



Republic of the Philippines  
Department of Labor and Employment  
NATIONAL CONCILIATION and MEDIATION BOARD

## Conciliator-Mediators' Declaration of Principles

We, the CONCILIATOR-MEDIATORS of the National Conciliation and Mediation Board (NCMB) of the Department of Labor and Employment, recognizing our important role in the promotion and maintenance of industrial peace based on social justice as an essential element of national growth and development, and realizing our fundamental responsibility to uphold and maintain the integrity of the agency we represent, hold ourselves responsible in preserving our credibility and acceptability to the public that we serve, do hereby commit ourselves to abide by the following principles in the performance of our duty:

- 1 To appear and conduct ourselves with dignity and respect befitting our position and the agency we represent. It is our obligation to maintain a life of unblemished reputation and integrity;
- 2 To maintain at all times impartiality and independence of judgment. It is our duty to keep the trust and confidence of the party, never disclosing to a third party any information given to us in confidence in the course of conciliation proceedings;
- 3 To be constantly conscious that the Conciliator-Mediator's role is that of a peacemaker. We must not foment or instigate dissension among the parties but must always maintain good working relationship with them by being honest, polite, patient, punctual, and tactful in our dealings;
- 4 To keep a positive attitude in life and exhibit perseverance in the exercise of our profession. We must be morally, physically, mentally, and emotionally fit to work under any and all circumstances; and finally,
- 5 To strive for professionalism and excellence in the performance of our functions by enhancing analytical ability, upgrading skills and techniques. We should attend to all cases with a high sense of dedication, expediency, and urgency as manifestations of our commitment and sincere desire to help the parties settle their dispute.

Signed this 8th day of July 2011

 FLORIDO J. AKUT	 WALFREDO D. VILLAZOR	 ADORICO D. DADIVAS Jr.	 ANIANO N. GUZMAN	 GIL G. CARAGAYAN	 ISIDRO L. CEPEDA
 JUANITO B. GEONGZON	 JOSEPH M. LANTO	 ARTURO G. KERULF	 TOMAS B. BIBOSO	 GEORGE R. RIDAD	 ROMUALDO B. FLORANTE
 MARIBETH N. GOPEZ	 MARJUC M. JUMRANI	 NOLI S. DIEGA	 DARROW P. ODSEY	 SUSANA A. QUIMPO	 NELSON N. VALERIO
 CARMINA B. ALONZO	 Ma. YOLANDA P. MINORIA	 EDMUNDO T. MIRASOL	 HACELFEO T. CUARES	 ESTRELLA B. ROSAL	 AMORSOLO V. AGLIBUT
 EDGAR G. AQUINO	 REYNALDO S. FONCARDAS	 Ma. CRISTINA O. MANGALIMAN	 PACIANO L. MURRO Jr.	 JAY JASPER B. JAVINES	 CYNTHIA C. FONCARDAS
 MARIA TERESITA L. CANCIO	 FELICIANO R. ORIJUELA Jr.	 OLIVA B. MACAWILI	 ANGELITA S. NARVAEZ	 BRENDA ROSE C. ODSEY	 ANTONIO R. VILLAFUERTE
 LIGAYA R. LUMBAY	 MARIO AGUSTIN C. MINORIA	 ROSEMARIE G. OXINIO	 FRANCISCO I. REGASPI	 ONOFRE H. BAUTISTA	 MARRYKNOL LOURDES T. ARSENIO
 TERESITA E. AUDEA					
 RONDA D. MALIMBAN					
 ELINETH R. RAVANA					

ATTESTED BY:

JOHNSON G. CAÑETE  
Deputy Executive Director IV

SHIRLEY M. PASCUAL  
Deputy Executive Director IV

REYNALDO R. UBALDO  
Executive Director IV

HANS LEO J. CACDAC  
Undersecretary

ROSALINDA DIMAPILIS-BALDOZ  
Secretary