



Alternative Dispute Resolution Updates

Preliminary

As of 30 June 2021

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

I. PREVENTIVE MEDIATION (PM)

- 35 cases pending at the beginning of the year
- 232 new cases have been filed since the start of the year (47 new cases filed in June)
- 267 total cases handled as of 30 June 2021
- Disposition rate: 78% (207 of the 267 total cases handled)
 - 151 cases disposed within the process cycle time (PCT = 35 days)
 - 56 cases disposed beyond PCT
- Settlement rate: 77% (205 of the 267 total cases handled)
- Average duration to settle: 33 days
- 60 cases pending by the end of June 2021
 - 38 pending cases are 35 days old or younger
 - 22 pending cases are older than the PCT
- Monetary benefits: Php425,021,403 benefitting 5,356 workers

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

- 25 cases pending at the beginning of the year
- 67 new cases have been filed since the start of the year (14 new cases filed in June)
- 92 total cases handled as of 30 June 2021
- Disposition rate: 51% (47 of the 92 total cases handled)
 - 37 cases were disposed within the process cycle time (PCT = 60 days)
 - 10 case disposed beyond PCT
- Settlement rate: 51% (47 of the 92 total cases handled)
- Average duration to settle: 51 days
- 45 cases pending as of 30 June 2021
 - 23 pending cases are 60 days old or younger
 - 22 pending cases are older than the PCT
- Monetary benefits: Php400,752,764 benefitting 2,151 workers
- Mandays saved: 1,129,964*

**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 June 2021
- One (1) case handled as of 30 June 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 June 2021
 - The lone pending case is older than the PCT
- Total man-days lost: 4,956

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

Particulars	2020 (January to June)				2021 (YTD)			
	No. Cases Handled	AJ	CCA	Total AJ & CCA	No. Cases Handled	AJ	CCA	Total AJ & CCA
Actual Strikes/ Lockouts	10	1	1	2	1	0	0	0
Notices of Strike/ Lockout	88	0	0	0	92	0	0	0
Preventive Mediation	141	0	0	0	267	0	0	0
Total	239	1	1	2	360	0	0	0
% of AJ/CCA to TCH		0.42%	0.42%	0.84%		0.00%	0.00%	0.00%

V. ISSUES INVOLVED IN NEWLY DECLARED/FILED LABOR DISPUTES (January 1 – June 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	67	44	20	3
Preventive Mediation	232	204	22	6
Total Cases	299	248	42	9

VI. SINGLE ENTRY APPROACH (SEnA)

- 167 Requests for Assistance (RFAs) pending at the beginning of the year
- 2,025 new RFAs have been filed since start of the year (189 new cases filed in June)
- 2,192 total RFAs handled as of 30 June 2021
- Disposition rate: 86% (1,894 of the 2,192 total RFAs handled)
 - 1857 RFAs disposed within the process cycle time (PCT = 30+15 days)
 - 37 RFAs disposed beyond the PCT
- Settlement rate: 55% (1,215 of the 2,192 total RFAs handled)
 - 1194 RFAs settled within the process cycle time (PCT = 30 days +15 days)
 - 21 RFAs settled beyond the process cycle time
- Average duration to settle: 10 days
- 298 pending RFAs as of 30 June 2021
 - 121 RFAs pending within the process cycle time (PCT = 30 days)
 - 177 RFAs pending beyond the process cycle time
- Monetary benefits: Php113,910,164 benefitting 1,929 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)	2,025	1,215	113,910,165	1,929
Total	28,807	19,400	1,122,752,031	26,388

VII. VOLUNTARY ARBITRATION (VA)

- 465 cases pending at the beginning of the year
- 558 new VA cases have been submitted since the start of the year (93 new VA cases filed in June 2021)
- 1,023 cases handled as of 30 June 2021
- 537 total cases disposed
- 52% disposition rate (537 of the 1,023 total cases handled)
 - 388 cases disposed within the process cycle time (PCT = 90 days)
 - 149 cases disposed beyond PCT
- Average duration to Decide;
 - 318 days from the date of acceptance by the arbitrator
 - 17 days from submission for resolution
- 486 cases pending as of 30 June 2021
- Monetary benefits: Php1,318,093,071.20 benefitting 806 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	527	1,367,789,756	865
2018	545	1,431,597,325	831
2019	609	1,447,543,071	473
2020	859	2,337,822,029	859
2021 (YTD)	558	1,318,093,071	806
Total	3,098	7,902,845,252	3,834

VIII. WORKPLACE RELATIONS ENHANCEMENT


- 128 LMCs have been facilitated since January 2021 (11 in organized companies and 117 in unorganized companies)
- 1,253 LMCs enhanced (450 in organized companies and 803 in unorganized companies)
- 2,266 companies reached through promotional/pre-facilitation activities as of June 2021
- 4,419 existing LMCs nationwide as of 30 June 2021 (1,594 in organized companies; 2,825 in unorganized establishments)
- 97.9% or 4,117 out of 4,205 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 June 2021:
 - 252 LMCs enhanced through convergence program with NWPC (productivity)
 - 334 LMC in OSHC and ECC on occupational safety and health
 - 261 LMCs with BWSC on family welfare program

X. GRIEVANCE MACHINERY (GM)

- 128 GMs operationalized / institutionalized as of June 2021 (12 in organized and 116 in unorganized)
- 1,221 GMs enhanced (465 in organized and 756 in unorganized establishments)
- 4,557 existing/active GMs nationwide as of 30 June 2021 (1,879 in organized establishments; 2,678 in unorganized establishments)
- 97.6% or 4,098 out of 4,199 companies with GMs were not involved in AS/L, NS/L, PM cases during the period.


MARIA TERESITA D. LACSAMANA-CANCIO
 Executive Director IV

06 July 2021

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

As of June 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%	40	67	68%	112	232	
Cases treated as PM							0	0	
Total PM Cases Filed							112	232	107%
Total Cases Handled	10	1		88	92		141	267	
Workers involved in new cases	2,554	0	-100%	12,976	18,524	43%	28,906	50,631	75%
Mandays Lost	72,901	4,956	-93%						
Cases Disposed	3	0		44	47		91	207	
Settled	0	0		37	47		87	205	
Assumed Jurisdiction (AJ)	1	0		0	0		0	0	
Certified for Compulsory Arbitration	1	0		0	0		0	0	
Materialized into Actual S/L (MAS)	0	0		4	0		0	0	
Materialized into Notice of S/L (MS)	0	0			0		4	2	
Subsumed/Consolidated to AJ/CC	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)	30.0%	0.0%	-30%	50.0%	51.1%	1%	64.5%	77.5%	13%
Settlement Rate	0.0%	0.0%	0%	42.0%	51.1%	9%	61.7%	76.8%	15%
Success Rate **	-	-		95.5%	100.0%	5%	100.0%	100.0%	0%
Dispute Management Rate ***	98.3%	100.0%	-1.7%	-			-		
Pending, end of period	7	1		44	45		50	60	

****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 June 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	3	0	7	1	2,554	0	72,901	4,956
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	0	1	0	7	1	0	0	0	900
June	0	0	0	0	7	1	0	0	16,850	900
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 June 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	1	1						
New Actual Strikes/Lockouts declared	0	0	0	0	0	0	0						
Total Cases Handled	1	1	1	1	1	1	1						
Workers involved in strikes/lockouts declared during the period	0	0	0	0	0	0	0						
Mandays Lost, to date	4,956	600	792	864	900	900	900						
Work Normalized	0	0	0	0	0	0	0						
Settled	0	0	0	0	0	0	0						
Assumed Jurisdiction	0	0	0	0	0	0	0						
Certified for Compulsory Arbitration	0	0	0	0	0	0	0						
Subsumed/Consolidated to AJ/CCA	0	0	0	0	0	0	0						
Others	0	0	0	0	0	0	0						
Dropped	0	0	0	0	0	0	0						
Pending, end of period	1	1	1	1	1	1	1						
Work Normalization Rate	0%	0%	0%	0%	0%	0%	0%						
Settlement Rate	0%	0%	0%	0%	0%	0%	0%						
Duration to Dispose	0	0	0	0	0	0	0						

Data Source: National Conciliation and Mediation Board

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

As of June 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	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	4,956	0	0	0	0	0	4,956	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 June 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)	40	67	44	47	44	45	12,976	18,524
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	15	0	4	43	42	0	2,043
June	3	14	2	11	44	45	1,138	6,356
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 June 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	31	42						
New Notices of Strike/Lockout filed	67	14	7	8	9	15	14						
Total Cases Handled	92	39	42	43	42	46	56						
Workers involved in notices of strikes/ lockouts filed during the period	18,524	6,053	1,029	1,044	1,999	2,043	6,356						
Cases Disposed	47	4	7	10	11	4	11						
Settled	47	4	7	10	11	4	11						
Assumed Jurisdiction	0	0	0	0	0	0	0						
Certified for Compulsory Arbitration	0	0	0	0	0	0	0						
Materialized into Actual Strike/Lockout	0	0	0	0	0	0	0						
Subsumed/Consolidated to AJ/CCA	0	0	0	0	0	0	0						
Others	0	0	0	0	0	0	0						
Pending, end of period	45	35	35	33	31	42	45						
Disposition Rate	51%	10%	17%	23%	26%	9%	20%						
Settlement Rate	51%	10%	17%	23%	26%	9%	20%						
Duration to Settle	51	29	40	66	42	42	65						

Data Source: National Conciliation and Mediation Board

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

As of June 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	25	7	0	2	0	5	8	0	0	0	1	0	0	0	0	0	2
New Notices of Strike/Lockout filed	67	27	0	0	0	12	15	0	0	2	2	1	0	0	6	1	1
Total Cases Handled	92	34	0	2	0	17	23	0	0	2	3	1	0	0	6	1	3
Workers involved in notices of strikes/ lockouts filed during the period	18,524	4,091	0	0	0	8,367	3,877	0	0	114	221	111	0	0	1,588	113	42
Cases Disposed	47	12	0	0	0	11	14	0	0	2	3	1	0	0	2	1	1
Settled	47	12	0	0	0	11	14	0	0	2	3	1	0	0	2	1	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
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	45	22	0	2	0	6	9	0	0	0	0	0	0	0	4	0	2
Disposition Rate	51%	35%	0%	0%	0%	65%	61%	0%	0%	100%	100%	100%	0%	0%	33%	100%	33%
Settlement Rate	51%	35%	0%	0%	0%	65%	61%	0%	0%	100%	100%	100%	0%	0%	33%	100%	33%
Duration to Settle	51	55	0	0	0	62	58	0	0	25	27	5	0	0	45	4	13

Data Source: National Conciliation and Mediation Board

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

As of June 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)	112	232	91	207	50	60	28,906	50,631
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	29	0	34	46	50	2,000	6,024
June	13	47	9	37	50	60	2,815	11,633
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 June 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	55	50						
Original Preventive Mediation Cases Filed	232	40	43	39	34	29	47						
Cases Treated as PM	0	0	0	0	0	0	0						
Total Cases Handled	267	75	100	101	89	84	97						
Workers involved in PM cases filed during the period	50,631	7,679	9,411	6,053	9,831	6,024	11,633						
Cases Disposed	207	18	38	46	34	34	37						
Settled	205	17	38	46	33	34	37						
Assumed Jurisdiction	0	0	0	0	0	0	0						
Certified for Compulsory Arbitration	0	0	0	0	0	0	0						
Materialized into Actual Strike/Lockout	0	0	0	0	0	0	0						
Materialized into Notice of Strike/Lockout	2	1	0	0	1	0	0						
Subsumed/Consolidated to AJ/CCA	0	0	0	0	0	0	0						
Others	0	0	0	0	0	0	0						
Pending, end of period	60	57	62	55	55	50	60						
Disposition Rate	78%	24%	38%	46%	38%	40%	38%						
Settlement Rate	77%	23%	38%	46%	37%	40%	38%						
Duration to Settle	33	25	36	37	36	32	26						

Data Source: National Conciliation and Mediation Board

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

As of June 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	35	16	0	1	0	6	9	0	0	0	0	0	0	2	1	0	0
Original Preventive Mediation Cases Filed	232	98	2	2	1	43	54	0	2	4	4	1	0	2	12	5	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	267	114	2	3	1	49	63	0	2	4	4	1	0	4	13	5	2
Workers involved in PM cases filed during the period	50,631	18,845	1,377	6	180	14,809	10,381	0	33	1,747	243	455	0	69	1,768	699	19
Cases Disposed	207	84	1	2	1	45	46	0	2	4	4	1	0	4	8	4	1
Settled	205	83	1	2	1	45	45	0	2	4	4	1	0	4	8	4	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	60	30	1	1	0	4	17	0	0	0	0	0	0	0	5	1	1
Disposition Rate	78%	74%	50%	67%	100%	92%	73%	0%	100%	100%	100%	100%	0%	100%	62%	80%	50%
Settlement Rate	77%	73%	50%	67%	100%	92%	71%	0%	100%	100%	100%	100%	0%	100%	62%	80%	50%
Duration to Settle	33	33	22	17	6	33	44	0	6	13	29	15	0	38	13	10	2

Data Source: National Conciliation and Mediation Board