



Alternative Dispute Resolution Updates

Preliminary

As of 28 February 2021

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

I. PREVENTIVE MEDIATION (PM)

- 35 cases pending at the beginning of the year
- 83 new cases have been filed since the start of the year (43 new cases filed in February)
- 118 total cases handled as of 28 February 2021
- Disposition rate: 47% (56 of the 118 total cases handled)
 - 41 cases disposed within the process cycle time (PCT = 35 days)
 - 15 cases disposed beyond PCT
- Settlement rate: 46% (54 of the 118 total cases handled)
- Average duration to settle: 32 days
- 62 cases pending by the end of February 2021
 - 45 pending cases are 35 days old or younger
 - 17 pending cases are older than the PCT
- Monetary benefits: Php223,591,856 benefitting 738 workers

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

- 25 cases pending at the beginning of the year
- 21 new cases have been filed since the start of the year (7 new cases filed in February)
- 46 total cases handled as of 28 February 2021
- Disposition rate: 24% (11 of the 46 total cases handled)
 - 10 cases were disposed within the process cycle time (PCT = 60 days)
 - 1 case disposed beyond PCT
- Settlement rate: 24% (11 of the 46 total cases handled)
- Average duration to settle: 36 days
- 35 cases pending as of 28 February 2021
 - 18 pending cases are 60 days old or younger
 - 17 pending cases are older than the PCT
- Monetary benefits: Php80,095,376 benefitting 1,126 workers
- Mandays saved: 432,002*

**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 February 2021
- One (1) case handled as of 28 February 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 28 February 2021
 - The lone pending case is older than the PCT
- Total man-days lost: 1,392

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

Particulars	2020 (January to February)				2021 (YTD)			
	No. Cases Handled	AJ	CCA	Total AJ & CCA	No. Cases Handled	AJ	CCA	Total AJ & CCA
Actual Strikes/Lockouts	9	1	0	1	1	0	0	0
Notices of Strike/Lockout	79	0	0	0	46	0	0	0
Preventive Mediation	108	0	0	0	118	0	0	0
Total	196	1	0	1	165	0	0	0
% of AJ/CCA to TCH		0.51%	0.00%	0.51%		0.00%	0.00%	0.00%

V. ISSUES INVOLVED IN NEWLY DECLARED/FILED LABOR DISPUTES (January 1 – February 28, 2021)

Issues Involved in Labor Disputes (2021 YTD)				
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	21	15	6	0
Preventive Mediation	83	77	5	1
Total Cases	104	92	11	1

VI. SINGLE ENTRY APPROACH (SEnA)

- 167 Requests for assistance (RFAs) pending at the beginning of the year
- 832 new RFAs have been filed since start of the year (292 new cases filed in February)
- 999 total RFAs handled as of 28 February 2021
- Disposition rate: 80% or 798 of the 999 total RFAs handled
 - 795 RFAs disposed within the process cycle time (PCT = 30+15 days)
 - 3 RFAs disposed beyond the PCT
- Settlement rate: 50% (496 of the 999 total RFAs handled)
 - 494 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
- 201 pending RFAs as of 28 February 2021
 - 157 RFAs pending within the process cycle time (PCT = 30 days)
 - 44 RFAs pending beyond the process cycle time
- Monetary benefits: Php14,806,156 benefitting 561 workers

No. of RFAs Filed, Settled, Monetary Benefits and Workers Benefitted: Philippines 2016-2021

RFA	No. of RFAs Received	No. of RFAs Settled	Monetary Benefits (in thousands)	Workers Benefitted
2016	6,005	4,638	196,287,232	5,256
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 (YTD)	832	496	14,806,156	561
Total	27,614	18,681	1,023,648,022	25,020

VII. VOLUNTARY ARBITRATION (VA)

- 480 cases pending at the beginning of the year
- 197 new VA cases have been submitted since the start of the year (98 new VA cases filed in February)
- 677 cases handled as of 28 February 2021
- 188 total cases disposed
- 28% disposition rate (188 of the 677 total cases handled)
 - 145 cases disposed within the process cycle time (PCT = 90 days)
 - 43 cases disposed beyond PCT
- Average duration to Decide;
 - 667 days from the date of acceptance by the arbitrator
 - 175 days from submission for resolution
- 489 cases pending as of 28 February 2021
- Monetary benefits: Php171,642,573.75 benefitting 69 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 (YTD)	197	171,642,574	69
Total	2,737	6,539,102,335	2,969

VIII. WORKPLACE RELATIONS ENHANCEMENT

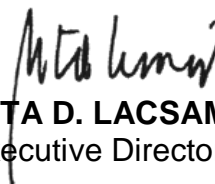
- 23 LMCs have been facilitated since January 2021 (2 in organized companies and 21 in unorganized companies)
- 248 LMCs enhanced (84 in organized companies and 164 in unorganized companies)
- 607 companies reached through promotional/pre-facilitation activities as of February 2021
- 4,320 existing LMCs nationwide as of 28 February 2021 (1,586 in organized companies; 2,734 in unorganized establishments)
- 99.2% or 4,541 out of 4,578 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 February 2021:
 - 27 LMCs enhanced through convergence program with NWPC (productivity)
 - 23 LMC in OSHC and ECC on occupational safety and health
 - 6 LMCs with BWSC on family welfare program

X. GRIEVANCE MACHINERY (GM)

- 23 GMs operationalized / institutionalized as of February 2021 (4 in organized and 19 in unorganized)
- 252 GMs enhanced (96 in organized and 156 in unorganized establishments)
- 4,492 existing/active GMs nationwide as of 28 February 2021 (1,900 in organized establishments; 2,592 in unorganized establishments)
- 99.03% or 4,093 out of 4,133 companies with GMs were not involved in AS/L, NS/L, PM cases during the period.



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Executive Director IV

09 March 2021

Table 1. Comparative Summary of Conciliation-Mediation Cases, Philippines

As of February 28 2021

Indicators	A. Actual Strikes/Lockouts (ASL)			B. Notices of Strikes/Lockouts (NSL)			C. Preventive Mediation Cases (PM)		
	2020	2021	% change	2020	2021	% change	2020	2021	% change
Pending, beginning of period	6	1		48	25		29	35	
New cases filed/declared	3	0	-100%	31	21	-32%	79	83	
Cases treated as PM							0	0	
Total PM Cases Filed							79	83	5%
Total Cases Handled	9	1		79	46		108	118	
Workers involved in new cases	544	0	-100%	10,578	7,082	-33%	20,755	17,090	-18%
Mandays Lost	33,219	1,392	-96%						
Cases Disposed	1	0		33	11		56	56	
Settled	0	0		28	11		53	55	
Assumed Jurisdiction (AJ)	1	0		0	0		0	0	
Certified for Compulsory Arbitration (C)	0	0		0	0		0	0	
Materialized into Actual S/L (MAS)	0	0		3	0		0	0	
Materialized into Notice of S/L (MSN)	0	0		0	0		3	1	
Subsumed/Consolidated to AJ/CCA/MA	0	0		0	0		0	0	
Dropped	0	0		0	0		0	0	
Others	0	0		2	0		0	0	
Disposition Rate (Work Normalization on AS/L)	11.1%	0.0%	-11%	41.8%	23.9%	-18%	51.9%	47.5%	-4%
Settlement Rate	0.0%	0.0%	0%	35.4%	23.9%	-12%	49.1%	46.6%	-2%
Success Rate **	-	-		96.2%	100.0%	4%	100.0%	100.0%	0%
Dispute Management Rate ***	98.4%	100.0%	-1.6%	-	-		-	-	
Pending, end of period	8	1		46	35		52	62	

****Conciliation Success Rate** (or success rate in short) - reflects the result of the Board's conciliation-mediation efforts to prevent potential labor disputes from maturing into full-blown labor disputes. It is computed as $N-MAS/N$ where N is the total number of cases handled and MAS the cases that materialized into Actual Strike/s. Success rate is computed separately for NSL and PM cases.

*** **Dispute Management Rate** reflects the result of the Board's overall efforts in minimizing the occurrence of Actual Strikes thru efficient and effective handling of labor disputes. Formula : $TNSC-MAS/TNSC$, where TNSC (Total Non-Strike Cases) is the combined NSL and PM cases handled.

Table 2. Statistics on Actual Strikes/Lockouts by Month, Philippines: 2020 and 2021

As of February 28 2021

Month	Actual Strikes/ Lockouts Declared		Cases Disposed		Pending at the End of the Period		Workers Involved		Mandays Lost	
	2020	2021	2020	2021	2020	2021	2020	2021	2020	2021
TOTAL (YTD)	3	0	1	0	8	1	544	0	33,219	1,392
January	2	0	1	0	7	1	514	0	17,643	600
February	1	0	0	0	8	1	30	0	15,576	792
March	1		1		8		2,010		22,832	
April	0		0		8		0		0	
May	0		1		7		0		0	
June	0		0		7		0		16,850	
July	0		1		6		0		17,254	
August	1		2		5		600		22,836	
September	0		1		4		0		16,224	
October	0		2		2		0		11,672	
November	0		0		2		0		1,564	
December	0		1		1		0		1,023	
TOTAL	5		10				3,154		143,474	
Pending Beginning (2020)			6							
Pending Beginning (2021)		1								

Table 3. Actual Strikes/Lockouts Handled, By Manner of Disposition and Month: Philippines

As of February 28 2021

Indicator	Total	JAN	FEB	MAR	APR	MAY	JUNE	JULY	AUG	SEPT	OCT	NOV	DEC
Pending, beginning of period	1	1	1	1	0	0	0	0	0	0	0	0	0
New Actual Strikes/Lockouts declared	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Cases Handled	1	1	1	1	0	0	0	0	0	0	0	0	0
Workers involved in strikes/lockouts declared during the period	0	0	0	0	0	0	0	0	0	0	0	0	0
Mandays Lost, to date	1,392	600	792	0	0	0	0	0	0	0	0	0	0
Work Normalized	0	0	0	0	0	0	0	0	0	0	0	0	0
Settled	0	0	0	0	0	0	0	0	0	0	0	0	0
Assumed Jurisdiction	0	0	0	0	0	0	0	0	0	0	0	0	0
Certified for Compulsory Arbitration	0	0	0	0	0	0	0	0	0	0	0	0	0
Subsumed/Consolidated to AJ/CCA	0	0	0	0	0	0	0	0	0	0	0	0	0
Others	0	0	0	0	0	0	0	0	0	0	0	0	0
Dropped	0	0	0	0	0	0	0	0	0	0	0	0	0
Pending, end of period	1	1	1	1	0	0	0	0	0	0	0	0	0
Work Normalization Rate	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Settlement Rate	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Duration to Dispose	0	0	0	0	0	0	0	0	0	0	0	0	0

Data Source: National Conciliation and Mediation Board

Table 4. Actual Strikes/Lockouts Handled, By Manner and Region: Philippines

As of February 28 2021

Indicator	REGION /p																
	Total	NCR	CAR	R01	R02	R03	R04-A	R04-B	R05	R06	R07	R08	R09	R10	R11	R12	R13
Pending, beginning of period	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0
New Actual Strikes/Lockouts declared	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Cases Handled	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0
Workers involved in strikes/lockouts declared during the period	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Mandays Lost, to date	792	0	0	0	0	0	792	0	0	0	0	0	0	0	0	0	0
Work Normalized	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Settled	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Assumed Jurisdiction	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Certified for Compulsory Arbitration	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Subsumed/Consolidated to AJ/CCA	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Others	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Dropped	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Pending, end of period	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0
Work Normalization Rate	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Settlement Rate	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Duration to Dispose	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Data Source: National Conciliation and Mediation Board

Table 5. Statistics on Notices of Strikes/Lockouts by Month, Philippines: 2020 and 2021

As of February 28 2021

Month	Notices of Strikes/Lockouts		Cases Disposed		Pending at the End of the Period		Workers Involved	
	2020	2021	2020	2021	2020	2021	2020	2021
TOTAL (YTD)	31	21	33	11	46	35	10,578	7,082
January	17	14	19	4	46	35	5,489	6,053
February	14	7	14	7	46	35	5,089	1,029
March	6		9		43		1,260	
April	0		0		43		0	
May	0		0		43		0	
June	3		2		44		1,138	
July	7		5		46		2,936	
August	8		10		44		794	
September	6		9		41		414	
October	6		18		29		3,197	
November	4		12		21		249	
December	11		7		25		1,798	
TOTAL	82		105				22,364	
Pending Beginning (2020)				48				
Pending Beginning (2021)				25				

Table 6. Notices of Strikes/Lockouts Handled, By Manner of Disposition and Month: Philippines

As of February 28 2021

Indicator	Total	JAN	FEB	MAR	APR	MAY	JUNE	JULY	AUG	SEPT	OCT	NOV	DEC
Pending, beginning of period	25	25	35	35	0	0	0	0	0	0	0	0	0
New Notices of Strike/Lockout filed	21	14	7	0	0	0	0	0	0	0	0	0	0
Total Cases Handled	46	39	42	35	0	0	0	0	0	0	0	0	0
Workers involved in notices of strikes/ lockouts filed during the period	7,082	6,053	1,029	0	0	0	0	0	0	0	0	0	0
Cases Disposed	11	4	7	0	0	0	0	0	0	0	0	0	0
Settled	11	4	7	0	0	0	0	0	0	0	0	0	0
Assumed Jurisdiction	0	0	0	0	0	0	0	0	0	0	0	0	0
Certified for Compulsory Arbitration	0	0	0	0	0	0	0	0	0	0	0	0	0
Materialized into Actual Strike/Lockout	0	0	0	0	0	0	0	0	0	0	0	0	0
Subsumed/Consolidated to AJ/CCA	0	0	0	0	0	0	0	0	0	0	0	0	0
Others	0	0	0	0	0	0	0	0	0	0	0	0	0
Pending, end of period	35	35	35	35	0	0	0	0	0	0	0	0	0
Disposition Rate	24%	10%	17%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Settlement Rate	24%	10%	17%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Duration to Settle	36	29	40	0	0	0	0	0	0	0	0	0	0

Data Source: National Conciliation and Mediation Board

Table 7. Notices of Strikes/Lockouts Handled, By Manner and Region: Philippines

As of February 28 2021

Indicator	REGION/p																
	Total	NCR	CAR	R01	R02	R03	R04-A	R04-B	R05	R06	R07	R08	R09	R10	R11	R12	R13
Pending, beginning of period	25	7	0	2	0	5	8	0	0	0	1	0	0	0	0	0	2
New Notices of Strike/Lockout filed	21	8	0	0	0	3	7	0	0	0	1	1	0	0	1	0	0
Total Cases Handled	46	15	0	2	0	8	15	0	0	0	2	1	0	0	1	0	2
Workers involved in notices of strikes/ lockouts filed during the period	7,082	1,082	0	0	0	5,102	662	0	0	0	77	111	0	0	48	0	0
Cases Disposed	11	4	0	0	0	2	3	0	0	0	1	1	0	0	0	0	0
Settled	11	4	0	0	0	2	3	0	0	0	1	1	0	0	0	0	0
Assumed Jurisdiction	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Certified for Compulsory Arbitration	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Materialized into Actual Strike/Lockout	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Subsume/Consolidated to AJ/CCA/MAS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Others	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Pending, end of period	35	11	0	2	0	6	12	0	0	0	1	0	0	0	1	0	2
Disposition Rate	24%	27%	0%	0%	0%	25%	20%	0%	0%	0%	50%	100%	0%	0%	0%	0%	0%
Settlement Rate	24%	27%	0%	0%	0%	25%	20%	0%	0%	0%	50%	100%	0%	0%	0%	0%	0%
Duration to Settle	36	51	0	0	0	39	22	0	0	0	39	5	0	0	0	0	0

Data Source: National Conciliation and Mediation Board

Table 8. Statistics on Preventive Mediation by Month, Philippines: 2020 and 2021

As of February 28 2021

Month	Preventive Mediation Cases Filed		Cases Disposed		Pending at the End of the Period		Workers Involved	
	2020	2021	2020	2021	2020	2021	2020	2021
TOTAL (YTD)	79	83	56	56	52	62	20,755	17,090
January	39	40	25	19	43	56	15,237	7,679
February	40	43	31	37	52	62	5,518	9,411
March	18		26		44		1,336	
April	1		0		45		2,000	
May	1		0		46		2,000	
June	13		9		50		2,815	
July	36		29		57		7,277	
August	13		22		48		11,515	
September	47		44		51		8,295	
October	54		41		64		21,515	
November	22		32		54		2,808	
December	26		42		38		6,625	
TOTAL	310		301				86,941	
Pending Beginning (2020)				29				
Pending Beginning (2021)				35				

Table 9. Preventive Mediation Cases Handled, By Manner of Disposition and Month: Philippines

As of February 28 2021

Indicator	Total	JAN	FEB	MAR	APR	MAY	JUNE	JULY	AUG	SEPT	OCT	NOV	DEC
Pending, beginning of period	35	35	56	62	0	0	0	0	0	0	0	0	0
Original Preventive Mediation Cases Filed	83	40	43	0	0	0	0	0	0	0	0	0	0
Cases Treated as PM	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Cases Handled	118	75	99	62	0	0	0	0	0	0	0	0	0
Workers involved in PM cases filed during the period	17,090	7,679	9,411	0	0	0	0	0	0	0	0	0	0
Cases Disposed	56	19	37	0	0	0	0	0	0	0	0	0	0
Settled	55	18	37	0	0	0	0	0	0	0	0	0	0
Assumed Jurisdiction	0	0	0	0	0	0	0	0	0	0	0	0	0
Certified for Compulsory Arbitration	0	0	0	0	0	0	0	0	0	0	0	0	0
Materialized into Actual Strike/Lockout	0	0	0	0	0	0	0	0	0	0	0	0	0
Materialized into Notice of Strike/Lockout	1	1	0	0	0	0	0	0	0	0	0	0	0
Subsumed/Consolidated to AJ/CCA	0	0	0	0	0	0	0	0	0	0	0	0	0
Others	0	0	0	0	0	0	0	0	0	0	0	0	0
Pending, end of period	62	56	62	62	0	0	0	0	0	0	0	0	0
Disposition Rate	47%	25%	37%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Settlement Rate	47%	24%	37%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Duration to Settle	32	27	37	0	0	0	0	0	0	0	0	0	0

Data Source: National Conciliation and Mediation Board

Table 10. Preventive Mediation Cases Handled, By Manner and Region: Philippines

As of February 28 2021

Indicator	R E G I O N /p																
	Total	NCR	CAR	R01	R02	R03	R04-A	R04-B	R05	R06	R07	R08	R09	R10	R11	R12	R13
Pending, beginning of period	35	16	0	1	0	6	9	0	0	0	0	0	0	2	1	0	0
Original Preventive Mediation Cases Filed	83	38	1	0	0	17	20	0	2	1	0	1	0	0	1	1	1
Cases Treated as PM	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Cases Handled	118	54	1	1	0	23	29	0	2	1	0	1	0	2	2	1	1
Workers involved in PM cases filed during the period	17,090	8,295	417	0	0	4,103	3,516	0	33	1	0	455	0	0	233	18	19
Cases Disposed	56	23	0	1	0	14	10	0	2	0	0	1	0	2	1	1	1
Settled	55	23	0	1	0	14	9	0	2	0	0	1	0	2	1	1	1
Assumed Jurisdiction	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Certified for Compulsory Arbitration	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Materialized into Actual Strike/Lockout	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Materialized into Notice of Strike/Lockout	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0
Subsume/Consolidated to AJ/CCA/MAS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Others	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Pending, end of period	62	31	1	0	0	9	19	0	0	1	0	0	0	0	1	0	0
Disposition Rate	47%	43%	0%	100%	0%	61%	34%	0%	100%	0%	0%	100%	0%	100%	50%	100%	100%
Settlement Rate	47%	43%	0%	100%	0%	61%	31%	0%	100%	0%	0%	100%	0%	100%	50%	100%	100%
Duration to Settle	34	37	0	15	0	40	35	0	6	0	0	15	0	41	10	2	2

Data Source: National Conciliation and Mediation Board