2: LABOR CONCILIATION, MEDIATION AND ARBITRATION | | | | | | | | | | | | | |
| Number of cases resolved/settled out of the Board's total caseload | | 1401 | 1402 | 1400 | 1392 | 5,595 | 1,294 | 1,360 | 1,397 | 1,492 | 5,543 | | |
| | | | | | | | | | | | | | |
| Percentage of VA case decisions appealed to the Supreme Court/Court of Appeals* | | Not more than 20% | | | | | 34.0% | 0% | 7% | 0% | 8.7% | | Of the 289 decided VA cases in 2016, 25 decisions were appealed to the CA. |

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|--|--------------|-------------------|----------------|----------------|----------------|-------|--------------------------|----------------|----------------|----------------|-------|------------------------|--|
| | | 1st Quarter | 2nd Quarter | 3rd Quarter | 4th Quarter | TOTAL | 1st Quarter | 2nd Quarter | 3rd Quarter | 4th Quarter | TOTAL | | |
| | | | | | | | | | | | | | 1st Qtr - 21 decisions were appealed to the SC/CA out of the 61 decided VA cases |
| | | | | | | | | | | | | | 2nd Qtr - No decision was appealed to the SC/CA out of the 96 decided VA cases |
| | | | | | | | | | | | | | 3rd Qtr - 4 decisions were appealed to the SC/CA out of the 61 decided VA cases |
| | | | | | | | | | | | | | 4th Qtr - No decision were appealed to the SC/CA out of the 69 decided VA cases |
| | | | | | | | | | | | | | |
| Percentage of VA case decisions that are overturned by higher authority* | | Not more than 20% | | | | | 14% | 0% | 0% | 0% | 12% | | For 2016, 3 decisions were overturned by the SC/CA out of the 25 appealed cases |
| | | | | | | | | | | | | | 1st Qtr - Out of the 21 appealed cases, 3 VA case decisions were overturned by the SC/CA |

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|---|--------------|------------------|----------------|----------------|----------------|-------|--------------------------|----------------|----------------|----------------|-------|------------------------|--|
| | | 1st Quarter | 2nd Quarter | 3rd Quarter | 4th Quarter | TOTAL | 1st Quarter | 2nd Quarter | 3rd Quarter | 4th Quarter | TOTAL | | |
| | | | | | | | | | | | | | 2nd Qtr - No VA case decision was overturned by the SC/CA |
| | | | | | | | | | | | | | 3rd Qtr - No VA case decision was overturned by the SC/CA |
| | | | | | | | | | | | | | 4th Qtr - No VA case |
| Percentage of conciliation mediations successfully disposed/settled within 30 days/process cycle time | | | | 85% | | | 79.3% | 76.5% | 74.0% | 75.6% | 76.2% | | In 2016, 4,768 cases were settled within the PCT out of the total 6,257 cases disposed. during the period. |
| | | | | | | | | | | | | | 1st Qtr. - 1,123 cases were settled/resolved within the PCT out of the total 1,417 cases disposed. |
| | | | | | | | | | | | | | 2nd Qtr. - 1,154 cases were settled/resolved within the PCT out of the total 1,509 cases disposed. |

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|-------------|--------------|------------------|----------------|----------------|----------------|-------|--------------------------|----------------|----------------|----------------|-------|------------------------|--|
| | | 1st Quarter | 2nd Quarter | 3rd Quarter | 4th Quarter | TOTAL | 1st Quarter | 2nd Quarter | 3rd Quarter | 4th Quarter | TOTAL | | |
| | | | | | | | | | | | | | 3rd Qtr. - 1,198 cases were settled/resolved within the PCT out of the total 1,620 cases disposed. |
| | | | | | | | | | | | | | 4th Qtr. - 1,293 cases were settled/resolved within the PCT out of the total 1,711 cases disposed. |

Prepared by:



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 February 23, 2017

Approved by:



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 Director II