

MESSAGE

from the Executive Director



The year 2003 turned out to be a better year for the National Conciliation and Mediation Board (NCMB). Indeed, times have changed compared to before when industrial strikes were rampant and left unabated. Today, strike incidence is maintained to a minimum level.

As of the end of 2003, the Board is pleased to report that it has achieved its commitment to limit the number of strikes within the targeted 6% of the total notices of strike/lockout handled. Only thirty-eight (38) work stoppages broke out during the year or 5.5% of the 685 total notices of strike/lockout handled.

The Board put into use the proactive approaches in preventing and settling disputes and strengthened the linkages with both labor and management sectors.

Effective grievance handling was emphasized as a plant-level mechanism for dispute prevention and settlement. The Board assisted in the operationalization and strengthening/enhancement of 247 and 377 grievance machineries, respectively.

It also facilitated 46 new labor-management councils/committees (LMCs) in 2003 bringing the total number of existing and active LMCs monitored to 843 as of December 2003.

This Annual Report presents the details of the NCMB's accomplishments for 2003 and its thrust for 2004.

With the support of the DOLE leadership and the dedication of the NCMB officials and staff, it is with confidence that we can do even better in the years ahead. We dedicate these achievements to our stakeholders – the labor and management sectors and the general public.


ROMEO A. YOUNG
Acting Executive Director IV

The National Conciliation and Mediation Board has once again proven its worth as an essential component in the maintenance of industrial peace in the country. It has achieved its commitment in limiting the number of strikes within the targeted 6% of the total notices of strike/lockout handled, an achievement which underscores the Board's commitment to provide an atmosphere of industrial peace in the workplace and give our partners, labor and management, the necessary tool needed to improve their relationships.

Actual Strikes/Lockouts

Thirty-eight (38) work stoppages broke out during the year that comprised 5.5% of the 685 total notices of strike/lockout handled during the period. This is two (2) cases more than the 36 work stoppages in 2002. Inclusive of the three pending cases at the end of 2002, the Board handled a total of 41 strikes/lockouts in 2003.

Table 1. Regional Distribution of Actual Strikes/Lockouts, Workers Involved and Mandays Lost: 2003

REGION	NO. OF S/L DECLARED	WORKERS INVOLVED	MANDAYS LOST
TOTAL	38	10,035	150,465
NCR	12	4,224	73,888
CAR	1	1,692	3,384
RB I	1	99	891
RB II	-	-	-
RB III	10	1,577	27,098
RB IV	12	2,150	43,708
RB V	-	-	-
RB VI	-	-	-
RB VII	-	-	-
RB VIII	1	108	756
RB IX	-	-	-
RB X	-	-	-
RB XI	-	-	-
RB XII	1	185	740
RB XIII	-	-	-



Worth noting for this year is the proportionate increase in the number of work stoppages in Regions III (10 cases) and IV (12 cases) as against NCR (12 cases). In previous years, NCR accounted for 50% of all actual strikes.

The work stoppages affected a smaller number of workers (10,035) compared to the 18,240 workers affected in 2002 resulting in decrease in mandays lost (150,465 during the current period compared to 358,152 last year).

Efficient and timely conciliation and mediation services resulted in the disposition of all actual strike cases handled during the period resulting to a 100% disposition rate, ending the year with no on-going or pending strike. Of the 41 disposed cases, 24 were settled for a 58.5% settlement rate. Disposition and settlement rates in 2002 were registered at 92% and 54%, respectively.

It took the Board an average of 22 days to dispose actual strikes in 2003, 10 days faster than the 32 days achieved last year.

Some 392 workers benefited from a total of P2.57M in monetary benefits and CBA packages as a result of the amicable settlement of 24 actual strike/lockout cases. In 2002, 73 workers benefited from a total amount of P3M in monetary benefits and CBA packages as a result of strike settlement.

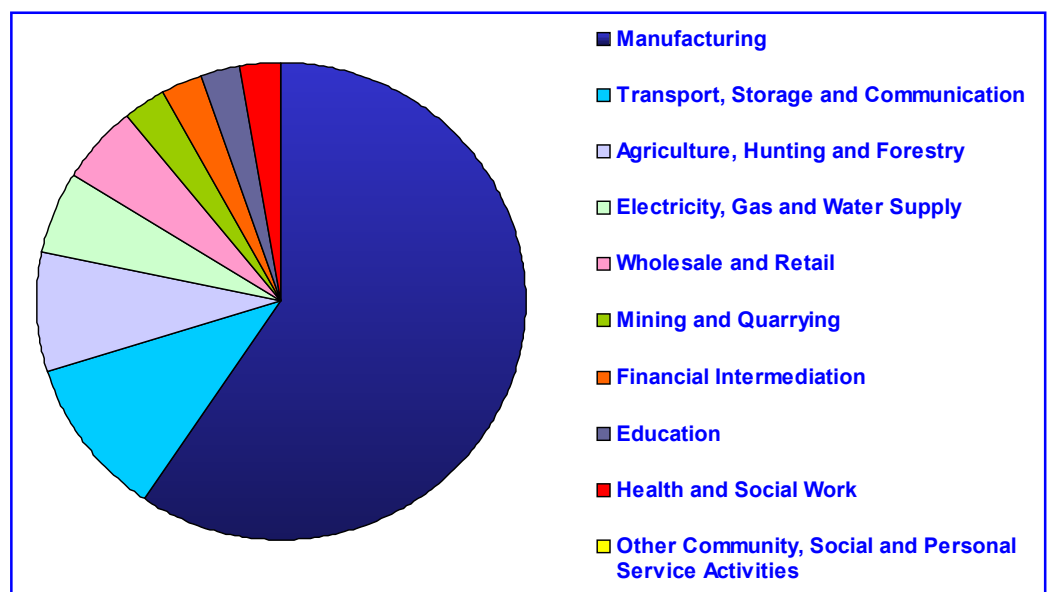


Chart 1. Strike/Lockout Cases by Major Industry Group: 2003

Notices of Strikes/Lockouts

The NCMB received a total of 606 new notices of strike/lockout in 2003, 19% lower than the 752 cases filed last year.

Of the 685 notices of strike/lockout handled, 614 were disposed and of which 498 were settled for a settlement rate of 73% compared to 72% achieved last year.

The resolution of notices of strike/lockout during the period required an average of 42 days, 10 days longer than the 32 days achieved last year.

Some 12,861 workers benefited from a total of P7,356,709,063.52 in monetary benefits and CBA packages as a result of the amicable settlement of 498 notices of strike/lockout cases as compared to 1,477 workers who benefited from the total amount of P606,691,651 last year.

Table 2. Regional Distribution of Notices of Strikes/ Lockouts and Workers Involved: 2003

REGION	NO. OF NS/L CASES	WORKERS INVOLVED
TOTAL	606	108,546
NCR	360	65,791
CAR	10	1,101
RB I	6	814
RB II	-	-
RB III	66	12,905
RB IV	109	20,605
RB V	3	390
RB VI	8	800
RB VII	29	3,556
RB VIII	5	721
RB IX	2	602
RB X	2	227
RB XI	3	641
RB XII	3	393
RB XIII	-	-

Preventive Mediation Case

A total of 757 new preventive mediation cases were docketed in 2003, 55 cases fewer than the 813 cases received in 2002.

The new preventive mediation cases covered 171,412 workers compared to last year's 168,193 workers.



The NCMB disposed 766 of the 809 preventive mediation cases handled which translates to a 95% disposition rate. The Board settled a total of 675 preventive mediation cases for a settlement rate of 83% as against 79% in 2002.

It took the Board an average of 29 days to settle a preventive mediation case in 2003, as compared to 28 days in 2002.

The settlement of 675 preventive mediation cases resulted in the facilitation of P60,878,650.56 in monetary benefits and CBA packages for 4,011 workers. Last year, some 6,061 workers benefited from a total amount of P180,425,644.84 in monetary benefits and CBA packages.

Table 3 . Regional Distribution of Preventive Mediation and Workers Involved: 2003

REGION	NO. OF PM CASES	WORKERS INVOLVED
TOTAL	757	171,412
NCR	355	101,397
CAR	5	602
RB I	18	1,923
RB II	-	-
RB III	76	22,434
RB IV	161	31,310
RB V	11	1,080
RB VI	30	2,829
RB VII	13	1,634
RB VIII	6	311
RB IX	4	1,020
RB X	13	868
RB XI	52	2,196
RB XII	7	1,194
RB XIII	6	2,614

Table 4. Summary of Strike Situationer Data: 2002-2003

Indicator	A. Actual Strikes/Lockouts			B. Notices of Strikes/Lockouts			C. Preventive Mediation Cases		
	2002	2003	% change	2002	2003	% change	2002	2003	% change
Pending, beginning of period	3	3		63	79		58	52	
New cases filed/declared	36	38	5.6%	752	606	-19.4%	805	745	-7.5%
Cases Treated as PM							8	12	
Total Cases Handled	39	41		815	685		871	809	
Workers involved in new cases	18,240	10,035	-45.0%	159,142	108,546	-31.8%	168,193	171,412	1.9%
Mandays Lost	358,152	150,465	-58.0%						
Cases Disposed	36	41	13.9%	736	614	-16.6%	819	766	-6.5%
Settled	21	24		587	498		688	675	
Assumed Jurisdiction	3	7		14	44				
Certified for Compulsory Arbitration	6	7		26	18				
Materialized into Actual S/L				30	39				
Materialized into Notice of S/L							78	83	
Others	6	3		79	15		53	8	
Settlement Rate	53.85%	58.54%	8.7%	72.02%	72.70%	0.9%	78.99%	83.44%	5.6%
Disposition Rate	92.31%	100.00%	8.3%	90.31%	89.64%	-0.7%	94.03%	94.68%	0.7%
Pending, end of period	3	0	-100.0%	79	71	-10.1%	52	43	-17.3%

The relative peace at the workplace may be the result of the “Going-Back-to-Basics” promotional approach or the policy shift made by the Board where emphasis is put on effective grievance handling and less on case handling. This policy centers on strengthening plant-level mechanisms for labor dispute prevention and settlement. Although prevention and settlement are complementary, it is still a constant philosophy of the Board to give preference to prevention mechanisms vis-à-vis settlement. Thus, operationalization and strengthening of Grievance Machineries are undertaken by the Board to increase the number of functioning GMs with the hope of maximizing the use of voluntary arbitration as the last step in the grievance procedure.

The leveling off in the use of voluntary arbitration in the recent years somehow tell us that many organized companies have come to terms with their respective plant level mechanisms and that disputes reaching the arbitrators’ level are very few. It signifies higher maturity and openness by labor and management in seeking joint solutions to their differences and the sustained efficiency of the conciliation-mediation system as well as plant-level mechanisms such as labor management cooperation and grievance machinery.

Strengthening/Enhancement of Grievance Machineries

This year, the Board assisted in the operationalization of 247 grievance machineries (GMs) and in the strengthening/enhancement of 377 others. In 2002, NCMB assisted in the operationalization of 313 GMs and in strengthening/ enhancement of 456 others.

VA Case Submission

Case submission to voluntary arbitration reached 177 in 2003 or equivalent to 90% accomplishment of the targeted 195 VA cases. This is 22% lower than the 227 cases submitted last year.

Sources of Cases

More than half of the new cases submitted to voluntary arbitration (54%) originated from conciliation-mediation while in 51 cases or 29%, the parties directly submitted them to the system. This is an improvement compared to the previous year. In 2002, 69% of the voluntary arbitration cases came from conciliation-mediation while only 20% were direct submission indicating a positive transition in the way parties utilize



their respective plant-level dispute mechanisms. Although many still depend on government intervention, there is a manifestation that labor and management are becoming more mature in handling their disputes. Continued increase in direct submission to voluntary arbitration means the gradual yet sustained acceptability of voluntary arbitration as a mode of labor dispute settlement.



The NLRC referred a total of forty-two (42) cases to NCMB for submission to voluntary arbitration. Twenty-four of the cases were actually submitted to voluntary arbitration while 10 were settled at the level of the NCMB, 2 cases were remanded back to their respective grievance machinery, one was returned to NLRC due to a pending manifestation filed at the Board and one case was dropped for parties' lack of interest to proceed with the case.

The FLAVAS Program also continued to be an entry point of cases submitted to voluntary arbitration. Of the 468 new FLAVAS requests facilitated, 5 cases were submitted to voluntary arbitration.

**Table 5. Statistics on Voluntary Arbitration
By Origin: 2003**

REGION	Direct Submission	Thru NCMB	Thru NLRC	Thru FLAVAS	TOTAL
TOTAL	51	95	25	6	177
NCR	42	47	14	1	104
CAR	0	3	1	0	5
RB I	0	2	2	0	4
RB II	0	0	0	1	1
RB III	1	6	0	0	7
RB IV	1	10	0	0	11
RB V	0	4	0	0	4
RB VI	1	5	0	0	6
RB VII	0	0	7	0	7
RB VIII	3	2	0	0	5
RB IX	0	0	0	2	2
RB X	0	2	0	0	2
RB XI	3	8	1	2	14
RB XII	0	1	0	0	1
RB XIII	0	4	0	0	4

Issues Involved in VA Cases

Issues involving the interpretation of company personnel policies dominate the cases that are submitted to voluntary arbitration (47%) while CBA interpretation and implementation issues are raised in 38% of the cases. The other issues brought up include CBA deadlock (3%) and wage distortion issues (3%), wage order interpretation (2%), wage salary administration (2%) and unfair labor practice (2%). A combination of issues is found in the remaining 3%.

Disposition of Voluntary Arbitration Cases

As to disposition, 173 of the 308 cases were disposed, resulting to a 56% disposition rate during the period. Case disposition in 2002 was registered at 62% with the resolution of 213 cases out of the 344 VA cases handled.

Of the 173 disposed cases, 158 were decided on the merits, 4 are settled amicably and 11 are dropped/withdrawn.

Reckoned from submission to voluntary arbitration, voluntary arbitration cases were disposed at an average of 130 days in 2003 compared to last year's 133 days. Average duration to decide a voluntary arbitration case was placed at 64 days compared to 81 days last year.

This year, a total of P5.8M in monetary benefits were granted to some 178 workers in 152 decided VA cases compared to P22.6M for 1,240 workers last year.

On appealed VA cases, some 38 cases decided by the voluntary arbitrators are brought to the Court of Appeals. On the whole, a total of 512 cases were brought to the Court of Appeals for review since 1988. This constitutes 19% of the total decided cases.

Decisions of accredited voluntary arbitrators continue to enjoy wide acceptance. Out of the 512 cases, 376 were decided by the Courts, 84% affirmed the decision of the voluntary arbitrators and reversal rate is at low 9%. Modified decisions are at 3%. Parties withdrew 2% of appealed decisions.



2002

**Table 6. Statistics on Voluntary Arbitration Cases
By Region: 2002 and 2003**

REGION	Pending, Beginning	New Cases	Total Cases Handled	Disposed (Jan-Dec)	Disposition Rate	Pending, End
TOTAL	117	227	344	213	62%	131
NCR	54	119	173	105	68%	68
CAR	8	11	19	13	0%	6
RB I	1	0	1	0	100%	1
RB II	1	1	2	2	90%	0
RB III	2	8	10	9	56%	1
RB IV	17	26	43	24	80%	19
RB V	2	3	5	4	50%	1
RB VI	5	9	14	7	38%	7
RB VII	18	11	29	11	67%	18
RB VIII	4	2	6	4	82%	2
RB IX	0	11	11	9		2
RB X	0	0	0	0	79%	0
RB XI	3	25	28	22	100%	6
RB XII	0	1	1	1	100%	0
RB XIII	2	0	2	2	62%	0

2003

REGION	Pending, Beginning	New Cases	Total Cases Handled	Disposed (Jan-Dec)	Disposition Rate	Pending, End
TOTAL	131	177	308	173	56%	135
NCR	68	104	172	102	59%	70
CAR	6	5	11	4	40%	7
RB I	1	4	5	4	80%	1
RB II	0	1	1	1	100%	0
RB III	1	7	8	4	50%	4
RB IV	19	11	30	11	37%	19
RB V	1	4	5	4	80%	1
RB VI	7	6	13	7	54%	6
RB VII	18	7	25	11	44%	14
RB VIII	2	5	7	6	86%	1
RB IX	2	2	4	4	100%	0
RB X	0	2	2	2	100%	0
RB XI	6	14	20	10	50%	10
RB XII	0	1	1	0	0%	1
RB XIII	0	4	4	3	75%	1

Provision for SVAF Subsidy

Assistance to parties by way of subsidy for the cost of arbitrators' fees amounted to P978,000 for 115 voluntary arbitration cases. One hundred twelve (112) unions and 40 management benefited from the subsidy.

The amount is lower than the P1,129,300 granted last year to 94 unions and 32 management in 126 decided VA cases.

Free Legal Aid and Voluntary Arbitration Services

The Free Legal Aid and Voluntary Arbitration Services (FLAVAS) program continued to be an option for dispute settlement for individual complainants. The program becomes an avenue in preventing conflicts turning into full-blown disputes. For the period, a total of 514 FLAVAS requests were processed under the program, of which 480 were disposed.

Two hundred seventy-nine (279) cases were settled at the level of the NCMB resulting to the facilitation of P5.5M in monetary benefits awarded to some 457 workers.

In 2002, a total of 511 FLAVAS cases were facilitated, disposing 492 out of the total 538 cases handled. Two hundred seventy-six (276) were settled and 212 were dropped/withdrawn. Monetary benefits are higher at P15.9M benefiting 1,005 workers.

Table 6. Comparative Statistics on FLAVAS: 2002 and 2003

Indicator	2003	2002
Pending, Beginning	46	27
New Flavas Cases	468	511
Total Flavas	514	538
Disposed Cases	480	492
Settled	279	276
Referred to VA	5	4
Dropped/Withdrawn	196	212
Disposition Rate	93%	91%
Pending, End	34	46
Monetary Benefits	P5,457,398.51	P15,940,184.06
Workers Benefitted	457	1,005



Assistance in Seminars and Trainings

The Board's officials actively participated in the seminars and trainings conducted in the Regional Branches by acting as resource speakers in the Learning Sessions with AVAs on Department Order No. 40-03 with Focus on Rule XIX, Seminar on Grievance Settlement, and Regional Convention on LMC.

Assistance was also extended to the Philippine Association on Voluntary Arbitration, Inc. (PAVA) and the National Academy on Voluntary Arbitration (NAVA) in their meetings, trainings, preparation of project proposals, and in holding PAVA regional conventions.

Conduct of Survey on Grievance Machinery

The Survey on Grievance Machinery was implemented with the end in view of determining the extent of utilization and effectiveness of grievance machineries. The study has policy implications on the promotion and strengthening of the voluntary arbitration program. It expects to provide some insights on possible interventions that may be implemented to further empower the labor and management in the private sector through the enhancement of the GM/VA Programs.

Updated Directory of Voluntary Arbitrators

All voluntary arbitrators were required to accomplish Profile Forms in order to update the Directory of Accredited Voluntary Arbitrators (AVAs). Some 268 out of the 940 accredited voluntary arbitrators responded, trimming the list by 71%.

Standardized Module on Grievance Settlement

A joint LMC-VA Trainers' Training was held in September 2003 to pilot-test the Standardized Modules on LMC and Grievance Settlement. Directors and Technical staff from the Regional Branches participated in the training.

Some 83 new labor-management councils/committees (LMCs) were set-up nationwide in 2003. A total of 843 existing and active LMCs nationwide were monitored during the year.

In 2002, the Board facilitated the setting-up of 107 new LMCs.

Likewise, 367 LMCs were strengthened/enhanced, comprising 117% more than the 2003 target of 313. Last year, 381 LMCs were strengthened and enhanced.

The Board reached 49 companies through orientation seminars and 9 companies for skills trainings, benefiting a combined 1,056 labor and management participants. In 2002, there were 118 companies reached through orientation seminars and 97 companies reached through skills training benefiting 1,570 labor and management beneficiaries.

A Trainers' Training for LMC-VA Facilitators was also conducted in September 8-12, 2003 simulating the standard LMC Module crafted by NCMB, PHILAMCOP, UP-SOLAIR and DAP. The same module was also used in the Training on LMC for the Laguna Labor-Management Council on October 27-29, 2003.

Table 8. Set-up and Existing LMCs by Region: 2003

REGIONS	LMCs Set-up	Existing LMCs
TOTAL	83	852
NCR	8	295
CAR	0	17
RB I	4	19
RB II	0	16
RB III	6	58
RB IV	9	114
RB V	1	16
RB VI	8	66
RB VII	10	68
RB VIII	8	28
RB IX	2	14
RB X	4	57
RB XI	6	43
RB XII	5	33
RB XIII	2	8



Some 500 delegates successfully held the 4th National Convention on Labor-Management Cooperation at the Manila Hotel on November 17-18, 2003 with the theme “Labor-Management Partnerships in a Changing World” attended. It impressed upon the participating labor leaders, management representatives, and guests the relevance of LMCs in an industrial landscape that calls for flexibility and constant dialogue among workers and between workers and management.



In said convention, the three (3) Outstanding LMCs for 2003 were recognized: Asian Transmission Corp., Central Azucarera Don Pedro, and Mabuhay Vinyl Corp.



SPECIAL ACTIVITIES

DOLE-DILG MOA Signing

The NCMB actively participated in the preparation and signing of the DOLE-DILG in March of this year defining the terms of collaboration by the two (2) departments in maintaining industrial peace and harmony and promoting workers protection and welfare within their specific areas of jurisdiction nationwide.



The signing of the agreement strengthens the partnership of DOLE and DILG in its efforts to maintain and foster industrial peace in the workplace.

An important component of the agreement is the conduct of training for local officials to enhance their capability in rendering conciliation and mediation services. The initial seminar was held for the Laguna LMC on 9-12 December 2003.

DOLE-PMAP MOA Signing

The NCMB also actively participated in the preparation and signing of the DOLE-PMAP MOA in April 2003 in recognition of the active partnership of both institutions in the promotion and maintenance of industrial peace.

For this purpose, they have committed to jointly develop and implement a Management Education Program in Labor Dispute Prevention and Settlement for PMAP members and other employees, develop joint initiatives for advocacy and coordination in labor legislation and policy-making and identify areas for research and publication as well as document and disseminate best practices pertaining to dispute settlement and prevention.

Memorandum of Agreement

The **Department of Labor and Employment**, hereinafter referred to as "DOLE", represented by **Secretary Patricia A. St Tomas**,

and

The **Personnel Management Association of the Philippines** hereinafter referred to as "PMAP", represented by its President, **M Ramon S. Medina**.

DOLE-PEZA MOA

A MOA between DOLE and PEZA has also been finalized outlining the non-adversarial modes of settling differences to stabilize labor-management relations as a catalyst in building a workplace conducive to economic efficiency, productivity and development in the economic zones.

For the maintenance of industrial peace within the ecozones, the NCMB shall provide immediate counseling, conciliation and mediation services in the settlement of disputes between workers and employers. In cases of notices of strikes/lockouts and preventive mediation cases, the Board shall provide conciliation and mediation services in accordance with the existing rules and regulations in the handling of labor disputes.

Assistance to Industry Tripartite Councils (ITCs)

The Board continues to provide secretariat assistance to the projects and meetings of the Hotel and Restaurant Tripartite Consultative Body, Inc. (HRTCB) and the Banking Industry Tripartite Councils (BITC). With the designation of the Deputy Executive Director of NCMB as the DOLE representative to the HRTCB, the Board became a regular member of the council.

The Board also provided secretariat support to the BITC in the conduct of the Seminar on Enhancing Sound Labor Relations in the Banking Industry.

Social Accords Concluded in Electric Cooperatives

As part of NCMB's proactive approach in its program implementation, and in collaboration with organized electric cooperatives, social accords on industrial peace and economic viability have been forged between and among the concerned parties.

Through the social accords, the Board commits to prioritize the promotion of counseling services, to conduct seminars and trainings on labor-management cooperation, effective grievance handling and conflict management. Under the accords, the Board committed to act with dispatch and dispose expeditiously all labor-management disputes.

The social accords between the NCMB, management of electric cooperatives and the unions in Region V and Region VIII were formally signed on November 5 and 11, 2003, respectively. The signatories adhere to proactive approaches in preventing and settling labor disputes and maximizing the plant-level dispute mechanisms.

Personnel Administration

Out of the 250 plantilla positions, 219 were filled up as of December 31, 2003.

A total of 16 appointments were issued for the year. Three (3) employees retired while four (4) resigned from the service.

Incentives, rewards and recognition were also accorded to NCMB employees. Five (5) employees were recipients of the DOLE Loyalty Award for having served 25 years of service in the Department. The award also included gift checks amounting to P5,000.00 each. Two (2) employees retired compulsorily from the service and received gift checks amounting to P7,000.00 each.

Fifty-nine (59) employees were granted salary step-increments during the year.

The Board was awarded a Certificate of Recognition by Secretary Patricia A. Sto. Tomas for its dedication and consistent effort in providing information and advice to DOLE clients through its Officers-of-the Day program.

The Board facilitated the grant of free scholarship to three (3) personnel: 2 BAR reviewees, and one who was completing her thesis writing under the DOLE Educational Support Program or DESP.

Staff Development

The Board conducted the following in-house training programs benefiting 115 personnel:

<u>Training Program</u>	<u>No. of Participants</u>
a) Seminar-Workshop on the New Government Accounting System, March 18, 2003	23
b) Trainers' Training on Labor-Management Cooperation and Grievance Settlement, September 7-12, 2003	29
c) Briefing on the Implementation of the NGAS in the Central Office, September 19 and 24, 2003	23
d) Seminar-Workshop on the Decentralization of the Accounting System, October 20-24, 2003	<u>40</u>
Total	115

Financial and Management

Total appropriations for the year as provided for in the General Appropriations Act (GAA) amounted to P89,453 million which includes the continuing appropriations for MOOE of P.615 million. However, the total allotment released by the DBM amounted only to P84.357 million.

A 100% utilization rate or a total of P84.357M utilization was recorded for the year. Of the total utilization P55.506 million was incurred for PS while P28.850 million was spent for MOOE.

	APPROPRIATIONS	ALLOTMENT RELEASED	OBLIGATIONS	BALANCES
(In thousand pesos)				
CURRENT				
PS	55.149	54.004	54.004	0
MOOE	32.187	28.235	28.235	0
CO	-	-	-	-
SUB-TOTAL	87.336	82.240	82.240	0
Additional:				
Terminal Leave	.774	.774	.774	0
Cash Gift	.728	.728	.728	0
TOTAL CURRENT	88.838	83.742	83.742	0
Con't. Approp:				
MOOE	.615	.615	.615	0
TOTAL NCMB	89.453	84.357	84.357	0

Training and Seminars

The Board in coordination with COA Central Office conducted a Seminar-Workshop on the decentralization procedures of its accounting system held at City Garden Suites last October 20-24, 2003, which was participated in by the Accountant and Budget Officer Designates of the Regional Branches. This training was conducted to equip regional participants with the knowledge and skills of keeping and maintaining complete set of accounting books in the region in time for the implementation of decentralized accounting system in 2004.

The seminar was paralleled with a one day briefing regarding the new policies and procedures on New Government Accounting System (NGAS) for Regional Branch Directors and Division Chiefs/Officer-In-Charge last November 19, 2003 at the PBSP, Intramuros, Manila.



Maintenance of Library/IEC Materials



In its attempt to accommodate researchers and library users, the NCMB library was transferred and is now housed in its new location at the CMD Conference Room. During the year, it has purchased 17 volumes of Supreme Court Reports Annotated (SCRA vols. 351-367), 1 copy of SCRA Quick Index 2000 and 1 copy of English-Tagalog Dictionary. A total of 1,013 reading materials were made available at the NCMB-Central Office.

Newspapers were also available for circulation and use of all readers in the NCMB. Labor-related news (mostly downloaded from the internet) were also clipped and made available in the library as reference materials. A total of 993 clippings were compiled in 2003.

About 579 researchers benefited from the use of library materials. These include the internal clients, which originated from the NCMB itself and from other DOLE offices. There were also 412 researchers from other government and private offices and universities/colleges who benefited from the use of the library.

In 2003, about 29 copies of different IEC materials were distributed to researchers from other government and private offices, and other NCMB clients. Some researchers preferred to find and download their researches on our website instead of reproducing/borrowing hardcopies of materials in the office.

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 on situationer/update of strike/lockout, labor-management cooperation committees, and voluntary arbitration cases. Also available to the public for download are the primers/handouts regarding NCMB's programs.

With the approval of the Board's Information Systems Strategic Plan (ISSP) for the period 2002–2006, some P517,073.00 were released by the DBM for its implementation of which the following hardwares/software were purchased to supplement/augment the existing ones. Five of the IT staff were able to avail of the training on Network Administration (Fasttrack), Visual Basic and Microsoft Access.

Other Activities in 2003

The Board celebrated its 15th founding anniversary in January 2003 with the attendance of the NCMB officials and staff, and other guests. USEC Josephus B. Jimenez also graced the occasion. Also present were representatives from both labor and management sectors who have been instrumental in helping the Board promote its programs. They were awarded plaques of appreciation for their valuable contributions to industrial peace.

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

In observance of the Labor Day Celebration in May, the Board 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. Information Education Communication (IEC) materials were also disseminated during the occasion.

A transition in the Board's leadership also took effect in 2003 when Executive Director Rolando Rico C. Olalia was designated as Labor Attache to Canada in August. Labor Attache Romeo A. Young took his place as Acting Executive Director.





The Board supported the celebration of the 14th National Statistics Month in October. It participated in the various activities lined up for the month such as the Hataw Aerobics and Tai-Chi Exercise held at Luneta, the Labor Statistics Quiz held at OWWA, and hanging of streamers at the main entrance of the office. The Board was also chosen among member agencies of the DOLE-Inter Agency Committee on Statistical Matters as the lead agency in the DOLE statistical exhibit held at the DOLE lobby.





On the occasion of the DOLE's 70th anniversary, the NCMB officials and staff together with the other DOLE offices attended the thanksgiving mass and anniversary program on December 8, 2003 at the WOW Clamshell I in Intramuros. Winners of the DOLE Sportsfest were awarded trophies and cash. Five (5) employees of the Board became the recipients of the 2003 DOLE Loyalty Awards and token of appreciation for having rendered 25 years of continuous and satisfactory service in DOLE.



2003 Year-End Assessment and 2004 Planning Exercises

The 2003 Year-end Assessment and 2004 Planning Exercises was held at the DOLE Conference Room on December 13-14, 2003. All of the Board's 15 regional branch directors and officers-in-charge gathered with Central Office officials to assess the Board's performance during the year.



The assessment and planning exercise was also the first for Acting Executive Director ROMEO A. YOUNG since taking over the reins of the NCMB in August last year.

The assessment and planning workshop is a yearly undertaking intended to review the Board's performance in its three major program areas of conciliation-mediation, voluntary arbitration and labor-management cooperation, which will be the basis in the formulation of the Board's forecasts for the coming year.

It also serves as a forum for the discussion of the problems and factors affecting the Board's performance as well as important issues

GAD Activities

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 activities at the Henares Sports Complex in Marikina. Other activities relating to the celebration were also undertaken by the Board, such as the display





Cooking Demonstrations



Beads/Accessory Making

of streamer, the mounting of mini-photo exhibit and film showing cooking demonstrations, beads/accessory making and film showing. These undertakings were duplicated in the different regions nationwide.

The Board participated in the launching of the National Healthy Lifestyle Campaign, a project of the Department of Health, to promote physical fitness among Filipinos and curb the incidence of heart diseases, diabetes, and other unhealthy lifestyle-related ailments in the country.

Launched on February 16, 2003 at Quirino Grandstand in Luneta, this activity hopes to ensure beating Thailand's record in the Guinness Book of World Records of a country with the biggest number of participants in a single mass aerobics event.





NCMB Staff joined the 2003 International Coastal Clean Up Day on September 30, 2003 sponsored by the International Maritime Alliance.

The Board provided support to the 2003 International Coastal Clean Up Day sponsored by the International Maritime Alliance. On September 30, 2003, some NCMB employees joined the DOLE contingent and was assigned to clean the back of the Quirino Grandstand in Luneta.

Sports fest

NCMB employees took time out of their daily tasks to participate in the DOLE Sports fest that was held from July to November last year. Team NCMB participated in basketball (men, regular and executive), volleyball (ladies), scrabble, bowling (men and ladies) and darts (men and ladies).



The Board garnered the third place in the overall standing. On a per event basis, the men's dart won first place while the basketball-executive division and the scrabble team ranked third. Special awards/trophies were also given to individual participants of the scrabble, bowling, darts and basketball.



Recipients of Individual Award

Junice M. Osunero - Board Four (Scrabble)
Julie P. Peleo - Best in Singles (Darts)
Mario Agustin Minoria - Mythical Five (Basketball)
Joel Rivera - Best in Singles (Darts)
Reynaldo Foncardas - Highest Pinning (Bowling)



C N A Signing

The Board, under a new leadership, renewed its collective negotiations agreement with the NCMB Employees Association.

The contract was signed at the NCMB Conference Room on December 22, 2003 by the Board's leadership that included Acting Exec. Director Young, Dep. Exec. Directors Reynaldo Ubaldo and Gilbert Pimentel. The NCMB EA Executive Board signed for the union. Director II Ligaya I. Caya of the CSC Field Office witnessed the event.

The new agreement lasts for three years from December 19, 2003 to December 18, 2006.



NATIONAL CONCILIATION AND MEDIATION BOARD
Department of Labor and Employment

2004 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 2003 rate by decreasing the average time entailed to resolve or settle conciliation-mediation cases:

Voluntary Arbitration

Facilitate the submission of 191 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

Development of the Free Legal Aid and Voluntary Arbitration Services (FLAVAS) Program

Operationalize 276 non-functioning grievance machineries and strengthen/ enhance 392 GMs

Labor-Management Cooperation

Facilitate/reactivate 114 new LMCs

Strengthen/enhance all existing LMCs