

**NATIONAL CONCILIATION AND MEDIATION BOARD
ACCOMPLISHMENT REPORT
January 1 to December 31, 2017**

I. TECHNICAL ADVISORY SERVICES

1. The Board reached 4,277 companies through its promotional activities on bi-partite plant-level workplace cooperation and partnership mechanisms (LMCs) and labor dispute settlement mechanisms or grievance machineries (GMs).
2. The 4,277 companies were beneficiaries of a total of 4,399 technical advisory services provided by the Board during the period. The 4,399 technical advisory services resulted in the following outputs:
 - facilitation of 299 LMCs;
 - strengthening of 1,488 LMCs through the provision of skills training on negotiation, consultation, problem-solving, and corporate social responsibility;
 - operationalization and institutionalization of 314 GMs; and
 - enhancement of 1,476 existing GMs.
3. Ninety-four percent (94%) of companies with existing LMCs were not involved in labor disputes during the period. Out of the 3,054 companies with existing LMCS, 2,875 were not involved in NS/L and PM cases. On the other hand, 91.8% or 3,385 companies with active GMs were not involved in labor disputes out of the 3,687 companies with active GMs.
4. The Board achieved a 99% very satisfactory service rating from its clients in 2017. A total of 3,642 out of 3,681 respondents said they were very satisfied with the Board's services.

Convergence program with other DOLE offices:

- a) The NCMB has tied up with the NWPC through a convergence program to enhance productivity in companies using the LMC as an entry point. In 2017, the convergence program with the NWPC has resulted in the facilitation of 123 LMCs in companies with existing PIPs and enhancement of 672 LMCs with RTWPB-initiated productivity improvement programs.
- b) NCMB's tie-up with the Occupational Safety and Health Center and the Employees Compensation Commission also resulted in the facilitation of LMC in 175 companies with existing OSH programs and enhancement of 587 LMCs with basic programs on occupational safety and health and on employees compensation;

- c) NCMB's convergence program with the Bureau of Workers with Special Concerns through the DOLE regional offices likewise led to the facilitation of 140 LMCs in companies with existing family welfare programs and enhancement of 684 LMCs with family welfare programs.

II. LABOR CONCILIATION, MEDIATION, AND ARBITRATION SERVICES

In 2017, nine work stoppages were declared (two are wildcat strikes, meaning it were declared without the requisite notice of strike). The new strike cases comprised 3.74 percent of the 187 total notices of strike/lockouts handled during the period.

During the reporting period, the Board was able to achieve the following:

- a) Settle/resolve the following:
 - i. Settled 3,923 of 6,624 RFAs (59% out of the 80% annual target)
 - ii. Settled 467 of 527 PM cases (89% out of the 85% annual target)
 - iii. Settled 149 of 187 NS cases (80% out of the 75% annual target)
 - iv. Disposed 15 of 15 AS/L cases (100% disposition rate)
 - v. Resolve 409 of 751 VA cases (54% out of the 60% annual target)
- b) Of the 292 decided VA cases, 4.5% or 13 case decisions were appealed to the CA during the period (target is not to exceed 20%)
- c) Facilitate monetary benefits resulting from case settlement as follows:

AS/L -	P 322,007,702 benefitting 690 workers or an average of P466,678 per capita
NS/L -	P 1,819,786,445 benefitting 13,888 workers or an average of P131,003 per capita
PM -	P 367,711,130 benefitting 2,553 workers or an average of P144,031 per capita
SENA -	P 260,385,954.97 benefitting 5,563 workers or an average of P45,807 per capita
VA -	P 1,311,930,601.38 benefitting 854 workers or an Average of P1,536,219 per capita

Other significant activities

- ✓ Launched the 2017 Search for Outstanding LMC for Industrial Peace and 2017 Search for Outstanding Grievance Machinery for Industrial Peace at Labor Governance Learning Center, Intramuros, Manila on March 3, 2017. The activity aims to bolster workplace cooperation and partnership, increase motivation, improve performances, and enhance productivity.

- ✓ Facilitated the conduct of the following cluster seminar on Team Enhancement and Productivity:
 - a. Train the Trainers on Relationship Enhancement and Gender Sensitivity held at Pagsanjan Falls Lodge and Summer Resort on March 23 – 25, 2017
 - b. Essentials of Successful Teamwork for Improved Service Delivery within the Framework of a Gender Sensitive Environment held at Blue Marlin Resort, Canaoay West, City of San Fernando, La Union on April 18 – 21, 2017
 - c. Strengthening Team Productivity through Effective Working Relations and Collaborations and Gender and Development: Significance of Women at the Workplace held at Nataasan Beach Resort and Dive Center Inc, Sipalay, Negros Occidental on June 7 – 9, 2017
 - d. Mindanao Cluster GAD staff Competency and Productivity Team Enhancement Exercises held at D Leonor Inland Resort and Adventure Park, Communal, Buhangin, Davao City on July 6-8, 2017
 - e. Seminar on Workplace Gender Sensitivity: Its Impact on Governance leading to Team Excellence” at Pangil Beach Resort, Currimaos, Ilocos Norte on August 2-4, 2017
 - f. South and Central Luzon Cluster Team Enhancement Exercises held at Ouan’s The Farm Resort, Lucena City on September 6-8, 2017
- ✓ Conducted Labor Dispute Management Course XXI held at the Pepperland Hotel, Legazpi City, Albay on May 9 – 11, 2017.
- ✓ Conducted Adobe Premiere Workshop held at B Hotel, Scout Rallos, Timog, Quezon City on May 23 – 26, 2017.
- ✓ Conducted Trainer’s Training for NCMB Program Implementers held at the Sulo Riviera Hotel, Quezon City on June 21 – 23, 2017.
- ✓ Conducted Group Learning Sessions on the following:
 - a. Labor-Management Cooperation, Grievance Machinery, Voluntary Arbitration and Conciliation-Mediation on February 2, 2017
 - b. Introduction to Productivity, Industrial Relations Disputes in Singapore, Labour Dispute Resolution Mechanism in Singapore, and Performance Management Productivity and Methodologies on March 17, 2017
 - c. SeNA and its Implementing Rules and Regulations on May 19, 2017

- d. Workplace Etiquette and Values, Leave Administration Course for Effectiveness (LACE) on June 16, 2017
 - e. Conflict Management and Alternative Dispute Resolution on July 2, 2017
 - f. Dangerous Drugs Act of 2002 and Its IRR and Salient Points of EO No. 2, 2016 or known as the Freedom of Information Order on August 18, 2017
 - g. Project Management and HRD Policies and Program on September 29, 2017
- ✓ Conducted GAD Focal Point System Harmonized Gender and Development Guidance (HG DG) cum GAD Planning and Budgeting (GPB) held at Armada Hotel Manila, M.H. del Pilar St., Ermita, Manila on August 22-25, 2017.
 - ✓ Conducted the Continuing Education Seminar for Accredited Voluntary Arbitrators held at Hotel Jen, Pasay City on September 7-8, 2017.
 - ✓ Concluded Memorandum of Understanding between Nanyang Polytechnic International PTE LTD (NYP) of Singapore and the Department of Labor and Employment (DOLE) in the implementation of the 12-month capacity building program on productivity entitled "Productivity and Innovation in Labour Management Programme for the Philippines" which started in March 2016 until March 2017.

The Board conducted on-site visits to companies of selected LMC advocates who have been a part of the productivity training to review the results of the participants re-entry plans and determine whether the objectives of the training were met.

Arranged for the on-site programme review to be conducted by Temasek and Nanyang at Calamba Medical Center as one of the beneficiaries of the productivity training to review the results of the output and outcomes of training and its impact to the organization as indicated in the participant's re-entry plan.

Conducted the Program Review for the sponsoring organization. This was done through presentation by participating organizations/offices followed by an open forum after every presentation.

In relation to this, a media event was also conducted which served as the culmination of the third phase of the trainings on Productivity and Innovation by the Department's Leaders, Managers, and Specialists including selected LMC advocates on October 25, 2017 at the Ichikawa Hall of the Occupational Safety and Health Center in Quezon City.

- ✓ Conducted the awarding ceremony on the Search for Outstanding LMC for Industrial Peace and 2017 Search for Outstanding Grievance Machinery for

Industrial Peace during the 11th National LMC Convention at the Cebu Grand Convention Center, Cebu City on November 23-24, 2017. Awarded were the following:

2017 Outstanding LMC:

1. Region CAR – Camp John Hay Leisure Inc. (The Manor) – (Unorganized)
2. Region IV-A – Rohm Electronics Philippines Inc. (Unorganized)
3. Region VIII – Philippine Associated Smelting and Refining Corporation (PASAR) (Organized)
4. Region X – Nestle Philippines Incorporated (Organized)
5. Region XII – DOLE Philippines, Incorporated (Organized)

2017 Outstanding Grievance Machinery for Industrial Peace:

1. Region VII – Carment Copper Corporation

- ✓ Conducted Capacity Building for Casehandlers held at Citystate Tower Hotel, Mabini St., Ermita, Manila on December 13-15, 2017.

Green our DOLE Program

- ✓ The NCMB, in coordination with Manila Water's Lakbayan program conducted an educational tour on Water Trail Program on November 7 and 8, 2017 at Balara, Quezon City. The program aims to provide awareness on efficient resource consumption and effective waste reduction management. The Board also conducted tree planting activities in support and compliance with Executive Order No. 26 (2011) otherwise known as the National Greening Program. Aside from tree planting activities, the Board conducted seminars on climate change, organic farming, 5S and waste segregation. As part of the NCMB GODP Plan, the Board mainstreamed GODP topics on plant-level activities and area-wide seminars conducted by the Board in the implementation of its programs.