Department: Department of Labor and Employment Agency: National Conciliation and Mediation Board

Operating Unit:

Organization Code (UACs)

Current Year Appropriations Supplemental Appropriations Continuing Appropriations Off-Budget Account

	UACS		РНҮ:	SICAL TAR	GETS			PHYSICAL	ACCOMPL	ISHMENTS		Variance	
PARTICULARS	CODE	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	TOTAL	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	TOTAL	as of	REMARKS
										<u></u>			
ORGANIZATIONAL OUTCOME 1 - LABOR- MANAGEMENT COOPERATION IMPROVED	wayphur versummenmenmenmenmenmenmenmenmenmenmenmenmen												
Increased plant-level settlement of labor		Δt leas	t 80% of co	mnanies v	with LMCs	are not	97.9%	 			97.9%		For the 1st quarter of 2016
disputes by companies with LMC				d in labor o									out of the 2,664 companies with LMCs, 97.9% or 2,607 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 leas	it 80% of co	ompanies d in labor o		are not	98.5%				98.5%		Out of the 3,216 companies with active GMs, 98.5% or 3,169 GMs are not involved in NS/L, PM and VA cases.
ORGANIZATIONAL OUTCOME 3 - LABOR DISPUTES REDUCED													
Reduced incidence of work stoppages		Incider	nce of worl	k stoppage single-digi		ed at a	0				0		No work stoppage declared during the first three months of 2016.

PARTICULARS	UACS		PHY:	SICAL TARC	SETS			PHYSICAL	ACCOMPL	ISHMENTS		Variance	
PARTICULARS	CODE	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	TOTAL	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	TOTAL	as of	REMARKS
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 we settled.
b. Preventive Mediation Cases		ATT.		90%	i vistos en estados en		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%						la.			During the period, there wa no decisions affirmed by higher courts.
			i Kieri										
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.

	UACS		PHY	SICAL TAR	GETS		\$277.72.75 \$224.55	PHYSICAL	ACCOMPL	ISHMENTS		Variance	
PARTICULARS	CODE	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	TOTAL	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	TOTAL	as of	REMARKS
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 resulte in the following: LMCs Facilitated - 41 LMCs Enhanced 402; GMs Institutionalized/
			-	T	· 1 								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 companie 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		

PARTICULARS	UACS		PHYS	SICALTARO	GETS			PHYSICAL	ACCOMPL	ISHMENTS		Variance	
FARTICULARS	CODE	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	TOTAL	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	TOTAL	as of	REMARKS
	The state of the s	4.		21.2						***************************************			
Percentage of VA case decisions appealed to			Not i	more than	20%		5.2%				5.2%		In 2016, of the 38 decided
the Supreme Court/Court of Appeals							1						VA cases, 2 decisions were
			· · · · · · · · · · · · · · · · · · ·	ويتبيث فتنجع								1	appealed to the SC/CA
Percentage of VA case decisions that are			Noti	nore than	20%		0%			Part Street	0%		
overturned by higher authority													
								Kr		المسمسينية ويناتنا		<u> </u>	
Percentage of conciliation mediations				85%			73.6%				73.6%		902 cases were
successfully disposed/settled within 30													settled/resolved within the
days/process cycle time													PCT out of the total 1,224 cases disposed during the
													period.

MARIFE E. FAUSTO
OIC-chief/Planning Officer III
April 11, 2016

Approved by:

Language M. PASCUAL

Executive Director IV

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

	1. 		PHYS	ICAL TAR	GETS		·	HYSICAL	ACCOMPL	SHMENT	5 · · · · · · · · · · · · · · · · · · ·	.,	
PARTICULARS	UACS CODE	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	TOTAL	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	TOTAL (As of June 30, 2016)	Variance as of	REMARKS
RGANIZATIONAL OUTCOME 1 - LABOR- MANAGEMENT COOPERATION MPROVED	:			,									
ncreased plant-level settlement of labor isputes by companies with LMC			 : 80% of c ot involv				97.8%	98.2%			96.0%		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 ar VA cases.
													For the 2nd quarter of 2016 out of the 2,730 companies with LMCs 98.2% or 2680 are not involved in NS/L, PM a VA cases.
PRGANIZATIONAL OUTCOME 2 - VORKPLACE CONFLICTS REDUCED									·				pr y

			PHYS	ICAL TAR	GETS		F	HYSICAL	ACCOMPL	ISHMENT	s		
PARTICULARS	UACS CODE	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	TOTAL	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	TOTAL (As of June 30, 2016)	Variance as of	REMARKS
Increased plant-level settlement of labor disputes by companies with GMs				compani ed in lab			98.5%	98.6%			97.1%		Out of the 3,225 companies with active GMs, 98.5% or 3,178 GM are not involved in NS/L,
													PM and VA cases. Out of the 3,313 companies with active GMs, 98.6% or 3,267 GM
ORGANIZATIONAL OUTCOME 3 - LABOR													are not involved in NS/L PM and VA cases.
DISPUTES REDUCED Reduced incidence of work stoppages		Inciden		rk stopp a single-c	_	 intained	0	3			3		No work stoppage declared during the firs three months of 2016.
													Three work stopagges were declared for the 2 quarter of 2016
ORGANIZATIONAL OUTCOME 4 - LABOR DISPUTES EFFECTIVELY SETTLED/RESOLVED					v								
ncreased settlement rate of: a. Requests for Assistance			<u> </u>	88%			66%	61%			72.0%		1st quarter: Handled - 1,666; Settled - 1,107
				. : .									2nd quarter: Handled - 1,724; Settled - 1,049

			PHYS	ICAL TAR	RGETS		F	HYSICAL A	ACCOMPL	ISHMENT	S		
PARTICULARS	UACS CODE	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	TOTAL	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	TOTAL (As of June 30, 2016)	Variance as of	REMARKS
b. Preventive Mediation Cases				90%			60.0%	65.0%			74.0%		1st quarter: Handled - 123; Settled - 74
								,	4				2nd quarter: Handled - 161; Settled - 104
c. Notices of Strike/Lockout		3.0		75%			39%	51.0%			63.00%		1st quarter: Handled - 79; Settled - 31
			-										2nd quarter: Handled - 88; Settled - 45
Percentage of voluntary arbitration case decisions upheld by a higher court*	· .		1.4.4.4	80%			100%	0%					1st Qtr - 1 VA case decision was affirmed by the SC/CA
					i de la companya de						tar n	. : * *	2nd Qtr - No case decision was affirmed by the SC/CA
MFO 1: TECHNICAL ADVISORY SERVICES		,							7 - 15.	m p ^{n n t} v .	1 V		The second second second
Number of advisory requests acted upon		877	877	877	863	3,494	2,084	1,702			3,786		The Board extended advisory assistance to a total of 3,786 companies
													through promotional activities on LMC and GM for the first six months of 2016.
		1								<u> </u>			
				1		1	l	1 11			<u> </u>	<u> </u>	

			PHYS	ICAL TAR	RGETS		F	HYSICAL	ACCOMPL	ISHMENT	5		
PARTICULARS	UACS CODE	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	TOTAL	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	TOTAL (As of June 30, 2016)	Variance as of	REMARKS
ercentage of technical advisory services rovided that resulted in the adoption of			<u> </u>	87%	Table 1		44.0%	74.8%			58.0%		For the first quarter of 2016, 44% or 917
t least one (1) major recommendation argeted facilitated and enhanced LMCs										*			recommendations were adopted out of the 2,08
nd GMs)													advisory requests acted upon by the Board
				n e e									
		. , .									* .	5 -	For the 2nd quarter of 2016, 74.8% or 1,272
				: - W									recommendations were adopted out of the 1,70
	or the second												advisory requests acted upon by the Board
					1	·						-	
ercentage of clients with LMCs/GMs nat are not involved in NS/L or PM cases				91%			98.2%	98.4%			96.6%		1st Qtr - Out of the 5,8 companies with existin
		27											LMCs and active GMs, 98.2% or 5,778 GMs ar
				- :									not involved in NS/L, P and VA cases.

	- 11	,	PHYS	ICAL TAF	RGETS		F	HYSICAL A	ACCOMPL	ISHMENT			
PARTICULARS	UACS CODE	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	TOTAL	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	TOTAL {As of June 30, 2016)	Variance as of	REMARKS
				(1) (1) (1) (1) (1) (1) (1) (1) (1) (1)									2nd Qtr - Out of the 6,043 companies with existing LMCs and active GMs, 98.4% or 5,948 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%	98.5%			98.2%		1st Qtr - Out of 688 respondents who accomplished the citizer feedback form, 673 respondents said they were very satisfied with the Board's services.
													2nd Qtr - Out of 774 respondents who accomplished the citize feedback form, 763 respondents said they were very satisfied with the Board's services.

			PHYS	ICAL TAF	RGETS		I	HYSICAL	ACCOMPL	ISHMENT	5	**************************************	
PARTICULARS	UACS CODE	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	TOTAL	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	TOTAL (As of June 30, 2016)	Variance as of	REMARKS
MFO 2: LABOR CONCILIATION, MEDIATION AND ARBITRATION SERVICES			4 tu						: . : :			1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1	
		5,500									<u> </u>		
Number of cases resolved/settled out of the Board's total caseload	9									i de la m			
		1401	1402	1400	1392	5,595	1,288	1,276			2,564		
					:								
				<u> </u>		<u> </u>	ļ ·						1st Qtr - 19 decisions
Percentage of VA case decisions appealed to the Supreme Court/Court of		a d	Not n	nore tha	n 20%	r'	31.0%	0%			12.8%		were appealed to the
Appeals*				erin it. Dan erin	AND A STATE OF THE		1. 20 - 100 s	ent et en			10 m 10 m		SC/CA out of the 61 decided VA cases
													2nd Qtr - No case decision was appealed to the SC/VA
			-	<u> </u>			<u> </u>						
Percentage of VA case decisions that are overturned by higher authority*			Not r	nore tha	n 20%		0%	100%			0%		1st Qtr - No VA case decision was overturned
overtained by inglier dutiloney					:								by the SC/CA
		_											2nd Qtr - Out of the 1 disposed VA decision, 1
													VA case decision was overturned by the SC/CA

			PHYS	ICAL TAR	RGETS		ſ	HYSICAL	ACCOMPL	ISHMENT	S		
PARTICULARS	UACS CODE	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	TOTAL	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	TOTAL (As of June 30, 2016)	Variance as of	REMARKS
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

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

			PHYS	ICAL TAF	RGETS		1	PHYSICAL	ACCOMPL	ISHMENT	S		
PARTICULARS	UACS CODE	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	TOTAL	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	l '	Variance as of	REMARKS
ORGANIZATIONAL OUTCOME 1 - LABOR- MANAGEMENT COOPERATION IMPROVED													
Increased plant-level settlement of labor disputes by companies with LMC		1	At least 80% of companies with LMCs are not involved in labor disputes					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.

			PHYS	ICAL TAF	RGETS		F	PHYSICAL	ACCOMPL	ISHMENT	S		
PARTICULARS	UACS CODE	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	TOTAL	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	TOTAL (As of Sept. 30 2016)	Variance as of	REMARKS
													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					es with (or disput		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.

	[PHYS	ICAL TAF	RGETS		F	PHYSICAL	ACCOMPL	ISHMENT	S		
PARTICULARS	UACS CODE	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	TOTAL	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	TOTAL (As of Sept. 30 2016)	Variance as of	REMARKS
										a 1			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		e i											
Reduced incidence of work stoppages	.:	Inciden	ce of wo	rk stoppa single-d		ntained	0	3	5		8		No work stoppage declared during the first three months of 2016.
													Three work stopagges were declared for the 2nd quarter of 2016. (Wildcat Strike - Work Stoppage declared without the requisite of a Notice of Strike - 1)

			PHYS	ICAL TAF	RGETS	-	F	HYSICAL /	ACCOMPL	ISHMENT	S		
PARTICULARS	UACS CODE	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	TOTAL	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	TOTAL (As of Sept. 30 2016)	Variance as of	REMARKS
													Five work stopagges 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			4	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 -
c. Notices of Strike/Lockout				7 5%	~		39%	51.0%	49.0%	,	63.00%		173; Settled - 120 1st quarter: Handled - 79; Settled - 31

			PHYS	SICAL TAF	RGETS		F	PHYSICAL	ACCOMPL	ISHMENT	S		
PARTICULARS	UACS CODE	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	TOTAL	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	1	Variance as of	REMARKS
													2nd quarter: Handled - 88; Settled - 45
													3rd quarter: Handled - 87; Settled - 43
Percentage of voluntary arbitration case decisions upheld by a higher court*				80%			40%	100%	-		57%		1st Qtr - 2 VA case decisions were affirmed by the SC/CA
			I. I										2nd Qtr - 2 VA case decisions were affirmed by the SC/CA
MFO 1: TECHNICAL ADVISORY SERVICES													
Number of advisory requests acted upon		877	877	877	863	3,494	1,996	1,507	1,164		4,667		The Board extended advisory assistance to a total of 4,667 companies through promotional activities on LMC and GM for the first trimester of 2016.

			PHYS	ICAL TAF	RGETS	· · · · · · · · · · · · · · · · · · ·	,	PHYSICAL	ACCOMPL	ISHMENT	S		
PARTICULARS	UACS CODE	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	TOTAL	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	TOTAL (As of Sept. 30 2016)	Variance as of	REMARKS
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
					3								For the 3rd quarter of 2016, 53% or 615 recommendations were adopted out of the 1,164 advisory requests acted upon by the Board

			PHYS	ICAL TAF	RGETS		F	PHYSICAL	ACCOMPL	ISHMENT	S		
PARTICULARS	UACS CODE	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	TOTAL	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter		Variance as of	REMARKS
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.

			PHYS	ICAL TAF	RGETS		:	PHYSICAL	ACCOMPL	ISHMENT	S		
PARTICULARS	UACS CODE	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	TOTAL	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	TOTAL (As of Sept. 30 2016)	Variance as of	REMARKS
Percentage of clients who rate the timeliness of delivery of advisory services as good or better				97%		:	97.8%	98.6%	96.5%		97.4%		1st Qtr - Out of 688 respondents who accomplished the citizen's feedback form, 673 respondents said they were very satisfied with the Board's services.
													2nd Qtr - Out of 774 respondents who accomplished the citizen's feedback form, 763 respondents said they were very satisfied with the Board's services.
													3rd Qtr - Out of 1,427 respondents who accomplished the citizen's feedback form, 1,377 respondents said they were very satisfied with the Board's services.

·			PHYS	ICAL TAF	RGETS	· · · · · · · · · · · · · · · · · · ·	F	PHYSICAL	ACCOMPL	ISHMENT	S		
PARTICULARS	UACS CODE	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	TOTAL	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	TOTAL (As of Sept. 30 2016)	Variance as of	REMARKS
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	1,294	1,356	1,302		3,952		
Percentage of VA case decisions appealed to the Supreme Court/Court of Appeals*			Not n	nore thai	n 20 %		34.0%	1%	7%		12.0%		1st Qtr - 21 decisions were appealed to the SC/CA out of the 61 decided VA cases
													2nd Qtr - 1 decision was appealed to the SC/CA out of the 96 decided VA cases
													3rd Qtr - 3 decisions were appealed to the SC/CA out of the 45 decided VA cases

			PHYS	ICAL TAF	RGETS		F	PHYSICAL /	ACCOMPL	ISHMENT	S		
PARTICULARS	UACS CODE	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	TOTAL	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	,	Variance as of	REMARKS
Percentage of VA case decisions that are overturned by higher authority*			Not n	nore tha	n 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
		,				1							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	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.

			PHYS	ICAL TAR	RGETS		P	HYSICAL A	ACCOMPL	ISHMENT	S		
PARTICULAI	UAC COD	1st	2nd Quarter	3rd Quarter	4th Quarter	TOTAL	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	TOTAL (As of Sept. 30 2016)	1	REMARKS
													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

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		PHYS	ICAL TAF	RGETS	5.77 5.77 5.3	F	HYSICAL	ACCOMPL	ISHMENT	'S	Variance	DENADAG
PARTICULARS	CODE	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	TOTAL	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	TOTAL	as of	REMARKS
ORGANIZATIONAL OUTCOME 1 - LABOR- MANAGEMENT COOPERATION IMPROVED													
Increased plant-level settlement of labor disputes by companies with LMC					l nies with bor disp		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
		* . * . *	 						\mathcal{F}_{ij}				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.

	UACS		PHYS	ICAL TAI	RGETS		F	PHYSICAL	АССОМРІ	ISHMENT	'S	Variance	
PARTICULARS	CODE	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	TOTAL	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	TOTAL	as of	REMARKS
													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			80% of ot involve	•			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.

			UACS		PHYS	ICAL TAI	RGETS	· .	F	HYSICAL.	ACCOMPL	ISHMENT	S	Variance	
	PARTICULARS		CODE	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	TOTAL	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	TOTAL	as of	REMARKS
															For the 2nd quarter of 2016, out of the 3,210 companies with active GMs, 98.6% or 3,164 GMs are not involved in NS/L, PM and VA cases.
															For the 3rd quarter of 2016, out of the 3,271 companies with active GMs, 97.7% or 3,195 GMs are not involved in NS/L, PM and VA cases.
															For the 4th quarter of 2016, out of the 3,335 companies with active GMs, 98.9% or 3,297 GMs are not involved in NS/L, PM and VA cases.
ORGANIZAT DISPUTES R	TIONAL OUTCOME	E 3 - LABOR	·												

	UACS		PHYS	ICAL TAF	RGETS		F	HYSICAL	ACCOMPL	ISHMENT	S	Variance	DENANDVC
PARTICULARS	CODE	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	TOTAL	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	TOTAL	as of	REMARKS
Reduced incidence of work stoppages		Inciden	ce of wo	rk stopp	ages ma	intained	0	3	5	7	15		Fifteen (15) work
				a single-c							•		stoppages were
													monitored in 2016 which
	•				•								include three wildcat
$\label{eq:continuous} \mathcal{A}_{ij} = \{ x_i \in \mathcal{A}_{ij} \mid i \in \mathcal{A}_{ij} \mid i \in \mathcal{A}_{ij} \} $			•						-				strikes and four cases
							[which did not complete
													the strike ban procedure
					4000		2.17						such as conduct of strike
		İ		4		1				*			vote and submission of
								*					strike vote results.
					4-								
		 		<u> </u>		1							The said work stoppage
						1	1						did not observe the stri
													ban requirements thus
And the second s								1.1.1					depriving the Board fro
		1					ŧ .	. *					exhausting all remedies
	1									1		Ì	to bring the parties to
		'		·									possible amicable
	-		}										settlement/agreement
													Thus, of the 15 work
					1.					ŀ			
													stoppages monitored,
								l .				1	only eight strikes which
	:								,				went through and
	1				-								completed the process
	1						* , * *	1					can be attributed to
			1]						1		NCMB.
										1			
									<u> </u>		<u> </u>	<u> </u>	<u> </u>

	UACS		PHYS	ICAL TA	RGETS		F	PHYSICAL	ACCOMPL	ISHMENT	S	Variance as of	REMARKS
PARTICULARS	CODE	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	TOTAL	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	TOTAL	as of	REMARKS
ORGANIZATIONAL OUTCOME 4 - LABOR DISPUTES EFFECTIVELY SETTLED/RESOLVED													
Increased settlement rate of:					200								
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.
					, 1								1st quarter: Handled - 1,626; Settled - 1,120
													2nd quarter: Handled - 1,698; Settled - 1,097
										· p			3rd quarter: Handled - 1,914; Settled - 1,135
	1												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.
					1								1st quarter: Handled - 121; Settled - 72
								÷ .					2nd quarter: Handled - 161; Settled - 105
													3rd quarter: Handled - 174; Settled - 126
													4th quarter: Handled - 133; Settled - 90

	UACS	, , РН	SICAL TA	RGETS	- 2	ı	PHYSICAL	АССОМРІ	ISHMENT	S	Variance	REMARKS
PARTICULARS	CODE	1st 2nd Quarter Quart	3rd er Quartei	4th Quarter	TOTAL	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	TOTAL	as of	KEMARKS
c. Notices of Strike/Lockout	15		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
		states and the			: ='			1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1				the article of the second
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

	UACS		PHYS	ICAL TAF	RGETS		P	HYSICAL A	ACCOMPL	ISHMENT	S	Variance	DESANDES
PARTICULARS	CODE	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	TOTAL	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	TOTAL	as of	REMARKS
													3rd Qtr - 2 VA case decisions were affirmed by the SC/CA out of 2 cases
													4th Qtr - None
MFO 1: TECHNICAL ADVISORY SERVICES											,		
Number of advisory requests acted upon		877	877	877	863	3,494	1,566	1,229	1,053	875	4,723		The Board extended advisory assistance to a total of 4,723 companies through promotional activities on LMC and GM.
		¥											
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%			58.6%	101.0%	58.9%	90.3%	75.6%		In 2016, 75.6% or 3,569 correcommendations were adopted out of the 4,723 advisory requests acted upon by the Board
		,						1					

	 UACS		PHYS	ICAL TAF	RGETS		F	HYSICAL	ACCOMPL	ISHMENT	S	Variance	25.00%
PARTICULARS	CODE	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	TOTAL	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	TOTAL	as of	REMARKS
													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
										M-17W			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

	UACS	PI	HYSICAL TAI	RGETS		F	HYSICAL A	ACCOMPL	.ISHMENT	S	Variance	
PARTICULARS	CODE	1st 2n Quarter Quar	1 .	4th Quarter	TOTAL	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	TOTAL	as of	REMARKS
			11 11 7 1									
	ļ		·	· · · ·							ļ	
Percentage of clients with LMCs/GMs			91%		1 1 1	98.2%	98.4%	97.8%	98.9%	93.7%		Out of the 6,170
that are not involved in NS/L or PM						1 7 10 1	•					companies with LMCs and
cases												active GMs, 93.7% or
												5,779 are not involved in
												NS/ and PM cases.
			The second second		*				·			1st Qtr - Out of the 5,780
												companies with LMCs and
					•			,				active GMs, 98.2% or
						. * *					1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 -	5,675 LMCs and GMs are
	٠.		13 - 10 - 10									not involved in NS/L, PM
												and VA cases.
												2nd Qtr - Out of the 5,947
				-		1						companies with LMCs and
·			•							·		active GMs, 98.4% or
												5,851 LMCS and GMs are
	1											not involved in NS/L, PM
												and VA cases.
				_								3rd Qtr - Out of the 6,050
	1											companies with LMCs
												and active GMs, 97.8% or
1												5,917 LMCs and GMs are
												not involved in NS/L, PM
	ļ			•								and VA cases.

	UACS		PHYS	ICAL TA	RGETS		F	PHYSICAL A	ACCOMPL	ISHMENT	S	Variance	
PARTICULARS	CODE	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	TOTAL	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	TOTAL	as of	REMARKS
													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.
				1.							1.1		
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.

	UACS		PHYS	ICAL TAF	RGETS		F	HYSICAL	ACCOMPL	ISHMENT	S	Variance	
PARTICULARS	CODE	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	TOTAL	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	TOTAL	as of	REMARKS
													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.
	7 1			-				* 1					
MFO 2: LABOR CONCILIATION, MEDIATION AND ARBITRATION													
***************************************	•				-		j		-				
Number of cases resolved/settled out of the Board's total caseload	٠												
		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 r	nore tha	n 20%		34.0%	0%	7%	0%	8.7%		Of the 289 decided VA cases in 2016, 25 decisions were appeale to the CA.

	UACS		PHYS	ICAL TAI	RGETS		· F	PHYSICAL	ACCOMPL	ISHMENT	S	Variance	1
PARTICULARS	CODE	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	TOTAL	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	TOTAL	as of	REMARKS
													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 r	more tha	n 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

	 UACS		PHYS	ICAL TAI	RGETS		F	PHYSICAL A	ACCOMPL	ISHMENT	s	Variance	REMARKS
PARTICULARS	CODE	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	TOTAL	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	TOTAL	as of	REMARKS
													2nd Qtr - No VA case decision was overturned by the SC/CA
			e galan e Age Galan e Galan Galan			*							3rd Qtr - No VA case decision was overturned by the SC/CA
			-									<u> </u>	4th Qtr - No VA case
			2.47									<u> </u>	4
Percentage of conciliation is successfully disposed/settle 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 ou 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.
										in the second se			2nd Qtr 1,154 cases were settled/resolved within the PCT out of the total 1,509 cases disposed.

DARTICIHARS	UACS		PHYS	ICAL TAF	RGETS		P	HYSICAL /	ACCOMPL	ISHMENT	S	Variance as of	REMARKS
PARTICULARS	CODE	1st	2nd	3rd	4th	TOTAL	1st	2nd	3rd	4th Quarter	TOTAL		KEIVIAKKS
		Quarter	Quarter	Quarter	Quarter		Quarter	Quarter	Quarter	Quarter			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.

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Director II