

HAIL TO THE CHIEF INDUSTRIAL PEACE MAKER (A Tribute to Secretary Patricia A. Sto. Tomas)



The Department of Labor and Employment (DOLE) is fortunate to have had such a brilliant and dedicated leader as Secretary Patricia A. Sto. Tomas. And we at NCMB are fortunate and honored for having the opportunity to serve with her and have her model as a public servant to emulate. She is one “true leader who has the confidence to stand alone, the courage to make tough decisions, and the compassion to listen to the needs of others. Though she did not set out to be a leader, she has become one by the quality of her actions and the integrity of her intent.”

When she became Secretary of the DOLE in 2001, she already established herself as a dedicated and outstanding civil servant, having held various positions in the different government agencies since 1964.

Secretary Patricia Sto. Tomas was an effective visionary leader who provided continuous and vigorous support for employment generation, facilitation, enhancement and preservation. Secretary Sto. Tomas has continued to preserve the gains of industrial harmony by promoting responsible and mature labor-management relations to reinforce the country’s vibrant industrial peace.



Strike levels have been the lowest in the last thirty years during the term of Secretary Sto. Tomas in DOLE. Strike incidences were registered at 25 and 26, in 2004 and 2005, respectively. The unprecedented decline in strike incidence has been one of the achievements of the Secretary, constantly cited by no less than President Gloria Macapagal-Arroyo.



Sec Pat, as she is fondly called, promoted social dialogue to reinforce labor, management and government's resolve to minimize job losses and achieve productivity, competitiveness and a better industrial climate. She has been instrumental in the signing of the Social Accord on Industrial Peace and Stability, which contained agreements on keeping the peace, minimizing job losses and ascertaining quick response interventions for displaced workers and industrial peace disturbances.

Through Secretary Sto.Tomas, the DOLE teamed up with social partners and clients toward maintaining industrial peace and promoting worker's protection and welfare. For this purpose, agreements were forged with key stakeholders between the Department of Labor and Employment and:

- Department of Interior and Local Government Memorandum of Agreement, (DOLE-DILG-MOA)

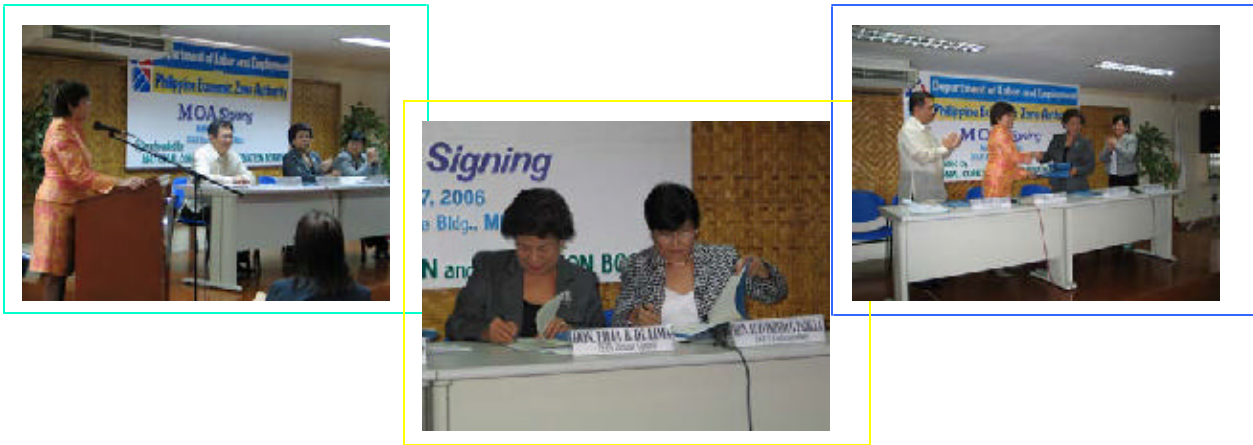


- Philippine Management Association of the Philippines (DOLE-PMAP –MOA)
- Department of Trade and Industry/Department of Interior and Local Government/Department of Public Works and Highways (DOLE-DTI/DILG/DPWH) and National Union of Building and Construction Workers MOA,

- National Conciliation and Mediation Board (NCMB-DOLE) and Archdiocese of Manila Labor Ministry- Roman Catholic Archbishop of Manila (ALMC-RCAM MOA) and



- Philippine Economic Zone Authority (DOLE-PEZA-MOA)



In keeping with the President's commitment on good governance, Secretary Sto. Tomas initiated reforms to streamline labor adjudication procedures and enforcement systems. The guidelines prescribed shorter time to conclude transactions, resolution of appealed cases and disposition of pending inter-and intra-union disputes among others. She has also moved for the adoption of a standardized methodology and computer-based model in determining arbitral awards.



Secretary Sto. Tomas is also remembered for her significant accomplishments on the plight of workers, particularly those who belong to the informal sector.

During her term as head of the DOLE, she has also been at the forefront in providing workers' protection and welfare services to OFWs and their families. To further improve service delivery to OFWs, she facilitated the establishment of the eLink for OFWs and issued them eCards. She also forged agreements with countries that host OFWs as well as existing bilateral agreements made with other countries.



At the international scene, Secretary Sto.Tomas was accorded the position of President of the 89th International Labor Organization Conference. Her presidency provided the Philippine government with an opportunity to promote, among others, the welfare of OFWs and other migrant workers among ILO-member countries.



Secretary Sto. Tomas, one of the best loved figures in the Department, is known and respected for her unwavering principles and self-effacing powerful wit.

Her more than 5 years of leadership at the DOLE will never be forgotten. Her notes of appreciation or comfort are among their cherished possessions. And there are few people in the Department who have not in one time or another felt the

beauty and strength of her motherly warmth and kindness. She has always been able to inspire others in both her thoughts and actions.

We thank Secretary Sto. Tomas for her excellent leadership, dedicated service, honesty and inspiration. Her legacy will be felt in the years to come. We wish her good health and happiness in the next phase of her life. She will be greatly missed.

