



Alternative Dispute Resolution Updates

Preliminary

As of 31 July 2021

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

I. PREVENTIVE MEDIATION (PM)

- 35 cases pending at the beginning of the year
- 271 new cases have been filed since the start of the year (39 new cases filed in July)
- 306 total cases handled as of 31 July 2021
- Disposition rate: 80% (246 of the 306 total cases handled)
 - 177 cases disposed within the process cycle time (PCT = 35 days)
 - 69 cases disposed beyond PCT
- Settlement rate: 79% (243 of the 306 total cases handled)
- Average duration to settle: 33 days
- 60 cases pending by the end of July 2021
 - 34 pending cases are 35 days old or younger
 - 26 pending cases are older than the PCT
- Monetary benefits: Php426,581,647 benefitting 5,563 workers

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

- 25 cases pending at the beginning of the year
- 80 new cases have been filed since the start of the year (13 new cases filed in July)
- 105 total cases handled as of 31 July 2021
- Disposition rate: 65% (68 of the 105 total cases handled)
 - 52 cases were disposed within the process cycle time (PCT = 60 days)
 - 16 case disposed beyond PCT
- Settlement rate: 65% (68 of the 105 total cases handled)
- Average duration to settle: 49 days
- 37 cases pending as of 31 July 2021
 - 18 pending cases are 60 days old or younger
 - 19 pending cases are older than the PCT
- Monetary benefits: Php412,293,336 benefitting 2,451 workers
- Mandays saved: 1,303,265*

**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 July 2021
- One (1) case handled as of 31 July 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 31 July 2021
 - The lone pending case is older than the PCT
- Total man-days lost: 5,892

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

Particulars	2020 (January to July)				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	95	0	0	0	105	0	0	0
Preventive Mediation	177	0	0	0	306	0	0	0
Total	282	1	1	2	412	0	0	0
% of AJ/CCA to TCH		0.35%	0.35%	0.71%		0.00%	0.00%	0.00%

V. ISSUES INVOLVED IN NEWLY DECLARED/FILED LABOR DISPUTES (January 1 – July 31, 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	80	55	22	3
Preventive Mediation	271	240	24	7
Total Cases	351	295	46	10

VI. SINGLE ENTRY APPROACH (SEnA)

- 167 Requests for Assistance (RFAs) pending at the beginning of the year
- 2,337 new RFAs have been filed since start of the year (205 new cases filed in July)
- 2,504 total RFAs handled as of 31 July 2021
- Disposition rate: 87% (2,181 of the 2,504 total RFAs handled)
 - 2128 RFAs disposed within the process cycle time (PCT = 30+15 days)
 - 53 RFAs disposed beyond the PCT
- Settlement rate: 56% (1,399 of the 2,504 total RFAs handled)
 - 1370 RFAs settled within the process cycle time (PCT = 30 days +15 days)
 - 29 RFAs settled beyond the process cycle time
- Average duration to settle: 10 days
- 323 pending RFAs as of 31 July 2021
 - 138 RFAs pending within the process cycle time (PCT = 30 days)
 - 185 RFAs pending beyond the process cycle time
- Monetary benefits: Php128,691,577 benefitting 2,226 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	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)	2,337	1,399	128,691,577	2,226
Total	29,119	19,584	1,137,533,443	26,685

VII. VOLUNTARY ARBITRATION (VA)

- 465 cases pending at the beginning of the year
- 731 new VA cases have been submitted since the start of the year (149 new VA cases filed in July 2021)
- 1,196 cases handled as of 31 July 2021
- 694 total cases disposed
- 58% disposition rate (694 of the 1,196 total cases handled)
 - 518 cases disposed within the process cycle time (PCT = 90 days)
 - 176 cases disposed beyond PCT
- Average duration to Decide;
 - 193 days from the date of acceptance by the arbitrator
 - 53 days from submission for resolution
- 502 cases pending as of 31 July 2021
- Monetary benefits: Php1,418,253,686.291 benefitting 828 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)	731	1,418,253,687	828
Total	3,271	8,003,005,868	3,856

VIII. WORKPLACE RELATIONS ENHANCEMENT


- 144 LMCs have been facilitated since January 2021 (12 in organized companies and 132 in unorganized companies)
- 1,352 LMCs enhanced (482 in organized companies and 870 in unorganized companies)
- 2,556 companies reached through promotional/pre-facilitation activities as of July 2021
- 4,430 existing LMCs nationwide as of 31 July 2021 (1,593 in organized companies; 2,837 in unorganized establishments)
- 97.7% or 4,119 out of 4,216 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 July 2021:
 - 252 LMCs enhanced through convergence program with NWPC (productivity)
 - 445 LMC in OSHC and ECC on occupational safety and health
 - 314 LMCs with BWSC on family welfare program

X. GRIEVANCE MACHINERY (GM)

- 143 GMs operationalized / institutionalized as of July 2021 (13 in organized and 130 in unorganized)
- 1,330 GMs enhanced (504 in organized and 826 in unorganized establishments)
- 4,573 existing/active GMs nationwide as of 31 July 2021 (1,880 in organized establishments; 2,693 in unorganized establishments)
- 97.5% or 4,109 out of 4,214 companies with GMs were not involved in AS/L, NS/L, PM cases during the period.


MARIA TERESITA D. LACSAMANA-CANCIO
 Executive Director IV

07 August 2021

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

As of July 31 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%	47	80	70%	148	271	
Cases treated as PM							0	0	
Total PM Cases Filed							148	271	83%
Total Cases Handled	10	1		95	105		177	306	
Workers involved in new cases	2,554	0	-100%	15,912	21,365	34%	36,183	60,394	67%
Mandays Lost	90,155	5,892	-93%						
Cases Disposed	4	0		49	68		120	246	
Settled	1	0		42	68		116	243	
Assumed Jurisdiction (AJ)	1	0		0	0		0	0	
Certified for Compulsory Arbitration (C)	1	0		0	0		0	0	
Materialized into Actual S/L (MAS)	0	0		4	0		0	0	
Materialized into Notice of S/L (MSN)	0	0			0		4	3	
Subsumed/Consolidated to AJ/CCA/M	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)	40.0%	0.0%	-40%	51.6%	64.8%	13%	67.8%	80.4%	13%
Settlement Rate	10.0%	0.0%	-10%	44.2%	64.8%	21%	65.5%	79.4%	14%
Success Rate **	-	-		95.8%	100.0%	4%	100.0%	100.0%	0%
Dispute Management Rate ***	98.5%	100.0%	-1.5%	-			-		
Pending, end of period	6	1		46	37		57	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.

Data Source: National Conciliation and Mediation Board

Table 2. Statistics on Actual Strikes/Lockouts by Month, Philippines: 2020 and 2021

As of July 31 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	4	0	6	1	2,554	0	90,155	5,892
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	0	1	0	6	1	0	0	17,254	936
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 July 31 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	1					
New Actual Strikes/Lockouts declared	0	0	0	0	0	0	0	0					
Total Cases Handled	1	1	1	1	1	1	1	1					
Workers involved in strikes/lockouts declared during the period	0	0	0	0	0	0	0	0					
Mandays Lost, to date	5,892	600	792	864	900	900	900	936					
Work Normalized	0	0	0	0	0	0	0	0					
Settled	0	0	0	0	0	0	0	0					
Assumed Jurisdiction	0	0	0	0	0	0	0	0					
Certified for Compulsory Arbitration	0	0	0	0	0	0	0	0					
Subsumed/Consolidated to AJ/CCA	0	0	0	0	0	0	0	0					
Others	0	0	0	0	0	0	0	0					
Dropped	0	0	0	0	0	0	0	0					
Pending, end of period	1	1	1	1	1	1	1	1					
Work Normalization Rate	0%	0%	0%	0%	0%	0%	0%	0%					
Settlement Rate	0%	0%	0%	0%	0%	0%	0%	0%					
Duration to Dispose	0	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 July 31 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	5,892	0	0	0	0	0	5,892	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 July 31 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)	47	80	49	68	46	37	15,912	21,365
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	12	43	30	0	1,999
May	0	15	0	5	43	40	0	2,043
June	3	14	2	11	44	43	1,138	6,356
July	7	13	5	19	46	37	2,936	2,841
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 July 31 2021

Indicator	Total	JAN	FEB	MAR	APR	MAY	JUNE	JULY	AUG	SEPT	OCT	NOV	DEC
Pending, beginning of period	25	25	35	35	33	30	40	43					
New Notices of Strike/Lockout filed	80	14	7	8	9	15	14	13					
Total Cases Handled	105	39	42	43	42	45	54	56					
Workers involved in notices of strikes/ lockouts filed during the period	21,365	6,053	1,029	1,044	1,999	2,043	6,356	2,841					
Cases Disposed	68	4	7	10	12	5	11	19					
Settled	68	4	7	10	12	5	11	19					
Assumed Jurisdiction	0	0	0	0	0	0	0	0					
Certified for Compulsory Arbitration	0	0	0	0	0	0	0	0					
Materialized into Actual Strike/Lockout	0	0	0	0	0	0	0	0					
Subsumed/Consolidated to AJ/CCA	0	0	0	0	0	0	0	0					
Others	0	0	0	0	0	0	0	0					
Pending, end of period	37	35	35	33	30	40	43	37					
Disposition Rate	65%	10%	17%	23%	29%	11%	20%	34%					
Settlement Rate	65%	10%	17%	23%	29%	11%	20%	34%					
Duration to Settle	49	29	40	66	49	52	65	39					

Data Source: National Conciliation and Mediation Board

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

As of July 31 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	25	7	0	2	0	5	8	0	0	0	1	0	0	0	0	0	2
New Notices of Strike/Lockout filed	80	34	0	0	0	12	18	0	0	3	4	1	0	0	6	1	1
Total Cases Handled	105	41	0	2	0	17	26	0	0	3	5	1	0	0	6	1	3
Workers involved in notices of strikes/ lockouts filed during the period	21,365	5,516	0	0	0	8,367	4,829	0	0	198	601	111	0	0	1,588	113	42
Cases Disposed	68	22	0	0	0	14	18	0	0	3	3	1	0	0	5	1	1
Settled	68	22	0	0	0	14	18	0	0	3	3	1	0	0	5	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	37	19	0	2	0	3	8	0	0	0	2	0	0	0	1	0	2
Disposition Rate	65%	54%	0%	0%	0%	82%	69%	0%	0%	100%	60%	100%	0%	0%	83%	100%	33%
Settlement Rate	65%	54%	0%	0%	0%	82%	69%	0%	0%	100%	60%	100%	0%	0%	83%	100%	33%
Duration to Settle	49	52	0	0	0	52	59	0	0	20	27	5	0	0	50	4	13

Data Source: National Conciliation and Mediation Board

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

As of July 31 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)	148	271	120	246	57	60	36,183	60,394
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	47	44	54	1,336	6,053
April	1	34	0	34	45	54	2,000	9,831
May	1	29	0	35	46	48	2,000	6,024
June	13	47	9	37	50	58	2,815	11,642
July	36	39	29	37	57	60	7,277	9,754
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 July 31 2021

Indicator	Total	JAN	FEB	MAR	APR	MAY	JUNE	JULY	AUG	SEPT	OCT	NOV	DEC
Pending, beginning of period	35	35	57	62	54	54	48	58					
Original Preventive Mediation Cases Filed	271	40	43	39	34	29	47	39					
Cases Treated as PM	0	0	0	0	0	0	0	0					
Total Cases Handled	306	75	100	101	88	83	95	97					
Workers involved in PM cases filed during the period	60,394	7,679	9,411	6,053	9,831	6,024	11,642	9,754					
Cases Disposed	246	18	38	47	34	35	37	37					
Settled	243	17	38	47	33	35	37	36					
Assumed Jurisdiction	0	0	0	0	0	0	0	0					
Certified for Compulsory Arbitration	0	0	0	0	0	0	0	0					
Materialized into Actual Strike/Lockout	0	0	0	0	0	0	0	0					
Materialized into Notice of Strike/Lockout	3	1	0	0	1	0	0	1					
Subsumed/Consolidated to AJ/CCA	0	0	0	0	0	0	0	0					
Others	0	0	0	0	0	0	0	0					
Pending, end of period	60	57	62	54	54	48	58	60					
Disposition Rate	80%	24%	38%	47%	39%	42%	39%	38%					
Settlement Rate	79%	23%	38%	47%	38%	42%	39%	37%					
Duration to Settle	33	25	36	38	36	35	26	29					

Data Source: National Conciliation and Mediation Board

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

As of July 31 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	35	16	0	1	0	6	9	0	0	0	0	0	0	2	1	0	0
Original Preventive Mediation Cases Filed	271	119	2	4	1	46	57	0	2	5	7	1	0	4	15	5	3
Cases Treated as PM	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Cases Handled	306	135	2	5	1	52	66	0	2	5	7	1	0	6	16	5	3
Workers involved in PM cases filed during the period	60,394	25,028	1,377	8	180	14,937	10,722	0	33	1,780	601	455	0	2,165	2,168	699	241
Cases Disposed	246	101	2	2	1	49	57	0	2	5	4	1	0	5	11	5	1
Settled	243	100	2	2	1	49	55	0	2	5	4	1	0	5	11	5	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	3	1	0	0	0	0	2	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	34	0	3	0	3	9	0	0	0	3	0	0	1	5	0	2
Disposition Rate	80%	75%	100%	40%	100%	94%	86%	0%	100%	100%	57%	100%	0%	83%	69%	100%	33%
Settlement Rate	79%	74%	100%	40%	100%	94%	83%	0%	100%	100%	57%	100%	0%	83%	69%	100%	33%
Duration to Settle	33	34	26	17	6	32	42	0	6	13	29	15	0	34	19	13	2

Data Source: National Conciliation and Mediation Board