

Alternative Dispute Resolution Updates

Preliminary

As of February 28, 2014

I. ACTUAL STRIKES/LOCKOUTS (AS/L)

No work stoppage monitored during the month.

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

- 23 new NS/L filed since January, 9 cases filed during the month
- Disposition rate: 40% (22 of the 55 cases handled)
- Settlement rate: 40% (22 of the 55 cases handled)
- Average duration to settle: 70 days
- Monetary benefits : Php28.5-M benefitting 250 workers

III. PREVENTIVE MEDIATION (PM)

- 72 new PM cases filed since January, 35 cases filed during the month
- Disposition rate: 35% (37 of the 106 cases handled)
- Settlement rate: 33% (35 of the 106 cases handled)
- Average duration to settle: 39 days
- Monetary benefits : Php106.6-M benefitting 95 workers

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

Particulars	2013 (Jan. 1 – February 28)				2014 (Jan. 1 – February 28)			
	No. Cases Handled	AJ	CCA	Total AJ & CCA	No. Cases Handled	AJ	CCA	Total AJ & CCA
Actual Strikes/Lockouts	0	0	0	0	0	0	0	0
Notices of Strike/Lockout	54	1	1	2	55	0	0	0
Preventive Mediation	98	0	0	0	106	0	0	0
Total	152	1	1	2	161	0	0	0
% of AJ/CCA to Total Cases Handled		0.66%	0.66%	1.32%		0.00%	0.00%	0.00%

V. ISSUES INVOLVED IN NEWLY FILED LABOR DISPUTES (Jan. 1 – February 28, 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	23	14	8	1
Preventive Mediation	72	65	7	0
Total New Cases	95	79	15	1

VI. SINGLE ENTRY APPROACH (SEnA)

- 552 new request for assistance (RFAs) since January, 16 cases filed during the month
- Disposition rate: 51% (369 of the 724 cases handled)
- Settlement rate: 49% (356 of the 724 cases handled)
- Average duration to settle: 15 days
- Monetary benefits : Php6.4-M benefitting 304 workers

VII. NCMB Assisted - POEA SEnA

- 260 new requests for assistance (RFAs) since January, 112 cases received during the month
- Disposition rate: 49% (177 of the 360 cases handled)
- Settlement rate: 49% (176 of the 360 cases handled)
- Average duration to settle: 10 days
- Monetary benefits : Php3.5-M benefitting 159 workers

VIII. VOLUNTARY ARBITRATION (VA)

- 30 newly filed VA cases filed since January, 12 cases filed during the month
- 18 cases were decided since January
- 17% disposition rate (23 of the 137 cases handled)
- Average duration to decide;
 - 135 days from the date of acceptance by the arbitrator
 - 50 days from submission for resolution
- Monetary benefits : Php25.7-M benefitting 8 workers

IX. WORKPLACE RELATIONS ENHANCEMENT

- 12 LMCs facilitated since January (5 organized companies and 7 unorganized companies)
- 189 LMCs enhanced (120 organized companies and 69 unorganized companies), including two LMCs enhanced through orientation on ECC programs
- 86 companies reached through Basic LMC Orientation Course
- 2,341 existing LMCs nationwide as of February 28, 2014 (1,384 in organized companies; 957 in unorganized establishments)

X. GRIEVANCE MACHINERY (GM)

- Three GMs operationalized in organized establishments during the month
- Three GMs institutionalized in unorganized establishments
- 71 GMs enhanced (49 organized and 22 unorganized establishments)
- 2,618 existing/active GMs nationwide as of February 28, 2014 (1,690 in organized establishments; 928 in unorganized establishments)


REYNALDO R. UBALDO
Executive Director IV 



March 20, 2014

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

As of February 28, 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	172	
New cases filed/declared	0	0	#DIV/0!	26	23	-12%	66	72		923	552	-40%
Cases treated as PM							0	0				
Total PM Cases Filed							66	72	9%			
Total Cases Handled	0	0		54	55		98	106		1,185	724	
Workers involved in new cases	0	0	#DIV/0!	4,018	13,387	233%	18,722	27,571	47%	2,059	986	-52%
Mandays Lost	0	0	#DIV/0!									
Cases Disposed	0	0		30	22		61	37		939	369	
Settled	0	0		27	22		57	35		925	356	
Assumed Jurisdiction (AJ)	0	0		1	0		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		0	0		0	0		0	0	
Materialized into Notice of S/L (MSN)	0	0		0	0		4	2		0	0	
Subsumed/Consolidated to AJ/CCA	0	0		1	0		0	0		0	0	
Referred to Compulsory Arbitration	0	0		0	0		0	0		14	13	
Others	0	0		0	0		0	0		0	0	
Disposition Rate (Work Normalization on AS/L)	#DIV/0!	#DIV/0!	#DIV/0!	56%	40%	-16%	62%	35%	-27%	79%	51%	-28%
Settlement Rate	#DIV/0!	#DIV/0!	#DIV/0!	50%	40%	-10%	58%	33%	-25%	78%	49%	-29%
Success Rate *	-	-		100.00%	100.00%	0%	100%	100%	0%			
Dispute Management Rate **	100.00%	100.00%	0.0%	-			-			-		
Pending, end of period	0	0		24	33		37	69		246	355	

* **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 $N\text{-MAS}/N$ 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: $\text{TNSC-MAS}/\text{TNSC}$, 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 February 28, 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 Strike Lockouts Cases by Month, Philippines: 2011 and 2012
As of February 28, 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	26	23	30	22			4,018	13,387
January	15	14	20	6	23	40	3,113	6,219
February	11	9	10	16	34	0	905	7,168
March	13	0	13	0	34	0	1,441	0
April	12	0	7	0	39	0	2,593	0
May	13	0	8	0	44	0	3,862	0
June	15	0	11	0	49	0	3,297	0
July	11	0	17	0	43	0	1,132	0
August	12	0	10	0	45	0	4,908	0
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 February 28, 2014

(Preliminary)

Indicator	Total	JAN	FEB	MAR	APR	MAY	JUNE	JULY	AUG	SEPT	OCT	NOV	DEC
Pending, beginning of period	32	32	40	33	33	33	33	33	33	33	33	33	33
New Notices of Strike/Lockout filed	23	14	9	0	0	0	0	0	0	0	0	0	0
Total Cases Handled	55	46	49	33	33	33	33	33	33	33	33	33	33
Workers involved in notices of strikes/ lockouts filed during the period	13,387	6,219	7,168	0	0	0	0	0	0	0	0	0	0
Cases Disposed	22	6	16	0	0	0	0	0	0	0	0	0	0
Settled	22	6	16	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	33	40	33	33	33	33	33	33	33	33	33	33	33
Disposition Rate	40%	13%	33%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Settlement Rate	40%	13%	33%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Success Rate	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Duration to Settle	70	98	60	0	0	0	0	0	0	0	0	0	0

Table 7. Notices of Strikes/Lockouts Handled, By Manner of Disposition and Region: Philippines
As of February 28, 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	23	9	0	0	0	3	5	0	0	0	5	0	0	0	1	0	0
Total Cases Handled	55	16	0	1	1	6	13	0	2	2	9	1	0	0	3	1	0
Workers involved in notices of strikes/ lockouts filed during the period	13,387	6,140	0	0	0	991	483	0	0	0	5,728	0	0	0	45	0	0
Cases Disposed	22	8	0	0	1	4	4	0	0	0	3	0	0	0	2	0	0
Settled	22	8	0	0	1	4	4	0	0	0	3	0	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	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	33	8	0	1	0	2	9	0	2	2	6	1	0	0	1	1	0
Disposition Rate	40%	50%	#DIV/0!	0%	100%	67%	31%	#DIV/0!	0%	0%	33%	0%	#DIV/0!	#DIV/0!	67%	0%	#DIV/0!
Settlement Rate	40%	50%	#DIV/0!	0%	100%	67%	31%	#DIV/0!	0%	0%	33%	0%	#DIV/0!	#DIV/0!	67%	0%	#DIV/0!
Success Rate	100%	100%	#DIV/0!	100%	100%	100%	100%	#DIV/0!	100%	100%	100%	100%	#DIV/0!	#DIV/0!	100%	100%	#DIV/0!
Duration to Settle	70	82	0	0	57	0	63	0	0	0	142	0	0	0	12	0	0

Table 8. Statistics on Preventive Mediation Cases by Month, Philippines: 2011 and 2012
As of February 28, 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	66	72	61	37			18,722	27,571
January	35	37	27	20	40	69	4,705	10,984
February	31	35	34	17	37	0	14,017	16,587
March	42	0	34	0	45	0	9,659	0
April	43	0	39	0	49	0	17,808	0
May	39	0	41	0	47	0	15,489	0
June	33	0	35	0	45	0	17,191	0
July	59	0	46	0	58	0	13,989	0
August	32	0	43	0	47	0	6,420	0
September	33	0	34	0	46	0	10,580	0
October	38	0	39	0	45	0	8,404	0
November	40	0	37	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 February 28, 2014
(Preliminary)

Indicator	Total	JAN	FEB	MAR	APR	MAY	JUNE	JULY	AUG	SEPT	OCT	NOV	DEC
Pending, beginning of period	34	34	51	0	0	0	0	0	0	0	0	0	0
Original Preventive Mediation Cases Filed	72	37	35	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	106	71	86	0	0	0	0	0	0	0	0	0	0
Workers involved in PM cases filed during the period	27,571	10,984	16,587	-	-	-	-	-	-	-	-	-	-
Cases Disposed	37	20	17	0	0	0	0	0	0	0	0	0	0
Settled	35	19	16	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 S/L	0	0	0	0	0	0	0	0	0	0	0	0	0
Materialized into Notice of S/L	2	1	1	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
Others	0	0	0	0	0	0	0	0	0	0	0	0	0
Pending, end of period	69	51	69	0	0	0	0	0	0	0	0	0	0
Disposition Rate	35%	28%	20%	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Settlement Rate	33%	27%	19%	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Success Rate	100%	100%	100%	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Duration to Settle	39	41	37	0	0	0	0	0	0	0	0	0	0

Table 10. Preventive Mediation Cases Handled, By Manner of Disposition and Region: Philippines
As of February 28, 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	72	24	1	5	0	9	7	0	1	5	4	1	2	10	2	0	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	106	34	1	5	0	12	15	0	2	5	5	5	2	13	6	0	1
Workers involved in PM cases filed during the period	27,571	12,275	1,600	149	0	1,350	1,182	0	1	283	3,534	165	2	6,465	425	0	140
Cases Disposed	37	15	1	1	0	9	6	0	1	0	1	0	0	0	2	0	1
Settled	35	14	1	1	0	8	6	0	1	0	1	0	0	0	2	0	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 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	2	1	0	0	0	1	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	69	19	0	4	0	3	9	0	1	5	4	5	2	13	4	0	0
Disposition Rate	35%	44%	100%	20%	#DIV/0!	75%	40%	#DIV/0!	50%	0%	20%	0%	0%	0%	33%	#DIV/0!	100%
Settlement Rate	33%	41%	100%	20%	#DIV/0!	67%	40%	#DIV/0!	50%	0%	20%	0%	0%	0%	33%	#DIV/0!	100%
Success Rate	100%	100%	100%	100%	#DIV/0!	100%	100%	#DIV/0!	100%	100%	100%	100%	100%	100%	100%	#DIV/0!	100%
Duration to Settle	39	45	12	1	0	28	36	0	171	0	51	0	0	0	35	0	4