

BAR No. 1

Current Year Appropriations  
Supplemental Appropriations  
Continuing Appropriations  
Off-Budget Account

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**QUARTERLY PHYSICAL REPORT OF OPERATION**  
**January 1 to March 31, 2017**

BAR No. 1

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BAR No. 1

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BAR No. 1

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# QUARTERLY PHYSICAL REPORT OF OPERATION

BAR No. 1

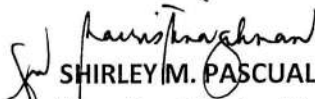
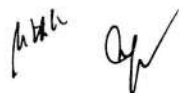
January 1 to March 31, 2017

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 conciliation mediations successfully disposed/settled within 30 days/process cycle time		85%					69.3%				69.3%		1,261 cases were settled/resolved within the PCT out of the total 1,820 cases disposed.

Prepared by:

Approved by:

  
**MARIFE E. FAUSTO**  
 OIC/Chief/Planning Officer III  
 April 29, 2017

  
**SHIRLEY M. PASCUAL**  
 Executive Director IV  


## January 1 to June 30, 2017

Received by: Blesse  
Date: 07/27/17  
Office of the Auditor  
NCMB-DOLE

Current Year Appropriations  
Supplemental Appropriations  
Continuing Appropriations  
Off-Budget Account

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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 (1 sem)		
ORGANIZATIONAL OUTCOME 4 - LABOR DISPUTES EFFECTIVELY SETTLED/RESOLVED													
Increased settlement rate of:													
a. Requests for Assistance		80%					52.4%	44.7%			55.0%		Out of the total 3,954 RFAs handled from January to June 2017, 2,177 RFAs were settled.
b. Preventive Mediation Cases		85%					70.0%	64.2%			78.0%		Out of the total 308 PM handled cases, 241 cases were settled.
c. Notices of Strike/Lockout		75%					48.8%	42.9%			63.00%		Out of the total 104 NS/L cases handled, 66 cases were settled.
Percentage of voluntary arbitration case decisions upheld by a higher court*		80%					-	-			-		
MFO 1: TECHNICAL ADVISORY SERVICES													
Number of advisory requests acted upon		1100	1100	1100	1100	4,400	1,015	1,132			2,147		The Board extended advisory assistance to a total of 2147 companies through promotional activities on LMC and GM.

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# QUARTERLY PHYSICAL REPORT OF OPERATION

BAR No. 1

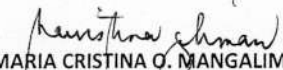

January 1 to June 30, 2017

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 (1 sem)		
Percentage of VA case decisions appealed to the Supreme Court/Court of Appeals*		Not more than 20%					5.0%	2%			3.8%		Of the 130 decided VA cases, 5 decisions were appealed to the SC/CA
Percentage of VA case decisions that are overturned by higher authority*		Not more than 25%					-	-			-		No case was disposed by the Court of Appeals
Percentage of conciliation mediations successfully disposed/settled within 30 days/process cycle time		85%					62.3%	60.1%			61.4%		2248 cases were settled/resolved within the PCT out of the total 3,664 cases disposed during the period.

Prepared by:

  
**ERIKA BERNICE C. OCAMPO**  
 Administrative Assistant III

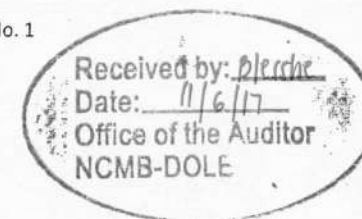
Approved by:

  
**MARIA CRISTINA O. MANGALIMAN**  
 Director II, Internal Services  


July 26, 2017

**QUARTERLY PHYSICAL REPORT OF OPERATION**  
**January 1 to September 30, 2017**

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		
<b>ORGANIZATIONAL OUTCOME 1 - LABOR-MANAGEMENT COOPERATION IMPROVED</b>													
Increased plant-level settlement of labor disputes by companies with LMC		At least 90% of companies with LMCs are not involved in labor disputes					97.10%	98.60%	98.5%		94.0%		Out of the 2,985 companies with LMCs, 94% or 2,815 are not involved in conciliation-mediation cases.
<b>ORGANIZATIONAL OUTCOME 2 - WORKPLACE CONFLICTS REDUCED</b>													
Increased plant-level settlement of labor disputes by companies with GMs		At least 90% of companies with GMs are not involved in labor disputes					98.2%	97.6%	97.6%		93.7%		Out of the 3,789 companies with active GMs, 93.7% or 3,552 GMs are not involved in conciliation-mediation cases.
<b>ORGANIZATIONAL OUTCOME 3 - LABOR DISPUTES REDUCED</b>													
Reduced incidence of work stoppages		Incidence of work stoppages maintained at a single-digit					2	3	4		9		The Board monitored 9 work stoppages, with two (2) declared without the requisite notice of strike (wildcat strike)

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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		
ORGANIZATIONAL OUTCOME 4 - LABOR DISPUTES EFFECTIVELY SETTLED/RESOLVED													
Increased settlement rate of:													
a. Requests for Assistance				80%			54.0%	49.0%	48.0%		59.0%		Out of the total 5,349 RFAs handled, 3,146 RFAs were settled.
b. Preventive Mediation Cases				85%			70.5%	66.4%	64.4%		83.0%		Out of the total 436 PM handled cases, 362 cases were settled.
c. Notices of Strike/Lockout				75%			48.8%	44.6%	49.4%		70.00%		Out of the total 161 NS/L cases handled, 112 cases were settled.
Percentage of voluntary arbitration case decisions upheld by a higher court*				80%			-	-			-		
MFO 1: TECHNICAL ADVISORY SERVICES													
Number of advisory requests acted upon		1100	1100	1100	1100	4,400	1,015	1,112	1,187		3,314		The Board extended advisory assistance to a total of 3,314 companies through promotional activities on LMC and GM.

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**QUARTERLY PHYSICAL REPORT OF OPERATION**  
January 1 to September 30, 2017

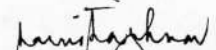
BAR No. 1

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		
MFO 2: LABOR CONCILIATION, MEDIATION AND ARBITRATION SERVICES													
Number of cases resolved/settled out of the Board's total caseload		1350	1350	1350	1350	5,400	1,531	1,265	1,123		3,919		There are 3,919 cases that were resolved/settled out of the Board's total caseload
Percentage of VA case decisions appealed to the Supreme Court/Court of Appeals*		Not more than 20%					9.0%	2%	-		4.8%		The Board monitored 10 VA case decisions appealed to the SC/CA
Percentage of VA case decisions that are overturned by higher authority*		Not more than 25%					-	50%			10%		The Board monitored 1 VA case decision overturned by the Court of Appeals
Percentage of conciliation mediations successfully disposed/settled within 30 days/process cycle time		85%					62.6%	60.3%	58.6%		60.6%		3,315 cases were settled/resolved within the PCT out of the total 5,466 cases disposed during the period.

Prepared by:

  
ERIKA BERNICE C. OCAMPO  
Administrative Assistant III

Approved by:

  
MARIA CRISTINA D. MANGALIMAN  
Director II, Internal Services

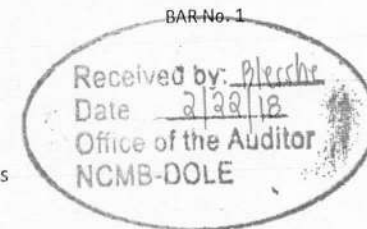
October 26, 2017

**QUARTERLY PHYSICAL REPORT OF OPERATION**  
January 1 to December 31, 2017

BAR No. 1

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

Current Year Appropriations  
Supplemental Appropriations  
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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 90% of companies with LMCs are not involved in labor disputes					97.10%	98.70%	98.6%	98.9%	94.1%		In 2017, out of the 3,054 companies with LMCs, 94.1% or 2,875 are not involved in conciliation-mediation cases.
ORGANIZATIONAL OUTCOME 2 - WORKPLACE CONFLICTS REDUCED													
Increased plant-level settlement of labor disputes by companies with GMs		At least 90% of companies with GMs are not involved in labor disputes					98.2%	97.6%	97.4%	97.5%	91.4%		In 2017, out of the 3,659 companies with active GMs, 91.4% or 3,345 GMs are not involved in conciliation-mediation cases.
ORGANIZATIONAL OUTCOME 3 - LABOR DISPUTES REDUCED													
Reduced incidence of work stoppages		Incidence of work stoppages maintained at a single-digit					2	3	4	0	9		Fifteen (15) actual workstoppages were handled in 2017, with six (6) cases carried over from 2016. Only nine (9) work stoppages were declared including two (2) wildcat strikes which were declared without the requisite notice of strike.



**QUARTERLY PHYSICAL REPORT OF OPERATION**  
January 1 to December 31, 2017

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		80%					54.3%	49.4%	48.3%	45.4%	59.2%		Out of the total 6,624 RFAs handled, 3,923 RFAs were settled. Settled- 3,923 Referred - 1,308 -Compulsory Arbitration - 1,275 -DOLE ROs - 12 -Other Govt. Offices - 11 -Voluntary Arbitration - 10 Lack of Interest - 335 Withdrawn by Filer - 678 Others - 3
b. Preventive Mediation Cases		85%					71.0%	67.0%	65.0%	66.0%	89.0%		Out of the total 527 PM handled cases, 467 cases were settled. Settled- 467 Materialized into Actual Strike- 2 Materialized into Notice of Strike- 23 Others - 2
c. Notices of Strike/Lockout		75%					49%	45.0%	51.0%	55.0%	80.00%		Out of the total 187 NS/L cases handled, 149 cases were settled. Settled- 149 Materialized into Actual Strike- 7
Percentage of voluntary arbitration case decisions upheld by a higher court*		80%					100%	50%	100%		80%		Four VA cases were affirmed out of the 5 VA cases decided by CA
MFO 1: TECHNICAL ADVISORY SERVICES													
Number of advisory requests acted upon		1100	1100	1100	1100	4,400	1,052	1,120	1,152	953	4,277		The Board extended advisory assistance to a total of 4,277 companies through promotional activities on LMC and GM.

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		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)		67%					93.0%	100.8%	44.0%	98.5%	83.1%		83.1% or 3,553 of 4,277 companies reached resulted in the following: LMCs Facilitated - 299 LMCs Enhanced 1,488; GMs Institutionalized/ Operationalized - 291, GMs enhanced - 1,475
Percentage of clients with LMCs/GMs that are not involved in NS/L or PM cases		94%					97.7%	98.1%	98.0%	98.2%	92.7%		92.7% or 6,220 of 6,713 companies with LMCs/GMs are not involved in NS/L or PM cases
Percentage of clients who rate the timeliness of delivery of advisory services as good or better		97%					98.7%	99.6%	98.5%	99.0%	98.9%		In 2017, out of 3,681 respondents who accomplished the citizen's feedback form, 3,642 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		1350	1350	1350	1350	5,400	1,533	1,281	1,187	945	4,946		There are 4,946 cases that were resolved/settled out of the Board's total caseload  SENA - 3,923 Preventive Mediation - 467 Notices of Strike/Lockout - 149 Actual Strikes/lockouts - 15 Voluntary Arbitration - 392
Percentage of VA case decisions appealed to the Supreme Court/Court of Appeals*		Not more than 20%					9.0%	5%	-	2%	4.3%		The Board monitored 13 VA case decisions appealed to the SC/CA. No. of decided VA cases - 300

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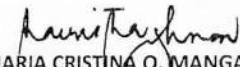
PARTICULARS	UACS CODE	PHYSICAL TARGETS					PHYSICAL ACCOMPLISHMENTS					Variance as of ____	REMARKS
		1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	TOTAL	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	TOTAL		
Percentage of VA case decisions that are overturned by higher authority*		Not more than 25%					-	25%			20%		Of the total 5 decided VA cases, the Board monitored 1 VA case decision overturned by the Court of Appeals
Percentage of conciliation mediations successfully disposed/settled within 30 days/process cycle time		85%					62.7%	60.3%	58.7%	56.2%	59.8%		4,131 cases were settled/resolved within the PCT out of the total 6,912 cases disposed in 2017.

Prepared by:

  
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Administrative Assistant III

10 January 2018

Approved by:

  
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Director II, Internal Services