



## **Alternative Dispute Resolution Updates**

### **Preliminary**

**As of 31 January 2021**

This ADR Update records in brief the collective accomplishments of NCMB as of January 2021.

#### **I. PREVENTIVE MEDIATION (PM)**

- 35 cases pending at the beginning of the year
- 40 new cases have been filed in January
- 75 total cases handled as of 31 January 2021
- Disposition rate: 23% (17 of the 75 total cases handled)
  - 16 cases disposed within the process cycle time (PCT = 35 days)
  - 1 case disposed beyond PCT
- Settlement rate: 21% (16 of the 75 total cases handled)
- Average duration to settle: 22 days
- 58 cases pending as of 31 January 2021
  - 36 pending cases are 35 days old or younger
  - 22 pending cases are older than the PCT
- Monetary benefits: Php2,440,948 benefitting 236 workers

#### **II. NOTICES OF STRIKE/LOCKOUT (NS/L)**

- 25 cases pending at the beginning of the year
- 14 new cases have been filed in January
- 39 total cases handled as of 31 January 2021
- Disposition rate: 10% (4 of the 39 total cases handled)
  - 4 cases were disposed within the process cycle time (PCT = 60 days)
- Settlement rate: 10% (4 of the 39 total cases handled)
- Average duration to settle: 29 days
- 35 cases pending as of 31 January 2021
  - 19 pending cases are 60 days old or younger
  - 16 pending cases are older than the PCT
- Monetary benefits : Php34,879,876 benefitting 434 workers
- Mandays saved: 646,966 \*

*\*computed as average strike duration for the last five years multiplied by the number of workers involved in NS/L handled during the reporting period.*

#### **III. ACTUAL STRIKES/LOCKOUTS (AS/L)**

- Only one (1) case pending at the beginning of the year
- No work stoppages have been monitored in January 2021

- One (1) case handled as of 31 January 2021

REGION	DOCKET NUMBER	DECLARED	STATUS	DATE DISPOSED	ISSUES INVOLVED	SPECIFIC ISSUE
RCMB IV-A	RIZ-AS-08-0001-2018	8/24/2018	Pending - Strike		ULP	Gross Intimidation and Harassment, Mass Dismissal of Union Officers

- One (1) case remains pending and subject of conciliation-mediation service as of 31 January 2021
  - The lone pending case is older than the PCT
- Total man-days lost: 600

#### IV. GOVERNMENT INTERVENTION IN LABOR DISPUTES (Comparative 2020–2021)

Particulars	2020 (January 1 – January 31)				2021 (January 1 – January 31)			
	Cases Handled	AJ	CCA	Total AJ & CCA	Cases Handled	AJ	CCA	Total AJ & CCA
Actual Strikes/Lockouts	8	1	0	1	1	0	0	0
Notices of Strike/Lockout	65	0	0	0	39	0	0	0
Preventive Mediation	68	0	0	0	75	0	0	0
Total	141	1	0	1	115	0	0	0
% of AJ/CCA to Total Cases Handled		0.71%	0.00%	0.71%		0.00%	0.00%	0.00%

#### V. ISSUES INVOLVED IN NEWLY DECLARED/FILED LABOR DISPUTES (January 1–January 31, 2021)

Cases Type	Total Cases	Unfair Labor Practice (ULP)	Bargaining Deadlock (BD)	Raised Both Issues ULP/BD
Actual Strike/Lockout	0	0	0	0
Notices of Strike/Lockout	14	11	3	0
Preventive Mediation	40	40	0	0
Total Cases	54	51	3	0



## VI. SINGLE ENTRY APPROACH (SEnA)

- 167 Requests for assistance (RFAs) pending at the beginning of the year
- 521 new RFAs have been filed in January
- 688 total RFAs handled as of 31 January 2021
- Disposition rate: 48% or 332 of the 688 total RFAs handled
  - 328 RFAs disposed within the process cycle time (PCT = 30+15 days)
  - 4 RFAs disposed beyond the PCT
- Settlement rate: 29% (201 of the 688 total RFAs handled)
  - 199 RFAs settled within the process cycle time (PCT = 30 days +15 days)
  - 2 RFAs settled beyond the process cycle time
- Average duration to settle: 9 days
- 356 pending RFAs as of 31 January 2021
  - 335 RFAs pending within the process cycle time (PCT = 30 days)
  - 21 RFAs pending beyond the process cycle time
- Monetary benefits : Php4,919,512 benefitting 207 workers

### No. of RFAs Filed, Settled, Monetary Benefits and Workers Benefitted: Philippines 2017-2021

Year	No. of RFAs Filed	No. of RFAs Settled	Monetary Benefits	Workers Benefitted
2017	6,214	3,925	263,985,481	5,565
2018	5,666	3,689	193,325,369	5,352
2019	5,742	3,838	214,517,261	5,276
2020	3,155	2,095	140,726,523	3,010
2021 (Jan)	521	201	4,919,512	207
<b>Total</b>	<b>21,298</b>	<b>13,748</b>	<b>817,474,146</b>	<b>19,410</b>

## VII. VOLUNTARY ARBITRATION (VA)

- 480 cases pending at the beginning of the year
- 58 new VA cases have been submitted in January
- 538 cases handled as of 31 January 2021
- 60 cases disposed
- 11% disposition rate (60 of the 538 total cases handled)
  - 42 cases disposed within the process cycle time (PCT = 90 days)
  - 18 cases disposed beyond PCT
- Average duration to Decide;
  - 667 days from the date of acceptance by the arbitrator
  - 26 days from submission for resolution
- 478 cases pending as of 31 January 2021
- Monetary benefits: Php147,241,211 benefitting 61 workers

### No. of VA Cases Handled, Monetary Benefits and Workers Benefitted: Philippines 2017-2021

Year	No. new of VA Submitted	Monetary Benefits	Workers Benefitted
2017	526	1,362,872,704	865
2018	545	1,431,597,325	831
2019	610	1,444,293,071	471
2020	859	2,128,696,661	733
2021 (Jan)	58	147,241,211	61
<b>Total</b>	<b>2,598</b>	<b>6,514,700,972</b>	<b>2,961</b>

### **VIII. WORKPLACE RELATIONS ENHANCEMENT**


- 12 LMCs have been facilitated in January 2021, all of which were unorganized companies)
- 46 LMCs enhanced (14 in organized companies and 32 in unorganized companies)
- 175 companies reached through promotional/pre-facilitation activities as of January 2021 (20 in organized companies and 155 in unorganized companies)
- 4,312 existing LMCs nationwide as of 31 January 2021 (1,584 in organized companies; 2,728 in unorganized establishments)
- 99.5% or 4,013 out of 4,033 companies with LMCs were not involved in AS/L, NS/L, PM cases during the period

### **IX. CONVERGENCE PROGRAM WITH DOLE**

- LMCs Enhanced through convergence programs as of January 2021:
  - 6 LMCs enhanced through convergence program with NWPC (productivity)
  - 7 LMC in OSHC and ECC on occupational safety and health

### **X. GRIEVANCE MACHINERY (GM)**

- 12 GMs operationalized / institutionalized in the month of January 2021 (1 in organized and 11 in unorganized)
- 44 GMs enhanced (12 in organized and 32 in unorganized establishments)
- 4,471 existing/active GMs nationwide as of 31 January 2021 (1,911 in organized establishments; 2,560 in unorganized establishments)
- 99.46% or 4,090 out of 4,112 companies with GMs were not involved in AS/L, NS/L, PM cases during the period

  
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Executive Director IV

08 February 2021