



## National Conciliation and Mediation Board

### Legal Basis

**Executive Order No. 126** (January 31, 1987) created the National Conciliation and Mediation Board (NCMB) as an agency attached to the Department of Labor and Employment (DOLE). The NCMB absorbed the conciliation, mediation, and labor-management functions of the Bureau of Labor Relations and its counterparts in the regional offices of the Department.

### Mandate

The National Conciliation Mediation Board (NCMB) formulates policies, develops plans and programs, and sets standards and procedures relative to the promotion of conciliation and mediation of labor disputes, administration of the voluntary arbitration program, and the promotion of other cooperative, non-adversarial, and voluntary modes of labor dispute settlement. Through its labor-management cooperation programs, the NCMB facilitates the setting up of functional mechanisms for information sharing, effective consultation and group problem-solving whereby labor and management can jointly and voluntarily discuss matters covered by their collective agreements. In so doing, the Board renders advisory and counseling services on various aspects of labor-management relations.

**LOGICAL FRAMEWORK (NCMB)**

**Societal Goal**

Sustainable Economic Growth Towards Poverty Reduction

**Sectoral Goal**

Productive and Competitive Filipino Workers

**Organizational Outcome**

Maintenance of Industrial Peace

**Major Final Outputs**

Partnership & Labor-Management Empowerment Services

Conciliation-Mediation Services

Arbitration & Adjudication Services

**P/A/Ps**

Workplace Cooperation and Partnership (LMC)  
 Workplace Dispute Prevention and Settlement  
 Advocacy and Networking

Preventive Mediation  
 Notice of Strike/ Lockout  
 Actual Strike  
 FLAVAS/ SAGAP \*

Voluntary Arbitration

\* Free Legal Assistance and Voluntary Arbitration Services/Single-Agency Approach Program

**PERFORMANCE MEASURES AND TARGETS**  
(Amounts in Thousand Pesos)

Particulars	FY 2008	FY 2009	FY 2010
	Amount/ Actual	Amount/ Target	Amount/ Target
<b>MFO 1</b>			
<b>Partnership and Labor-Management Empowerment Services</b>	57,039	57,389	55,262
<b>A. Workplace Cooperation and Partnership Labor-Management Cooperation (LMCs)</b>			
<b>Labor-Management Cooperation Facilitation</b>			
Number of LMCs facilitated			
- Organized establishment	96	96	98
- Unorganized establishment	104	103	97
<b>Labor-Management Cooperation Enhancement</b>			
Number of LMCs enhanced			
- Organized establishment	650	593	435
- Unorganized establishment	262	228	215
<b>Documentation of LMC Best Practices</b>			
Number of LMCs Best Practices documented			
- Organized establishment	17	45	26
- Unorganized establishment	1	23	22
<b>B. Workplace Dispute Prevention and Settlement Grievance Machineries</b>			
<b>Institutionalization of GMs in Unorganized Companies</b>			
Number of companies covered	163	167	114
<b>Operationalization of GMs</b>			
Number of GMs operationalized			
- Organized establishment	278	209	103
<b>Strengthening/Enhancement</b>			
Number of GMs strengthened			
- Organized establishment	529	530	477
- Unorganized establishment	208	244	155
<b>Documentation of GMs</b>			
Number of GMs documented			
- Organized establishment	18	40	32
- Unorganized establishment	-	23	25
<b>C. Advocacy and Networking</b>			
<b>Dissemination of Information Education and Communication Materials</b>			
Number of IEC materials disseminated	5,095	5,700	2,988
<b>Meetings/Briefings/Consultations with Social Partners and Various Sectors</b>			
Number of meetings/briefings/consultations conducted	24	284	113
Number of MOAs forged	9	26	17
Number of trainings/seminars conducted	209	155	83
Number of companies reached	-	-	648
Number of beneficiaries	-	-	540

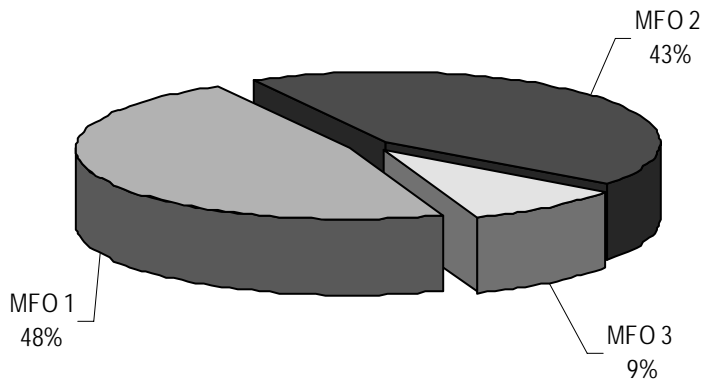
Particulars	FY 2008	FY 2009	FY 2010
	Amount/Actual	Amount/Target	Amount/Target
<b>MFO 2</b>			
<b>Conciliation and Mediation Services</b>	<b>48,983</b>	<b>52,221</b>	<b>49,966</b>
Number of new Actual Strikes/Lockouts cases declared	5	6% of the total notices handled	6% of the total notices handled
Number of new Notice of Strikes/Lockouts cases filed	362	274	183
Number of new Preventive Mediation cases filed	540	460	319
<b>Disposition Rate</b>			
- Actual Strikes/Lockouts	100%	95%	95%
- Notices of Strikes/Lockouts	90%	93%	93%
- Preventive Mediation	91%	94%	94%
<b>Settlement Rate</b>			
- Actual Strikes/Lockouts	60%	75%	75%
- Notices of Strikes/Lockouts	77%	78%	78%
- Preventive Mediation	66%	89%	89%
<b>Duration to Dispose/Settle</b>			
- Actual Strikes/Lockouts	43	23	23
- Notices of Strikes/Lockouts	44	29	29
- Preventive Mediation	34	22	22
<b>Single Agency Approach Program (SAGAP)/ Free Legal Assistance and Voluntary Arbitration Services (FLAVAS)</b>			
Number of new cases filed	659	740	559
<b>MFO 3</b>			
<b>Arbitration and Adjudication Services</b>	<b>9,212</b>	<b>11,053</b>	<b>11,027</b>
<b>Voluntary Arbitration Cases Facilitated and Monitored</b>			
Number of new voluntary arbitration cases	139	137	155
<b>Disposition Rate</b>			
- Previous cases	51%	100%	100%
- Current cases	49%	50%	50%
- Combined cases	53%	60%	60%
<b>Average Days to Decide</b>			
- From submission to decision	45	20	20
- From acceptance to release from arbitrator	298	90	90
<b>Special Voluntary Arbitration Fund (SVAF) Subsidy Utilization</b>			
Number of cases subsidized	76	138	155
Amount of subsidy (in pesos)	942.5	2,001	2,387
<b>Total</b>	<b>115,234</b>	<b>120,663</b>	<b>116,255</b>

## FY 2010 MFO Budget

### By MFO/By Expense Class (In thousand pesos)

Particulars	PS	MOOE	CO	Total	% Share
<b>MFO 1</b> Partnership and Labor-Management Empowerment Program	27,835	27,427	-	<b>55,262</b>	<b>48%</b>
<b>MFO 2</b> Conciliation and Mediation Program	28,893	21,073	-	<b>49,966</b>	<b>43%</b>
<b>MFO 3</b> Arbitration and Adjudication Program	4,590	6,437	-	<b>11,027</b>	<b>9%</b>
<b>TOTAL</b>	<b>61,318</b>	<b>54,937</b>	<b>-</b>	<b>116,255</b>	<b>100%</b>
<b>% Share</b>	<b>53%</b>	<b>47%</b>	<b>0%</b>	<b>100%</b>	

### By MFO (Total Budget = P 116,255,000)



### By Expense Class (Total Budget = P 116,255,000)

