



## 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 2007	FY 2008	FY 2009
	Actual/ Amount	Target/ Amount	Targe/ Amount
<b>MFO 1</b>			
<b>Partnership and Labor-Management Empowerment Services</b>	52,485	55,694	57,389
<b>A. Workplace Cooperation and Partnership Labor Management Cooperation (LMCs)</b>			
<b>Labor Management Cooperation Facilitation</b>			
Number of LMCs facilitated			
- Organized Establishment	79	90	99
- Unorganized Establishment	117	141	155
<b>Labor Management Cooperation Enhancement</b>			
Number of LMCs enhanced			
- Organized Establishment	559	550	605
- Unorganized Establishment	128	213	134
<b>Documentation of LMC Best Practices</b>			
Number of LMCs Best Practices documented			
- Organized Establishment	10	7	8
- Unorganized Establishment	1	1	1
<b>B. Workplace Dispute Prevention and Settlement Grievance Machineries</b>			
<b>Institutionalization of GMs in unorganized Companies</b>			
Number of Companies covered	102	106	117
<b>Organizationalization of GMs</b>			
Number of GMs operationalized			
- Organized Establishment	289	157	173
<b>Strengthening/Enhancement</b>			
Number of GMs strengthened			
- Organized Establishment	534	465	512
- Unorganized Establishment	107	185	204
<b>Documentation of GMs</b>			
Number of GMs documented			
- Organized Establishment	27	6	7
- Unorganized Establishment	1	1	1
<b>C. Advocacy and Networking</b>			
<b>Dissemination of Information Education and Communication materials</b>			
Number of IEC materials disseminated	3,642	3,446	3,800
<b>Meeting with social partners and various sectors</b>			
Number of MOAs forged	-	17	17
Number of training conducted	120	60	66
<b>MFO 2</b>			
<b>Conciliation and Mediation Services</b>	47,252	47,528	52,221
Number of new Actual Strikes/Lockouts cases declared	6	6% of the total notices handled	6% of the total notices handled

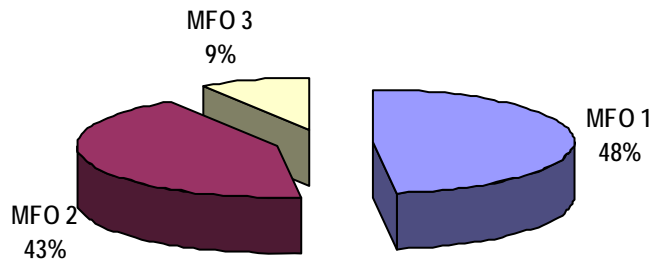
Particulars	FY 2007	FY 2008	FY 2009
	Actual/ Amount	Target/ Amount	Target/ Amount
Number of new Notice of Strike/Lockouts cases filed	340	399	440
Number of new Preventive Mediation cases filed	507	550	615
<b>Disposition Rate</b>			
- Actual Strike/Lockouts	100%	95%	95%
- Notices of Strike/Lockouts	88%	93%	93%
- Preventive Mediation	94%	94%	94%
<b>Settlement Rate</b>			
- Actual Strike/Lockouts	57%	75%	75%
- Notices of Strike/Lockouts	75%	78%	78%
- Preventive Mediation	90%	89%	89%
<b>Duration to Dispose/Settle</b>			
- Actual Strike/Lockouts	27	25	23
- Notices of Strike/Lockouts	45	29	29
- Preventive Mediation	34	22	22
<b>Single Agency Approach Program (SAGAP)/ Free Legal Assistance and Voluntary Arbitration Services (FLAVAS) case</b>			
Number of new cases filed	491	583	641
<b>MFO 3</b>			
<b>Arbitration and Adjudication Services</b>	<b>6,120</b>	<b>10,207</b>	<b>11,053</b>
<b>Voluntary Arbitration Cases facilitated and monitored</b>			
Number of new voluntary arbitration cases	145	158	174
<b>Disposition Rate</b>			
- Previous Cases	57%	100%	100%
- Current Cases	44%	50%	50%
- Combined Cases	50%	60%	60%
<b>Average Days to Decide</b>			
- From Submission to Decision	66	20	20
- From Acceptance of Arbitrator	195	90	90
<b>Subsidy Utilization</b>			
Number of Cases Subsidized	87	124	141
Amount of subsidy (in pesos)	1,067	1,860	2,115
<b>Total</b>	<b>105,857</b>	<b>113,429</b>	<b>120,663</b>

## FY 2009 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 Services	28,201	27,277	1,911	57,389	48%
<b>MFO 2</b>					
Conciliation and Mediation Services	29,274	20,958	1,989	52,221	43%
<b>MFO 3</b>					
Arbitration and Adjudication Services	4,651	6,402	-	11,053	9%
<b>TOTAL</b>	<b>62,126</b>	<b>54,637</b>	<b>3,900</b>	<b>120,663</b>	<b>100%</b>
<b>% Share</b>	<b>52%</b>	<b>45%</b>	<b>3%</b>	<b>100%</b>	

### By MFO (Total Budget = P120,663,000)



### By Expense Class (Total Budget = P120,663,000)

