



National Conciliation and Mediation Board

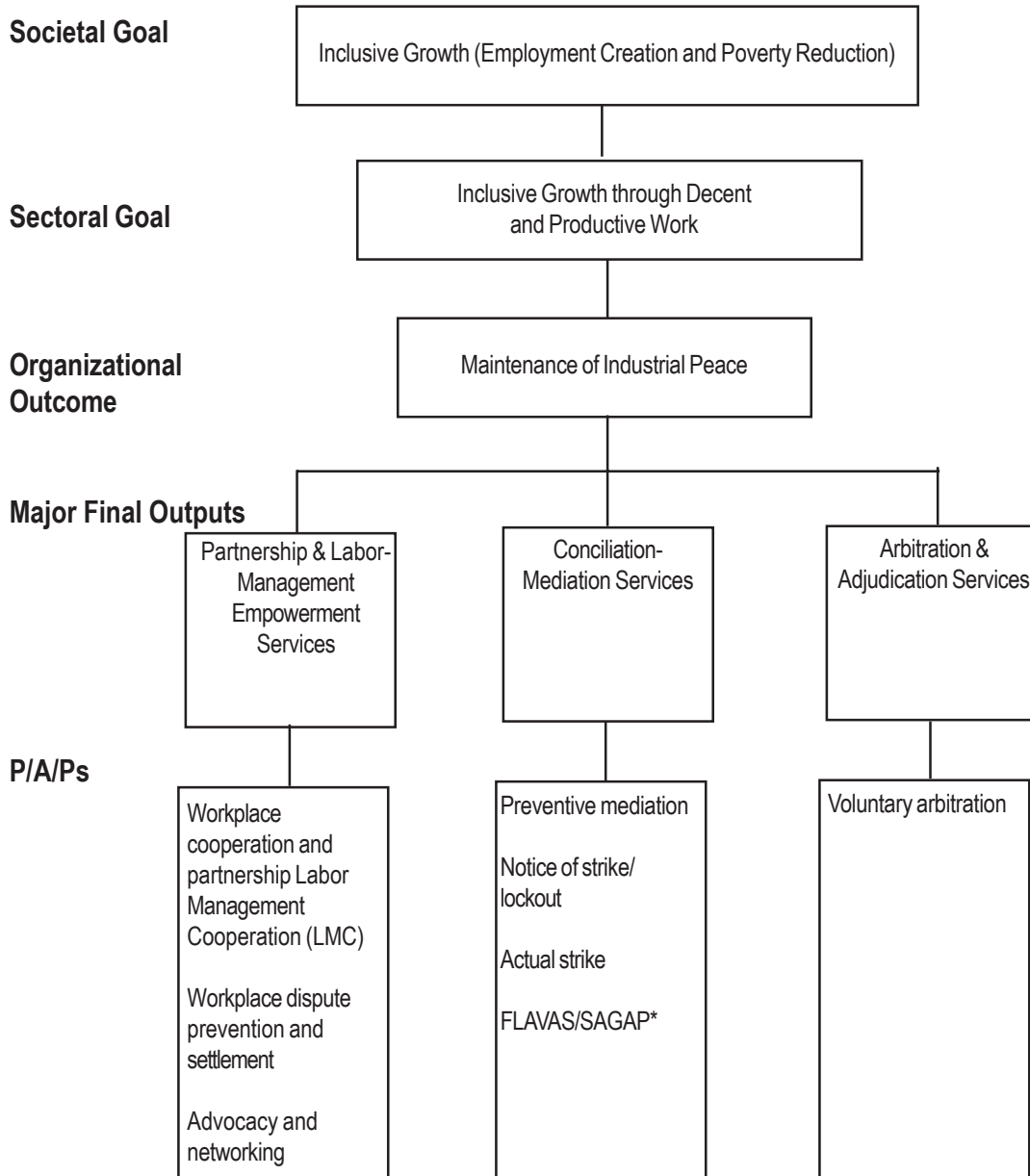
Legal Basis

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)



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

PERFORMANCE MEASURES AND TARGETS

(Amounts in Thousand Pesos)

Particulars	FY 2010		FY 2011	FY 2012
	Target/ Amount	Actual/ Amount	Target/ Amount	Target/ Amount
MFO 1				
Partnership and Labor-Management Empowerment Services	55,262	57,420	59,835	69,779
A. Workplace Cooperation and Partnership Labor-Management Cooperation (LMCs)				
Labor-Management Cooperation Facilitation				
Number of LMCs facilitated				
- Organized establishment	96	80	102	95
- Unorganized establishment	88	112	219	120
Labor-Management Cooperation Enhancement				
Number of LMCs enhanced				
- Organized establishment	541	686	691	687
- Unorganized establishment	194	286	419	344
Documentation of LMC Best Practices				
Number of LMCs Best Practices documented				
- Organized establishment	54	52	55	64
- Unorganized establishment	24	18	40	39
B. Workplace Dispute Prevention and Settlement Grievance Machineries				
Institutionalization of GMs in Unorganized Companies				
Number of companies covered	128	146	200	117
Operationalization of GMs				
Number of GMs operationalized				
- Organized establishment	196	179	171	188
Strengthening/Enhancement				
Number of GMs strengthened				
- Organized establishment	507	645	684	670
- Unorganized establishment	184	269	389	272
Documentation of GMs				
Number of GMs documented				
- Organized establishment	56	35	58	40
- Unorganized establishment	21	15	38	33
C. Advocacy and Networking				
Dissemination of Information Education and Communication Materials				
Number of IEC materials disseminated	8,130	16,261	13,453	9,485
Meetings/Briefings/Consultations with Social Partners and Various Sectors				
Number of meetings/briefings/consultations conducted	320	742	482	471
Number of MOAs forged	20	20	32	25
Number of trainings/seminars conducted	143	239	259	192

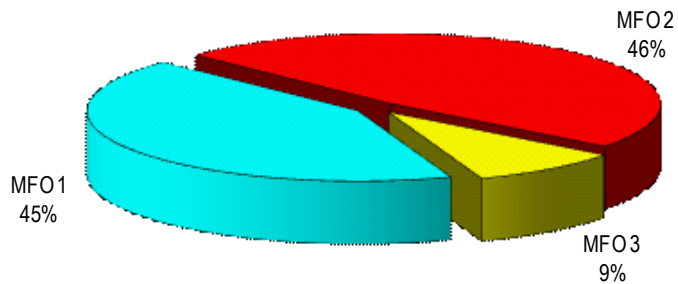
Particulars	FY 2010		FY 2011	FY 2012
	Amount/Target	Amount/Actual	Amount/Target	Amount/Target
MFO 2				
Conciliation and Mediation Services	49,966	64,112	55,048	70,793
Number of new Actual Strikes/Lockouts cases declared	12	8	6% of the total notices handled	13% of the total notices handled
Number of new Notice of Strikes/Lockouts cases filed	451	276	223	316
Number of new Preventive Mediation cases filed	532	416	469	498
Disposition Rate				
- Actual Strikes/Lockouts	95%	100%	95%	95%
- Notices of Strikes/Lockouts	93%	90%	93%	93%
- Preventive Mediation	94%	89%	94%	94%
Settlement Rate				
- Actual Strikes/Lockouts	75%	88%	75%	75%
- Notices of Strikes/Lockouts	78%	80%	78%	78%
- Preventive Mediation	89%	84%	89%	89%
Duration to Dispose/Settle				
- Actual Strikes/Lockouts	23	11	23	23
- Notices of Strikes/Lockouts	29	55	29	29
- Preventive Mediation	22	36	22	22
Single Agency Approach Program (SAGAP)/ Free Legal Assistance and Voluntary Arbitration Services (FLAVAS)				
Number of new cases filed	994	843	1,016	1,108
Disposition Rate		96%	98%	98%
MFO 3				
Arbitration and Adjudication Services	11,027	10,784	12,889	14,105
Voluntary Arbitration Cases Facilitated and Monitored				
Number of new voluntary arbitration cases	155	124	162	148
Disposition Rate				
- Previous cases	100%	82%	100%	100%
- Current cases	50%	50%	50%	50%
- Combined cases	60%	63%	60%	60%
Average Days to Decide				
- From submission to decision	20	38	20	20
- From acceptance to release from arbitrator	90	250	90	90
Special Voluntary Arbitration Fund (SVAF) Subsidy Utilization				
Number of cases subsidized	129	73	96	113
Amount of subsidy (in pesos)	2,580	885	1,920	2,260
Total	116,255	132,316	127,772	154,677

FY 2012 MFO Budget

By MFO/By Expense Class (In Thousand Pesos)

Particulars	PS	MOOE	CO	Total	% SHARE
MFO 1 Partnership and Labor-Management Empowerment Program	38,509	25,286	5,984	69,779	45%
MFO 2 Conciliation and Mediation Program	37,626	26,113	7,054	70,793	46%
MFO 3 Arbitration and Adjudication Program	7,791	4,908	1,406	14,105	9%
Total	83,926	56,307	14,444	154,677	100%
% Share	54%	36%	9%	100%	

By MFO
(Total Budget = P 154,677,000)



By Expense Class
(Total Budget = P 154,677,000)

