

As of February 28, 2018

This ADR update records in brief the collective accomplishments of NCMB during the month of February 2018.

I. PREVENTIVE MEDIATION (PM)

- 33 cases pending at the beginning of the year
90 new cases filed since January (48 cases filed in February)
123 total cases handled as of February 28, 2018
- Disposition rate: 50% (62 of the 123 cases handled)
 - 43 cases disposed within the process cycle time (PCT = 35 days)
 - 19 cases disposed beyond the PCT by an average of 22 days
- Settlement rate: 50% (61 of the 123 cases handled)
- Average duration to settle: 27 days
- 61 cases pending as of February 28, 2018
 - 50 pending cases are 35 days old or younger
 - 11 pending cases are older than the PCT
- Monetary benefits : Php15,511,164 benefitting 34 workers

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

- 31 cases pending at the beginning of the year
31 new cases filed since January (21 cases filed in February)
62 total cases handled as of February 28, 2018
 - Disposition rate: 29% (18 of the 62 cases handled)
 - 12 cases disposed within the process cycle time (PCT = 45 days)
 - 6 cases disposed beyond PCT
 - Two (2) cases materialized into actual strike
 - One (1) case certified for compulsory arbitration
 - Settlement rate: 24% (15 of the 62 cases handled)
 - Average duration to settle: 123 days
 - 44 cases pending as of February 28, 2018
 - 29 pending cases are 45 days old or younger
 - 15 pending cases are older than the PCT
 - Monetary benefits : Php20,692,500.00 benefitting 440 workers
 - Mandays saved: 446,340 *
- *computed as average strike duration for last five years multiplied by the number of workers involved in NS/L handled during the reporting period.

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

- Two (2) work stoppages were declared since January 2018 (One case was declared in February)
- One (1) work stoppage was disposed as of February 28, 2018
- Total man-days lost: 2,300
- Disposition rate: 50% (1 of the 2 strikes handled)

IV. **GOVERNMENT INTERVENTION IN LABOR DISPUTES** **(Comparative 2016 – 2017)**

| Particulars | 2017 (Jan. 1 – Feb. 28) | | | | 2018 (Jan. 1 – Feb. 28) | | | |
|------------------------------------|-------------------------|-------|-------|----------------|-------------------------|-------|-------|----------------|
| | No. Cases Handled | AJ | CCA | Total AJ & CCA | No. Cases Handled | AJ | CCA | Total AJ & CCA |
| Actual Strikes/Lockouts | 7 | 0 | 0 | 0 | 2 | 0 | 0 | 0 |
| Notices of Strike/Lockout | 65 | 0 | 0 | 0 | 62 | 0 | 1 | 1 |
| Preventive Mediation | 134 | 0 | 0 | 0 | 123 | 0 | 0 | 0 |
| Total | 206 | 0 | 0 | 0 | 187 | 0 | 1 | 1 |
| % of AJ/CCA to Total Cases Handled | | 0.00% | 0.00% | 0.00% | | 0.00% | 0.53% | 0.53% |

V. **ISSUES INVOLVED IN NEWLY FILED LABOR DISPUTES (Jan.1 – Feb. 28, 2018)**

| Case Type | No. of New Cases Filed | ISSUES INVOLVED | | |
|---------------------------|------------------------|-----------------------------|--------------------------|--------|
| | | Unfair Labor Practice (ULP) | Bargaining Deadlock (BD) | ULP/BD |
| Actual Strike/Lockout | 2 | 1 | 1 | 0 |
| Notices of Strike/Lockout | 31 | 21 | 9 | 1 |
| Preventive Mediation | 90 | 77 | 9 | 4 |
| Total New Cases | 123 | 99 | 19 | 5 |

VI. **SINGLE ENTRY APPROACH (SEnA)**

- 377 Requests for assistance (RFAs) pending at the beginning of the year
1,080 new RFAs filed since January 2018 (394 cases filed in February)
1,457 total RFAs handled during the period
- Disposition rate: 66% (955 of the 1,457 RFAs handled)
 - 868 RFAs disposed within the process cycle time(PCT = 30+15 days)
 - 87 RFAs disposed beyond the PCT
- Settlement rate: 40% (581 of the 1,457 RFAs handled)
 - 555 RFAs settled within the process cycle time(PCT = 30 days +15 days)
 - 26 RFAs settled beyond the process cycle time
- Average duration to settle: 18 days
- 502 pending RFAs as of February 28, 2018
 - 341 pending RFAs are 30 days old or younger
 - 161 pending RFAs are older than 30 days
- Monetary benefits : Php35,878,920.09 benefitting 783 workers

No. of RFAs Filed, Settled, Monetary Benefits and Workers Benefitted: Philippines 2014-2018

| Year | No. of RFAs Filed | No. of RFAs Settled | Monetary Benefits | Workers Benefitted |
|--------------|-------------------|---------------------|--------------------|--------------------|
| 2014 | 5,854 | 4,801 | 128,766,931.00 | 4,650 |
| 2015 | 5,508 | 4,501 | 190,390,407 | 4,579 |
| 2016 | 5,981 | 4,561 | 192,548,347 | 5,157 |
| 2017 | 6,200 | 3,923 | 256,314,330 | 5,575 |
| 2018 (Feb) | 1,080 | 581 | 35,878,920 | 783 |
| Total | 24,623 | 18,367 | 803,898,935 | 20,744 |

VII. VOLUNTARY ARBITRATION (VA)

- 351 cases pending at the beginning of the year
82 new VA cases submitted since January 2018 (35 cases in February)
433 cases handled during the period.
- 11 cases disposed during the month since January 2018
- 3% disposition rate (11 of the 433 cases handled)
 - 11 cases were disposed beyond the process cycle time(90 days)
- Average duration to decide;
 - 189 days from the date of acceptance by the arbitrator
 - 36 days from submission for resolution
- 422 cases pending as of February 28, 2018
 - 113 pending cases are 90 days old or younger
 - 309 pending cases are older than 90 days
- Monetary benefits : Php9,895,149.12 benefitting 105 workers

No. of VA Cases Handled, Monetary Benefits and Workers Benefitted Philippines 2014-2018

| Year | No. new of VA Submitted | Monetary Benefits | Workers Benefitted |
|--------------|-------------------------|----------------------|--------------------|
| 2014 | 242 | 413,567,384.26 | 1,231 |
| 2015 | 305 | 472,017,539.46 | 3,908 |
| 2016 | 406 | 1,069,775,449.02 | 364 |
| 2017 | 527 | 1,196,166,599.53 | 828 |
| 2018 (Feb) | 82 | 9,895,149.12 | 105 |
| Total | 1,562 | 3,161,422,121 | 6,436 |

VIII. WORKPLACE RELATIONS ENHANCEMENT

- 33 LMCs facilitated since January 2018 (16 in organized companies and 17 in unorganized companies)
- 194 LMCs enhanced (138 in organized companies and 56 in unorganized companies)
- 541 companies reached through promotional/pre-facilitation activities since January 2018
- 3,247 existing LMCs nationwide as of February 28, 2018 (1,489 in organized companies; 1,758 in unorganized establishments)
- 98.5% or 3,033 out of 3,080 companies with LMCs were not involved in AS/L, NS/L, PM or VA cases during the period

IX. CONVERGENCE PROGRAM

- LMCs Enhanced through convergence programs since January 2018:
 - Two (2) LMCs enhanced through convergence program with NWPC (productivity), 46 LMCs in OSHC and ECC on occupational safety and 34 LMCs in health and with BWSC on family welfare program

X. GRIEVANCE MACHINERY (GM)

- 12 GMs were operationalized in organized establishments since January 2018
- 17 GMs institutionalized in unorganized establishments
- 186 GMs enhanced (131 in organized and 55 in unorganized establishments)
- 3,731 existing/active GMs nationwide as of February 28, 2018 (1,873 in organized establishments; 1,858 in unorganized establishments)
- 98.9% or 3,690 out of 3,731 existing/active GMs were not involved in AS/L, NS/L, PM or VA cases during the period



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