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

Preliminary

As of January 31, 2014

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

No work stoppage monitored in January 2014

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

- 13 new NS/L filed during the month of January
- Disposition rate: 11% (5 of the 45 cases handled)
- Settlement rate: 11% (5 of the 45 cases handled)
- Average duration to settle: 62 days
- Monetary benefits : Php747,460 benefitting 98 workers

III. *PREVENTIVE MEDIATION (PM)*

- 36 new PM cases filed during the month of January
- Disposition rate: 30% (21 of the 70 cases handled)
- Settlement rate: 29% (20 of the 70 cases handled)
- Average duration to settle: 39 days
- Monetary benefits : Php106-M benefitting 90 workers

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

Particulars	2013 (Jan. 1 – January 31)				2014 (Jan. 1 – January 31)			
	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	43	1	0	1	45	0	0	0
Preventive Mediation	67	0	0	0	70	0	0	0
Total	110	1	0	1	115	0	0	0
% of AJ/CCA to Total Cases Handled		0.91%	0.00%	0.91%		0.00%	0.00%	0.00%

V. ISSUES INVOLVED IN NEWLY FILED LABOR DISPUTES (Jan. 1 – January 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	13	8	4	1
Preventive Mediation	36	32	4	0
Total New Cases	49	40	8	1

VI. SINGLE ENTRY APPROACH (SEnA)

- 526 new request for assistance (RFAs) during the month of January
- Disposition rate: 45% (315 of the 698 cases handled)
- Settlement rate: 43% (302 of the 698 cases handled)
- Average duration to settle: 17 days
- Monetary benefits : Php4.3-M benefitting 218 workers

VII. NCMB Assisted - POEA SEnA

- 39 new request for assistance (RFAs) during the month of January
- Disposition rate: 79% (95 of the 120 cases handled)
- Settlement rate: 78% (94 of the 120 cases handled)
- Average duration to settle: 8 days
- Monetary benefits : Php1.67-M benefitting 108 workers

VIII. VOLUNTARY ARBITRATION (VA)

- 15 newly filed VA cases during the month of January
- 8% disposition rate (10 of the 122 cases handled)
- Average duration to decide;
  - 121 days from the date of acceptance by the arbitrator
  - 58 days from submission for resolution
- Monetary benefits : Php8.5-M benefitting 3 workers

IX. WORKPLACE RELATIONS ENHANCEMENT

- 3 LMCs facilitated during the month (1 organized companies and 2 unorganized companies)
- 56 LMCs enhanced (42 organized companies and 14 unorganized companies), this includes the two LMCs enhanced through the NCMB-ECC convergence program
- 2,338 existing LMCs nationwide as of January 31, 2014 (1,386 in organized companies; 952 in unorganized establishments)
- 19 companies reached through Basic LMC Orientation Course

IX. GRIEVANCE MACHINERY (GM)

- One GMs operationalized in organized establishments during the month
- One GMs institutionalized in unorganized establishments
- 36 GMs enhanced (26 organized and 10 unorganized establishments)
- 2,614 existing/active GMs nationwide as of January 31, 2014 (1,693 in organized establishments; 921 in unorganized establishments)

REYNALDO R. UBALDO
Executive Director IV

February 18, 2014

Table 1. Comparative Summary of Conciliation-Mediation Cases, Philippines
As of January 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	172	
New cases filed/declared	0	0	#DIV/0!	15	13	-13%	35	36		543	526	-3%
Cases treated as PM							0	0				
Total PM Cases Filed							35	36	3%			
Total Cases Handled	0	0		43	45		67	70		805	698	
Workers involved in new cases	0	0	#DIV/0!	3,113	6,159	98%	4,705	10,914	132%	1084	950	-12%
Mandays Lost	0	0	#DIV/0!									
Cases Disposed	0	0		20	5		27	21		464	315	
Settled	0	0		18	5		25	20		456	302	
Assumed Jurisdiction (AJ)	0	0		1	0		0	0		0	0	
Certified for Compulsory Arbitration (CCA)	0	0		0	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		2	1		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		8	13	
Others	0	0		0	0		0	0		0	0	
Disposition Rate (Work Normalization on AS/L)	#DIV/0!	#DIV/0!	#DIV/0!	47%	11%	-35%	40%	30%	-10%	58%	45%	-13%
Settlement Rate	#DIV/0!	#DIV/0!	#DIV/0!	42%	11%	-31%	37%	29%	-9%	57%	43%	-13%
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		23	40		40	49		341	383	

*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 occurence 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 5. Statistics on Notices of Strikes/Lockouts Cases by Month, Philippines: 2011 and 2012
As of January 31, 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	15	13	20	5			3,113	6,159
January	15	13	20	5	23	40	3,113	6,159
February	11	0	10	0	34	0	905	0
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						

Source of Data: National Conciliation and Mediation Board

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

Indicator	Total	JAN	FEB	MAR	APR	MAY	JUNE	JULY	AUG	SEPT	OCT	NOV	DEC
Pending, beginning of period	32	32	0	0	0	0	0	0	0	0	0	0	0
New Notices of Strike/Lockout filed	13	13	0	0	0	0	0	0	0	0	0	0	0
Total Cases Handled	45	45	0	0	0	0	0	0	0	0	0	0	0
Workers involved in notices of strikes/ lockouts filed during the period	6,159	6,159	0	0	0	0	0	0	0	0	0	0	0
Cases Disposed	5	5	0	0	0	0	0	0	0	0	0	0	0
Settled	5	5	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
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	40	40	0	0	0	0	0	0	0	0	0	0	0
Disposition Rate	11%	11%	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Settlement Rate	11%	11%	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Success Rate	100%	100%	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Duration to Settle	62	62	0	0	0	0	0	0	0	0	0	0	0

Source of Data: National Conciliation and Mediation Board

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

Indicator	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	13	5	0	0	0	2	3	0	0	0	2	0	0	0	1	0	0
Total Cases Handled	45	12	0	1	1	5	11	0	2	2	6	1	0	0	3	1	0
Workers involved in notices of strikes/ lockouts filed during the period	5,991	3,328	0	0	0	420	0	0	0	0	2,198	0	0	0	45	0	0
Cases Disposed	5	1	0	0	0	0	1	0	0	0	1	0	0	0	2	0	0
Settled	5	1	0	0	0	0	1	0	0	0	1	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	40	11	0	1	1	5	10	0	2	2	5	1	0	0	1	1	0
Disposition Rate	11%	8%	#DIV/0!	0%	0%	0%	9%	#DIV/0!	0%	0%	17%	0%	#DIV/0!	#DIV/0!	67%	0%	#DIV/0!
Settlement Rate	11%	8%	#DIV/0!	0%	0%	0%	9%	#DIV/0!	0%	0%	17%	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	62	129	0	0	0	0	18	0	0	0	137	0	0	0	12	0	0

Source of Data: National Conciliation and Mediation Board

Table 8. Statistics on Preventive Mediation Cases by Month, Philippines: 2011 and 2012
As of January 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	35	36	27	21			4,705	10,914
January	35	36	27	21	40	49	4,705	10,914
February	31	0	34	0	37	0	14,017	0
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						

Source of Data: National Conciliation and Mediation Board

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

Indicator	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	36	8	1	0	0	4	6	0	1	2	1	0	2	9	1	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	70	18	1	0	0	7	14	0	2	2	2	4	2	12	5	0	1
Workers involved in PM cases filed during the period	10,914	891	1,600	0	0	802	607	0	1	3	114	0	2	6,354	400	0	140
Cases Disposed	21	9	1	0	0	2	5	0	1	0	0	0	0	0	2	0	1
Settled	20	9	1	0	0	1	5	0	1	0	0	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	1	0	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	49	9	0	0	0	5	9	0	1	2	2	4	2	12	3	0	0
Disposition Rate	30%	50%	100%	#DIV/0!	#DIV/0!	29%	36%	#DIV/0!	50%	0%	0%	0%	0%	0%	40%	#DIV/0!	100%
Settlement Rate	29%	50%	100%	#DIV/0!	#DIV/0!	14%	36%	#DIV/0!	50%	0%	0%	0%	0%	0%	40%	#DIV/0!	100%
Success Rate	100%	100%	100%	#DIV/0!	#DIV/0!	100%	100%	#DIV/0!	100%	100%	100%	100%	100%	100%	100%	#DIV/0!	100%
Duration to Settle	39	32	12	0	0	31	43		171	0	0	0	0	0	35	0	4

Source of Data: National Conciliation and Mediation Board

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

Indicator	Total	JAN	FEB	MAR	APR	MAY	JUNE	JULY	AUG	SEPT	OCT	NOV	DEC
Pending, beginning of period	34	34	0	0	0	0	0	0	0	0	0	0	0
Original Preventive Mediation Cases Filed	36	36	0	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	70	70	0	0	0	0	0	0	0	0	0	0	0
Workers involved in PM cases filed during the period	10,914	10,914	-	-	-	-	-	-	-	-	-	-	-
Cases Disposed	21	21	0	0	0	0	0	0	0	0	0	0	0
Settled	20	20	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
Materialized into Actual S/L	0	0	0	0	0	0	0	0	0	0	0	0	0
Materialized into Notice of S/L	1	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
Others	0	0	0	0	0	0	0	0	0	0	0	0	0
Pending, end of period	49	49	0	0	0	0	0	0	0	0	0	0	0
Disposition Rate	30%	30%	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Settlement Rate	29%	29%	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Success Rate	100%	100%	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Duration to Settle	39	39	0	0	0	0	0	0	0	0	0	0	0

Source of Data: National Conciliation and Mediation Board