

*A relatively peaceful industrial relations environment was experienced during the year 2001 as the number of work stoppages was remarkably put to a minimum.*

*The National Conciliation and Mediation Board was able to keep the incidence of strikes within manageable levels. It is the eight year in a row that the Board was able to contain the number of work stoppages below the 100 mark.*

## HIGHLIGHTS OF ACCOMPLISHMENTS

The incidence of work stoppages went down by 28% as 43 new cases were recorded compared to 60 in 2000. The 43 new actual strikes were 5 cases less than the 2001 projection of 48.

Both notices of strike/lockout and preventive mediation cases also registered a decline. Notices of strike/lockout filed decreased by 16% compared to the figure last year, while preventive mediation cases were 7% lower than those newly docketed in 2000.

Of remarkable significance is the sustained effort in the promotion of alternative approaches to labor dispute prevention and settlement in the areas of labor-management cooperation and voluntary arbitration as manifested by the number of labor-management cooperation schemes facilitated. The voluntary arbitration program is continuously utilized by both labor and management to resolve their disputes as evidenced by the number of cases submitted to voluntary arbitration.



# REGIONAL OPERATIONS

## CONCILIATION-MEDIATION

### Actual Strikes/Lockouts

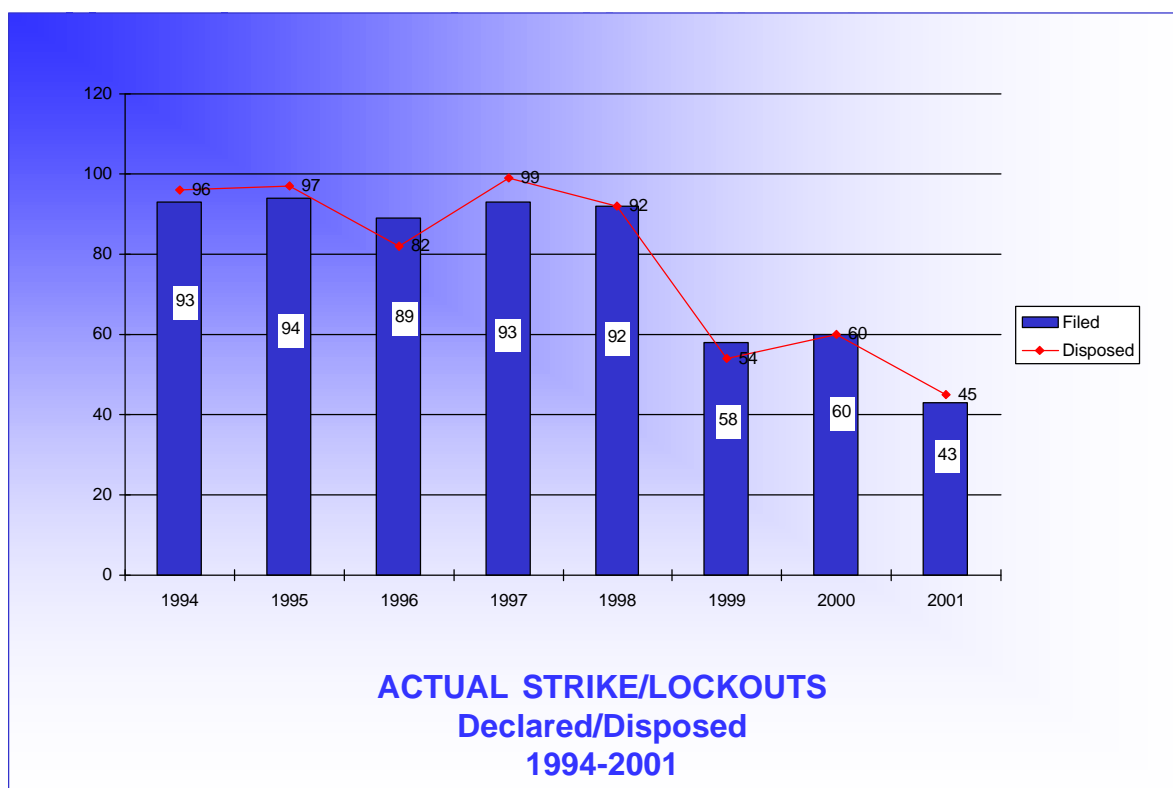
A decline in the number of new strikes/lockouts was experienced during the year as 43 new cases were declared compared to 60 cases during the previous year. Consequently, less number of workers was affected and less mandays were lost compared to last year. The 43 new actual strike cases is within the adjusted projection of 48 cases.

Forty-five (45) of the 48 cases handled during the year were disposed for a 94% disposition rate, higher than the 92% attained during the same period last year. Settlement rate is registered at 58% as compared to the 59% achieved last year.

Actual strikes lasted an average of 37 days in 2001.

Table 1. Actual Strikes/Lockouts Declared, Workers Involved and Mandays Lost by Region: 2001

REGION	NO. OF S/L DECLARED	WORKERS INVOLVED	MANDAYS LOST
TOTAL	43	7,919	206,493
NCR	19	4,391	91,687
CAR	1	290	2,320
RB-1	1	170	1,190
RB-2	0	0	0
RB-3	7	1,103	49,958
RB-4	12	1,791	59,292
RB-5	0	0	0
RB-6	0	0	0
RB-7	2	134	1,806
RB-8	1	40	240
RB-9	0	0	0
RB-10	0	0	0
RB-11	0	0	0
RB-12	0	0	0
RB-13	0	0	0



## Notices of Strike/Lockout

A total of 683 notices of strike/lockout were handled in 2001, 623 of which are new cases involving 142,706 workers. In 2000, there were 734 new strike/lockout notices filed covering 149,186 workers.

A 91% disposition rate was attained for notices of strike/lockout cases in 2001, lower than the 93% registered in 2000. Settlement rate, however, declined to 69% from last year's figure of 74%.

Settlement of notices of strike/lockout in 2001 required an average of 36 days.

## Preventive Mediation Cases

Some 738 new preventive mediation cases were docketed in 2001, 53 cases less than the 791 new cases received during the same period in 2000.

The new preventive mediation cases covered 154,764 workers, 6% higher than the 146,007 workers covered by preventive mediation cases in 2000.

Table 3 . Preventive Mediation Cases Filed and Workers Involved, by Region: 2001

REGION	NO. PM CASES	WORKERS INVOLVED
<b>TOTAL</b>	<b>738</b>	<b>154,764</b>
NCR	361	74,244
CAR	7	2,773
RB-1	8	11
RB-2	6	84
RB-3	45	16,125
RB-4	151	24,269
RB-5	10	432
RB-6	34	5,548
RB-7	14	2,304
RB-8	9	488
RB-9	8	13,025
RB-10	15	2,565
RB-11	48	9,275
RB-12	18	1,365
RB-13	4	2,256

Table 2. Strikes/Lockouts Notices Filed and Workers Involved by Region: 2001

REGION	NO. OF NS/L CASES	WORKERS INVOLVED
<b>TOTAL</b>	<b>623</b>	<b>142,706</b>
NCR	381	90,625
CAR	5	3,921
RB-1	3	208
RB-2	0	0
RB-3	45	11,515
RB-4	112	22,463
RB-5	1	229
RB-6	12	1,790
RB-7	32	3,910
RB-8	11	488
RB-9	3	700
RB-10	2	190
RB-11	8	4,992
RB-12	2	125
RB-13	6	1,550

A 93% disposition rate was attained for preventive mediation cases during the year, slightly higher than the 92% attained in 2000. Settlement rate is at 71% compared to 80% in 2000. Average duration to settle a preventive mediation case was 23 days as against 24 days during the same period in 2000.

## Benefits Accruing from Conciliation

Some P1.431B in monetary benefits and other compensation packages were facilitated for 20,350 workers in settled conciliation cases during the period. In 2000, a total of 17,374 workers benefited from an aggregate amount of P1.5B in CBA packages and other monetary benefits resulting from case settlement/disposition.

## Capability-Building Program

A number of conciliator-mediators were fortunate to have heard the lecture-forum on trends and developments in conciliation in the United States and the programs of the Federal Mediation and Conciliation Service (FMCS) related to dispute resolution conducted by a resource speaker from the FMCS. This was aimed at widening the insights and perspectives on conciliation and alternative dispute resolution of the conciliator-mediators.

Table 4 . Voluntary Arbitration Cases Submitted Per Region: 2001

## **VOLUNTARY ARBITRATION**

### ***Case Submission***

Case submission reached 208 in 2001, 9 more than the number of projected cases. The 208 new cases docketed during the period is 3% lower than last year's figure of 214. The bulk of these new cases were accounted by NCR which had 106 followed by RB IV which had 27. CAR had 13, RBs VII and XI had 11 each, followed by RB VI which had 10. The rest of the regional branches docketed as many as 7 to as few as 2 cases during the year except RBs I and XII which had none.

By origin, 127 of the 208 new cases registered in 2001 were facilitated through conciliation while direct submission by the parties accounted for 48. Twenty-five (25) cases were referred by the NLRC and eight (8) cases originated from FLAVAS.

As to issues, the bulk of the new cases involved issues on the interpretation and implementation of CBA, and personnel policies with 86 and 90, respectively. Wage distortion and other issues involving wage and salary administration was raised in 22 cases while unfair labor practice was raised in two cases. Eight other cases involved other issues or a combination of two or more issues.

REGION	SOURCE OF VA CASES				
	TOTAL	THRU NCMB	DIRECT SUBMISSION	THRU NLRC	THRU FLAVAS
TOTAL	208	127	48	25	8
NCR	106	59	32	12	3
CAR	13	10	2	1	0
1	0	0	0	0	0
2	4	1	0	0	3
3	7	5	1	1	0
4	27	21	2	3	1
5	4	1	0	3	0
6	10	8	0	2	0
7	11	6	4	1	0
8	6	2	4	0	0
9	2	1	0	0	1
10	2	2	0	0	0
11	11	8	3	0	0
12	0	0	0	0	0
13	5	3	0	2	0

### ***Case Disposition***

Two hundred six (206) of the 332 cases handled in 2001 were disposed, giving a 62% disposition rate for voluntary arbitration during the year. Of the 206 disposed cases, 181 were decided on the merits, 19 were settled and 6 were withdrawn/dropped. This year's disposition rate was slightly higher than the 60% attained last year.

Reckoned from submission to voluntary arbitration, voluntary arbitration cases were disposed at an average of 133 days in 2001 compared to last year's 164 days. Average days to decide, reckoned from the date of submission for decision, however, took more than last year or at an average of 56 days compared to 36 days a year ago.

### ***Subsidy Entitlement***

One hundred thirty-six cases were subsidized with funds from the Special Voluntary Arbitration Fund this year or 21 cases more than subsidized last year. Total subsidy this year amounted to P1,192,350, slightly higher than the P1,071,500 shelled out for VA case subsidy in 2000. The unions and employees availed of the subsidy in 57 and 6 cases, respectively, while joint availment by union and management was recorded in 73 cases.

### ***Monetary Awards***

Accredited voluntary arbitrators (AVAs) facilitated the award of an estimated P36,195,680.81 to 1,955 workers in 23 decided cases during the year. In 2000, 1,064 workers were benefited of some P12,006,047.00 in monetary benefits awarded by AVAs in 25 decided cases.

### ***Appealed Cases***

Decisions of AVAs are generally accepted and most are complied with by both parties. In 2001, only 27 or 15% of the 181 decided cases were appealed by the losing parties to the Court of Appeals. Twenty-two of these cases were decided by the Court of Appeals during the year, 18 were affirmed (affirmation rate = 82%), 1 was reversed, 1 was annulled and set aside, 1 was modified and another one was withdrawn.

### ***Free Legal Aid and Voluntary Arbitration Services (FLAVAS)***

New FLAVAS cases totaled 448 in 2001, 33% more from the 2000 figure of 337. The new cases involved 988 workers.

Of the 472 FLAVAS cases handled in 2001, 443 were disposed or a disposition rate of 94%. The resolution of these cases resulted in the facilitation of P5,369,802.31 in monetary benefits to some 1,393 workers.

### ***Reduction of ULP Disputes in Companies with CBAs***

An eight percent (8%) reduction of ULP disputes in companies with CBAs was observed in 2001. There were 634 unions (bargaining agents) who filed cases involving ULP disputes against their employers during the period, down by 57 unions/bargaining agents or 8% less than those who filed ULP disputes in 2000.

### ***Operationalization, strengthening/enhancement of grievance machinery***

A total of three hundred ninety-six (396) grievance machineries were operationalized in 2001, surpassing the year's target by 7.32%, while 391 others were strengthened/enhanced.



### ***Social Accord for Industrial Peace***

To promote industrial peace and harmony in the Subic Economic Zone, the Board has signed up a Memorandum of Agreement with Subic Bay Metropolitan Authority (SBMA) and the Philippine Association of Voluntary Arbitrators (PAVA). The agreement aimed to set up Voluntary Arbitration and Conciliation machineries for the Subic Bay Freeport Zone and the nearby localities thru the assistance of the National Conciliation and Mediation Board (NCMB) and the existing labor centers in the area.

In addition to the provision of assistance in the handling of labor disputes, the Board through the cooperation of PAVA and SBMA shall jointly undertake training and orientation activities for employers and workers on the preferential use of Voluntary Arbitration System and Labor Management Cooperation schemes as means of resolving differences.



## LABOR-MANAGEMENT COOPERATION

Ninety-three (93) new labor-management cooperation schemes were facilitated nationwide, 32% lower than those facilitated in 2000 but more than the 2001 target of 84. As of the end of December 2001, 738 LMCs were reported as active nationwide.

In addition, 518 LMCs were either strengthened or enhanced in 2001, 41.53% more than the year's target of 366.

Aside from forging partnerships and cooperation through the facilitation of these LMC schemes, plant level orientation seminars and skills training aimed at providing the workers with knowledge, skills and attitudes necessary in fostering harmony and productivity in the workplace were also conducted. Three hundred twenty-two (322) orientation seminars benefiting 4,836 labor and management representatives and 196 skills trainings benefiting 2,537 participants were conducted during the year 2001.

REGIONS	LMCS FACILITATED	Plant Level Orientation Seminar	Workers Benefitted		SKILLS TRAINING	Workers Benefitted	
			Management	Labor		Management	Labor
<b>TOTAL</b>	<b>93</b>	<b>322</b>	<b>1,151</b>	<b>3,685</b>	<b>196</b>	<b>729</b>	<b>1808</b>
NCR	27	59	342	1593	30	128	501
CAR	0	13	54	96	7	5	36
RB1	0	22	90	475	11	76	310
RB2	2	4	6	174	0		
RB3	8	16	76	230	8	27	55
RB4	10	59	273	534	32	121	106
RB5	3	12	62	63	4	73	127
RB6	12	48	16	53	14	3	47
RB7	11	25	59	211	20	55	147
RB8	2	3	22	37	10	50	100
RB9	2	7	14	44	24		58
RB10	9	0			14	122	200
RB11	4	35	114	129	3	42	40
RB12	3	19	23	46	10	27	55
RB13	0	0			9		26

Other programs relating to the promotion of the LMC which is worth mentioning is the Board's close coordination with the Philippine League of Labor-Management Cooperation Practitioners, Inc. (PHILAMCOP). During the year, it provided technical and secretariat support to the PHILAMCOP on

the occasion of the 3<sup>rd</sup> National Convention on Labor-Management Cooperation held in Manila on October 25-26, 2001 which was attended by some 400 labor-management practitioners and enthusiasts.



The 2<sup>nd</sup> Search for Outstanding LMCs was also launched by the Board this year resulting in the selection of three awardees: Asian Transmission Corporation, Central Azucarera Don Pedro and Philippine Geothermal, Incorporated. No less than President Gloria Macapagal-Arroyo conferred the awards in fitting ceremonies at Malacanang on October 18, 2001. Twenty-one LMCs participated in the Search.



The Labor-Management Division of the Board also served as secretariat to the Hotel and Tripartite Consultative Board (HRTCB), Garments-Textile Industry Tripartite Consultative Board (GTITCB) and Banking Industry Tripartite Council (BITC).



## FINANCIAL AND MANAGEMENT SERVICES

Total appropriations for the year as provided for in the General Appropriations Act (GAA) amounted to P96.742 million which includes the automatic appropriations for Retirement and Life Insurance Premiums of P4.559 million. However, the total allotment released by the DBM amounted to P96.343 million. The increase over the appropriations accounted for the additional allotment to cover payment of salary adjustments, PhilHealth premiums, terminal leave, retirement gratuity and the unutilized allotment for CY 2000 Capital Outlay.

Out of the allotment released, only P 93.925 million was actually utilized giving an unexpended balance of P 2.418 million. Out of this amount, P 52.113 million was incurred for Personal Services while P 36.813 million and P 4.999 million for MOOE and Capital Outlay, were incurred, respectively.

### Statement of Appropriations, Allotment, Obligations and Balances For the Year ended December 31, 2001

	APPROPRIATIONS	ALLOTMENT	OBLIGATIONS	BALANCES
(In thousand pesos)				
PS	47,553	47,554	47,554	0
MOOE	37,754	37,354	35,953	1,401
CO	1,017	1,017	0	1,017
<b>TOTAL</b>	<b>86,324</b>	<b>85,925</b>	<b>83,507</b>	<b>2,418</b>
<b>Add'l. Releases</b>				
PS	4,559	4,559	4,559	0
MOOE	860	860	860	0
<b>Con't Appropriations</b>	<b>91,743</b>	<b>91,344</b>	<b>88,926</b>	<b>2,418</b>
MOOE	0		0	0
CO	4,999	4,999	4,999	0
<b>TOTAL CON'T</b>	<b>4,999</b>	<b>4,999</b>	<b>4,999</b>	<b>0</b>
<b>TOTAL NCMB</b>	<b>96,742</b>	<b>96,343</b>	<b>93,925</b>	<b>2,418</b>

## **ADMINISTRATIVE SERVICES**

Under its Staff Development Program, the office facilitated the sending of four (4) officials to foreign seminars/trainings, as follows:

Official/Position	Duration	Destination	Purpose
Rolando Rico C. Olalia Executive Director IV	June 24 - June 30, 2001	Mexico City	23rd APEC Working Group/Symposium "Responding to Change in the Workplace: Innovations in Labor Management Government Cooperation
Rolando Rico C. Olalia Executive Director IV	July 9-18, 2001	Tokyo, Japan	Japan Institute of Labor (JIL) for Senior Labor Leader's Meeting
Reynaldo R. Ubaldo Dep. Executive Director II and Leopoldo B. de Jesus Director II	November 19-23, 2001	Turin, Italy	Training of Trainers Course in Conciliation and Mediation
Gilbert D. Pimentel Dep. Executive Director II	October 8-13, 2001	Bangkok, Thailand	Benchmarking Sessions and Observation Tour to the facilities of Autoparts and Component Manufacturers



**APEC Second Labor-Management Government Symposium**

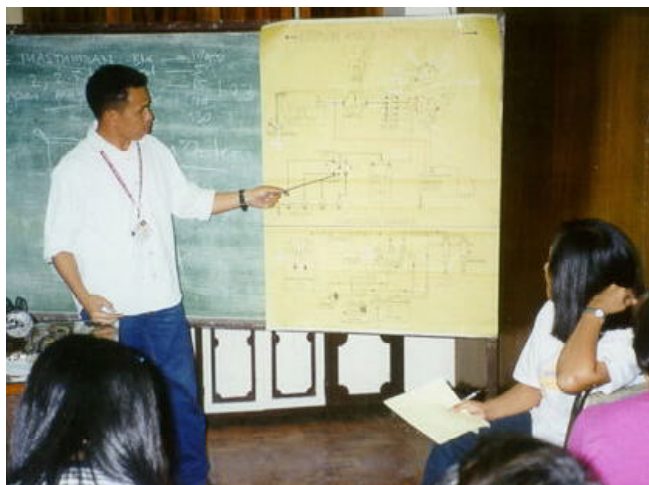
**Theme: "Responding to Change in the Workplace: Innovations in Labor-Management Government Relations"**  
June 25-26, 2001, Mexico City

**JIL Senior Labour-Leaders Meeting**  
**Theme: "Economic Development and Labour Relations"**  
July 9 - 18, 2001, Tokyo, Japan



The Board has also made possible the realization of 4 in-house training programs for its personnel, which benefited a total of 112 employees.

**NCMB Women in Action!**  
**Basic Troubleshooting**  
**Course for NCMB**  
**Women Drivers**  
**March 2001 at the**  
**DPWH Field Office**  
**Bicutan, Taguig**



TITLE/DURATION/ VENUE	DESCRIPTION/ OBJECTIVES	NO. OF PARTICIPANTS
Basic Trouble-Shooting Course for NCMB Women Drivers, March 9, 16 and 23, 2001, DPWH-NCR Field Office, Bicutan, Taguig	This seminar-workshop provided the participants with the necessary theoretical and practical know-how on the basic trouble-shooting with regard to vehicle handling and maintenance.	15
Orientation for Selection Board members and alternates of CO, NCR, RB 3 & RB 4, September 4, 2001, BWC Training Room	This orientation helped the participants familiarized and became aware with the duties and responsibilities of members of the Selection Board	21
Seminar Workshop on Personnel Administration with Orientation on Disbursement of Government Funds, October 22-25, 2001, City Garden Hotel	Designed to update and improve the knowledge and competence in handling personnel administration and disbursement of Government funds	41
Seminar Workshop on LMC and GM, December 4-6, 2001	The training aims to enhance the skills of LMC and GM Faciliators using new modules adapted from FMCs.	35



**Orientation for Selection Board**  
**members and alternates of CO,**  
**NCR, RB3 & RB4**  
**September 4, 2001**  
**BWC Training Room**



A total of forty-four (44) outside training/seminars, were availed of by NCMB personnel in 2001, benefiting eighty-five (85) employees, both assigned in the Central Office and in the Regional Branches.

OFFICE	No. of Seminars	No. of Personnel Benefitted
CO	7	11
NCR	8	31
CAR	0	0
I	2	3
II	2	8
III	3	4
IV	7	4
V	3	4
VI	3	4
VII	0	0
VIII	1	5
IX	0	0
X	4	6
XI	2	2
XII	0	0
XIII		
<b>TOTAL</b>	<b>44</b>	<b>85</b>



Training on Cancer Awareness and Prevention



Seminar Workshop on Personnel Administration with Orientation on Disbursement of Government Funds  
October 22-25, 2001  
City Garden Hotel





## **RESEARCH AND INFORMATION**

### ***Maintenance of Library/IEC Materials***

The Board continues to acquire books and other reading materials for the library. A total of 911 reading materials were made available at the NCMB-Central Office. During the year, it has acquired 18 volumes of Supreme Court Reports Annotated (SCRA vols. 312-329), 1 copy SCRA Quick Index Digest 1999, and CSC Memorandum Circulars for the year 1999 and 2000 (1 copy each). The acquisition and maintenance of books and other reading materials is also done in the Board's regional branches to provide an array of information on labor relations.

Labor-related news were also clipped and used as a source of materials made available in the library. A total of 1,027 news clippings were compiled in 2001.

About 624 researchers benefited from the use of library materials. These include the 21 internal clients, which originated from the NCMB itself and 11 from other DOLE offices. There were also 592 researchers from other government and private offices and universities/colleges who benefited from the use of the library.

In 2001, about 1,786 copies of different IEC materials were distributed to researchers from other government and private offices, and other NCMB clients.

### ***Social Activities in 2001***

The Board, like a family is one in observing special occasions such as anniversaries, summer outings, Christmas parties and the like. In January 4, 2001, the Board celebrated its 13<sup>th</sup> founding anniversary simply. After the mass, there was a short program and lunch. It also coincided with the year-end performance assessment wherein the Board's Regional Directors were in full attendance.

The Board has been actively involved in supporting activities not only of the Department (DOLE) but also of other government organizations like the Civil Service Commission (CSC), the National Statistics Coordinating Board (NSCB) and the National Commission on the Role of Filipino Women (NCRFW) by way of putting up streamers, photo exhibits, and participating in fun runs and other sports activities during CSC Month, Statistics Month and Women's Month. This activity is also replicated in the Regional Branches of the Board.



**At the Women's Center at  
TESDA, Taguig during the  
Women's Month**



During the DOLE's 68<sup>th</sup> anniversary held at TESDA Compound, the Research and Information Division's entry was chosen winner in the slogan writing contest. A cash prize was awarded. Loyalty awards were awarded to the following NCMB officials and staff in recognition of their 25 years of service to the Department: Deputy Executive Director Reynaldo R. Ubaldo, Director Adorico Dadivas, Jr., Conciliators Rodolfo Guevarra and Wilfrido Santos, Mr. Delfin Villanueva and Ms. Prisca Dionisio.

Each December, the NCMB is together again for its Christmas party which was held in the Central Office where officers and staff of the nearby regions like NCR, Regions 3 and 4 also joined.



## Slogan winner: NCMB's RID

In unity, there is strenght - this seems to be the dictum behind the decision of the staff of the Research and Information Division (RID) of the National Conciliation and Mediation Board (NCMB) to pool their talents together and come up with joint entries to this year's slogan contest, which RID easily won.

Their winning entry?

**“Manggagawa’t Mamumuhunan  
Kabalikat ng DOLE  
Laban sa Kahirapan.”**

For their feat, RID received the P3,000 prize money during the 68<sup>th</sup> anniversary program of the Department. (Excerpts from the Philippine Labor)



Team to beat. (L-R) Julia Peleo, Diadema Aguirre, Junice Osunero, Shirley Pascual, Ma. Cristina Mangaliman and Bert Saguinsin. (Inset photos) Marife Fausto and Renato Canutal



**NCMB employees attending the 2001 Employment Summit with President Gloria Macapagal Arroyo and Director Manzala at the Jobs Fair (BLE)**

# **2001 NCMB Annual Report**

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