

Republic of the Philippines
DEPARTMENT OF LABOR AND EMPLOYMENT
NATIONAL CONCILIATION AND MEDIATION BOARD

**UPDATE OF COMMITMENTS FOR THE FIRST 100 DAYS
OF THE AQUINO ADMINISTRATION
(As of September 15, 2010)**

The National Conciliation and Mediation Board (NCMB), in the pursuit of its mandate to maintain industrial peace, has committed to limit the number of strikes within 6% of the total notices of strike/lockout handled, to strengthen tripartite cooperation and promote industrial peace in the workplace in line with the 22-point labor and employment agenda of President Benigno S. Aquino III, as well as Secretary Rosalinda Baldoz's pro-active and reform-oriented agenda for the DOLE.

WORKPLACE COOPERATION AND PARTNERSHIP (WCP)

From July 1 to September 15, 2010, the Board facilitated a total of 25 WCPs which comprise 56% of the Board's commitment of 45. The Board also strengthened 163 WCPs comprising 64% of its target of 254. WCPs benefit employers and workers in terms of best management practices, improved productivity, open communication lines, improved corporate social responsibility and fewer incidence of labor disputes.

WORKPLACE DISPUTE PREVENTION AND SETTLEMENT (GRIEVANCE SETTLEMENT MACHINERY)

The promotion of workplace dispute prevention and settlement program is in line with the government policy of minimal intervention in labor disputes, leaving the dispute settlement process to the parties at the plant level. The Board operationalized 17 Grievance Machineries (GMs) during the period in review, 21% of the target of 81. Functional GMs strengthened and enhanced likewise totaled 67, comprising 29% of the target.

CONCILIATION-MEDIATION

The Board monitored one case of actual work stoppage during the period in review. The wildcat strike at PMI College in Bohol declared on August 9, 2010 was certified for compulsory arbitration after two days of work stoppage.

The Board docketed 52 new notices of strike/lockout during the period in review, bringing the total cases handled to 99 with the addition of 47 cases carried over from the previous month. The 52 new cases comprise 46% of the projection of 112 cases. Some 52 of the 99 cases handled were disposed, giving the Board a 53% disposition rate. Settlement was effected in 46 cases to achieve at a settlement rate of 46%.

The Board settled notices of strike/lockout cases in an average of 64 days during the first 76 days of the Aquino Administration. The NCMB has achieved a 99% success rate in handling notices of strikes/lockouts, reflecting effectiveness of the Board's conciliation-mediation efforts to prevent potential labor disputes from maturing into full-blown labor disputes.

Preventive mediation cases reached 85 during the first 76 days of the Aquino Administration, comprising 63% of the projected 134 cases. With 50 cases carried over from the previous period, total cases handled during the period in review totalled 135. Of this number, 81 cases were disposed for a disposition rate of 60%. A total of 79 cases were amicably settled through conciliation-mediation services for a settlement rate of 59%. The Board settled PM cases in an average of 37 days during the first two and a half months of the Aquino Presidency.

The Board facilitated about P 926 M in monetary benefits and CBA economic packages benefiting 2,538 workers as a result of the settlement of 12 PM cases and 11 NS/L cases.

The Free Legal Aid and Voluntary Arbitration Services (FLAVAS), on the other hand, continue to be an option for dispute settlement for individual or group of workers.

For the period July 1 to September 15, 2010, the Board received a total of 124 requests for assistance involving 212 workers. FLAVAS cases handled during the period

totaled 167, of which 126 cases (75%) were disposed. The successful resolution of 52 FLAVAS cases benefited 107 workers with P2.7 M in restitution packages.

VOLUNTARY ARBITRATION

The Board facilitated the submission of 29 new cases to voluntary arbitration from July 1 to September 15, 2010. The new cases comprise 74% of the target of 39 cases. Cases handled during the period in review totaled 112, of which 17 (40%) were disposed in an average of 52 days.

PROJECT SPEED 2

The Board enrolled a total of 78 pending cases in the DOLE SpeED 2 Project comprising 17 notices of strike/lockout, 12 preventive mediation cases and 49 voluntary arbitration cases.

The Board has disposed 41 cases as of September 15, 2010, comprising 53% of the deliverables. Some 37 cases remain pending resolution as of September 15, 2010.

The resolution of 53% of the aforementioned deliverables benefited a total of 683 workers with P267 M in monetary benefits comprising awards in decided/settled VA cases and CBA package and separation pay in notices of strike/lockout and preventive mediation cases.

The Board continues to strengthen its linkages with its social partners and with other agencies of the government like the Department of Trade and Industry, Bangko Sentral ng Pilipinas, Department of Tourism, Clark Development Corporation, as well as with Personnel Management Association of the Philippines, Philippine League of Labor-Management Cooperation, Inc., Tripartite Voluntary Arbitration Advisory Council, the Philippine Association of Voluntary Arbitrators and the National Academy of Voluntary Arbitration.

**LABOR AND EMPLOYMENT AGENDA
2010 - 2011
Department of Labor and Employment**

LABOR AND EMPLOYMENT AGENDA (Indicate 22 points corresponding to Cluster Concerns plus other concerns that we may suggest)	LEAD/ CONCERNED AGENCY/IES	Existing and Priority Programs/ Projects	Output Indicators for each program/project	SPECIFIC TIMELINES TARGETS			Resource Requirements (000)			Status		Outcome	Recommending Action (Policy Legislative Agenda, Communications Plan, Research, etc.)
				1 ST 100 DAYS	REMAINING 2010	2011	1 ST 100 DAYS	REMAINING 2010	2011	Actual Accomplishment	Financial Status		
1.Promote the constitutional rights of workers specifically their right to participate in the policy making process	LR cluster	CLEEP	Companies covered, clients' covered, # of students										LHP to include a module on NLRC rules and procedures; Conduct massive advocacy campaign through the local/ Area wide Tripartite Councils and ITCs; Information and resource sharing in the conduct of the Program Re-evaluating the LHP module;
		LHP											
		GM	# of GMs operationalized	81	81	362	7,887	7,887	45,002	17			
		LMC	# of LMCs facilitated	45	45	196	8,231	8,231	47,463	25			
2.Work with the private and labor sector to strengthen tripartite cooperation and promote industrial peace	BLR, NCMB, LS, BWC	SPEED 2	Policy reform; Restructuring to have a genuine representation										
		TIPC											
		ITCs											
		Conciliation-Mediation	Disposition of AS/L cases	Dispose 95% of all AS/L cases handled within 23 days						100% disposition of AS/L handled in 2 days.			
		Notices of Strike/Lockout	Disposition of NS/L cases	Dispose 93% of all NS/L cases within 29 days						Disposed 53% of all NS/L cases handled in 64 days.			
		Preventive Mediation	Disposition of PM cases	Dispose 94% of all PM cases within 22 days			14,746	14,746	79,603	Disposed 60% of all PM cases handled in 37 days.			
FLAVAS	Disposition of FLAVAS cases	Dispose 90% of all FLAVAS cases						Disposition Rate - 75%					
3. Review and evaluate the DOLE ruling allowing the Phil. Airlines Mgmt. To outsource its critical operations, resulting in the possible mass layoff of some 3,000 employees	NCMB, OSEC, BLR, ILS, ROs	Voluntary Arbitration	Disposition of VAcases	Dispose 60% of all VA cases within 20 days from submission for decision			3,429	3,429	13,397	Disposed 40% of all VA cases handled in 52 days.			
4. Reform labor arbitration and adjudication systems by streamlining procedures, removing red tape, and at the same time, restore integrity and fairness in the system. Ensure the 98% of all pending labor cases are disposed of with quality decisions by April 2011.	NLRC, BLR, NCMB, LS, BWC	SPEED 2, CDMS, ARTA, Integrity Dev. Action Plan (IDAP), Conciliation-Mediation	No. of cases disposed	78	As they come	As they come				Disposed 41 cases or 53% of SpeED 2 targets			

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5. Align labor policies with international treaties and conventions in a sound and realistic manner	LR Cluster	Legislative reform											

Overcharging Goal: Invest in our country's top resource, our human resource, to make us more competitive and employable while promoting industrial peace based on social justice

* - 78 = NCMB target for Speed 2
10,365 = NLRC target for Speed 2
3,784 = POEA target for Speed 2