

2001

ANNUAL REPORT

NATIONAL CONCILIATION AND MEDIATION BOARD
Department of Labor and Employment

Promotion of the voluntary arbitration program also got a lift in 2000. The sixth annual convention on voluntary arbitration was conducted toward the end of the year, which paved the way for the adoption of resolutions aimed at strengthening and enhancing the promotion of the voluntary arbitration program.



REGIONAL OPERATIONS

Actual Strike/Lockout

A slight increase in the number of new actual strikes was noted during the year as 60 new cases were declared compared to 58 the previous year. Consequently, more workers were affected resulting to an increase in mandays lost. The 60 new actual strike cases surpassed the year's projection of 54.

Sixty (60) of the 65 actual strike cases handled during the year were disposed for a 92.31% disposition rate, slightly higher than the 91.53% attained during the same period last year. Settlement rate, though, suffered a decline: from 59.32% in 1999 to 56.92% in 2000.

Actual strikes lasted an average of 26 days in 2000, six days slower than the strike duration last year.

Table 1. Actual Strikes/Lockouts Declared, Workers Involved and Mandays lost by Region:

REGION	NO. OF S/L	WORKERS INVOLVED	MANDAYS LOST
TOTAL	60	21,442	319,233
NCR	39	16,127	250,029
CAR	0	0	0
RB-1	1	790	1,580
RB-2	0	0	0
RB-3	3	777	9,915
RB-4	12	2,461	45,283
RB-5	0	0	0
RB-6	0	0	0
RB-7	2	256	784
RB-8	1	386	772
RB-9	0	0	0
RB-10	0	0	0
RB-11	0	0	0
RB-12	1	145	870
RB-13	1	500	10,000

Benefits Accruing From Conciliation

Some P1,548,846,900.75 in monetary benefits and other compensation packages was facilitated for 17,374 workers in settled conciliation cases during the period. In 1999, 21,138 workers benefited from an aggregate amount of PHP1.2B in CBA packages and other monetary benefits resulting from case settlement.

Also, by keeping the incidence of work stoppages within the minimum, an estimated PHP6.1B in of salaries and investments were not lost/made idle.



Capability-Building Program

Labor Dispute Management Course IX was conducted, in two batches, during the later part of 2000 to update the conciliators with the latest trends and developments in labor relations.



The first batch was held for the conciliator-mediators of Visayas and Mindanao in Cebu City on September 23-25, 2000. That which was intended for the Luzon group was held in Pampanga on October 23-25, 2000.

Monetary Awards

The Board, through the Accredited Voluntary Arbitrators facilitated the award of some PHP10,963,474 in monetary award to 757 workers in 25 decided cases throughout 2000. In 1999, 2,092 workers were beneficiaries of some PHP 24,148,912 in monetary benefits awarded by AVAs in 43 decided cases.

Appealed Cases

Decisions of AVAs enjoy wide acceptance and most are complied with by the parties. In 2000, only 28 or 18% of the 152 decided cases were appealed by the losing parties to the Court of Appeals. This brings the total number of appealed cases during the year to 120. Eighteen of these cases were decided by the Court, 13 cases of which were affirmed for an affirmation rate of 72%. Five other cases were either reversed, annulled and set aside, or modified.

Free Legal Aid and Voluntary Arbitration Services (FLAVAS)

New FLAVAS cases totaled 337 in 2000, down by 30% from the 1999 figure of 481. The new cases involved 889 workers.

Of the 356 FLAVAS cases handled in 2000, 332 were disposed, giving the Board a 93% disposition rate. The resolution of these cases resulted in the facilitation of P5,294,359.73 in monetary benefits awarded to some 889 workers.

Education and Training

Some 61 companies and a total of 3,962 labor and management participants benefited from orientation seminars conducted for the clientele in 2000. In addition, 575 companies and 3,926 labor and management representatives became recipients of the skills training conducted during the year.

6th National Convention on Voluntary Arbitration

The 6th National Convention on Voluntary Arbitration in Cebu City on September 20-21, 2000. The event saw the attendance of some 170 AVA-delegates.

Convention speakers discussed a wide range of topics that included trends in alternative dispute resolution, the effects of globalization on labor relations, maritime arbitration, and labor jurisprudence.

Two workshop resolutions were approved during the convention. These were: “*A Resolution Enjoining the Secretary of Labor and Employment to Promulgate Department Policies, Rules and Regulations Regarding Mergers, Acquisitions, Consolidations and Buy-outs*” and “*A Resolution Making Various Recommendations for the Promotion of Voluntary Arbitration in the Maritime Industry.*”



LABOR-MANAGEMENT COOPERATION

Some 136 new labor-management cooperation schemes were facilitated nationwide, 21 more than those facilitated in 1999 and 10 or 8% more than the 2000 target of 126. As of end December 2000, 764 LMCs were reported as active nationwide.

Aside from forging partnerships and cooperation through the facilitation of these LMC schemes, plant level orientation seminars and skills trainings aimed at equipping the workers with knowledge, skills and attitudes necessary in fostering harmony and productivity in the workplace were also conducted. Five hundred thirty-nine orientation seminars benefiting 2,908 labor and 1,336 management representatives and 525 skills training benefiting 2,568 labor and 1,009 management representatives were conducted during 2000.

Table 5. LMCs facilitated by region: 2000

REGION	NO. OF LMCs FACILITATED BY REGION
TOTAL	136
NCR	82
CAR	0
RB-1	2
RB-2	2
RB-3	5
RB-4	13
RB-5	2
RB-6	2
RB-7	5
RB-8	5
RB-9	0
RB-10	5
RB-11	2
RB-12	4
RB-13	7

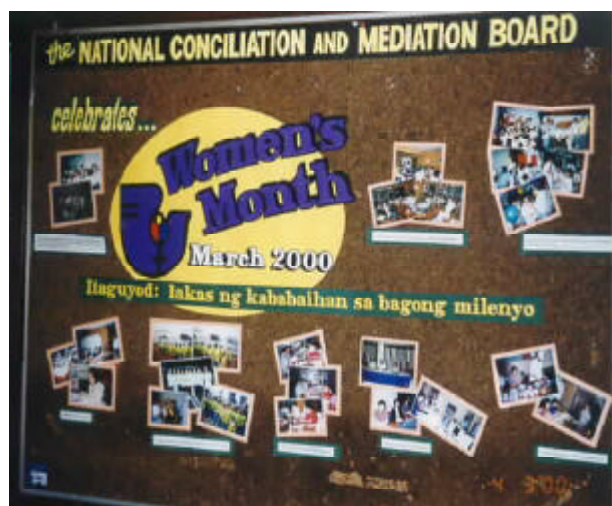
Table 6. Companies Reached through the conduct of Plant Level Orientation Seminars and Skills Training, by region:: 2000

REGION	COMPANIES REACHED THROUGH ORIENTATION SEMINARS	NO. OF BENEFICIARIES	COMPANIES REACHED THROUGH SKILLS TRAINING	NO. OF BENEFICIARIES
TOTAL	539	4,244	525	3,577
NCR	211	1,309	179	629
CAR	39	87	39	87
RB-1	21	433	11	390
RB-2	2	48	4	186
RB-3	39	228	5	138
RB-4	86	484	63	303
RB-5	13	289	11	207
RB-6	5	123	17	139
RB-7	41	157	50	156
RB-8	7	153	48	254
RB-9	3	74	14	49
RB-10	4	66	15	349
RB-11	45	344	44	303
RB-12	20	372	24	381
RB-13	3	77	1	22

MANAGEMENT AND SUPPORT SERVICES

Personnel Program and Services

In celebration of the Women's Month, and to provide the employees with know-how and skills about alternative source of income and thus cushion the impact of economic crisis, the Board, through the initiative of the Central Office (CO) Gender and Development (GAD) Focal Point Technical Working Group, the Livelihood Course on Basic Fish Processing was conducted. This was held on March 28, 2000 at the Central Office



Conference Room. A total of 25 CO personnel benefitted from the activity. Mesdames Alicia O. Delos Santos and Macaria Andrade from the Bureau of Fisheries and Aquatic Resources served as a resource persons. Through the course, the participants learned the process of fish-deboning, how to make sardines, spicy dilis, quekiam, shrimp, nuggets, fishballs and squidballs.

In order to address the issue of balancing work and family responsibilities, a Half-day Forum on Harmonizing Work and Family Responsibilities was held on March 30, 2000 at the Central Office Conference Room. Psychologist Clem Guillermo, Marriage and Family Counselor and On-call Counselor, Psychologist of the T.V. Program "Partners" MEL and JAY was invited as resource person. A total of 68 employees from the Central Office and National Capital Region attended the forum.



A total of Fifty (50) outside training/seminars, were availed of by NCMB personnel in 2000, benefiting sixty four (64) employees, both assigned in the Central Office and in the Regional Branches.

OFFICE	No. of Seminars	No. of Personnel Benefitted
C O	13	20
N C R	1	2
C A R	8	7
I	0	0
II	0	0
III	4	3
IV	3	4
V	3	5
V I	0	0
V II	5	3
V III	0	0
IX	6	6
X	1	1
X I	1	12
X II	1	1
X III	0	0
TOTAL	50	64

The Board also facilitated the grant of full scholarship to four (4) personnel: two (2) BAR reviewees, one (1) completing a thesis writing sponsored by the Civil Service Commission under its Local Scholarship Program, and one (1) on full foreign scholarship sponsored by the Australian Development Scholarship (ADS).

MANAGEMENT INFORMATION SYSTEM

As information technology evolved to be the modern technological tool to expedite work, communication and research needs, the Board continues to upgrade its resources and update skills in the area of Information Communications Technology (ICT).

With the increased awareness and popularity of the internet, information sharing was maximized this year thru the use of the Internet. It was made as a tool in the delivery of communications. Reports and other documents were sent thru the internet to speed up the reporting process and save on communication costs.

The Board also continues to maintain its Internet homepage since its launching in 1998. The NCMB homepage provides an information of the Board's programs. It also features the Board's mission and vision as well as its functions and organizational chart. Also included are the strike situationer updated weekly. The information system on strike was also made available on-line via the internet.

In its efforts towards the improvements of its service delivery to its clientele, the NCMB provides basic knowledge and set a level of competence in the planning and use of ICT in office automation. This year, the Board's computer operators of the Central Office who attended the training on



Windows 95, MS Excel and PowerPoint conducted two batches of trainings for the Central Office staff and officials. Its primary aim is to provide the staff and executives with an ample level of awareness on the fundamental concepts about computer handling and manipulation and be able to optimize its use.

In line with the Information Systems Plan of the Board, which will expire this year, it was able to procure various ICT hardware and software to complement the existing ones. The formulation and drafting of the new Agency's Information System Strategic Plan (ISSP) which aims to provide a 5 year IT framework for 2001 to 2005 is in the offing.