

*2011 SEARCH for  
OUTSTANDING  
LMCs for  
INDUSTRIAL  
PEACE*

# 2011 SEARCH CRITERIA

I. Organization – **30pts.**

II. Strategic Partnership – **35 pts.**

III. Corporate Viability – **35 pts.**

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**TOTAL** **100 pts**

# ● I. ORGANIZATION

➤ Management/Labor Commitment – **5 pts.**

(**2.5** for management and **2.5** for labor)

➤ Management Representation - **5 pts.**

➤ Labor Representation - **5 pts.**

➤ Organizational Structure - **5 pts.**

➤ Support Structures - **5 pts.**

➤ Operating Procedures - **5 pts.**

## ● **II. STRATEGIC PARTNERSHIP**

- Objectives/ Targets - **5 pts.**
- Motivation - **5 pts.**
- Meetings - **5 pts.**
- Relevance - **5 pts.**
- Information Sharing - **5 pts.**
- Trust-building - **5 pts.**
- Level of Dialogue - **5 pts.**

### ● **III. CORPORATE VIABILITY**

- Industrial Peace - **10 pts.**
- Mechanisms for negotiations - **5 pts.**
- Employees' benefits and quality of work life - **5 pts.**
- Human resource development - **5 pts.**
- Labor standards compliance - **5 pts.**
- Social conscience - **5 pts.**

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Industrial Peace**

**BOARD of JUDGES**

# ATTY. ROMEO A. YOUNG



- Obtained his Bachelor of Arts major in Political Science minor in Philosophy at Divine Word University, Tacloban Leyte in 1969 (Magna Cum Laude)
- Obtained his Bachelor of Laws at Lyceum of the Philippines in 1973 and passed the Bar exams in 1974.

# ATTY. ROMEO A. YOUNG

- Started his career in the Department in 1975 and has held various positions like Exec. Asst., Med-Arbiter, Chief Labor Conciliator, Asst. Regional Director, Regional Director, Labor Attaché- Oman and Canada
- OIC Deputy Executive Director, NCMB

# ROMEO D. GARCIA



- Bachelor in Political Science with option in Public Administration, Polytechnic University of the Philippines, 1996-2000
- Masters in Public Administration (with distinction), Jose Rizal university, 2003-2005

# ROMEO D. GARCIA

- Bachelor of Laws (currently 4<sup>th</sup> year),  
Jose Rizal University
- Instructor/Lecturer: Pamantasan ng  
Lungsod ng Marikina
- Research and Advocacy Manager:  
Employers Confederation of the  
Philippines

# MA. CONCEPCION E. SARDAÑA



- She obtained her Bachelor of Science in Business Economics (*cum laude*) from the UP School of Economics in 1985
- She obtained her masters degree in Policy Science in 1991 from the Graduate School of Policy Science of Saitama University (now the National Institute for Policy Studies or GRIPS) in Japan.

# MA. CONCEPCION E. SARDAÑA

- A former Deputy Executive Director of the Institute for Labor Studies, the research arm of the department of Labor and Employment, and was involved in policy researches and project management undertakings in various areas of labor and employment.
- Senior Programme Officer - International Labour Organization's Country Office for the Philippines

# ATTY. ALLAN SABLON MONTAÑO

- He obtained his Bachelor of Arts Major in Political Science at the Central Philippine University in 1990
- He obtained his Bachelor of Laws at Central Philippine University in 1994 and passed the Bar Exam in 1995.



# ATTY. ALLAN S. MONTAÑO

- A practicing Lawyer since 1995
- Former National President, Federation of Free Workers
- President Emeritus and International Secretary : Federation of Free Workers
- National Secretary ; Philippine Association of Voluntary Arbitrators (PAVA)

# PROF. JORGE V. SIBAL

- He obtained his Bachelor of Science in Business Administration at UP Diliman in 1971
- He obtained his Master in Industrial Relations at UP Diliman in 1982
- Licensed real estate broker & Director, Sibal Realty & Development Corp.



# PROF. JORGE V. SIBAL

- Director (2004-05), President (2002-03) Nikkeiren Alumni Association
- Professor 7 and Dean, UP SOLAIR, 2005-2011
- National Expert, Asian Productivity Organization, Tokyo, Japan
- Contract Researcher, ILO, Geneva, Switzerland Secretary, Philippine Industrial Relations Society (PIRS)

The background consists of several overlapping, semi-transparent circles in various shades of teal and green. The circles are arranged in a way that they create a layered, organic effect. The colors range from a deep, dark teal to a bright, vibrant green. The overall composition is abstract and modern.

**THANK YOU!**