

*A*lternative *D*ispute *R*esolution

Updates

Preliminary

As of August 31, 2014

This ADR update records in brief the collective accomplishment of NCMB from January to August 31, 2014, with particular emphasis on the current month.

I. **ACTUAL STRIKES/LOCKOUTS (AS/L)**

No work stoppage monitored from January to August 2014.

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

- 32 cases pending at the beginning of the year
- 116 new cases filed from January to August (20 cases filed in August alone)
- 148 total cases handled during the period
- Disposition rate: 70% (103 of the 148 cases handled)
 - 76 cases disposed within the process cycle time (PCT = 45 days)
 - 27 cases disposed beyond the process cycle time (average of 74 days in excess of PCT)
- Settlement rate: 69% (102 of the 148 cases handled)
- Average duration to settle: 46 days
- 45 cases pending as August 31, 2014
 - 23 pending cases are 45 days old or younger
 - 22 pending cases are older than the PCT by an average of 202 days
 - Average days pending: 127 days
- Monetary benefits : Php1.53-B benefitting 7,723 workers

III. **PREVENTIVE MEDIATION (PM)**

- 34 cases pending at the beginning of the year
- 309 new cases filed from January to August (37 cases filed in August alone)
- 343 cases handled during the period.
- Disposition rate: 84% (288 of the 343 cases handled)
 - 190 cases disposed within the process cycle time (PCT = 35 days)
 - 98 cases disposed beyond the process cycle time (average of 30 days in excess of PCT)
- Settlement rate: 80% (275 of the 343 cases handled)
- Average duration to settle: 33 days

- 55 cases pending as August 31, 2014
 - 33 pending cases are 35 days old or younger
 - 22 pending cases are older than the PCT by an average of 64 days
 - Average days pending: 51 days
- Monetary benefits : Php139-M benefitting 2,269 workers

**IV. GOVERNMENT INTERVENTION IN LABOR DISPUTES
(Comparative 2013 – 2014)**

Particulars	2013 (Jan. 1 – August 31)				2014 (Jan. 1 – August 31)			
	No. Cases Handled	AJ	CCA	Total AJ & CCA	No. Cases Handled	AJ	CCA	Total AJ & CCA
Actual Strikes/Lockouts	1	0	0	0	0	0	0	0
Notices of Strike/Lockout	130	1	1	2	148	1	0	1
Preventive Mediation	346	0	0	0	343	0	0	0
Total	477	1	1	2	491	1	0	1
% of AJ/CCA to Total Cases Handled		0.21%	0.21%	0.42%		0.20%	0.00%	0.20%

V. ISSUES INVOLVED IN NEWLY FILED LABOR DISPUTES (Jan. 1 – August 31, 2014)

Case Type	No. of New Cases Filed	ISSUES INVOLVED		
		Unfair Labor Practice (ULP)	Bargaining Deadlock (BD)	ULP/BD
Actual Strike/Lockout	0	0	0	0
Notices of Strike/Lockout	116	73	39	4
Preventive Mediation	309	253	46	10
Total New Cases	425	326	85	14

VI. SINGLE ENTRY APPROACH (SEnA)

- 169 cases pending at the beginning of the year
- 3,868 new request for assistance (RFAs) filed from January to August 2014 (419 RFAs filed in August)
- 4,037 total cases handled during the period
- Disposition rate: 91% (3,657 of the 4,037 cases handled)
 - 3,100 cases disposed within the process cycle time(PCT = 30 days)
 - 557 cases disposed beyond the process cycle time(average of 17 days in excess of PCT)
- Settlement rate: 84% (3,403 of the 4,037 cases handled)
 - 2,891 cases settled within the process cycle time(PCT = 30 days)
 - 512 cases settled beyond the process cycle time
- Average duration to settle: 19 days
- 380 pending cases as August 31, 2014
 - 269 pending cases are 30 days old or younger
 - 111 pending cases are older than 30 days
 - Average days pending: 35 days
- Monetary benefits : Php79.2-M benefitting 2,778 workers

No. of RFAs Handled, Monetary Benefits and Workers Benefitted Philippines 2010 - 2014

Year	No. of RFAs Handled	Monetary Benefits	Workers Benefitted
2010	902	15,361,766.29	777
2011	1,806	71,968,143.46	2,329
2012	4,088	200,884,383.16	3,746
2013	4,860	330,670,526.93	5,055
2014 (August)	4,037	79,298,911.51	2,778
Total	15,693	698,183,731.35	14,685

VII. VOLUNTARY ARBITRATION (VA)

- 106 cases pending at the beginning of the year
135 new VA cases filed from January to August (22 cases filed in August alone)
241 cases handled during the period.
- 97 cases were decided since January
- 40% disposition rate (97 of the 241 cases handled)
 - 30 cases disposed within the process cycle time (PCT = 90 days)
 - 67 cases disposed beyond the process cycle time
- Average duration to decide;
 - 161 days from the date of acceptance by the arbitrator
 - 58 days from submission for resolution
- 144 cases pending as August 31, 2014
 - 47 pending cases are 90 days old or younger
 - 97 pending cases are older than 90 days
- Monetary benefits : Php141-M benefitting 490 workers

No. of VA Cases Handled, Monetary Benefits and Workers Benefitted Philippines 2010 - 2014

Year	No. of VA Submitted	Monetary Benefits	Workers Benefitted
2010	124	125,787,765.73	904
2011	180	171,525,714.17	740
2012	169	243,406,960.89	1,686
2013	173	250,778,471.30	672
2014 (August)	135	141,713,679.49	490
Total	781	933,212,591.58	4,492




VIII. WORKPLACE RELATIONS ENHANCEMENT

- 171 LMCs facilitated since January (36 in organized companies and 135 in unorganized companies)
- 943 LMCs enhanced (570 in organized companies and 373 in unorganized companies)
- 642 LMCs were enhanced through convergence programs, of which
 - 409 were enhanced through convergence program with NWPC (productivity)
 - 512 were enhanced through convergence program with OSHC (occupational safety and health)
 - 397 were enhanced through convergence program with BWSC (family welfare)

- 1,082 companies reached through Basic LMC Orientation Course
- 2,472 existing LMCs nationwide as of August 31, 2014 (1,399 in organized companies; 1,073 in unorganized establishments)
- 94% or 2,175 companies with LMCs were not involved in NS/L, PM or VA cases during the period

IX. GRIEVANCE MACHINERY (GM)

- 73 GMs operationalized in organized establishments since January 2014
- 117 GMs institutionalized in unorganized establishments
- 843 GMs enhanced (553 in organized and 290 in unorganized establishments)
- 2,795 existing/active GMs nationwide as of August 31, 2014 (1,736 in organized establishments; 1,059 in unorganized establishments)
- 95% or 2,668 existing/active GMs were not involved in NS/L, PM or VA cases during the period


REYNALDO R. UBALDO
Executive Director IV
 

September 12, 2014

Table 1. Comparative Summary of Conciliation-Mediation Cases, Philippines
As of August 31, 2014
(Preliminary)

Indicator	A. Actual Strikes/Lockouts (ASL)			B. Notices of Strikes/Lockouts (NSL)			C. Preventive Mediation Cases (PM)			D. SENA / FLAVAS		
	2013	2014	% change	2013	2014	% change	2013	2014	% change	2013	2014	% change
Pending, beginning of period	0	0		28	32		32	34		262	169	
New cases filed/declared	1	0	-100%	102	116	14%	314	309		2,767	3,868	40%
Cases treated as PM							0	0				
Total PM Cases Filed							314	309	-2%			
Total Cases Handled	1	0		130	148		346	343		3,029	4,037	
Workers involved in new cases	400	0	-100%	21,251	35,084	65%	99,278	77,515	-22%	5,324	8,210	54%
Mandays Lost	1,200	0	-100%									
Cases Disposed	1	0		96	103		298	288		2,735	3,657	
Settled	1	0		92	102		277	275		2,684	3,403	
Assumed Jurisdiction (AJ)	0	0		1	1		0	0		0	0	
Certified for Compulsory Arbitration (CCA)	0	0		1	0		0	0		0	0	
Materialized into Actual S/L (MAS)	0	0		1	0		0	0		0	0	
Materialized into Notice of S/L (MSN)	0	0		0	0		19	13		0	0	
Subsumed/Consolidated to AJ/CCA	0	0		1	0		2	0		0	0	
Referred to Compulsory Arbitration	0	0		0	0		0	0		51	233	
Referred to Voluntary Arbitration											8	
Referred to Other Offices											13	
Others	0	0		0	0		0	0		0	0	
Disposition Rate (Work Normalization on AS/L)	100%	#DIV/0!	#DIV/0!	74%	70%	-4%	86%	84%	-2%	90%	91%	0%
Settlement Rate	100%	#DIV/0!	#DIV/0!	71%	69%	-2%	80%	80%	0%	89%	84%	-4%
Success Rate *	-	-		99.23%	100.00%	1%	100%	100%	0%			
Dispute Management Rate **	99.79%	100.00%	-0.2%	-			-			-		
Pending, end of period	0	0		34	45		48	55		294	380	

*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 Strikes/Lockouts by Month, Philippines: 2011 and 2012
As of August 31, 2014

Month	Actual Strikes/ Lockouts Declared		Cases Disposed		Pending at the End of the Period		Workers Involved		Mandays Lost	
	2013	2014/p	2013	2014/p	2013	2014/p	2013	2014/p	2013	2014/p
TOTAL	0	0	0	0			0	0	0	0
January	0	0	0	0	0	0	0	0	0	0
February	0	0	0	0	0	0	0	0	0	0
March	0	0	0	0	0	0	0	0	0	0
April	0	0	0	0	0	0	0	0	0	0
May	1	0	1	0	0	0	400	0	1,200	0
June	0	0	0	0	0	0	0	0	0	0
July	0	0	0	0	0	0	0	0	0	0
August	0	0	0	0	0	0	0	0	0	0
September	0	0	0	0	0	0	0	0	0	0
October	0	0	0	0	0	0	0	0	0	0
November	0	0	0	0	0	0	0	0	0	0
December	0	0	0	0	0	0	0	0	0	0
TOTAL	1		1				400		1,200	
Pending Beginning (2013)			0							
Pending Beginning (2014)			0							

Table 5. Statistics on Notices of Strikes/Lockouts Cases by Month, Philippines: 2011 and 2012
 As of August 30, 2014
 (Preliminary)

Month	Notices of Strikes/Lockouts		Cases Disposed		Pending At The End of the Period		Workers Involved	
	2013	2014/p	2013	2014/p	2013	2014/p	2013	2014/p
TOTAL	102	116	96	103			21,251	35,084
January	15	15	20	8	23	39	3,113	7,010
February	11	11	10	21	34	29	905	9,742
March	13	14	13	11	34	32	1,441	1,399
April	12	15	7	13	34	34	2,593	5,240
May	13	11	8	9	39	36	3,862	2,356
June	15	18	11	19	43	35	3,297	4,194
July	11	12	17	15	34	32	1,132	1,849
August	12	20	10	7	45	45	4,908	3,294
September	12	0	7	0	50	0	2,165	0
October	12	0	12	0	50	0	3,052	0
November	10	0	17	0	43	0	2,982	0
December	13	0	13	0	32	0	2,076	0
TOTAL	149		145				31,526	
Pending Beginning (2013)		28						
Pending Beginning (2014)		32						

Table 6. Notices of Strikes/Lockouts Handled, By Manner of Disposition and Month: Philippines
 As of August 31, 2014
 (Preliminary)

Indicator	Total	JAN	FEB	MAR	APR	MAY	JUNE	JULY	AUG	SEPT	OCT	NOV	DEC
Pending, beginning of period	32	32	39	29	32	34	36	35	32	0	45	0	45
New Notices of Strike/Lockout filed	116	15	11	14	15	11	18	12	20	0	0	0	0
Total Cases Handled	148	47	50	43	47	45	54	47	52	0	45	0	45
Workers involved in notices of strikes/ lockouts filed during the period	35,084	7,010	9,742	1,399	5,240	2,356	4,194	1,849	3,294	0	0	0	0
Cases Disposed	103	8	21	11	13	9	19	15	7	0	0	0	0
Settled	102	7	21	11	13	9	19	15	7	0	0	0	0
Assumed Jurisdiction	1	1	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	45	39	29	32	34	36	35	32	45	0	45	0	45
Disposition Rate	70%	17%	42%	26%	28%	20%	35%	32%	13%	#DIV/0!	0%	#DIV/0!	0%
Settlement Rate	69%	15%	42%	26%	28%	20%	35%	32%	13%	#DIV/0!	0%	#DIV/0!	0%
Success Rate	100%	100%	100%	100%	100%	100%	100%	100%	100%	#DIV/0!	100%	#DIV/0!	100%
Duration to Settle	46	85	44	44	58	61	40	32	22	0	0	0	0

Table 7. Notices of Strikes/Lockouts Handled, By Manner of Disposition and Region: Philippines
 As of August 31, 2014
 (Preliminary)

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	32	7	0	1	1	3	8	0	2	2	4	1	0	0	2	1	0
New Notices of Strike/Lockout filed	116	44	0	1	1	22	23	0	0	2	15	0	0	3	5	0	0
Total Cases Handled	148	51	0	2	2	25	31	0	2	4	19	1	0	3	7	1	0
Workers involved in notices of strikes/ lockouts filed during the period	35,084	13,807	0	65	14	3,363	6,871	0	0	450	9,195	0	0	1,090	229	0	0
Cases Disposed	103	39	0	1	2	19	18	0	1	2	11	1	0	3	6	0	0
Settled	102	39	0	1	2	19	18	0	0	2	11	1	0	3	6	0	0
Assumed Jurisdiction	1	0	0	0	0	0	0	0	1	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	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	45	12	0	1	0	6	13	0	1	2	8	0	0	0	1	1	0
Disposition Rate	70%	76%	#DIV/0!	50%	100%	76%	58%	#DIV/0!	50%	50%	58%	100%	#DIV/0!	100%	86%	0%	#DIV/0!
Settlement Rate	69%	76%	#DIV/0!	50%	100%	76%	58%	#DIV/0!	0%	50%	58%	100%	#DIV/0!	100%	86%	0%	#DIV/0!
Success Rate	100%	100%	#DIV/0!	100%	100%	100%	100%	#DIV/0!	100%	100%	100%	100%	#DIV/0!	100%	100%	100%	#DIV/0!
Duration to Settle	46	44	0	297	33	33	38	0	0	29	92	156	0	19	9	0	0

Table 8. Statistics on Preventive Mediation Cases by Month, Philippines: 2011 and 2012
 As of August 31, 2014
 (Preliminary)

Month	Preventive Mediation Cases Filed		Cases Disposed		Pending At The End of the Period		Workers Involved	
	2013	2014/p	2013	2014/p	2013	2014/p	2013	2014/p
TOTAL	314	309	298	288			99,278	77,515
January	35	41	27	23	40	55	4,705	8,100
February	31	40	34	44	37	51	14,017	21,642
March	42	54	34	51	45	54	9,659	11,202
April	43	34	39	37	48	51	17,808	9,535
May	39	30	41	29	47	52	15,489	2,876
June	33	37	35	29	48	60	17,191	6,922
July	59	36	46	45	58	51	13,989	8,410
August	32	37	42	30	48	55	6,420	8,828
September	33	0	34	0	46	0	10,580	0
October	38	0	39	0	45	0	8,404	0
November	40	0	38	0	48	0	15,630	0
December	27	0	41	0	34	0	5,052	0
TOTAL	452		450				138,944	
Pending Beginning (2013)								32
Pending Beginning (2014)								34

Table 9. Preventive Mediation Cases Handled, By Manner of Disposition and Month: Philippines
 As of August 31, 2014
 (Preliminary)

Indicator	Total	JAN	FEB	MAR	APR	MAY	JUNE	JULY	AUG	SEPT	OCT	NOV	DEC
Pending, beginning of period	34	34	52	48	51	48	49	57	48	0	0	0	0
Original Preventive Mediation Cases Filed	309	41	40	54	34	30	37	36	37	0	0	0	0
Cases Treated as PM	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Cases Handled	343	75	92	102	85	78	86	93	85	0	0	0	0
Workers involved in PM cases filed during the period	77,515	8,100	21,642	11,202	9,535	2,876	6,922	8,410	8,828	-	-	-	-
Cases Disposed	288	23	44	51	37	29	29	45	30	0	0	0	0
Settled	275	22	43	49	34	28	28	43	28	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 S/L	0	0	0	0	0	0	0	0	0	0	0	0	0
Materialized into Notice of S/L	13	1	1	2	3	1	1	2	2	0	0	0	0
Subsume/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	55	52	48	51	48	49	57	48	55	0	0	0	0
Disposition Rate	84%	31%	48%	50%	44%	37%	34%	48%	35%	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Settlement Rate	80%	29%	47%	48%	40%	36%	33%	46%	33%	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Success Rate	100%	100%	100%	100%	100%	100%	100%	100%	100%	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Duration to Settle	33	36	45	25	24	45	29	29	33	0	0	0	0

Table 10. Preventive Mediation Cases Handled, By Manner of Disposition and Region: Philippines
 As of August 31, 2014
 (Preliminary)

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	34	10	0	0	0	3	8	0	1	0	1	4	0	3	4	0	0
Original Preventive Mediation Cases Filed	309	99	4	9	1	30	57	0	3	19	17	3	5	23	29	5	5
Cases Treated as PM	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Cases Handled	343	109	4	9	1	33	65	0	4	19	18	7	5	26	33	5	5
Workers involved in PM cases filed during the period	77,515	27,506	2,615	310	355	13,113	12,821	0	177	1,681	4,794	270	26	5,606	2,850	4,455	936
Cases Disposed	288	91	4	9	0	29	51	0	3	17	15	6	4	23	26	5	5
Settled	275	87	4	9	0	26	47	0	3	17	15	6	4	22	25	5	5
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 S/L	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Materialized into Notice of S/L	13	4	0	0	0	3	4	0	0	0	0	0	0	1	1	0	0
Subsume/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
Pending, end of period	55	18	0	0	1	4	14	0	1	2	3	1	1	3	7	0	0
Disposition Rate	84%	83%	100%	100%	0%	88%	78%	#DIV/0!	75%	89%	83%	86%	80%	88%	79%	100%	100%
Settlement Rate	80%	80%	100%	100%	0%	79%	72%	#DIV/0!	75%	89%	83%	86%	80%	85%	76%	100%	100%
Success Rate	100%	100%	100%	100%	100%	100%	100%	#DIV/0!	100%	100%	100%	100%	100%	100%	100%	100%	100%
Duration to Settle	33	38	9	23	0	35	31	0	65	11	44	60	20	36	20	10	27