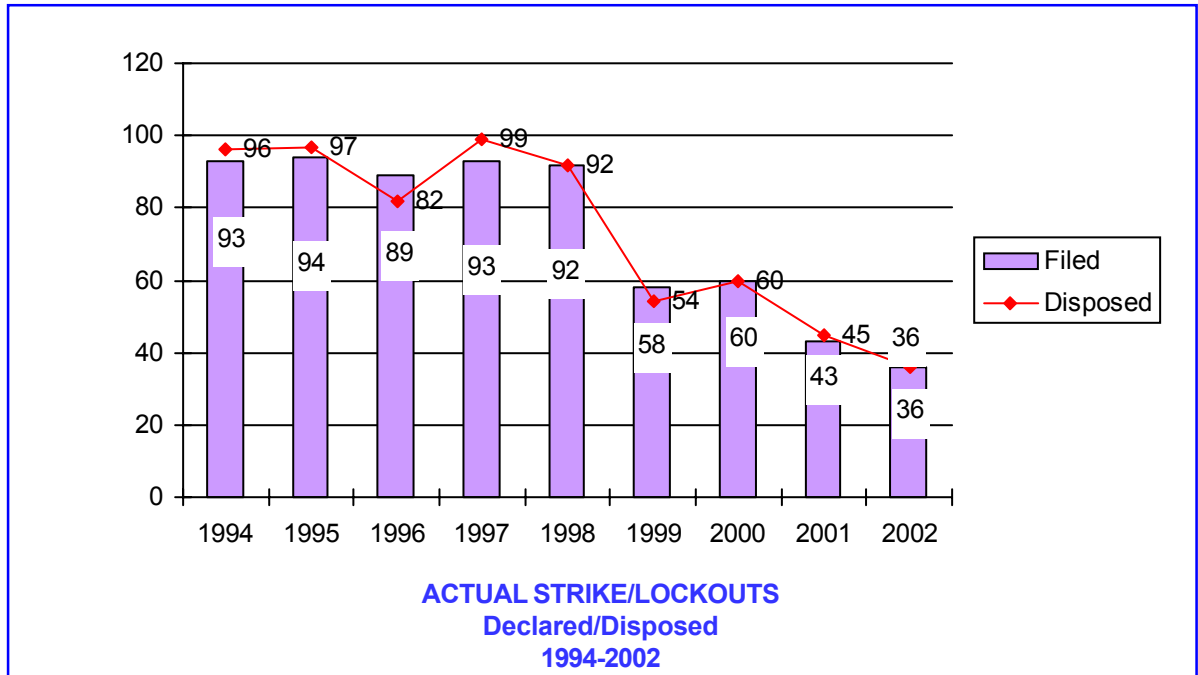


The conciliation-mediation services of the Board continued to ensure that the relatively peaceful industrial relations environment experienced in 2001 continued in 2002 as the number of work stoppages was further reduced. It is the ninth year in a row that the number of work stoppages has been maintained below the 100 mark and the second year in a row that strike incidence was kept below 50.



HIGHLIGHTS OF ACCOMPLISHMENTS

The incidence of work stoppages went down by 16% as 36 new cases were recorded compared to 43 in 2001. The reduced incidence of industrial actions was achieved against a background of increases in the number of notices of strike/lockout and preventive mediation cases filed with the Board. Notices of strike/lockout increased by 20% compared to the figure last year, while preventive mediation cases were 10% higher than those docketed in 2001.

Side by side with conciliation-mediation, the Board sustained its efforts in the promotion of alternative approaches to labor dispute prevention settlement through its labor-management cooperation, voluntary arbitration and grievance settlement programs.

New labor-management cooperation schemes were facilitated apart from the strengthening of existing ones. 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

Conciliation-mediation efforts of the Board managed to further trim down the incidence of work stoppages in 2002 by 16% as only 36 new strike cases were recorded compared to 43 in 2001. The fewer cases in 2002 however affected more workers (18,240 vs. 7,919 in 2001) resulting to a 73% increase in lost mandays (206,493 in 2001 compared to 358,152 in 2002). The 36 new actual strikes were five cases less than the 2002 projection of 41.

Majority of the work stoppages in 2002 occurred in NCR which accounted for 18 or 50% of the total. Southern Tagalog Region (Region IV) had eight, Central Luzon (Region 3) and Central Visayas (Region VII) had three each, while Regions I, VIII and XI each had one during the year. Seven regions, namely CAR, Regions II, V, VI, X, XII and XIII went strike-free in 2002.

Table 1. Actual Strikes/Lockouts Declared, Workers Involved and Mandays Lost by Region: 2002

REGION	NO. OF S/L DECLARED	WORKERS INVOLVED	MANDAYS LOST
TOTAL	36	18,240	358,152
NCR	18	13,468	153,668
CAR	0	0	0
RB I	1	1,000	10,000
RB II	0	0	0
RB III	3	770	33,480
RB IV	8	1,671	151,526
RB V	0	0	0
RB VI	0	0	0
RB VII	3	540	4,350
RB VIII	1	71	568
RB IX	1	600	4,200
RB X	0	0	0
RB XI	1	120	360
RB XII	0	0	0
RB XIII	0	0	0

By industry, most of the strikes in 2002 occurred in the manufacturing sector, with 21 cases or 58% of the total. The other work stoppages occurred in transport, storage and communication; hotel and restaurants; and education with two each, while construction; wholesale and retail trade; real estate renting and other business activities; and other community services contributed one each.

Table 2. Actual Strike/Lockouts Declared, Workers Involved and Mandays Lost, By Major Industry: 2002

MAJOR INDUSTRY	STRIKE/ LOCKOUT DECLARED	WORKERS INVOLVED	MANDAYS LOST
TOTAL	36	18,240	358,152
Agriculture, Hunting and Forestry	0	0	0
Fishing	0	0	0
Mining and Quarrying	0	0	0
Manufacturing	21	7,869	271,100
Electricity, Gas and Water Supply	1	71	568
Construction	0	0	0
Wholesale and Retail Trade, Repair of Vehicles, Motorcycles and Personal and Household Goods	1	200	4,800
Hotels and Restaurants	2	512	6,748
Transport, Storage and Communications	7	8,370	63,770
Financial Intermediation	0	0	0
Real Estate, Renting and Business Activities	1	1,000	10,000
Public Administration and Defense; Compulsory Social Security	0	0	0
Education	2	145	290
Health and Social Work	0	0	0
Other Community, Social and Personal Services Activities	1	73	876
Private Households with Employed Persons	0	0	0
Extra-Territorial Organization and Bodies	0	0	0

Unfair labor practice acts of employers, specifically union busting, discrimination and harassment against union officers/members, refusal to bargain and bargaining in bad faith remained the cause of most of the strikes declared by organized labor in 2002. Of the 36 new strike cases in 2002, 18 or 50% cited union busting, 24 or 67% cited discrimination/harassment against union officers/members, eight or 22% identified violation/non-implementation of the CBA and four (11%) specified refusal to bargain as grounds for the declaration of the strike. Bargaining deadlock on economic issues was cited in only one case and so was the issue of retrenchment. Bargaining deadlock on unspecified issues was raised in five cases.

Efficient and timely conciliation and mediation services provided by the Board's conciliator-mediators resulted in the disposition of 36 of the 39 actual strike cases handled in 2002, giving the Board a 92%



disposition rate, slightly lower than the 94% attained during the whole year of last year. Of the 36 disposed cases, 21 were amicably settled for a settlement rate of 54% as compared to 58% achieved last year. Government intervention in labor disputes was minimally resorted to in effecting cessation to on-going work stoppages. The labor secretary's intervention was invoked in only three cases while six other cases were certified for compulsory arbitration.

Actual strikes lasted an average of 32 days in 2002 compared to 37 days in 2001.

Notices of Strike/Lockout

Notices of strike/lockout filed increased by 20% as seven hundred fifty-two (752) new cases were docketed in 2002 compared to 623 in 2001. The increase in the number of cases also brought about a corresponding increase in the number of workers involved from 142,706 in 2001 to 159,142 in 2002.

Unfair labor practice (ULP) issues continue to dominate the issues raised in notices of strike/lockout. Of the 752 new cases, ULP was alleged in 589 cases while bargaining deadlock was raised in 128 cases. Some 35 cases contained a combination of both ULP and bargaining deadlock issues.

A 90% disposition rate was attained for notices of strike/lockout cases in 2002, slightly lower than the 91% attained in 2001. Settlement rate slightly rose to 70% from last year's figure of 69%.

Conciliation success rate, or the ratio of the number of notices of strike prevented from maturing into actual work stoppages was placed at 96%, two percentage points higher than last year's figure and the Board's target of 94%.

Duration to settle notices of strike/lockout in 2002 required an average of 32 days compared to last year's figure of 36 days.

Table 3. Strikes/Lockouts Notices Filed and Workers Involved by Region: 2002

REGION	NO. OF NS/L CASES	WORKERS INVOLVED
TOTAL	752	159,142
NCR	454	111,266
CAR	5	2,242
RB I	7	922
RB II	0	0
RB III	61	8,859
RB IV	131	23,061
RB V	4	185
RB VI	12	1,985
RB VII	29	3,289
RB VIII	13	983
RB IX	7	2,331
RB X	7	1,280
RB XI	12	1,670
RB XII	7	174
RB XIII	3	895

Table 4 . Preventive Mediation Cases Filed and Workers Involved, by Region: 2002

REGION	NO. PM CASES FILED	WORKERS INVOLVED
TOTAL	813	167,554
NCR	393	71,150
CAR	9	2,522
RB I	13	675
RB II	11	460
RB III	54	15,851
RB IV	174	45,170
RB V	11	1,313
RB VI	30	9,849
RB VII	13	1,631
RB VIII	10	1,023
RB IX	5	892
RB X	11	5,294
RB XI	63	9,292
RB XII	11	451
RB XIII	5	1,981

Preventive Mediation Cases

Eight hundred thirteen (813) new preventive mediation cases were docketed in 2002, 75 cases more than the 738 cases received during the whole year in 2001. The new preventive mediation cases covered 167,554 workers, 8% higher than the 154,764 workers covered by the 2001 cases.

Seventy six percent (76%) of the cases involved unfair labor practice while bargaining deadlock, mostly on economic issues, was raised in 127 cases. A combination of ULP and bargaining deadlock issues were raised in 65 cases.

A 94% disposition rate was attained for preventive mediation cases, one percentage point higher than the 2001 figure while settlement rate is 74% compared to 71% in 2001.

Average duration to settle a preventive mediation case was 28 days as against 26 days during the whole of 2001.

Benefits Accruing from Conciliation

Some P 0.790B in monetary benefits and other compensation packages for 7,633 workers resulted from the settled conciliation cases during the period. In 2001, a total of 20,350 workers benefited from an aggregate amount of P1.431B in CBA packages and other monetary benefits resulting from case settlement/disposition.

Capability-Building Program

Four new conciliator-mediators and selected employees coming from the Central Office and the fifteen regional branches of the Board benefited from the 5-day Training on Conciliation-Mediation held in Baguio City from April 2-6, 2002. The training was undertaken in coordination with the International Labor Organization. The participants went through the basics of conciliation-mediation: the NCMB Mission, Vision, Mandates and Program Thrusts, the labor dispute settlement machinery, union organization and representation issues, labor standards and enforcement, approaches and processes in managing conflict, basic negotiation strategies and skills requirements in conciliation-mediation, among others. Lecturers and resource speakers during the seminar included Assistant Secretary Ernesto Benedicto R. Bitonio, Director Hans Leo Cacdac of the Bureau of Labor Relations and Director Forter Puguon of the Bureau of Working Conditions.



VOLUNTARY ARBITRATION

Case Submission

Case submission reached 220 from January to December 31, 2002, 20 more than the number of projected cases. The 220 new cases docketed during the period are 6% higher than last year's figure of 208. The bulk of these new cases were accounted for by NCR which had 114 followed by RB IV which had 26 and RB XI with 24. CAR and RB IX had 11 each while RB VII had 10. The rest of the regional branches docketed as many as 8 to as few as 1 case during the year except RBs I, X and XIII which went through 2002 without a voluntary arbitration case.

By origin, 158 of the 220 new cases registered in 2002 were facilitated through conciliation while direct submission by the parties accounted for 35. Twenty-three (23) cases were referred by the NLRC and four cases originated from Free Legal Aid and Voluntary Arbitration Service (FLAVAS).

Case Disposition

One hundred eighty-six (186) of the 346 cases handled in 2002 were disposed for a 54% disposition rate for voluntary arbitrators during the year. Of the 186 disposed cases, 172 were decided on the merits, seven were settled and seven were withdrawn/dropped. This year's disposition rate is lower than the 62% attained last year.

Reckoned from submission to voluntary arbitration, voluntary arbitration cases were disposed at an average of 153 days in 2002 compared to last year's 133 days. Average days to decide, reckoned from the date of submission for decision, however, took less than last year or at an average of 39 days compared to 69 days a year ago.

Table 4 . Voluntary Arbitration Cases Submitted Per Region: 2002

REGION	VA Cases Submitted
TOTAL	220
NCR	114
CAR	11
RB I	0
RB II	1
RB III	8
RB IV	26
RB V	3
RB VI	9
RB VII	10
RB VIII	2
RB IX	11
RB X	0
RB XI	24
RB XII	1
RB XIII	0

Availment of Voluntary Arbitration Subsidy

Cases subsidized by the Voluntary Arbitration Subsidy Program totaled 126 in 2002 amounting to P1,129,300 availed of by some 124 unions and 32 management. The number of subsidized cases in 2002 is 7% lower than the 136 cases in 2001.

Referrals from NLRC

Pursuant to a Memorandum Circular issued by Chairman Roy Señeres, the NLRC continued to refer cases to NCMB for resolution through voluntary arbitration. In 2002, 41 cases were referred to NCMB leading to 13 settlements facilitated by the technical staff of the Regional Branches, 23 referrals to voluntary arbitration, 4 remanded to the grievance machinery and 5 withdrawn by parties.

Operationalization, Strengthening/ Enhancement of Grievance Machinery

Three hundred-fourteen (314) companies benefited from the Board's assistance in the operationalization of grievance machineries, surpassing the year's target by 16.3%, while 456 others were strengthened/enhanced.

Strengthening Networks

The past year was a busy year for voluntary arbitration. Senior officials of the Board held meetings with various social partners such as the PAVA, POEA, NAVA, SBMA and OSG, aimed at improving the present status of the voluntary arbitration program. The focus of attention were on the following:

- ✧ Updating of the roll of AVAs
- ✧ Improving on case disposition and duration to dispose
- ✧ Streamlining of Voluntary Arbitration procedures
- ✧ Operationalization of the MOA with the SBMA
- ✧ Joint publication of the Labor Law Reporter by NCMB and NAVA
- ✧ Continuous support of the OSG to voluntary arbitrators
- ✧ Refining the voluntary arbitration system at the maritime sector

Table 5. Voluntary Arbitration Cases Subsidized:2000 and 2002

REGION	2002		2001	
	Cases Subsidized	Amount	Cases Subsidized	Amount
TOTAL	126	1,129,300	136	1,192,350
NCR	64	627,500	65	617,100
CAR	8	40,000	6	30,750
RB I	-	-	-	-
RB II	-	-	1	3,500
RB III	4	32,500	7	55,000
RB IV	15	111,500	20	199,000
RB V	-	-	1	10,000
RB VI	1	5,000	1	10,000
RB VII	9	105,000	10	100,000
RB VIII	4	22,000	8	61,000
RB IX	7	82,500	1	15,000
RB X	-	-	-	-
RB XI	11	78,300	12	71,000
RB XII	2	20,000	1	5,000
RB XIII	1	5,000	3	15,000



LMC-VA Facilitators Training Batch 2

The Board successfully held the Second Batch of Facilitators Training on March 18-20, 2002 at the Golden Bay Hotel in Padre Faura, Manila. It was participated in by a total of 37 employees of the Board consisting of Regional Branch Directors and OICs as well as Labor and Employment Officers of NCMB-CAR, Regional Branches I, II, V, VI, VIII, IX, X, XII and XIII. Four (4) Central Office staff from the Management Support Services Department and one (1) Conciliator-mediator from NCR also participated in the training as part of the Board's staff-enrichment program.



The training was in line with the Board's thrust to further align its three programs: conciliation-mediation, voluntary arbitration and labor-management cooperation. The training aimed to provide an opportunity to enhance the capability and competence of GM/VA and LMC technical staff who act as facilitators of orientation as well as skills training on grievance settlement, voluntary arbitration and labor management cooperation. It specifically aimed to deepen the understanding of VA and LMC facilitators of their role in the maintenance of industrial peace and in the NCMB's role in labor dispute settlement. Further, the training also intended to increase the creativity of the technical staff in conducting plant-level seminars using a standardized approach in the different programs.

Deputy Executive Directors Gilbert D. Pimentel and Reynaldo R. Ubaldo acted as over-all facilitators of the training, supported by Directors Leopoldo de Jesus and Elenita Cruz, and LMC and VA technical staff Rachel Angeles, Teresita Audea and Ma. Yolanda Minoria. The training covered the following:

- Facilitators' Role in NCMB Program;
- NCMB and Dispute Settlement;
- Role of the Facilitator;
- LMC-GM Framework;
- Assessment of the State of Labor-Management Relations
- Facilitator as Trainer
- LMC and Grievance Settlement training modules

NCMB-NAVA Training at the SBMA

The Board and the National Academy of Voluntary Arbitration (NAVA) worked hand-in-hand to execute the Memorandum of Agreement at the SBMA taking into consideration the possibility that the undertaking may be considered as a pilot activity among freeport zones. The Planning and Workshop Activity was held on March 21st followed by an Executive Labor Relations Briefing for SBMA locators and investors on June 14th. Atty. Francis V. Sobrevinas, Dean Rene E. Ofreneo, Dean Froilan M. Bacungan and Atty. Ester Garcia of the Philippine Association of Voluntary Arbitrators (PAVA) served as resource persons on topics such as *“Positive Approaches on Labor Relations,”* *“Concerns of Locators and Investors”* and *“Updates on Labor Laws and Policies.”*



Subsequently, a Training on Conciliation-Mediation for Labor-Education Center staff of the SBMA was held on July 25-26, 2002. Deputy Exec Director Reynaldo R. Ubaldo facilitated the two-day training supported by NCMB-RB III and the VA Division.

Firm-level training for supervisors and top management are expected to be held by 2003.

New Composition of the TVAAC

President Gloria Macapagal-Arroyo appointed the new members of the Tripartite Voluntary Arbitration Advisory Council on 13 November 2002. The new commissioners who will serve for a term of three years - from 2002 to 2005 are:



Government Sector

Com. Perlita B. Velasco of the National Labor Relations Commission (NLRC)

Labor Sector

Com. Allan S. Montaño of Federation of Free Workers (FFW)
Com. Gaston V. Taquio of Alliance of Progressive Labor (APL)

Employer Sector

Com. Benjamin T. Co of Federation of Chinese Chambers of Commerce and Industry (FCCCI)
Com. Aniano G. Bagalbado of Employers Confederation of the Philippines (ECOP)

Executive Director Rolando Rico C. Olalia sits as Chairperson.

The new Commissioners took their Oath of Office before Secretary Patricia A. Sto. Tomas on November 22, 2002 after which their first meeting was convened. The Council passed as its first Resolution the inclusion of the President of the Philippine Association on Voluntary Arbitration, Inc (PAVA) as an Ex-Officio member of the TVAAC whose functions would be consultative in nature with no voting powers.

7th National Convention on Voluntary Arbitration

The 7th National Convention on Voluntary Arbitration was successfully held at the Coral Ballroom of the Holiday Inn Manila on November 14-15, 2002 with the theme “*Grievance Settlement and Voluntary Arbitration as Mechanisms for Cooperation at the Workplace.*” The Convention had distinguished resource speakers with no less than Chief Justice Hilario G. Davida as the Keynote Speaker. Some two hundred twelve (212) delegates attended the convention consisting of one hundred forty-six (146) Accredited Voluntary Arbitrators, forty-five (45) NCMB Officials and staff, and twenty-one (21) guests and resource persons.

The convention is a joint undertaking of the Board and the PAVA in cooperation with the International Labor Organization (ILO)-Manila and the PAVA Foundation.



The delegates extensively discussed and reviewed substantive and procedural case-handling issues, specific measures and processes to strengthen not only voluntary arbitration but also the other voluntary modes of dispute settlement and came up with policy recommendations to address such concerns. The convention delegates also formulated a national program on grievance settlement and voluntary arbitration among unionized and non-unionized establishments including small and medium enterprises.

Mr. Abhik Gosh presented his paper on Social Dialogue and Harmony at the Workplace, while former UP-SOLAIR Dean and NAVA President Rene E. Ofreneo discussed the New Paradigms in Industrial Relations. Former Labor Secretary Bienvenido E. Laguesma expounded on Promoting Voluntary Arbitration through Efficient Grievance Settlement Mechanisms while Bureau of Labor Relations (DOLE-BLR) Director Hans Leo J. Cacdac, spoke on Changes in the Rules on Dispute Settlement.

The convention also served as a forum for the election of a new set of officers of the PAVA where Arbitrator Francis V. Sobrevinas earned his second term as the Association’s President.

Survey on the Extent of Utilization and Effectiveness of Grievance Machinery

As part of the DOLE's Research Agenda, the Board will embark on a study to determine the extent of utilization and effectiveness of Grievance Machinery among unionized establishments. For the year, the Board has finalized the survey instrument and has sought clearance from the National Statistical Coordination Board (NSCB). Two hundred twenty establishments with CBAs have been initially identified as respondents for the survey. Data gathering will start by January of 2003.

LABOR-MANAGEMENT COOPERATION

The Labor-Management Cooperation Program is a proactive initiative aimed at preventing labor disputes at the shop floor. The program focuses on the facilitation of labor-management cooperation mechanisms commonly called labor-management committees or councils (LMCs). These mechanisms address issues that are not traditionally discussed in collective bargaining negotiations, in the process fostering mutual trust between employees and employers. The program seeks to stabilize labor-management relations and helps in the attainment of the NCMB's ultimate vision to preserve industrial peace.

A total of 107 new labor-management cooperation schemes were facilitated nationwide, 15% more than those facilitated in 2001 and hitting the target/estimate for 2002. As of end of December 2002, 863 LMCs were reported as active nationwide.

In addition, 381 LMCs were either strengthened or enhanced in 2002. This is two more than the year's target of 379.

Other Activities

The Board teamed up with the Philippine League of Labor Management Cooperation Practitioners, Inc. (PHILAMCOP, Inc.) in producing LMC Posters, LMC Practitioners Directory and video production of outstanding LMCs in 2001. Copies of these IEC materials were distributed to NCMB regional branches and regional LMC associations for education and training purposes. A joint undertaking was made between the Board and PHILAMCOP to establish a standard LMC module for LMC trainers. A Memorandum of Understanding (MOU) among PHILAMCOP, NCMB, UP-SOLAIR, and DAP concerning the implementation of the Standard LMC Module Project was signed on December 9, 2002 at

Table 6. LMCs Facilitated and Enhanced

REGIONS	LMCs Facilitated	LMCs Enhanced
TOTAL	107	381
NCR	31	15
CAR	0	24
RB I	2	39
RB II	1	16
RB III	8	20
RB IV	15	17
RB V	2	18
RB VI	9	44
RB VII	8	64
RB VIII	0	23
RB IX	4	17
RB X	10	17
RB XI	10	39
RB XII	5	27
RB XIII	2	1



the Office of Labor Secretary Patricia A. Sto. Tomas. Subsequently, another MOU was signed by NCMB, PHILAMCOP and DAP for the joint conduct of the 2002 LMC Survey.

As part of the Board's continuing LMC advocacy program, it has also published in its website the brochures and nomination forms for its 2003 Search for Outstanding LMCs. These brochures and nomination forms were likewise distributed to labor federations, employer associations, the academe, LMC associations, and NCMB regional branches.

MANAGEMENT SUPPORT SERVICES

Personnel Administration

Personnel movement like promotion or retirement are also supervised by the Board. This year, 13 appointments were made, 2 of these were made for two (2) newly hired employees, 9 for the promotion of existing personnel while another was made for the renewal of appointment of the casual employee

Other personnel movement within the Board involved the retirement from the service of five (5) personnel, the transfer of one (1) employee to another agency and the resignation of four (4) others.

Staff Development

The continued implementation of the staff development program of the Board impact on activities within the in-house training program. In 2002, ten (10) in-house training programs for its personnel were conducted benefiting one hundred percent of its personnel. A majority of the in-house training programs conducted this year focused on team enhancement to underscore the value of diversity and job enrichment through teams.

The NCMB personnel availed a total of thirty one (31) outside trainings/seminars benefiting forty-three (43) employees assigned in the Central Office and in the Regional Branches:

Two (2) employees who were on a study grant in Australia have successfully completed their respective studies this year.

Table 7. Outside Trainings Availed Of by NCMB Personnel

OFFICE	No. of Seminars	No. of Personnel Benefitted
CO	7	9
NCR	2	2
CAR	2	5
I	3	3
II	3	7
III	1	4
IV	0	0
V	0	0
VI	0	0
VII	4	3
VIII	0	0
IX	6	7
X	3	3
XI	0	0
XII	0	0
XIII	0	0
TOTAL	31	43

Table 8. In-house Training Programs Conducted in 2002

TITLE/DURATION/ VENUE	NO. OF PARTICIPANTS
Seminar-Workshop on the new government Accounting System. January 3-4, 2001, Golden Bay Hotel, Roxas Boulevard, Manila	23
Labor Dispute Management Course X (Batch 1 and 2). February 11-13 and 27-28, 2002, PBSP, Intramuros, Manila	37
Facilitator's Training on Labor -Management Cooperation and Grievance Settlement. March 18-20, 2002, Golden Bay Hotel, Padre Faura cor. Roxas Boulevard, Manila	33
Training on Conciliation-Mediation, April 2 - 6, 2002, Safari Lodge Bar and Restaurant, 191 Leonard Wood Rd., 2600, Baguio City	32
Team Enhancement Workshop - Central Office - Gabriel Resort, Pangil, Laguna First Batch - February 11-13, 2002 Second Batch - February 22 - 23, 2002	63
- CAR, RBs I & II - Leisure Coast Resort, Bonoan, Binloc, Dagupan City, April 13-14, 2002	28
- RBs III, IV & V - Villa Cecilia, Mt. View Resort, Barangay Malao-A, Tayabas, Quezon, May 4-5, 2002	37
- RBs IX, X, XI, XII & XIII - Harbor Lights and Restaurants, Gusa, Cagayan de Oro City, May 11-12, 2002	40
- NCR - Dawal Beach Resort, Candelaria, Zambales, May 18-19, 2002	35
- RBs VI, VII & VIII - Nalusuan Beach, Lapu-Lapu City, May 25-26, 2002	27

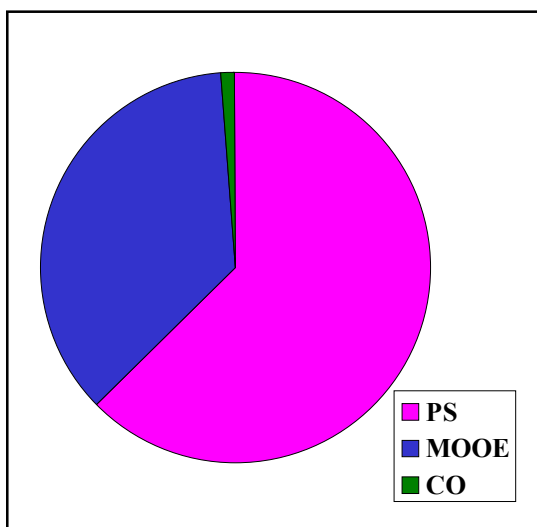


Financial and Management Services

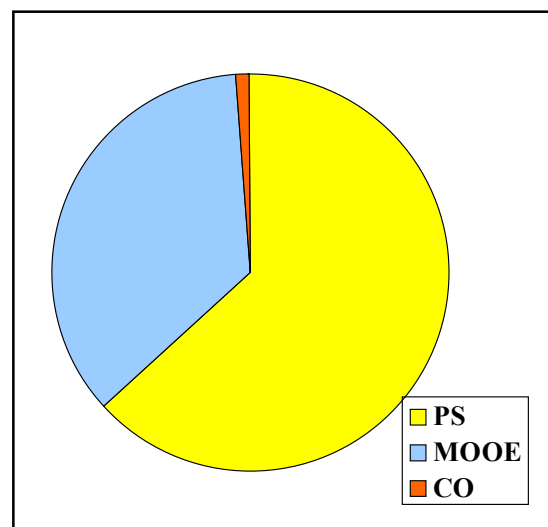
Total appropriations for the year as provided for in the General Appropriations Act (GAA) amounted to P87.525 million which includes the continuing appropriations for Capital Outlay of P1.017 million. However, total allotment released by the DBM amounted to P87.266 million.

Out of the allotment released, only P86.651 million was actually utilized giving an unexpended balance of P.615 million. Out of this amount, P54.562 million was incurred for Personal Services while P31.072 million and P1.017 million were spent for Maintenance and Other Operating Expenses, and Capital Outlay, respectively.

	APPROPRIATIONS	ALLOTMENT	OBLIGATIONS	BALANCES
(In thousand pesos)				
PS	54,562	54,562	54,562	-
MOOE	31,946	31,687	31,072	615
CO	-	-	-	-
TOTAL	86,508	86,249	85,634	615
Con't Appropriations				
CO	1,017	1,017	1,017	0
TOTAL CON'T	1,017	1,017	1,017	0
TOTAL NCMB	87,525	87,266	86,651	615



Allotment



Obligations

Maintenance of Library/IEC Materials

In its attempt to provide efficient services to researchers and library users, the Board continued to acquire books and other reading materials. During the year, it has acquired 21 volumes of Supreme Court Reports Annotated (SCRA vols. 330-350), 2 copies of Labor Code 2001 by Foz and 2 copies each of Labor Code vols. 1 & 2 by Azucena. Reading materials on administrative concerns totaling 36 were also purchased to augment the existing library materials. A total of 974 reading materials were made available this year at the NCMB-Central Office.

Labor-related news were also clipped and made available in the library as reference materials. A total of 1,107 news clippings were compiled this year.

About 614 researchers benefited from the use of library materials. These included 17 internal clients who originated from the NCMB itself and 8 from other DOLE offices. There were also 476 researchers from other government and private offices and universities/colleges who benefited from the use of the library.

In 2002, about 434 copies of different IEC materials were distributed to researchers from government and private offices, and other NCMB clients.

At the regional level, libraries were also maintained to provide reference materials for its external and internal clients.

To keep track of the latest technology used in libraries and to augment the capabilities of the librarian-designate in the Central Office, the Board sent its librarian-designate to a Seminar-Workshop on Library Management held in Legazpi City. Part of her re-entry plan is a suggestion for the acquisition of library software for the Board for easy access of information on materials available in the library. Its special feature can also be used to link with other libraries.

Also during the year, the Central Office library was transferred in the CMD Conference Room to house all the books and library materials in a single set up.

Management Information System

The Board provides information via the internet through its website. Data were updated on a regular basis to provide the public with information particularly updates on strike situationer. The continuous enhancement of the website made available some forms needed in the filing of cases while enabling the public to download the primers/handouts regarding NCMB's programs.



The Information Systems Strategic Plan (ISSP) of the Board for the period 2002 – 2006 has also been approved this year by the National Computer Center for implementation. Highlights of this plan include the acquisition of critical information systems needed in monitoring information on labor disputes such as strikes and voluntary arbitration cases. Other administrative information systems were also proposed in the plan for effective and efficient delivery of support staff services. The trainings needed to upgrade the capabilities and skills of those managing the information systems of the Board are also spelled out in the ISSP together with its E-Commerce Strategy.

Activities in 2002

The year 2002 ushered in various activities for the Board relating to its social functions. It was a year full of gains and opportunities. As in previous year, 2002 started with the celebration of its anniversary which is held every first week of January. It is during this time that the Board takes pride in its achievements as well as reflects on its directions for the future. Hence, the Board conducts its year-end assessment and corplanning exercise with the attendance of all its regional directors and top officials during this period to set the tone for the coming year.



Personnel of the Board likewise attend to various activities of the other departments on a national level. In the celebration of the Women's Month in March, participants in the Central Office and NCR Branch attended this year's celebration of the National Women's Day Programs at the Philippine Sports Arena (ULTRA). Invitations/fora from other agencies/offices concerning Women's Month celebration were also attended. Other activities relating to the celebration were also undertaken by the Board, such as the display of streamer, the mounting of mini-photo exhibit and film showing. These undertakings were duplicated in the different regions nationwide.

The Board also rendered traditional services in line with DOLE's annual participation in the liturgical celebration held at Manila Cathedral.

In reference to Administrative Order No. 32, s. 2002 issued by President Gloria Macapagal Arroyo which allows for the observance of a four-day workweek during the months of April and May 2002, a total of sixty-four (64) employees of the Board opted to observe the scheme. This was designed to enable the working force to spend more time with their respective families and boost domestic tourism during the season.



In observance of the Labor Day Centennial Celebration in May, the Board had provided assistance in undertaking activities for the jobs and livelihood fair. Public Assistance and Information Desks were provided to inform the public of the NCMB programs. IEC materials were also disseminated during the occasion.

The celebration of the National Statistics Month in October also gained support from the Board through its participation in various activities undertaken for the purpose such as the holding of a photo-exhibit and symposium concerning statistics, and display of streamer.



On the occasion of the DOLE's 69th anniversary, the officials and staff of NCMB joined other DOLE offices in celebrating the weeklong event that culminated on December 7, 2002 at the Occupational Safety and Health Center. In a fitting ceremony held during the flag raising ceremony on December 2, 2002, some employees of the Board became the recipients of loyalty awards and token of appreciation as part of the "Gabay Handog at Pasasalamat Para sa DOLE Retirees". Regional recipients of the Board got their awards in their respective regions in appropriate ceremonies. It was also during this occasion that the Corps of Conciliator-Mediators of the Board was adjudged as one of the DOLE Kapwa Awardees for 2001 that became the basis for its nomination to the Civil Service Pag-asa Award. Other regional offices also received awards of recognition on matters relating to 5S implementation.

The leadership of NCMB also called for general assemblies/meetings to address issues on administrative concerns and provide guidelines in the implementation of its programs.



NATIONAL CONCILIATION AND MEDIATION BOARD
Department of Labor and Employment

2003 PROGRAM THRUSTS

Conciliation-Mediation

Maintain the conciliation success rate of 94% by keeping the number of strike notices that mature into actual strikes within manageable levels or not more than 6% of the total notices of strike/lockout handled.

Improve settlement rates of conciliation cases:

Actual strikes/lockouts	79%
Notices of strike/lockout	76%
Preventive mediation	85%

Improve time resolution rate by 20% from the 2002 rate by decreasing the average time entailed to resolve or settle conciliation-mediation cases:

Voluntary Arbitration

Facilitate the submission of 223 VA cases with the following disposition rates:

Previous cases	100%
Current cases	50%

Monitor the average days to decide VA cases:

From submission for decision at 20 days
From submission to VA at 90 days

Operationalize 219 non-functioning grievance machineries and strengthen/ enhance 423 GMs

Labor-Management Cooperation

Facilitate/reactivate 98 new LMCs

Strengthen/enhance all existing LMCs

Conduct the 2003 Search for Outstanding LMC and the LMC National Convention