

QUARTERLY PHYSICAL REPORT OF OPERATION
As of December 31, 2024

Department : Department of Labor and Employment (DOLE)
Agency/Entity : National Conciliation and Mediation Board
Operating Unit : Central Office
Organization Code : 16 003 0100000

Particulars	UACS CODE	Physical Target (Budget Year)					Physical Accomplishment (Budget Year)					Variance as of December 31, 2024	Remarks
		1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	Total	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	Total		
1	2	3	4	5	6	7	8	9	10	11	12	13	14
LABOR-MANAGEMENT PARTNERSHIP AND EMPOWERMENT PROGRAM	31010000000000 0												
OO : Labor-management relations improved													
Outcome Indicator(s)													
1. Percentage of incidence of Preventive Mediation (PM)													
and Notices of Strike/Lockout (NS/L) cases													
involving companies with Labor Management													
Cooperation/Councils/Committees (LMCs) and/or													
Grievance Machineries (GMs)													
a. Percentage of Incidence of PM and NS/L cases													
involving companies with LMCs		not more than 10%	not more than 10%	not more than 10%	not more than 10%	not more than 10%	0.84%	0.95%	0.55%	0.72%	2.98%		1st Qtr - Out of the 5,025 companies with LMCs , only 0.84% or 42 companies have filed NS/L and PM cases 2nd Qtr - Out of the 5,157 companies with LMCs, only 0.95% or 49 companies have filed NS/L and PM cases 3rd Qtr - Out of the 5,241 companies with LMCs, only 0.55% or 29 companies have filed NS/L and PM cases 4th Qtr - Out of the 5,298 companies with LMCs, only 0.72% or 38 companies have filed NS/L and PM cases In total, out of the 5,298 companies with LMCs, only 2.98% or 158 companies have filed NS/L and PM cases

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b. Percentage of Incidence of PM and NS/L cases													
involving companies with GMs		not more than 10%	not more than 10%	not more than 10%	not more than 10%	not more than 10%	0.92%	0.80%	0.71%	0.50%	2.85%		1st Qtr - Out of the 5,100 companies with GMs, only 0.92% or 47 companies have filed NS/L and PM cases 2nd Qtr - Out of the 5,236 companies with GMs, only 0.80% or 42 companies have filed NS/L and PM cases 3rd Qtr - Out of the 5,325 companies with GMs, only 0.71% or 38 companies have filed NS/L and PM cases 4th Qtr - Out of the 5,400 companies with GMs, only 0.50% or 27 companies have filed NS/L and PM cases In total, out of the 5,400 companies with GMs, only 2.85% or 154 companies have filed NS/L and PM cases
Output Indicator(s)													
1. LMCs facilitated		111	111	110	110	442	114	148	108	101	471		1st Qtr - 114 LMCs Facilitated 2nd Qtr - 148 LMCs Facilitated 3rd Qtr - 108 LMCs Facilitated 4th Qtr - 101 LMCs Facilitated In total, 471 LMCs facilitated
2. LMCs Enhanced		574	574	574	573	2,295	689	733	584	375	2,381		1st Qtr - 689 LMCs Enhanced 2nd Qtr - 733 LMCs Enhanced 3rd Qtr - 584 LMCs Enhanced 4th Qtr - 375 LMCs Enhanced In total, 2,381 LMC Enhanced

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3. GMs Institutionalized/Operationalized		111	111	110	110	442	118	145	108	99	470		1st Qtr - 118 GMs Institutionalized/ Operationalized 2nd Qtr - 145 GMs Institutionalized/ Operationalized 3rd Qtr - 108 GMs Institutionalized/ Operationalized 4th Qtr - 99 GMs Institutionalized/ Operationalized In total, 470 GMs Institutionalized/ Operationalized
4. GMs Enhanced		574	574	574	573	2,295	681	739	635	360	2,415		1st Qtr - 681 GMs Enhanced 2nd Qtr - 739 GMs Enhanced 3rd Qtr - 635 GMs Enhanced 4th Qtr - 360 GMs Enhanced In total, 2,415 GMs Enhanced
LABOR CASE MANAGEMENT PROGRAM	32010000000000 0												
OO : Labor disputes effectively settled / resolved													

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Outcome Indicator(s)													
1. Percentage of Notices of Strike/Lockout handled		not more than	not more than	not more than	not more than	not more than							
which resulted to strike incidence		6% of NS/L	6% of NS/L	6% of NS/L	6% of NS/L	6% of NS/L	2.56%	0.00%	2.74%	1.49%	2.45%	-	1st Qtr - 1 Materialized into Actual Strike/Lockout out of 39 Notices of Strike/Lockout Handled 2nd Qtr - 0 Materialized into Actual Strike/Lockout out of 62 Notices of Strike/Lockout Handled 3rd Qtr - 2 Materialized into Actual Strike/Lockout out of 73 Notices of Strike/Lockout Handled 4th Qtr - 1 Materialized into Actual Strike/Lockout out of 67 Notices of Strike/Lockout Handled In total, 4 Materialized into Actual Strike/Lockout out of 163 Notices of Strike/Lockout Handled
Output Indicator(s)													
1. Disposition rates of:													
a. Actual Strike/Lockout (AS/L)		100%	100%	100%	100%	100%	0.00%	100%	100%	100%	100%	-	1st Qtr - 0 AS/L disposed out of 1 Net AS/L handled 2nd Qtr - 1 AS/L disposed out of 1 Net AS/L handled 3rd Qtr - 2 AS/L disposed out of 2 Net AS/L handled 4th Qtr - 1 AS/L disposed out of 1 Net AS/L handled In total, 4 AS/L disposed out of 4 Net AS/L handled

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b. Voluntary Arbitration		60%	60%	60%	60%	60%	41.21%	45.28%	52.02%	44.85%	81.14%		1st Qtr - 462 VA cases disposed out of 1,121 VA cases handled 2nd Qtr - 485 VA cases disposed out of 1,071 VA cases handled 3rd Qtr - 529 VA cases disposed out of 1,017 VA cases handled 4th Qtr - 344 VA cases disposed out of 767 VA cases handled In total, 1,820 VA cases disposed out of 2,243 VA cases handled
2. Settlement rates of:													
a. Requests for Assistance (RFAs)		70%	70%	70%	70%	70%	72.03%	70.94%	70.49%	68.70%	71.67%		1st Qtr - 801 RFAs settled out of 1,112 net RFAs handled 2nd Qtr - 803 RFAs settled out of 1,132 net RFAs handled 3rd Qtr - 1,032 RFAs settled out of 1,464 net RFAs handled 4th Qtr - 891 RFAs settled out of 1,297 net RFAs handled In total, 3,527 RFAs settled out of 4,921 net RFAs handled

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b. Preventive Mediation (PM)		85%	85%	85%	85%	85%	87.78%	80.20%	76.52%	85.85%	88.28%		1st Qtr - 79 PM cases settled out of 90 net PM cases handled 2nd Qtr - 81 PM cases settled out of 101 net PM cases handled 3rd Qtr - 88 PM cases settled out of 115 net PM cases handled 4th Qtr - 91 PM cases settled out of 106 net PM cases handled In
c. Notice of Strike/Lockout (NS/L)		70%	70%	70%	70%	70%	75.00%	78.13%	65.52%	60.42%	80.56%		1st Qtr - 24 NS/L settled out of 32 net NS/L handled 2nd Qtr - 25 NS/L settled out of 32 net NS/L handled 3rd Qtr - 38 NS/L settled out of 58 net NS/L handled 4th Qtr - 29 NS/L settled out of 48 net NS/L handled In total, 116 NS/L settled out of 144 net NS/L handled
3. Percentage of cases/RFAs settled within process													
cycle time (NS/L, PM, and SEnA)		60%	60%	60%	60%	60%	71.99%	71.24%	71.24%	71.25%	71.41%	-	1st Qtr - 866 cases/RFAs settled within PCT out of 1,203 cases/RFAs disposed 2nd Qtr - 872 cases/RFAs settled within PCT out of 1,224 cases/RFAs disposed 3rd Qtr - 1,117 cases/RFAs settled within PCT out of 1,568 cases/RFAs disposed 4th Qtr - 922 cases/RFAs settled within PCT our of 1,294 cases/RFAs disposed In total, 3,777 cases/RFAs settled within PCT out of 5,289 cases/RFAs disposed

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