



Republic of the Philippines
Department of Labor and Employment
NATIONAL LABOR RELATIONS COMMISSION
Quezon City



2015 NATIONAL LABOR RELATIONS COMMISSION PERFORMANCE REPORT

The National Labor Relations Commission's 2015 Accomplishment Report provides the results of the agency's performance in the arbitration and adjudication of labor cases, and demonstrates to the public the commitment to its mission and accountability over the promotion of industrial peace based on social justice through an effective enforcement and economically-viable dispute settlement machinery.

Organization

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

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

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

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

The Chairman, aided by the Executive Clerk of the Commission, has exclusive administrative supervision over the NLRC, its regional arbitration branches and all its personnel, including the Labor Arbiters.

The Commission Proper sits *en banc* only for purposes of promulgating rules and regulations governing the hearing and disposition of cases, and formulating policies affecting its administration and operations.

The Commission Proper sitting en banc may, on temporary or emergency basis, allow cases within the jurisdiction of any Division to be transferred to and be heard and decided by any other Division which docket may allow additional workload and such transfer will not expose litigants to unnecessary additional expense.

The Commission Proper through its Divisions have exclusive appellate jurisdiction over all cases decided by Labor Arbiters at the Regional/Sub-Regional Arbitration Branches.

The First, Second, Third, Fourth, Fifth, and Sixth Divisions have their respective offices in the National Capital Region, while the Seventh and Eighth Divisions in the cities of Cebu and Cagayan de Oro, respectively.

The Chairman is the Presiding Commissioner of the First Division. In case of the effective absence or incapacity of the Chairman, the Presiding Commissioner of the Second Division shall be the Acting Chairman.

Summary Table of Performance

The summary table below presents the CY 2015 case disposition vis-à-vis the target on the following:

- (a) **Project Speedy and Efficient Delivery of Labor Justice (SpeED)**, with a target of disposing all cases within the prescribed period; and,
- (b) **Major Final Output (MFO)** per Office Performance Indicator Framework (OPIF) as required by the DBM under the National Expenditure Program (NEP):

PROJECT SPEEDY & EFFICIENT DELIVERY OF LABOR JUSTICE (SpeED) <i>(To dispose cases within the prescribed period of disposition: 9 months for RABs and 6 months for Commission)</i>			
Level	Target cases to be disposed within the prescribed period	Actual cases disposed within the prescribed period	%
Regional Arbitration Branches (Original Cases)	31,252	30,863	98.76%
Commission Proper (Appealed Cases)	11,027	11,019	99.93%

Grand Total	42,279	41,882	99.06%
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2015 MAJOR FINAL OUTPUT			
Performance Indicators	Target	Actual	%
Quantity: Number of Cases Settled and/or Decided:			
• Regional Arbitration Branches:	35,600	43,538	122%
(a) Settled and Decided thru Compulsory Arbitration		30,863	
(b) Settled thru SEnA		12,675	
• Commission Proper:	13,500	11,019	82%
(a) Decided			
Grand Total	49,100	54,557	111%

Stakeholders' Testimonials/Awards

14 TING NG MARINO MAY - JUNE 2014

THE UNHOLY ALLIANCE

NLRC: A vanguard of justice

By Mr. Gerardo C. Nograles
Chairman, NLRC

Philippine workers have been denied their most fundamental right: the right to work under reasonable and fair wages. The Philippine Labor Union Law (PLU) is a landmark legislation that guarantees the right to collective bargaining. It is the only law that provides a legal framework for the resolution of labor disputes.

The government is engaging with the PLU in a way that is designed to undermine the rights of workers. It is a clear attempt to weaken the labor movement and to ensure that workers are not able to organize and bargain collectively.

At the same time, the government is also trying to weaken the NLRC. It is a clear attempt to undermine the independence and impartiality of the NLRC. It is a clear attempt to ensure that the NLRC is not able to resolve labor disputes in a fair and impartial manner.

The NLRC is a vanguard of justice. It is the only institution that is able to resolve labor disputes in a fair and impartial manner. It is the only institution that is able to ensure that workers are able to work under reasonable and fair wages.

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✓ Take Jeep at Taha/Quapo via Dimasalang/Blumentrit
✓ Take Jeep at Espana/Morayta/PAC/IST (P. Campa St.)

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Nograles pinabilis ang kaso sa NLRC

SA pagtatapos ng administrasyong Aquino sa 2016, malaki na ang ipinagbago ng NLRC sa pagresolba ng mga kaso ng manggagawa at namumuhunan.


Sa pagpasok ni Atty. Gerardo C. Nograles bilang Chairman ng NLRC ay malaking bahagi o porsyento ng kaso ang nababawas taun-taon. Ayon sa estatistika ng "trend of ending caseload" mula ng manungkulan si Chairman Nograles ay halos 10,500 na kaso na lamang ang nireresolba tuwing pagpasok ng taon, kumpara sa 25,000 na kaso bago sya naitalaga sa ahensya. Sa pagpasok ng unang buwan ng 2015 ay 9,530 kaso na lamang ang kasalukuyang tinatapos ng ahensya mula sa nakaraang taon.

Isa sa mga pamamaraan ni Chairman Nograles sa mabilis na pagresolba ng mga kaso ay ang pagtalaga sa lahat ng mga Labor Arbitrer at Commissioner ng "Minimum Level of Performance Policy" na kung saan bawat isa ay may "quota" kada buwan sa pagresolba ng mga kaso. Nakapaloob din sa polisiyang ito ang "First-In-First-Out Rule" na kung saan ang mga unang kasong isinama ay ang una ding kasong dapat tapusin. Sa pamamagitan nito ay maiiwasan ang tinatawag na "backlog of cases".

Ayon sa mga manggagawa at mamumuhunan, mabilis na ang proseso ng legal sa NLRC na paruloy pa ring nagiging rakhuban ng mga manggagawang Pilipino na tinanggali sa trabaho, at hindi pinasuweldo at pinagkalooban ng tamang pasahod at mga benepisyo.

Isa sa mga target ng chairman ng NLRC ay ang tuluyang mapaikli ang proseso ng legal mula sa kalimitang labindalawang (12) buwan sa anim (6) hanggang siyam (9) na buwan na lamang, sa arbitrasyon at apela ng kaso.

Kaakibat ng pagpapabilis ng pagresolba ng kaso ay ang pag amenda ng "NLRC Rules of Procedure" na gumagabay sa proseso ng legal sa loob ng ahensya. Isa si Chairman Nograles sa mga nagsulong sa pag amenda ng "2005 NLRC Rules of Procedure", noong 2011, at taun-taon ay inaamendahan ito kung saan pinaikli ang proseso sa pagresolba ng mga kaso at inalis ang mga pribisyon na nakakapagpatagal sa proseso.



Livelihood Survivors

Department of Labor & Employment
Region Director Alex V. of DOLE's livelihood program for affected families. The Hall of Ugong, Valenzuela
Chairman Eduardo Nas

Biyernes, Mayo 20, 2016

6 DIYARYO PINOY Billboard

COA commends NLRC for high labor disposition rate

"We commend on the high disposition rate of the labor dispute resolution services and recommend that NLRC management continue to focus on its good performance for speedy disposition of labor cases based on its targets," the COA Audit Team said.

This is an offshoot of the 2016 COA regular audit for value of money program. The National Labor Relations Commission (NLRC) is a quasi-judicial body tasked to promote and maintain industrial peace based on social justice by resolving labor and management disputes involving local and overseas workers through compulsory arbitration and alternative modes of dispute resolution.

According to COA, at the National Capital Region (NCR) alone, it reached a high number of settlement and/or decided cases of 24,886 or 118 percent for the 21,000 target in the Labor Dispute Resolution Services set in the Major Final Output 1 of the 2016 General Appropriations Act.

"The data shows the comparative judgment award released to workers for the years 2014 and 2015, of which in the compulsory arbitration, an increase of both judgment award and number of workers benefited in the amount of P1,206 Billion pesos," the COA audit team leader added.

"Our strategic policy on speedy and efficient disposition of labor cases made this accomplishment possible," Chairman Gerardo C. Nograles said.

BFAR, PCG apprehend suspected Chinese poachers

THE Biodiversity Management Bureau (BMB), an attached agency of the Department of Environment and Natural Resources, has lined up a host of events and activities

BMB hosts local celebration of Int'l Day for Biological Diversity

THE Biodiversity Management Bureau (BMB), an attached agency of the Department of Environment and Natural Resources, has lined up a host of events and activities

PEOPLE & EVENTS

COA lauds high case resolution rate at NLRC

By MICHAEL PINONGBATAN

The Commission on Audit (COA) has lauded the National Labor Relations Commission (NLRC) for its high labor case resolution rate in 2014.

State auditors, in a recently released report, lauded the agency to full work, aside to that it can achieve targets at 100 percent efficiency.

The COA report noted that out of the 25,000 and 41,757 cases reported under Major Final Outputs (MFOs) target and total caseload handled, respectively, for compulsory arbitration, the NLRC disposed a total of 24,886 cases at an average 40.42 and 26.96 percent, respectively.

All the NLRC records show that out of 25,000 and 41,757 cases, respectively, 10,539 and 10,539 cases were disposed, respectively, during the year.

State auditors said such high rates were earned out through the continuous monitoring and implementation of the Project Speedy and Efficient Delivery of Labor Cases (SEDC).

The NLRC is a quasi-judicial body tasked to promote and maintain industrial peace based on social justice by resolving labor and management disputes involving both local and overseas workers through compulsory arbitration and alternative modes of dispute resolution.

State auditors said agency officials and personnel should continue to sustain good performance in the speedy disposition of labor cases based on its targets.

COA reports usually discuss issues of problems in government agencies and entities including possible anomalies and irregularities but it also praises agencies that perform well.

The Money Bill was received by the House of Representatives on May 13, 2016 and will be passed by the end of the session.

For every 100 pesos of a loan, the borrower will pay a fee of 1.5 percent per month. The fee will be 1.5 percent per month for the first 12 months and 1.0 percent per month thereafter.

For more information, call 1-800-888-8888 or visit the website at www.100percent.com.ph

SEC-accredited governance seminar for board directors

Having effective board directors translate to better business performance and governance.

To help board directors and key officers of public and publicly-traded firms align themselves with global standards on effective governance and comply with the SEC-mandated requirement to attend a corporate governance seminar for them to be eligible for election or re-election to the board or assume any position in the management of the Center for Global Best Practices (CGBP) will conduct an SEC-accredited seminar entitled, "Good Practices Best Practices" on May 21, at the EDSA Shangri-La Hotel, Mandaluyong City.

This one-day special corporate governance program is designed to address two important issues: (1) To provide capacity building for board directors by presenting them the global best practices on board effectiveness drawn from the most updated global research of the largest accounting firm in the world - PricewaterhouseCoopers (PwC) which is to be presented by former PwC chairperson Judith Looe.

Looe will share her valuable insights and experiences being a board director of many companies across various industries. (2) To help all board directors comply with SEC-mandated requirements for them to attend a corporate governance seminar yearly.

All board directors of public and publicly listed companies must attend a corporate governance seminar once a year to be eligible for election or re-election to the board of a corporation.

There will also feature Jonathan Ravelos, chief market strategist at the largest commercial bank in the Philippines, BDO.

He is often quoted and appears on Asia Wall Street Journal, Bloomberg, BBC, ANC Channel, BusinessWorld and PTV as valuable market insights that board directors attending can benefit from.

For details and a complete list of upcoming best practices seminars including SEC-accredited corporate governance, board directors' guide for audit committees, best practices in corporate law, best practices for board committees and associated seminars, and more, you may log on www.100percent.com.ph or call 1-800-888-8888 or visit the website at www.100percent.com.ph

City telephone: 4332-7802

The seminar provides a new and fresh perspective from the respective lecturers about the board directors. As one of the low SEC-accredited training practices, CGBP will feature the best practices for board directors to help them enhance their skills to become better board directors.

Register now as the early bird seats are limited and is required.



Republic of the Philippines
DEPARTMENT OF LABOR AND EMPLOYMENT
Intramuros, Manila

DEPARTMENT OF LABOR AND EMPLOYMENT
OFFICE OF THE CHIEF OF BUREAU
DATE: 23 NOV 2015
TIME: 7:30
RECEIVED BY: [Signature]

MEMORANDUM

TO: CHAIRMAN GERARDO BENJAMIN C. NOGRALES, NLRC
ADMINISTRATOR HANS LEO J. CACDAC, POEA
OIC EXECUTIVE DIRECTOR SHIRLEY M. PASCUAL, NCMB
EXECUTIVE DIRECTOR STELLA Z. BANAWIS, ECC
DIRECTOR BENJO SANTOS M. BENAVIDEZ, BLR
OIC-DIRECTOR ALVIN B. CURADA, BWC
DIRECTOR ROMEO MONTEFALCO, LS

SUBJECT: DISPOSITION OF SPEED 6 CASES

DATE: 10 NOVEMBER 2015

XX

May I invite your attention to the attached status report on the implementation of Project DOLE Speed 6 as of September 30, 2015. The report clearly reflects a

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I take this opportunity to commend the Employees Compensation Commission and the National Labor Relations Commission for posting 100% and 97% disposition rate, respectively, during the period under review. We hope that these offices remain committed to the objectives of the Speed Project.

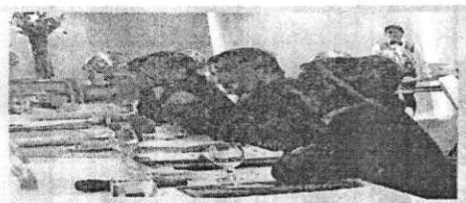
FOR COMPLIANCE.

[Signature]
ROSALINDA DIMAPILIS-BALDOZ
Secretary

Lunes, Agosto 10, 2015

6 DIYARYO PINOY

Bill



Nograles ipinag-utos ang pagpapahusay ng serbisyong publiko sa NLRC

SA kakatapos na 2015 NLRC Mid-Year Performance Assessment (MYPA) sa Cebu City mula August 6-7, 2015, ipinag-utos ni Chairman Gerardo C. Nograles sa mga Presiding Commissioner at Executive Labor Arbiter ng ahensya na ipagpatuloy ay pagpapahusay ng serbisyong publiko. "Our excellent performance in labor adjudication has been recognized by our stakeholders. However, we must not be complacent with our performance, instead, we further improve our services to the public," ayon kay Chairman Nograles. Pinagusapan at hinimay ng NLRC ang mga nagawa ng ahensya sa nakalipas na unang semester, at mga pamaran para maabot ang target ng ahensya sa huling semester ng taon. Umabor ng 26,257 na kaso ang naresolba, at nakapag-gawad ng 2.52 Billion judgment award sa humigit kumulang na 23,260 manggagawa, sa unang semester ng taon. Ang 7th Division ng Commission Proper na nakabase sa Cebu City ay nagtalaga ng zero (0) pending cases sa pagtatapos ng unang semester ng taon. Sa nakaraang taon, ang naturang division ay nagtalaga rin ng zero (0) pending cases. Patuloy na hinihimok ni Chairman Nograles na ang lahat ng Commissioners ng mga Divisions at Labor Arbiters ng mga Regional Arbitration Branches ay magtalaga ng zero-pending cases sa pagtatapos ng taon, ayon sa proyektong Speedy and Efficient Delivery of Labor Justice ng ahensya. Sa pagtatapos ng programa, pinasalamatan ni Chairman Nograles ang lahat ng bumubuo ng NLRC sa patuloy na pagbibigay suporta sa kanyang liderato upang mapaganda at mapabilis ang serbisyong publiko ng ahensya.

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Nograles improve execution of judgment



THE National Labor Relations Commission's (NLRC) judgment award satisfied and released to the workers amounted to P1,746 billion as of September 2015. The judgment awarded satisfied it by value of a decision on the merits in labor cases which includes money claims arising from employer-employee relationship filed by the workers against their employers.

NLRC Chairman Gerardo C. Nograles explained that the thrust of the Commission is not only adjudication of labor cases, but also execution of cases. "Our stakeholders recognized our efforts in speeding up the resolution of labor cases. We must also take into account the aspect of enforcement of judgment in labor cases. Effective and efficient enforcement of judgment is a prime concern of this agency," Nograles said.

Toward this goal, reforms were implemented in the Commission which includes, the amendments to the rules on execution to expedite the enforcement of judgment supplemented by policy issuances, created an additional 30 plantilla positions for Sheriffs, assigned the Code of Conduct for Sheriffs, capacity building for Sheriffs, and monitored the performance of the Sheriffs.

The amendments in the NLRC Rules of Procedure on execution provides for the (a) immediate finality of the decisions of the Labor Arbiter; (b) simplified requirements for the issuance of writ of execution including the extension of the effectivity of the writ of execution, from 150 days to 5 years from the date of entry of judgment or issuance of certificate of finality; (c) simplified rules on execution of money judgment for GRV; (d) rules on pre-execution conference; (e) effective methods of enforcement and implementation of writ of execution; (f) strict monitoring of execution report; (g) rules on third party claim; (h) new rules on extraordinary remedy which address the problem of enforcement of judgment, such as effect on the motion to lift entry of judgment, manner of execution of judgment, effect of reversal during execution proceedings, resolution, and exoneration of losing party's property and income.

During the House of Rep. budget hearing, Congressman Jonathan Dets Cruz of ABAKADA Party-List urge the NLRC, through the leadership of Chairman Nograles, to continue the improvements and reforms implemented by the Commission.

SA tulon namimbita, naniniwalang mapapabilis na for Sa Lu Agimat, is and Tech pamamagi Garden, ay maglulugmit sa Bluetooth ng Internet Gaganawawal s din sa ok

FOURTEEN (14) NLRCs are Philippine 1 (PhilHealth) the Civil 5 Citizens 3 Excellence. Five Mandabayan and Pasing, L Solina, Sa In, Capayan Tagabayan 1 PhilHealth 1 Marawa and Langage On the execution the past year Larger awarded 10 Cebuabayan Cordiera A The So.

NLRC Chairman Nograles streamlined resolution on termination of employment cases

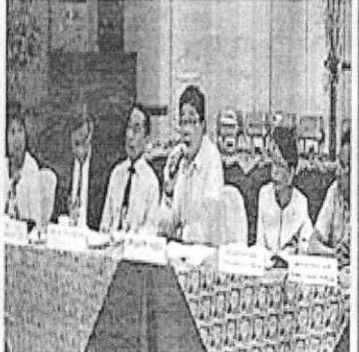
THE National Labor Relations Commission (NLRC) has executive jurisdiction over cases for termination of employment of local and OFW workers.

In a Memorandum issued by Chairman Nograles, all Labor Arbiters of the Regional Arbitration Branches are directed to use the Minutes for Termination Cases during the scheduled mandatory conciliation and mediation conferences.

"The minutes for termination cases will aid the Labor Arbiters in the resolution of termination cases and improve the quality of their decisions," Chairman Gerardo C. Nograles explained.

"We must be circumspect in resolving termination cases as this usually creates strained relations between the workers and the employers," Nograles added.

Termination of employment cases or local demand cases with money claims constitute 1% of all the cases filed at the Regional



Arbitration Branches (RABs) of the NLRC. Minutes for termination cases is required during the resolution of cases as this provides for the complete information of the respondent, evidence for the following: (1) employment status of the complainant; (2) date of employment termination; (3) nature and cause of termination;

and (4) money claim, labor standards benefits and other money claims, other stipulations, laws/jurisprudence relied upon, other issues raised and reliefs sought. It is also important especially on appeal if the issues raised are those which could have been clarified during the scheduled mandatory conciliation and mediation conference.

ard as SSS ector



it and Chief Executive Officer
n left) SSS Senior Vice President
ds Committee Chairperson Judy
s, SSS PCFO Emilio de Quiros, Jr.,
tions Group Jose Bautista during
f the SSS main office in Diliman,

NLRC now ISO certified

THE National Labor Relations Commission (NLRC), as attached agency to the Department of Labor and Employment (DOLE), is now ISO certified pursuant to the requirements of Quality Management System (QMS)-ISO 9001-2008.

ISO 9001-2008 addresses various aspects of quality management on the services that consistently meet the stakeholder's satisfaction and requirements and provides for continual improvement within the agency.

"We want to ensure that the NLRC provides quality service to the public, in line with our mandates to resolve labor and management disputes," Chairman Gerardo C. Nograles said.

The NLRC Quality Management System (QMS) is a continual strategic program towards ensuring transparency, accountability, efficiency and effectiveness in operations aimed at achieving industrial peace.

The ISO Certification for the NLRC covers public administration under the provisions of government service related to labor and employment, with the two (2) enrolled processes, to wit: (a) Monitoring of Performance of Labor Arbitrer, and (b) Processing and Release of Judgment Award and Cash Bond.

Lunes, Hulyo 20, 2015

6 DIYARYO PINOY

Bi

NLRC Judgment Award sa Manggagawa Umabot ng 2.08 Bilyon sa Unang Limang Buwan ng Taon

Ang National Labor Relations Commission (NLRC) ay may mandato na magresolba ng labor at management disputes ng local at OFW cases sa pamamagitan ng compulsory arbitration at ibang alternatibong paraan ng dispute resolution.

Sa pagtatapus ng Mayo ng kasalukuyang taon, ang NLRC ay nakapagresolba ng 21,562 kaso sa pamamagitan ng settlement at decision on the merits mula sa arbitration at appeal. 15,355 (71%) nito ay naresolba pabor sa manggagawa na kung saan humigit kumulang P2.08 Bilyon na naigawad na monetary awards sa humigit kumulang na 19,225 manggagawa ang nagbenipisyo.

Isa sa mga direktora ni Chairman Gerardo C. Nograles sa mga Labor Arbitrer at Commissioner ng NLRC ay ang agarang pagresolba ng kaso sa maikling panahon ayon sa proyektong Speedy and Efficient Delivery of Labor Justice o SpeED.

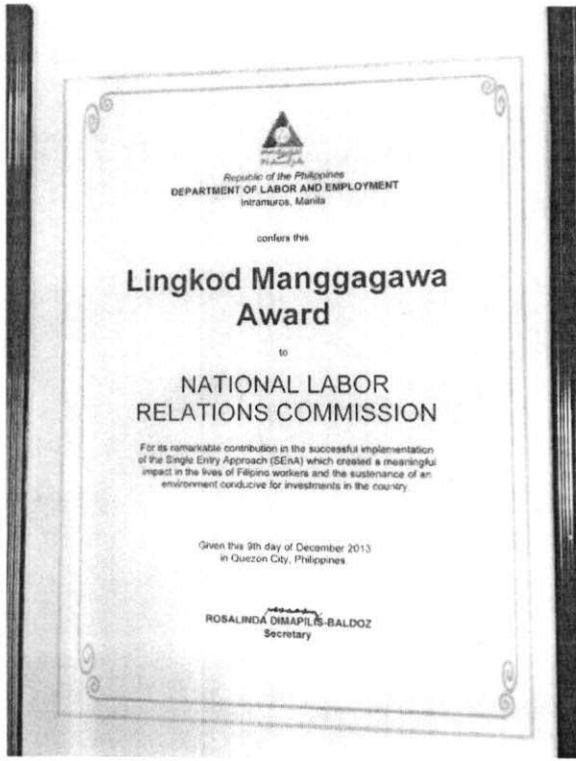
Pinalakas din ng NLRC ang mandato ng Konstitusyon na eresolba ang labor case sa pamamagitan ng conciliation-mediation. At dahil dito, pinaigting ni Chairman Gerardo C. Nograles ang mandatory conciliation-mediation sa loob ng NLRC sa pamamagitan ng paglunsad ng "Double-Barreled (Two-Layer) Conciliation-Mediation Program" na kung saan dala-wang beses ibibigyan ng pagkakataon ang mga partido sa labor case na ayusin ang kanilang sigalot sa usaping paggawa, sa pamamagitan ng mandatory conciliation-mediation ng Single-Entry Approach (SEnA) at ng mandatory conciliation-mediation ng Labor Arbitrer.

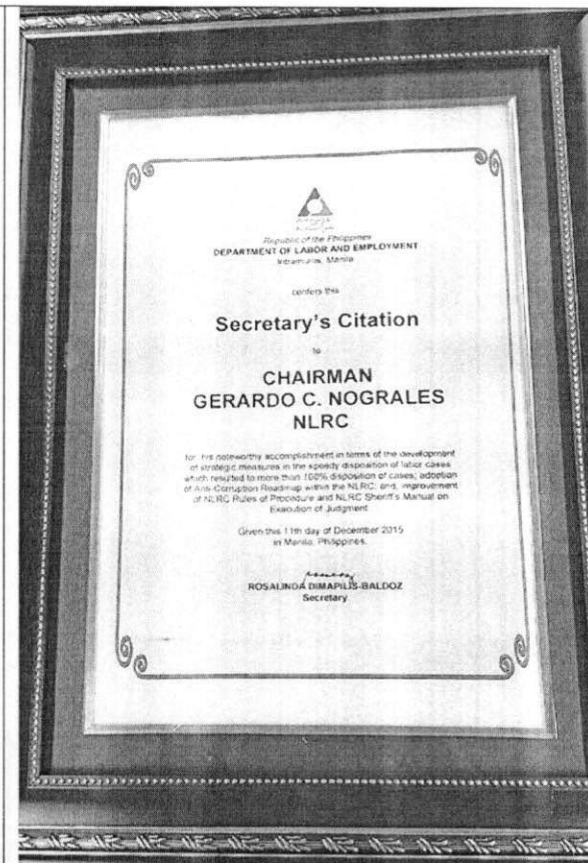
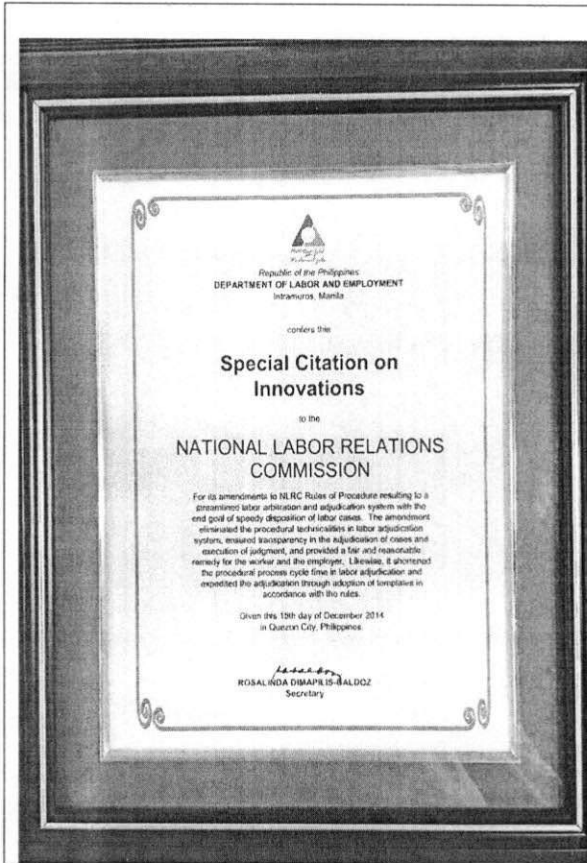
Dahil sa magandang repara sa loob ng NLRC, ang Department of Labor and Employment (DOLE) ay naggawad ng "Special Citation on Innovations" at "Lingkod Manggagawa Award" sa NLRC.

Sa kasalukuyan, ang NLRC ay pumasa sa ISO Certification para sa Quality Management System (QMS) dahil sa epektibo at mabilis na proseso sa NLRC.



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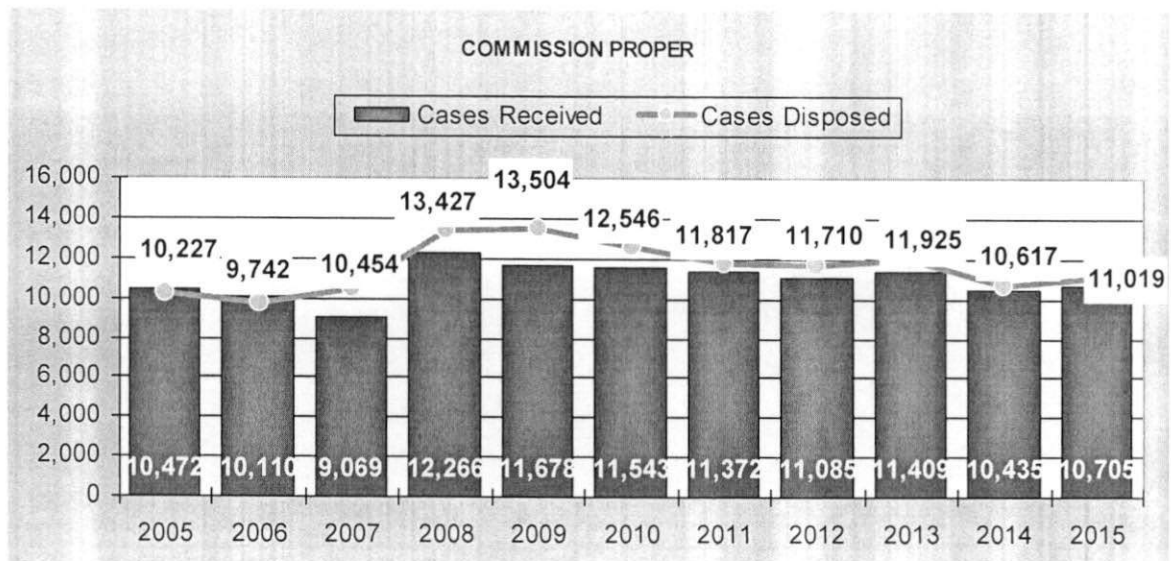
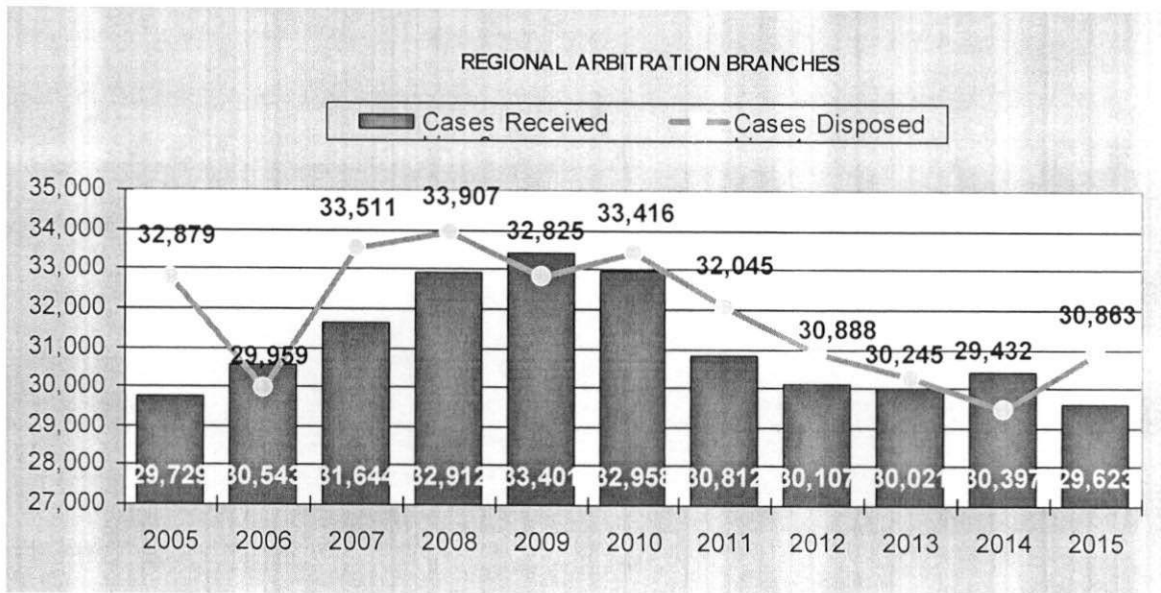




Caseload and Disposition

For 2015, the NLRC was able to maintain a higher level of disposition of cases, and posted gains in reducing the number of pending cases. The NLRC posted an overall output for compulsory arbitration of **41,882** cases, **30,863** as original cases from the Regional Arbitration Branches (RABs), and **11,019** as appealed cases from the Commission Proper. In terms of inflow versus outflow of cases, of the **29,623** original cases received for the current year, **30,863** or **104%** are disposed of by the Regional Arbitration Branches (RABs). On the other hand, of the **10,705** appeal cases received for the current year, **11,019** or **103%** are disposed of by the Commission Proper.

Based on an eleven (11)-year trend, from 2005-2015, the outflow or the cases disposed of outnumbered the inflow or the cases received by the RABs and the Commission Proper as shown in the graphs below:

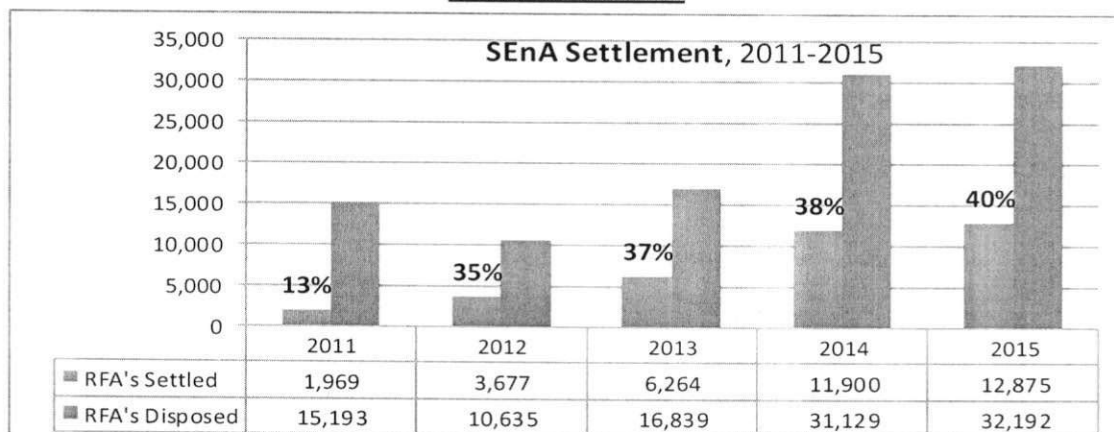


Under the **“Double-Barreled (Two-Cycle) Conciliation-Mediation Program”** (a program wherein venue for settlement of all labor disputes is done and exhausted through the following: (a) mandatory conciliation-mediation prior to compulsory arbitration pursuant to the Single-Entry Approach (SEnA) Rules of Procedure; and, (b) mandatory conciliation-mediation during compulsory arbitration pursuant to the 2011 NLRC Rules of Procedure, as amended), the NLRC disposed a total of **62,778** labor disputes, **24,647** through settlement, benefitting a total of **33,593** workers, and judgment award of **P3,547,130,845.83**.

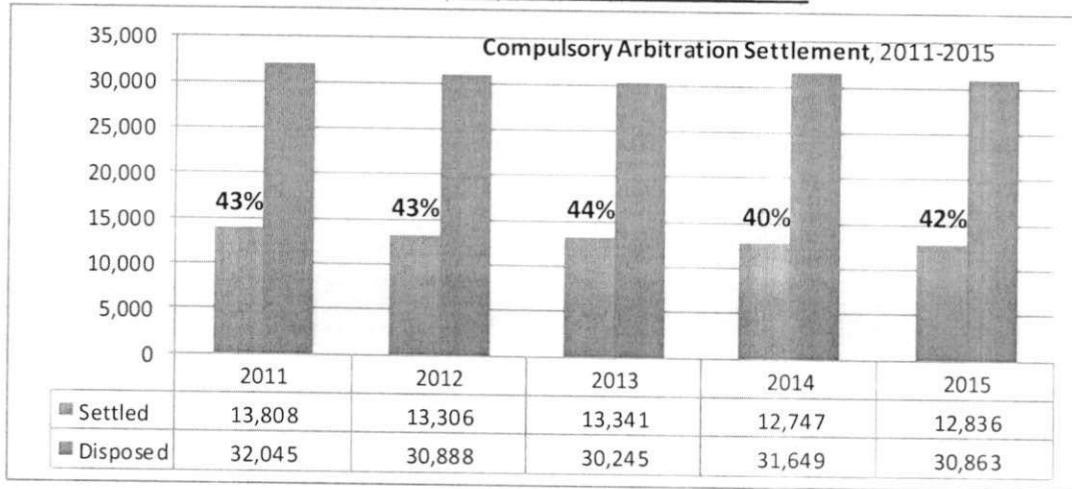
2015 DOUBLE-BARRELED (TWO-CYCLE) CONCILIATION-MEDIATION PROGRAM				
Regional Arbitration Branches (RABs)	No. of Disposed Labor Disputes	No. of Settled Labor Disputes	No. of Workers Benefitted	Judgment Award
Mandatory conference under the SEnA	32,192	12,675	11,696	363,608,681.24
Mandatory conference under the Compulsory Arbitration	30,863	12,836	36,685	6,955,508,348.68
TOTAL	63,055	25,511	48,381	7,319,117,029.92

All efforts are exerted towards amicable settlement of labor disputes during the SEnA and compulsory arbitration processes. As a result, settlement efforts have been successful to a substantial degree every year. The table below presents the trend of settlement of labor disputes at the NLRC under the “Double-Barreled (Two-Cycle) Conciliation-Mediation Program”: (a) Single-Entry Approach (SEnA) settlement from 2011-2015; and (b) Compulsory Arbitration settlement share from 2011-2015.

SEnA Settlement

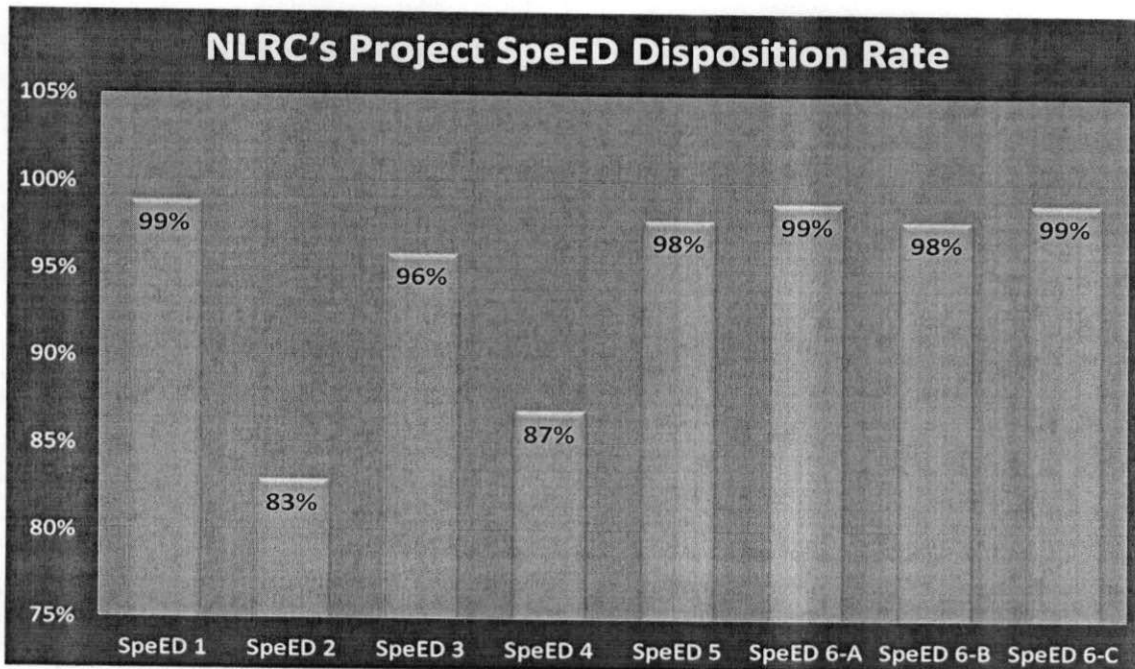


Compulsory Arbitration Settlement

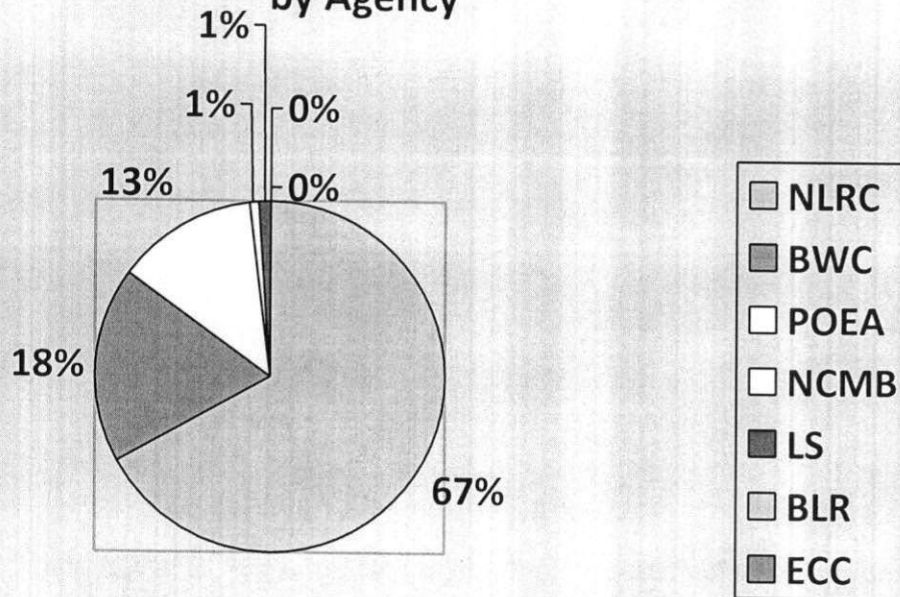


Project Speedy and Efficient Delivery of Labor Justice (SpeED)

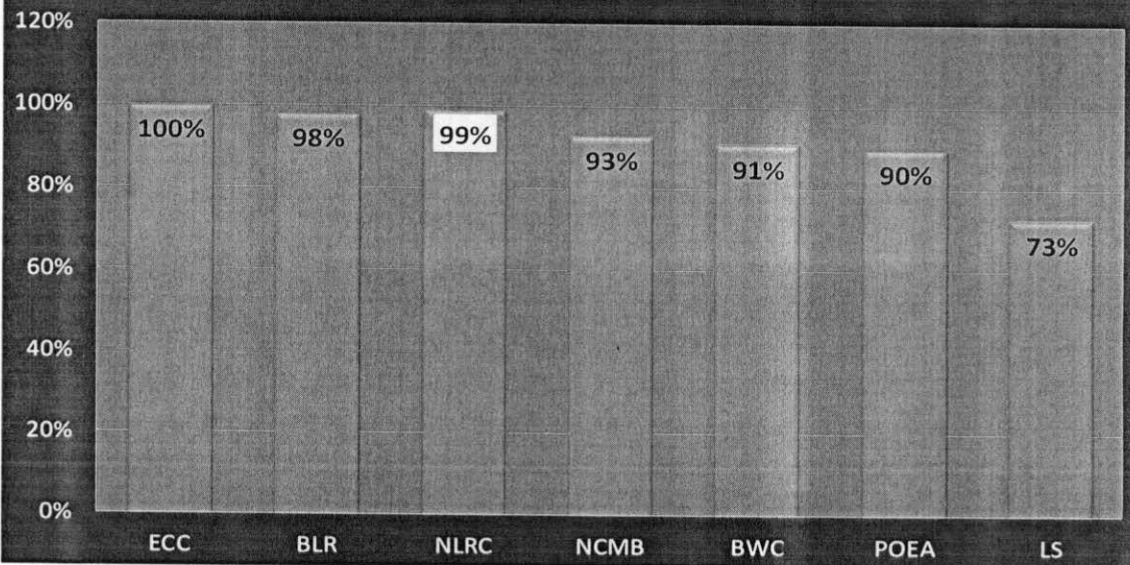
One of the institutional reforms of the NLRC is to pursue responsive public service delivery and efficient use of resources through speedy and efficient delivery of labor justice through the Project SpeED (Speedy and Efficient Delivery of Labor Justice), which aims to reduce case backlog and to ensure that case dockets remain current (Agenda No. 6 of 22-Point Philippine Labor and Employment Agenda). The table below captures the Project SpeED accomplishments:



Distribution of Cases Handled in Project SpeED by Agency

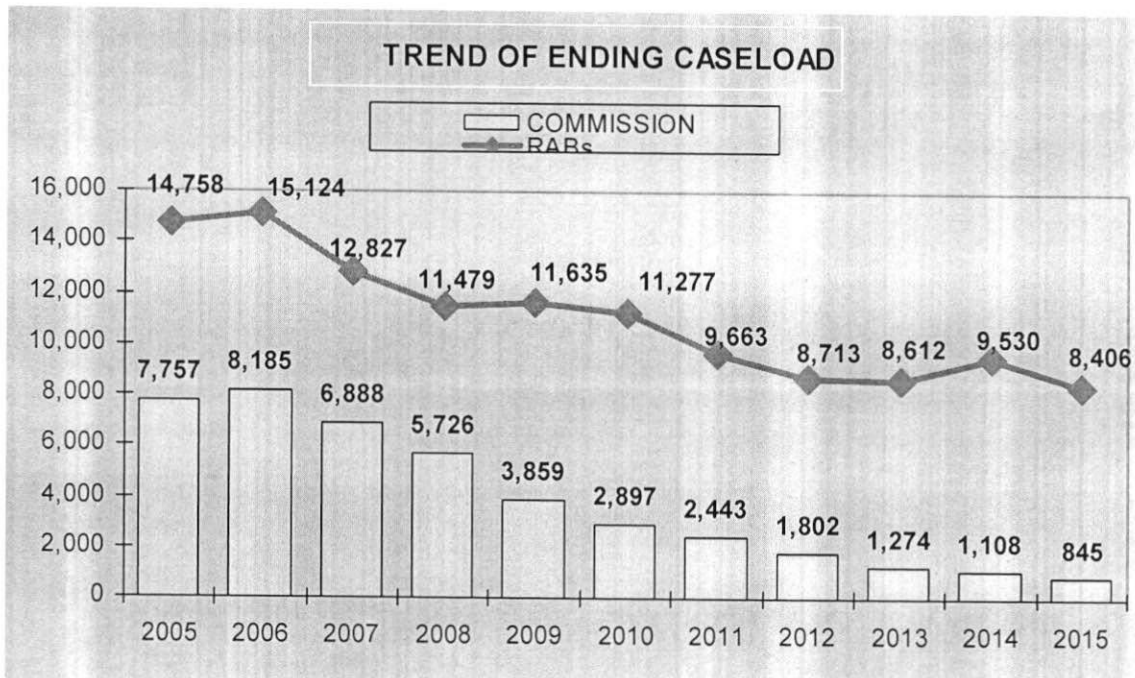


DOLE's Agencies Project SpeEDs 1-6 Overall Disposition Rate



Ending Caseload

At the end of 2014, the RABs and the Commission Proper had total pending of **9,530** original cases, and **1,108** appealed cases, respectively. By December 31, 2015, said numbers stood at **8,406** original cases, and **845** appealed cases, a decrease of **1,124** pending original cases, and **263** pending appealed cases. The graph below shows the reduction of ending caseload every year.



The RABs beginning caseload of **9,530** has now come to an ending caseload of **8,406**, while in the Commission Proper, from **1,108** to **845** ending caseload. Of **8,406** remaining original cases at the RABs, **8,014** or **95%** are newly filed cases ("current cases") or cases filed from April to December 2015 pursuant to the 9-month process cycle time. At the Commission Proper, of **845** remaining appealed cases, **837** or **99%** are newly filed cases ("current cases") or cases filed from July to December 2015 pursuant to the 6-month process cycle time.

The table below presents the breakdown of ageing of cases:

Regional Arbitration Branches

Regional Arbitration Branches (RABs) (NCR to RAB XIII) AGE OF ENDING CASELOAD		
9-Month Process Cycle Time	Actual	%
1-3 months old (Oct. to Dec. 2015)	4,379	52%
4-6 months old (Jul. to Sep. 2015)	2,614	31%
7-9 months old (Apr. to Jun. 2015)	1,021	12%
10 months old & above (Mar. 2015 & earlier)	392	5%
Total	8,406	100%

Commission Proper

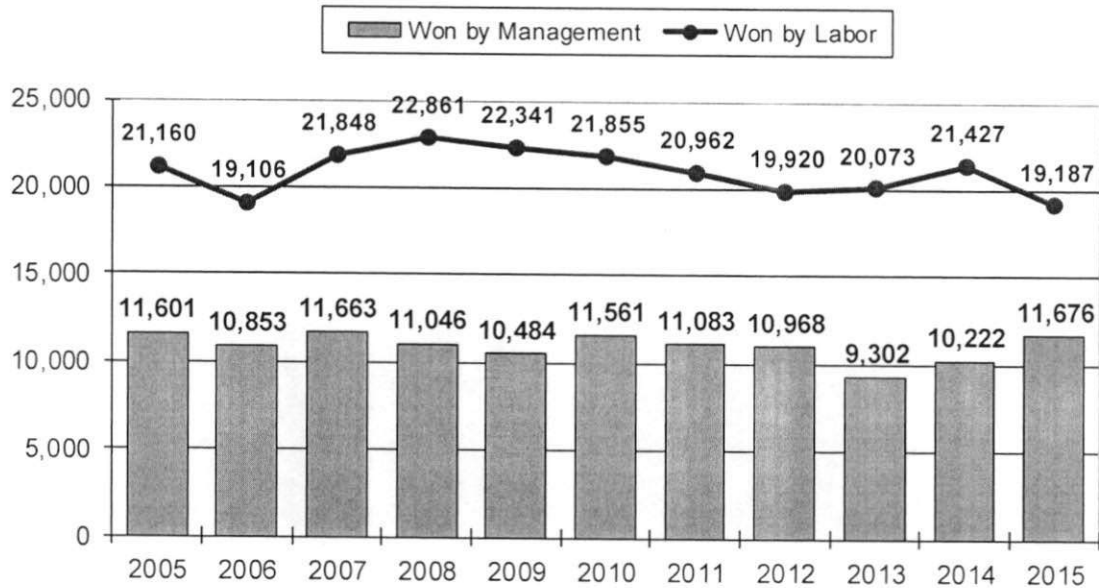
Commission Proper (1st to 8th Divisions) AGE OF ENDING CASELOAD		
6-Month Process Cycle Time	Actual	%
1-3 months old (Oct. to Dec. 2015)	807	96%
4-6 months old (Jul. to Sep. 2015)	30	3%
7 months old & above (Jun. 2015 & earlier)	8	1%
Total	845	100%

Judgment: Labor and Management

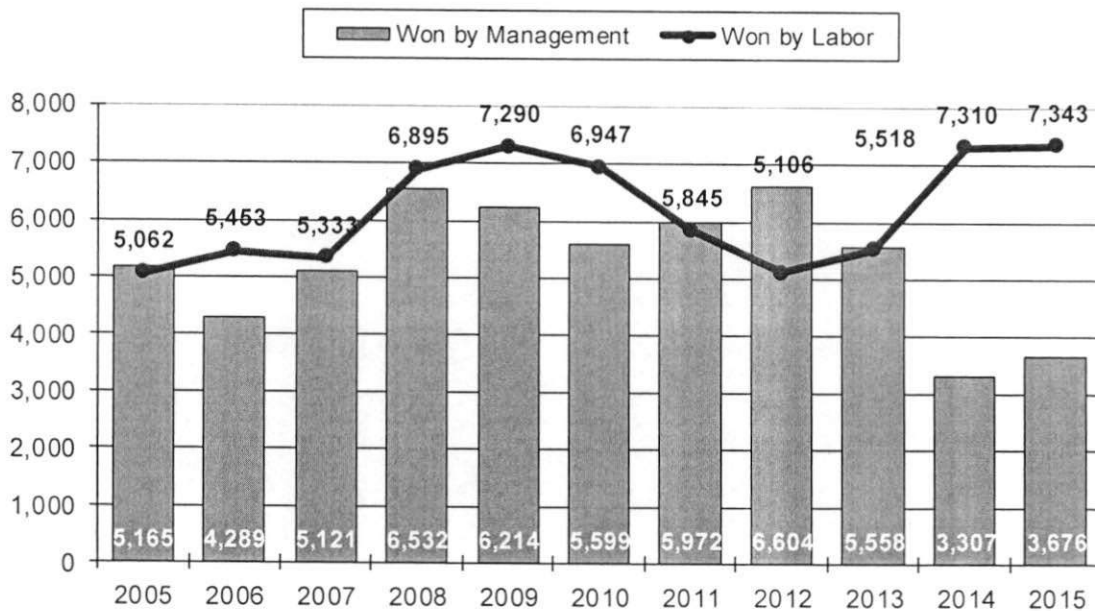
At the RABs, **62%** of the total cases were disposed of in favor of labor (workers), while **38%** in favor of management (employer). On appealed cases, the Commission Proper disposed of **67%** in favor of labor, and **33%** in favor of management.

The table below presents the 11-year trend of disposition in favor labor and/or management:

Regional Arbitration Branches

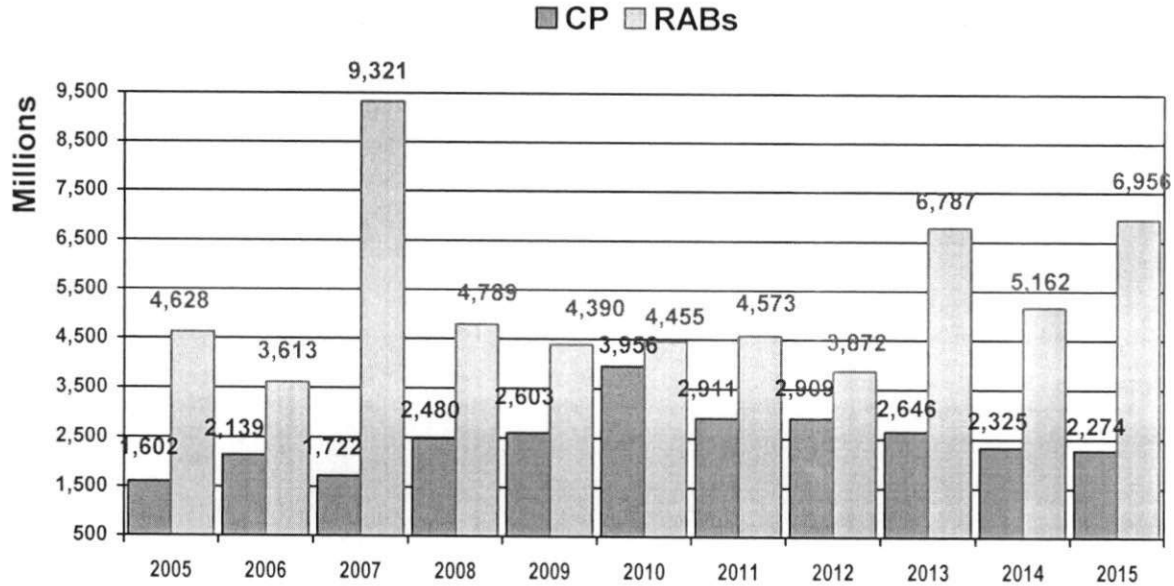


Commission Proper

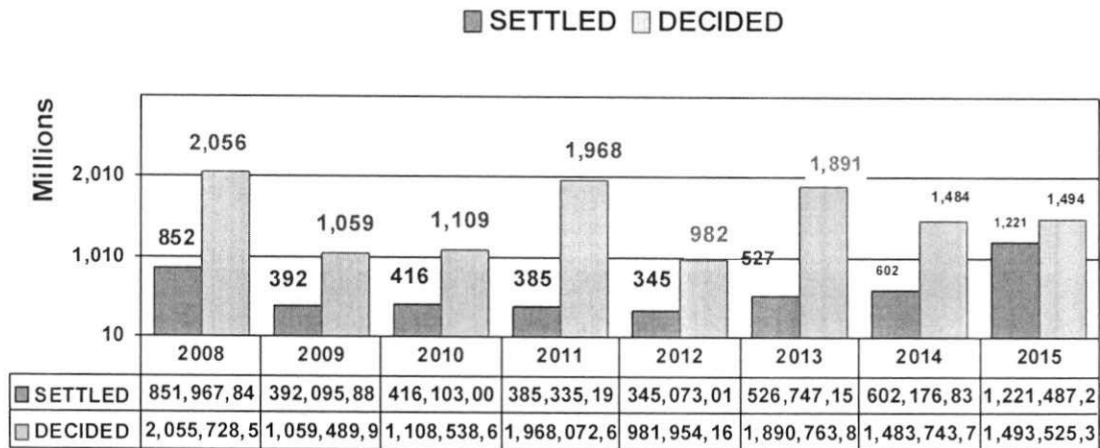


Judgment: Monetary Awards

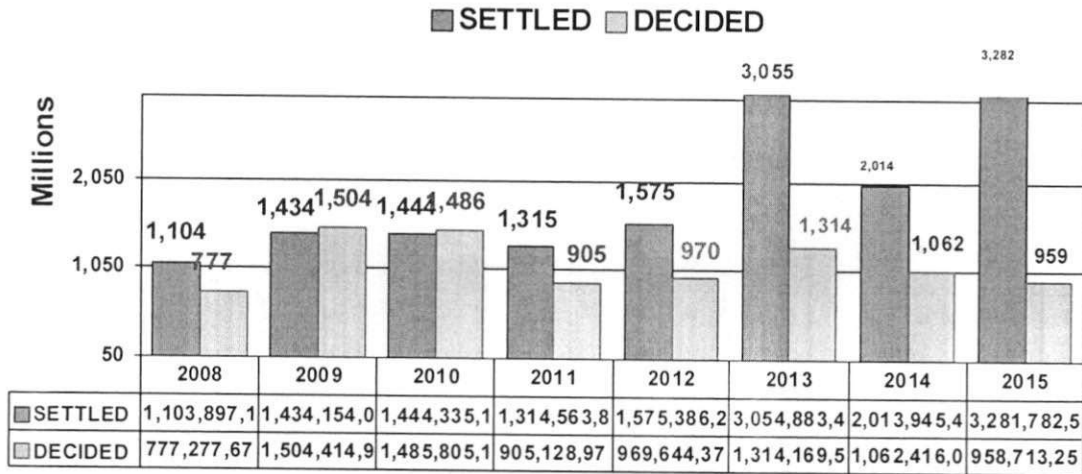
Amount of judgment awards at the RABs reached **P6.956B**, benefiting **36,685** workers. Of the total amount awarded and workers benefitted, **P4.503B** were awarded through settlement, benefitting **21,502** workers, and **P2.452 Billion**, through cases of merit (decided), benefitting **15,183** workers. At the Commission Proper, **P2.274B** was awarded, benefitting a total of **10,608** workers.



Of the total judgment award in 2015, the RABs on regular (local) cases awarded **P1.221B** by way of settlement and **P1.494B** by way of decisions on the merits.

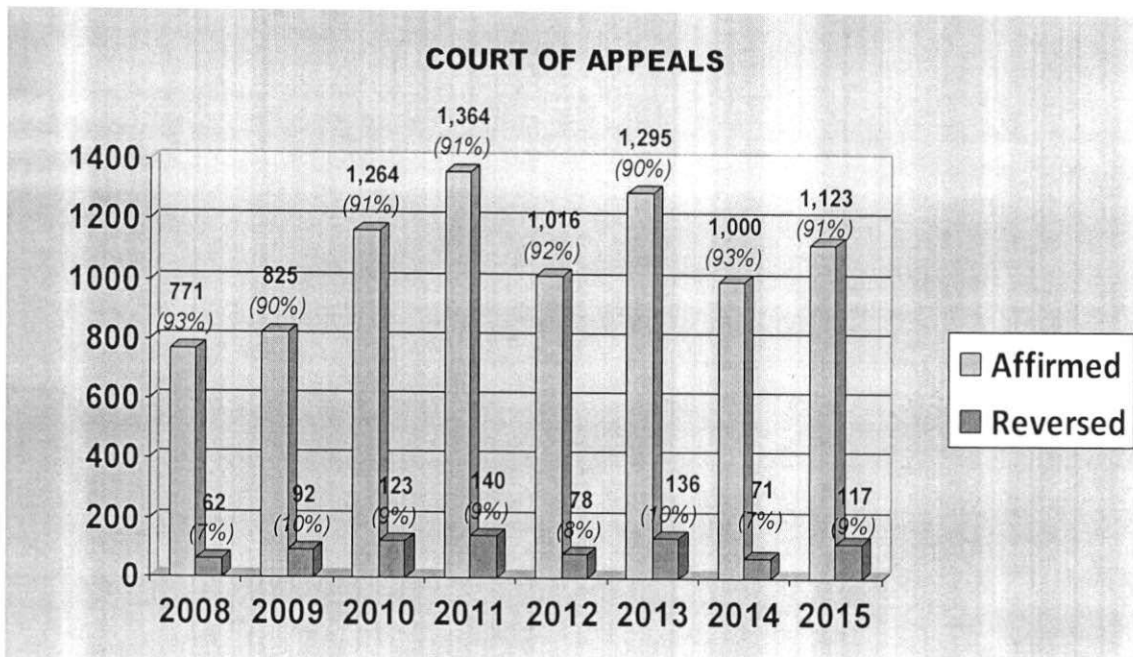


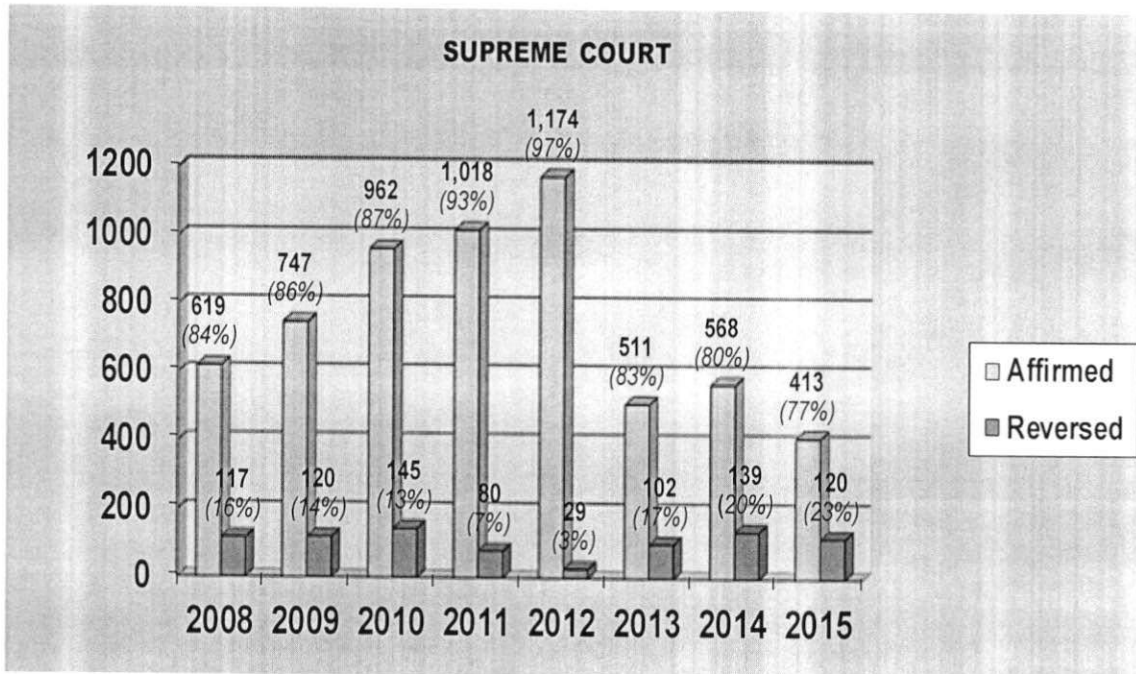
For OFW cases, **P3.282B** was awarded through settlement and **P958.71M** through decision on the merits.



Affirmation of Judgment

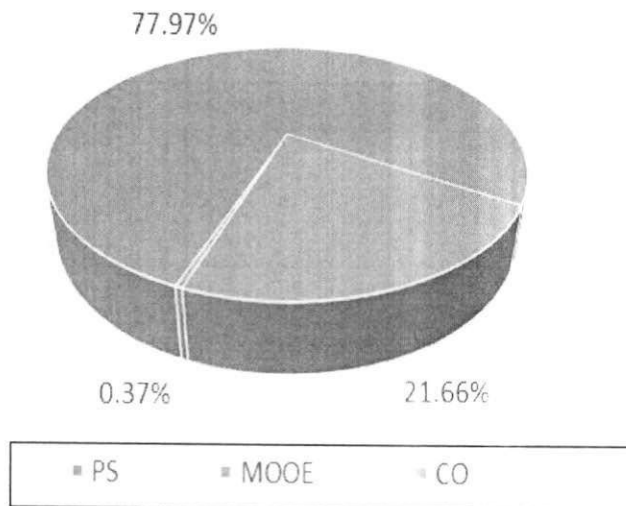
Since decision making is the primordial duty in order to maintain industrial peace and promote social justice, the NLRC, as a personification of labor justice, strives for excellence in deciding labor cases. As a result, the NLRC was able to maintain a higher level of affirmation rate of decisions by the Court of Appeals and the Supreme Court.





Financial Statement

Based on the General Appropriations Act FY 2015, the budget approved posted at **P659,400,000.00** exclusive of RLIP. Personal Services (PS) accounted for **77.97%** budget, with a total allotment of **P514,102,000.00**, while Maintenance and Other Operating Expenses (MOOE) represented **21.66%** at **P142,837,000.00**. The remaining **0.37%** went to Capital Outlay, with allotted **P2,461,000.00**.



STATEMENT OF ALLOTMENTS, OBLIGATIONS AND BALANCES
As of DECEMBER 31, 2015

P/A/P Allotment Class/ Object of Expenditure (1)	Appropriation FY 2015 GAA	Allotment Received (2)	Obligations Incurred		Unobligated Balance of Allotment (5)=(2)-(4)
			This Report (3)	To Date (4)	
A. Current Year Budget					
Personal Services					
Salaries & Wages-Regular	393,179,000.00	403,438,000.00	37,374,436.56	400,553,473.97	2,884,526.03
Salaries & Wages- Casual	422,000.00	422,000.00	14,512.00	111,701.26	310,298.74
Personnel Economic Relief Allowance	22,032,000.00	22,032,000.00	2,038,011.99	22,364,630.33	(332,630.33)
Representation Allowance	21,960,000.00	21,960,000.00	1,910,000.00	25,614,125.00	(3,654,125.00)
Transportation Allowance	21,960,000.00	21,960,000.00	1,740,750.00	24,126,683.38	(2,166,683.38)
Clothing/Uniform Allowance	4,590,000.00	4,590,000.00	42,500.00	4,712,500.00	(122,500.00)
Productivity Incentive Bonus	1,836,000.00	1,836,000.00		1,777,000.00	59,000.00
Longevity Pay	5,759,000.00	5,759,000.00	413,636.60	4,391,655.45	1,367,344.55
Honoraria		0.00		52,000.00	(52,000.00)
Overtime Pay		0.00	0.00	180,727.63	(180,727.63)
Year end bonus	32,752,000.00	32,752,000.00	94,046.50	33,346,465.98	(594,465.98)
Cash Gift	4,590,000.00	4,590,000.00	16,375.00	4,675,750.00	(85,750.00)
PAG-IBIG Contributions	1,102,000.00	1,102,000.00	150,400.00	1,116,050.00	(14,050.00)
PHILHEALTH Contributions	2,821,000.00	2,821,000.00	312,112.50	3,423,077.98	(602,077.98)
ECC Contributions	1,099,000.00	1,099,000.00	99,714.98	1,100,132.52	(1,132.52)
Other Personnel Benefits-Loyalty			0.00	953,302.05	(953,302.05)
Other Personnel Benefits - Monetization		16,182,229.00	16,182,229.00	16,498,165.38	(315,936.38)
Sub-Total	514,102,000.00	540,543,229.00	60,388,725.13	544,997,440.93	-4,454,211.93
Maintenance and Other Operating Expenses					
Travel Expenses - Local	3,408,000.00	3,408,000.00	237,088.53	3,571,861.46	(163,861.46)

Training Expenses	4,881,000.00	4,881,000.00	738,188.45	4,824,468.49	56,531.51
Supplies Expense	9,409,000.00	9,409,000.00	1,149,897.61	9,818,198.40	-409,198.40
Office Supplies Expense	5,258,000.00	5,258,000.00	10,040.49	6,231,415.10	(973,415.10)
Accountable Forms	511,000.00	511,000.00	1,680.00	48,307.50	462,692.50
Drugs and Medicines	116,000.00	116,000.00	0.00	4,441.00	111,559.00
Gasoline, Oil and Lubricants Expense	1,035,000.00	1,035,000.00	224,304.32	1,701,519.70	(666,519.70)
Textbooks and Instructional Materials	773,000.00	773,000.00	0.00	28,136.90	744,863.10
Other Supplies Expenses	1,716,000.00	1,716,000.00	913,872.80	1,804,378.20	(88,378.20)
Utility Expenses	22,152,000.00	22,152,000.00	1,518,587.07	21,168,029.76	983,970.24
Water Expenses	4,429,000.00	4,429,000.00	702,117.62	3,452,393.79	976,606.21
Electricity Expenses	17,723,000.00	17,723,000.00	816,469.45	17,715,635.97	7,364.03
Communication Services	18,122,000.00	18,122,000.00	1,929,304.01	17,820,409.95	301,590.05
Postage & Deliveries	12,300,000.00	12,300,000.00	1,489,174.67	12,074,363.40	225,636.60
Telephone Expense - Landline	4,154,000.00	4,154,000.00	246,238.78	2,930,747.89	1,223,252.11
Telephone Expense - Mobile	867,000.00	867,000.00	40,808.48	1,535,912.53	(668,912.53)
Internet Expenses	801,000.00	801,000.00	139,982.08	1,265,286.13	(464,286.13)
Cable Expenses		0.00	13,100.00	14,100.00	(14,100.00)
Advertising Expenses	800,000.00	800,000.00	12,465.60	192,448.00	607,552.00
Printing and Binding Expenses	1,140,000.00	1,140,000.00	20,639.50	219,039.08	920,960.92
Rent Expenses	37,923,000.00	37,923,000.00	4,048,116.45	37,241,515.07	681,484.93
Representation Expenses	300,000.00	300,000.00	89,886.50	298,154.56	1,845.44
Transportation and Delivery Expenses	706,000.00	706,000.00	8,635.75	84,829.25	621,170.75
Subscription Expenses	120,000.00	120,000.00	35,858.00	217,416.67	(97,416.67)
Professional Services	18,523,000.00	18,523,000.00	2,352,536.23	19,687,641.35	-1,164,641.35
Legal Services	530,000.00	530,000.00	0.00	55,310.00	474,690.00
Auditing Services		0.00	10,589.50	37,211.50	(37,211.50)
General Services	4,216,000.00	4,216,000.00	461,367.96	3,932,609.34	283,390.66

Janitorial Services	4,603,000.00	4,603,000.00	562,103.19	4,211,564.77	391,435.23
Security Services	8,994,000.00	8,994,000.00	1,300,255.58	11,278,805.40	(2,284,805.40)
Other Professional Services	180,000.00	180,000.00	18,220.00	172,140.34	7,859.66
Repairs and Maintenance Expense	2,545,000.00	2,545,000.00	523,725.04	2,431,991.26	113,008.74
Office Building			86,554.89	226,170.99	(226,170.99)
Office Equipment			50,977.75	303,203.00	(303,203.00)
Furnitures/Fixtures			38,870.00	317,981.30	(317,981.30)
IT Equipment & Software	95,000.00	95,000.00	32,269.00	357,934.55	(262,934.55)
Motor Vehicle Leased Assets	2,450,000.00	2,450,000.00	298,985.65	1,083,166.67	1,366,833.33
Communication Equipment			0.00	115,990.00	(115,990.00)
Other PPE			10,800.00	21,437.00	(21,437.00)
Membership, Due & Contribution to Organization			0.00	500.00	(500.00)
Extraordinary / Miscellaneous Expenses	21,516,000.00	21,516,000.00	2,598,249.48	22,242,581.48	(726,581.48)
Taxes, Insurance Premiums and Other Fees	1,292,000.00	1,292,000.00	82,832.05	1,164,809.73	127,190.27
Taxes, Duties and Licenses			14,954.06	175,057.20	(175,057.20)
Fidelity Bond Premiums			21,450.00	507,980.13	(507,980.13)
Insurance Expense			46,427.99	481,772.40	(481,772.40)
Other Maintenance and Operating Expenses			189,871.75	468,357.39	(468,357.39)
Bank Charges			100.00	8,005.00	(8,005.00)
Sub-Total	142,837,000.00	142,837,000.00	15,535,982.02	141,460,256.90	1,376,743.10
Capital Outlays					
Office Equipment	700,000.00	2,992,000.00	2,327,028.60	2,842,514.00	149,486.00
Furnitures/Fixtures		0.00	0.00	169,734.00	(169,734.00)
Motor Vehicle	1,100,000.00	1,100,000.00	0.00	1,099,972.20	27.80

Other PPE			0.00	0.00	0.00
IT Equipment & Software	661,000.00	661,000.00	425,440.00	640,440.00	20,560.00
Sub-Total	2,461,000.00	4,753,000.00	2,752,468.60	4,752,660.20	339.80
TOTAL - CURRENT YEAR	659,400,000.00	688,133,229.00	78,677,175.75	691,210,358.03	(3,077,129.03)
B. AUTOMATIC APPROPRIATION					
Retirement and Life Insurance Premium	33,448,000.00	33,448,000.00	3,063,888.45	33,423,565.37	24,434.63
TOTAL - AUTOMATIC APPROPRIATION	33,448,000.00	33,448,000.00	3,063,888.45	33,423,565.37	24,434.63
C. SPECIAL PURPOSE FUNDS					
MPBF					
Other Bonuses and Allowances - PBB		11,489,000.00	0.00	11,739,464.54	(250,464.54)
Other Bonuses and Allowances - PEI		33,042,490.00	202,830.00	33,042,485.02	4.98
Pension Gratuity Fund					
Pension Benefits - Civilian		46,771,722.00	8,389,762.00	46,503,772.56	267,949.44
Terminal Leave Benefits		33,114,823.00	4,284,509.11	33,114,795.71	27.29
Retirement Benefits - Civilian		74,388,311.00	9,815,172.00	74,388,308.06	2.94
TOTAL - SPECIAL PURPOSE FUND	0.00	198,806,346.00	22,692,273.11	198,788,825.89	17,520.11
GRAND TOTAL	692,848,000.00	920,387,575.00	104,433,337.31	923,422,749.29	-3,035,174.29

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