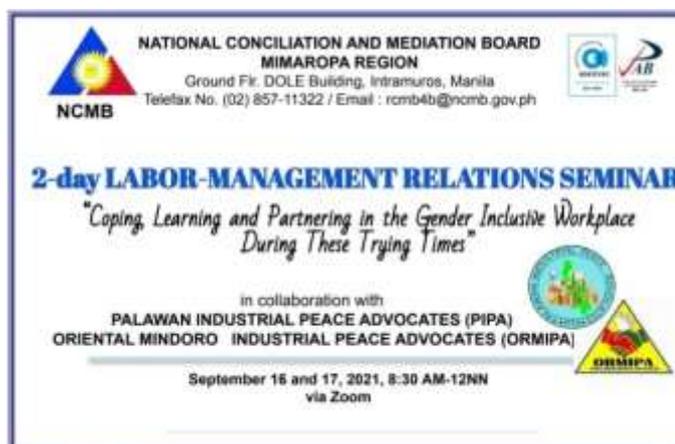


BLR Director Presented the Impact of the Fourth Industrial Relations in Labor Management Relations

The National Conciliation and Mediation Board - MIMAROPA Region and RCMB Region 5 invited BLR Director Maria Consuelo S. Bacay as a resource person on the “Impact of Fourth Industrial Revolution in Labor Management Relations” to their 2-day Labor-



Management Relations Seminar on 16 September and 12 October 2021, respectively via Zoom. The seminar was entitled, “Coping, Learning and Partnering in the Gender Inclusive Workplace During These Trying Times”.

Amidst changes in the world of work, it is indispensable to know more about the Fourth Industrial Revolution. The FIRE is a revolutionary change characterized by the ubiquitous and mobile internet; cheaper, smaller, and stronger sensors; and artificial and machine learning. It is a revolutionary change based on recent diverse technologies.

Director Bacay oriented the NCMB employees on the future of work particularly the FIRE, its impact on labor-management relations, and DOLE’s strategic policy priorities and interventions to buffer the impact of the FIRE.

With the disruption of industries caused by the pandemic, technological breakthroughs and technology adaptation became fast. These technological advancements are seen to greatly impact the world of work. Robotic process automation, artificial intelligence, 3D printing, nanotechnology, and e-commerce are some of the technological advancements that have caused work insecurities in employment, earnings, hours of

work, occupational safety and health, social security, training, and representation and other fundamental principles and rights at work.

Social partners' organizations have a crucial role in supporting and advising employers and workers on how to best confront and mitigate the effects of the crisis. Given their in-depth knowledge of the needs and realities of companies and workers, their effective involvement in decision-making can lead to the adoption of well-targeted and effective interventions that mitigate the negative impacts of the FIRE. The unions in establishments provides great potential in enriching labor management relations in the midst of the FIRE. However, for unorganized establishments, the mechanism is called Labor-Management Committees (LMC). The LMC aims to foster better relations between labor and management, to supplement the grievance process when necessary, and to supplement the CBA.

She also mentioned that DOLE's strategic policy priorities for social dialogue for the FIRE : a) Review DOLE policies on multi-employer bargaining as response to declining union density and diminutive CBA coverage; b) Craft more innovative programs to encourage the convening of Labor-Management Councils; c) Tailor-fit Grievance Settlement Programs to the workplace relations of businesses; and d) Intensify plant-level discussions with unions and employers.

In addition, the DOLE is also developing OSH policies for emerging industries, identifying new compensable occupational diseases/illnesses, expanding actual employees' compensation coverage of workers under non-standard forms of employment, and strengthening labor market information on incomes in emerging industries, including non-standard forms of employment.

Moreover, it is also important to highlight the need for government to embrace agile governance, continuously adapting to new, fast-changing environments to provide better policy and program responses.

“The FIRE is here and whether we like it or not, all of us need to move forward. Don’t let technology become a problem, let it be the solution”, said Director Bacay.

END/Kim Margarete B. Martinez