



Alternative Dispute Resolution Updates

Preliminary

As of 30 April 2021

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

I. PREVENTIVE MEDIATION (PM)

- 35 cases pending at the beginning of the year
- 156 new cases have been filed since the start of the year (34 new cases filed in April)
- 191 total cases handled as of 30 April 2021
- Disposition rate: 71% (136 of the 191 total cases handled)
 - 98 cases disposed within the process cycle time (PCT = 35 days)
 - 38 cases disposed beyond PCT
- Settlement rate: 70% (134 of the 191 total cases handled)
- Average duration to settle: 33 days
- 55 cases pending by the end of April 2021
 - 38 pending cases are 35 days old or younger
 - 17 pending cases are older than the PCT
- Monetary benefits: Php318,769,339 benefitting 4,653 workers

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

- 25 cases pending at the beginning of the year
- 38 new cases have been filed since the start of the year (9 new cases filed in April)
- 63 total cases handled as of 30 April 2021
- Disposition rate: 51% (32 of the 63 total cases handled)
 - 27 cases were disposed within the process cycle time (PCT = 60 days)
 - 5 case disposed beyond PCT
- Settlement rate: 51% (32 of the 63 total cases handled)
- Average duration to settle: 45 days
- 31 cases pending as of 30 April 2021
 - 11 pending cases are 60 days old or younger
 - 20 pending cases are older than the PCT
- Monetary benefits: Php268,336,176 benefitting 1,884 workers
- Mandays saved: 617,625*

**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 April 2021
- One (1) case handled as of 30 April 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 30 April 2021
 - The lone pending case is older than the PCT
- Total man-days lost: 3,156

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

Particulars	2020 (January to April)				2021 (YTD)			
	No. Cases Handled	AJ	CCA	Total AJ & CCA	No. Cases Handled	AJ	CCA	Total AJ & CCA
Actual Strikes/ Lockouts	10	1	0	1	1	0	0	0
Notices of Strike/ Lockout	85	0	0	0	63	0	0	0
Preventive Mediation	127	0	0	0	191	0	0	0
Total	222	1	0	1	255	0	0	0
% of AJ/CCA to TCH		0.45%	0.00%	0.45%		0.00%	0.00%	0.00%

V. ISSUES INVOLVED IN NEWLY DECLARED/FILED LABOR DISPUTES (January 1 – April 30, 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	38	25	13	0
Preventive Mediation	156	140	13	3
Total Cases	194	165	26	3

VI. SINGLE ENTRY APPROACH (SEnA)

- 167 Requests for assistance (RFAs) pending at the beginning of the year
- 1,435 new RFAs have been filed since start of the year (160 new cases filed in April)
- 1,602 total RFAs handled as of 30 April 2021
- Disposition rate: 88% (1,402 of the 1,602 total RFAs handled)
 - 1389 RFAs disposed within the process cycle time (PCT = 30+15 days)
 - 13 RFAs disposed beyond the PCT
- Settlement rate: 56% (891 of the 1,602 total RFAs handled)
 - 883 RFAs settled within the process cycle time (PCT = 30 days +15 days)
 - 8 RFAs settled beyond the process cycle time
- Average duration to settle: 9 days
- 200 pending RFAs as of 30 April 2021
 - 106 RFAs pending within the process cycle time (PCT = 30 days)
 - 94 RFAs pending beyond the process cycle time
- Monetary benefits: Php61,514,206 benefitting 1,354 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)	1,435	891	61,514,207	1,354
Total	28,217	19,076	1,070,356,073	25,813

VII. VOLUNTARY ARBITRATION (VA)

- 465 cases pending at the beginning of the year
- 351 new VA cases have been submitted since the start of the year (56 new VA cases filed in April 2021)
- 816 cases handled as of 30 April 2021
- 318 total cases disposed
- 39% disposition rate (318 of the 816 total cases handled)
 - 236 cases disposed within the process cycle time (PCT = 90 days)
 - 82 cases disposed beyond PCT
- Average duration to Decide;
 - 330 days from the date of acceptance by the arbitrator
 - 82 days from submission for resolution
- 498 cases pending as of 30 April 2021
- Monetary benefits: Php784,100,709.14 benefitting 501 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)	351	784,100,709	501
Total	2,891	7,151,560,470	3,401

VIII. WORKPLACE RELATIONS ENHANCEMENT


- 64 LMCs have been facilitated since January 2021 (8 in organized companies and 56 in unorganized companies)
- 776 LMCs enhanced (285 in organized companies and 491 in unorganized companies)
- 1,512 companies reached through promotional/pre-facilitation activities as of April 2021
- 4,360 existing LMCs nationwide as of 30 April 2021 (1,594 in organized companies; 2,766 in unorganized establishments)
- 98.6% or 4,214 out of 4,274 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 April 2021:
 - 186 LMCs enhanced through convergence program with NWPC (productivity)
 - 102 LMC in OSHC and ECC on occupational safety and health
 - 51 LMCs with BWSC on family welfare program

X. GRIEVANCE MACHINERY (GM)

- 60 GMs operationalized / institutionalized as of April 2021 (7 in organized and 53 in unorganized)
- 760 GMs enhanced (302 in organized and 458 in unorganized establishments)
- 4,527 existing/active GMs nationwide as of 30 April 2021 (1,902 in organized establishments; 2,625 in unorganized establishments)
- 99.57% or 4,153 out of 4,171 companies with GMs were not involved in AS/L, NS/L, PM cases during the period.


MARIA TERESITA D. LACSAMANA-CANCIO
 Executive Director IV

07 May 2021

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

As of April 30 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	4	0	-100%	37	38	3%	98	156	
Cases treated as PM							0	0	
Total PM Cases Filed							98	156	59%
Total Cases Handled	10	1		85	63		127	191	
Workers involved in new cases	2,554	0	-100%	11,838	10,125	-14%	24,091	32,974	37%
Mandays Lost	56,051	3,156	-94%						
Cases Disposed	2	0		42	32		82	136	
Settled	0	0		35	32		78	134	
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		4	0		0	0	
Materialized into Notice of S/L (MSN)	0	0			0		4	2	
Subsumed/Consolidated to AJ/OCA/MA	0	0		1	0		0	0	
Dropped	0	0		0	0		0	0	
Others	1	0		2	0		0	0	
Disposition Rate (Work Normalization on AS/L)	20.0%	0.0%	-20%	49.4%	50.8%	1%	64.6%	71.2%	7%
Settlement Rate	0.0%	0.0%	0%	41.2%	50.8%	10%	61.4%	70.2%	9%
Success Rate **	-	-		95.3%	100.0%	5%	100.0%	100.0%	0%
Dispute Management Rate ***	98.1%	100.0%	-1.9%	-	-		-	-	
Pending end of period	8	1		43	31		45	55	

****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 April 30 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)	4	0	2	0	8	1	2,554	0	56,051	3,156
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	0	1	0	8	1	2,010	0	22,832	864
April	0	0	0	0	8	1	0	0	0	900
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 April 30 2021

Indicator	Total	JAN	FEB	MAR	APR	MAY	JUNE	JULY	AUG	SEPT	OCT	NOV	DEC
Pending, beginning of period	1	1	1	1	1								
New Actual Strikes/Lockouts declared	0	0	0	0	0								
Total Cases Handled	1	1	1	1	1								
Workers involved in strikes/lockouts declared during the period	0	0	0	0	0								
Mandays Lost, to date	3,156	600	792	864	900								
Work Normalized	0	0	0	0	0								
Settled	0	0	0	0	0								
Assumed Jurisdiction	0	0	0	0	0								
Certified for Compulsory Arbitration	0	0	0	0	0								
Subsumed/Consolidated to AJ/CCA	0	0	0	0	0								
Others	0	0	0	0	0								
Dropped	0	0	0	0	0								
Pending, end of period	1	1	1	1	1								
Work Normalization Rate	0%	0%	0%	0%	0%								
Settlement Rate	0%	0%	0%	0%	0%								
Duration to Dispose	0	0	0	0	0								

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

As of April 30 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	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	3,156	0	0	0	0	0	3,156	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 April 30 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)	37	38	42	32	43	31	11,838	10,125
January	17	14	19	4	46	35	5,489	6,053
February	14	7	14	7	46	35	5,089	1,029
March	6	8	9	10	43	33	1,260	1,044
April	0	9	0	11	43	31	0	1,999
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 April 30 2021

Indicator	Total	JAN	FEB	MAR	APR	MAY	JUNE	JULY	AUG	SEPT	OCT	NOV	DEC
Pending, beginning of period	25	25	35	35	33								
New Notices of Strike/Lockout filed	38	14	7	8	9								
Total Cases Handled	63	39	42	43	42								
Workers involved in notices of strikes/ lockouts filed during the period	10,125	6,053	1,029	1,044	1,999								
Cases Disposed	32	4	7	10	11								
Settled	32	4	7	10	11								
Assumed Jurisdiction	0	0	0	0	0								
Certified for Compulsory Arbitration	0	0	0	0	0								
Materialized into Actual Strike/Lockout	0	0	0	0	0								
Subsumed/Consolidated to AJ/CCA	0	0	0	0	0								
Others	0	0	0	0	0								
Pending, end of period	31	35	35	33	31								
Disposition Rate	51%	10%	17%	23%	26%								
Settlement Rate	51%	10%	17%	23%	26%								
Duration to Settle	45	29	40	66	42								

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

As of April 30 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	38	15	0	0	0	7	9	0	0	1	2	1	0	0	3	0	0
Total Cases Handled	63	22	0	2	0	12	17	0	0	1	3	1	0	0	3	0	2
Workers involved in notices of strikes/ lockouts filed during the period	10,125	2,414	0	0	0	5,393	871	0	0	84	221	111	0	0	1,031	0	0
Cases Disposed	32	6	0	0	0	9	10	0	0	1	3	1	0	0	2	0	0
Settled	32	6	0	0	0	9	10	0	0	1	3	1	0	0	2	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	31	16	0	2	0	3	7	0	0	0	0	0	0	0	1	0	2
Disposition Rate	51%	27%	0%	0%	0%	75%	59%	0%	0%	100%	100%	100%	0%	0%	67%	0%	0%
Settlement Rate	51%	27%	0%	0%	0%	75%	59%	0%	0%	100%	100%	100%	0%	0%	67%	0%	0%
Duration to Settle	47	45	0	0	0	71	41	0	0	22	27	5	0	0	45	0	0

Data Source: National Conciliation and Mediation Board

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

As of April 30 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)	98	156	82	136	45	55	24,091	32,974
January	39	40	25	18	43	57	15,237	7,679
February	40	43	31	38	52	62	5,518	9,411
March	18	39	26	46	44	55	1,336	6,053
April	1	34	0	34	45	55	2,000	9,831
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 April 30 2021

Indicator	Total	JAN	FEB	MAR	APR	MAY	JUNE	JULY	AUG	SEPT	OCT	NOV	DEC
Pending, beginning of period	35	35	57	62	55								
Original Preventive Mediation Cases Filed	156	40	43	39	34								
Cases Treated as PM	0	0	0	0	0								
Total Cases Handled	191	75	100	101	89								
Workers involved in PM cases filed during the period	32,974	7,679	9,411	6,053	9,831								
Cases Disposed	136	18	38	46	34								
Settled	134	17	38	46	33								
Assumed Jurisdiction	0	0	0	0	0								
Certified for Compulsory Arbitration	0	0	0	0	0								
Materialized into Actual Strike/Lockout	0	0	0	0	0								
Materialized into Notice of Strike/Lockout	2	1	0	0	1								
Subsumed/Consolidated to AJ/CCA	0	0	0	0	0								
Others	0	0	0	0	0								
Pending, end of period	55	57	62	55	55								
Disposition Rate	71%	24%	38%	46%	38%								
Settlement Rate	70%	23%	38%	46%	37%								
Duration to Settle	33	25	36	37	36								

Data Source: National Conciliation and Mediation Board

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

As of April 30 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	35	16	0	1	0	6	9	0	0	0	0	0	0	2	1	0	0
Original Preventive Mediation Cases Filed	156	71	1	0	1	29	33	0	2	1	3	1	0	2	6	4	2
Cases Treated as PM	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Cases Handled	191	87	1	1	1	35	42	0	2	1	3	1	0	4	7	4	2
Workers involved in PM cases filed during the period	32,974	14,421	417	0	180	10,161	5,431	0	33	1	193	455	0	69	963	631	19
Cases Disposed	136	61	1	1	1	28	28	0	2	1	2	1	0	3	3	3	1
Settled	134	60	1	1	1	28	27	0	2	1	2	1	0	3	3	3	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	2	1	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	55	26	0	0	0	7	14	0	0	0	1	0	0	1	4	1	1
Disposition Rate	71%	70%	100%	100%	100%	80%	67%	0%	100%	100%	67%	100%	0%	75%	43%	75%	50%
Settlement Rate	70%	69%	100%	100%	100%	80%	64%	0%	100%	100%	67%	100%	0%	75%	43%	75%	50%
Duration to Settle	35	35	22	15	6	41	45	0	6	12	19	15	0	33	6	10	2

Data Source: National Conciliation and Mediation Board