



Alternative Dispute Resolution Updates

Preliminary

As of 31 August 2021

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

I. PREVENTIVE MEDIATION (PM)

- 35 cases pending at the beginning of the year
- 286 new cases have been filed since the start of the year (15 new cases filed in August)
- 321 total cases handled as of 31 August 2021
- Disposition rate: 87% (278 of the 321 total cases handled)
 - 199 cases disposed within the process cycle time (PCT = 35 days)
 - 79 cases disposed beyond PCT
- Settlement rate: 86% (275 of the 321 total cases handled)
- Average duration to settle: 33 days
- 43 cases pending by the end of August 2021
 - 16 pending cases are 35 days old or younger
 - 27 pending cases are older than the PCT
- Monetary benefits: Php427,109,159 benefitting 5,565 workers

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

- 25 cases pending at the beginning of the year
- 89 new cases have been filed since the start of the year (9 new cases filed in August)
- 114 total cases handled as of 31 August 2021
- Disposition rate: 68% (77 of the 114 total cases handled)
 - 58 cases were disposed within the process cycle time (PCT = 60 days)
 - 19 case disposed beyond PCT
- Settlement rate: 68% (77 of the 114 total cases handled)
- Average duration to settle: 50 days
- 37 cases pending as of 31 August 2021
 - 14 pending cases are 60 days old or younger
 - 23 pending cases are older than the PCT
- Monetary benefits: Php426,833,336 benefitting 2,766 workers
- Mandays saved: 1,697,996*

**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 August 2021
- One (1) case handled as of 31 August 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 August 2021
 - The lone pending case is older than the PCT
- Total man-days lost: 6,792

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

Particulars	2020 (January to August)				2021 (YTD)			
	No. Cases Handled	AJ	CCA	Total AJ & CCA	No. Cases Handled	AJ	CCA	Total AJ & CCA
Actual Strikes/ Lockouts	11	1	1	2	1	0	0	0
Notices of Strike/ Lockout	103	0	0	0	114	0	0	0
Preventive Mediation	190	0	0	0	321	0	0	0
Total	304	1	1	2	436	0	0	0
% of AJ/CCA to TCH		0.33%	0.33%	0.66%		0.00%	0.00%	0.00%

V. ISSUES INVOLVED IN NEWLY DECLARED/FILED LABOR DISPUTES (January 1 – August 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	89	60	24	5
Preventive Mediation	286	252	27	7
Total Cases	375	312	51	12

VI. SINGLE ENTRY APPROACH (SEnA)

- 167 Requests for Assistance (RFAs) pending at the beginning of the year
- 2,447 new RFAs have been filed since start of the year (91 new cases filed in August)
- 2,614 total RFAs handled as of 31 August 2021
- Disposition rate: 92% (2,415 of the 2,614 total RFAs handled)
 - 2,338 RFAs disposed within the process cycle time (PCT = 30+15 days)
 - 77 RFAs disposed beyond the PCT
- Settlement rate: 58% (1,522 of the 2,614 total RFAs handled)
 - 1,483 RFAs settled within the process cycle time (PCT = 30 days +15 days)
 - 39 RFAs settled beyond the process cycle time
- Average duration to settle: 11 days
- 199 pending RFAs as of 31 August 2021
 - 60 RFAs pending within the process cycle time (PCT = 30 days)
 - 139 RFAs pending beyond the process cycle time
- Monetary benefits: Php142,987,471 benefitting 2,343 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)	2,447	1,522	142,987,471	2,343
Total	29,229	19,707	1,151,829,337	26,802

VII. VOLUNTARY ARBITRATION (VA)

- 465 cases pending at the beginning of the year
- 814 new VA cases have been submitted since the start of the year (80 new VA cases filed in August 2021)
- 1,279 cases handled as of 31 August 2021
- 779 total cases disposed
- 61% disposition rate (779 of the 1,279 total cases handled)
 - 554 cases disposed within the process cycle time (PCT = 90 days)
 - 225 cases disposed beyond PCT
- Average duration to Decide;
 - 177 days from the date of acceptance by the arbitrator
 - 62 days from submission for resolution
- 500 cases pending as of 31 August 2021
- Monetary benefits: Php1,626,152,422.66 benefitting 890 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)	814	1,626,152,423	890
Total	3,354	8,210,904,604	3,918

VIII. WORKPLACE RELATIONS ENHANCEMENT

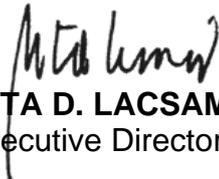
- 185 LMCs have been facilitated since January 2021 (12 in organized companies and 173 in unorganized companies)
- 1,501 LMCs enhanced (521 in organized companies and 980 in unorganized companies)
- 2,836 companies reached through promotional/pre-facilitation activities as of August 2021
- 4,471 existing LMCs nationwide as of 31 August 2021 (1,593 in organized companies; 2,878 in unorganized establishments)
- 97.7% or 4,177 out of 4,277 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 August 2021:
 - 303 LMCs enhanced through convergence program with NWPC (productivity)
 - 455 LMC in OSHC and ECC on occupational safety and health
 - 404 LMCs with BWSC on family welfare program

X. GRIEVANCE MACHINERY (GM)

- 183 GMs operationalized / institutionalized as of August 2021 (13 in organized and 170 in unorganized)
- 1,553 GMs enhanced (583 in organized and 970 in unorganized establishments)
- 4,617 existing/active GMs nationwide as of 31 August 2021 (1,880 in organized establishments; 2,737 in unorganized establishments)
- 97.5% or 4,187 out of 4,294 companies with GMs were not involved in AS/L, NS/L, PM cases during the period.


MARIA TERESITA D. LACSAMANA-CANCIO
 Executive Director IV

08 September 2021

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

As of August 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	5	0	-100%	55	89	62%	161	286	
Cases treated as PM							0	0	
Total PM Cases Filed							161	286	78%
Total Cases Handled	11	1		103	114		190	321	
Workers involved in new cases	3,154	0	-100%	16,706	23,283	39%	47,698	63,477	33%
Mandays Lost	112,991	6,792	-94%						
Cases Disposed	6	0		59	77		143	278	
Settled	3	0		50	77		139	275	
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		5	0		0	0	
Materialized into Notice of S/L (MSN)	0	0			0		4	3	
Subsumed/Consolidated to AJ/CCA/N	0	0		2	0		0	0	
Dropped	0	0		0	0		0	0	
Others	1	0		2	0		0	0	
Disposition Rate (Work Normalization on AS/L)	54.5%	0.0%	-55%	57.3%	67.5%	10%	75.3%	86.6%	11%
Settlement Rate	27.3%	0.0%	-27%	48.5%	67.5%	19%	73.2%	85.7%	13%
Success Rate **	-	-		95.1%	100.0%	5%	100.0%	100.0%	0%
Dispute Management Rate ***	98.3%	100.0%	-1.7%	-			-		
Pending, end of period	5	1		44	37		47	43	

**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 August 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)	5	0	6	0	5	1	3,154	0	112,991	6,792
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	0	2	0	5	1	600	0	22,836	900
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 August 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	1				
New Actual Strikes/Lockouts declared	0	0	0	0	0	0	0	0	0				
Total Cases Handled	1	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	0				
Mandays Lost, to date	6,792	600	792	864	900	900	900	936	900				
Work Normalized	0	0	0	0	0	0	0	0	0				
Settled	0	0	0	0	0	0	0	0	0				
Assumed Jurisdiction	0	0	0	0	0	0	0	0	0				
Certified for Compulsory Arbitration	0	0	0	0	0	0	0	0	0				
Subsumed/Consolidated to AJ/CCA	0	0	0	0	0	0	0	0	0				
Others	0	0	0	0	0	0	0	0	0				
Dropped	0	0	0	0	0	0	0	0	0				
Pending, end of period	1												
Work Normalization Rate	0%	0%	0%	0%	0%	0%	0%	0%	0%				
Settlement Rate	0%	0%	0%	0%	0%	0%	0%	0%	0%				
Duration to Dispose	0	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 August 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	6,792	0	0	0	0	0	6,792	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									
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 August 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)	55	89	59	77	44	37	16,706	23,283
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	20	46	36	2,936	2,841
August	8	9	10	8	44	37	794	1,918
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 August 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	36				
New Notices of Strike/Lockout filed	89	14	7	8	9	15	14	13	9				
Total Cases Handled	114	39	42	43	42	45	54	56	45				
Workers involved in notices of strikes/ lockouts filed during the period	23,283	6,053	1,029	1,044	1,999	2,043	6,356	2,841	1,918				
Cases Disposed	77	4	7	10	12	5	11	20	8				
Settled	77	4	7	10	12	5	11	20	8				
Assumed Jurisdiction	0	0	0	0	0	0	0	0	0				
Certified for Compulsory Arbitration	0	0	0	0	0	0	0	0	0				
Materialized into Actual Strike/Lockout	0	0	0	0	0	0	0	0	0				
Subsumed/Consolidated to AJ/CCA	0	0	0	0	0	0	0	0	0				
Others	0	0	0	0	0	0	0	0	0				
Pending, end of period	37	35	35	33	30	40	43	36	37				
Disposition Rate	68%	10%	17%	23%	29%	11%	20%	36%	18%				
Settlement Rate	68%	10%	17%	23%	29%	11%	20%	36%	18%				
Duration to Settle	50	29	40	66	49	52	65	43	44				

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

As of August 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	89	37	0	0	0	13	21	0	0	3	4	2	0	1	6	1	1
Total Cases Handled	114	44	0	2	0	18	29	0	0	3	5	2	0	1	6	1	3
Workers involved in notices of strikes/ lockouts filed during the period	23,283	6,343	0	0	0	8,442	5,641	0	0	198	601	222	0	93	1,588	113	42
Cases Disposed	77	26	0	0	0	15	21	0	0	3	4	1	0	0	5	1	1
Settled	77	26	0	0	0	15	21	0	0	3	4	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	18	0	2	0	3	8	0	0	0	1	1	0	1	1	0	2
Disposition Rate	68%	59%	0%	0%	0%	83%	72%	0%	0%	100%	80%	50%	0%	0%	83%	100%	33%
Settlement Rate	68%	59%	0%	0%	0%	83%	72%	0%	0%	100%	80%	50%	0%	0%	83%	100%	33%
Duration to Settle	50	54	0	0	0	50	60	0	0	20	23	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 August 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)	161	286	143	278	48	43	47,698	63,477
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	36	46	47	2,000	6,024
June	13	47	9	38	50	56	2,815	11,642
July	36	39	30	37	57	58	7,277	9,754
August	13	15	22	30	48	43	11,515	3,083
September	47		44		51		8,295	
October	54		41		64		21,515	
November	22		34		54		2,808	
December	26		42		38		6,625	
TOTAL	310		304				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 August 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	47	56	58				
Original Preventive Mediation Cases Filed	286	40	43	39	34	29	47	39	15				
Cases Treated as PM	0	0	0	0	0	0	0	0	0				
Total Cases Handled	321	75	100	101	88	83	94	95	73				
Workers involved in PM cases filed during the period	63,477	7,679	9,411	6,053	9,831	6,024	11,642	9,754	3,083				
Cases Disposed	278	18	38	47	34	36	38	37	30				
Settled	275	17	38	47	33	36	38	36	30				
Assumed Jurisdiction	0	0	0	0	0	0	0	0	0				
Certified for Compulsory Arbitration	0	0	0	0	0	0	0	0	0				
Materialized into Actual Strike/Lockout	0	0	0	0	0	0	0	0	0				
Materialized into Notice of Strike/Lockout	3	1	0	0	1	0	0	1	0				
Subsumed/Consolidated to AJ/CCA	0	0	0	0	0	0	0	0	0				
Others	0	0	0	0	0	0	0	0	0				
Pending, end of period	43	57	62	54	54	47	56	58	43				
Disposition Rate	87%	24%	38%	47%	39%	43%	40%	39%	41%				
Settlement Rate	86%	23%	38%	47%	38%	43%	40%	38%	41%				
Duration to Settle	33	25	36	38	36	35	26	29	37				

Data Source: National Conciliation and Mediation Board

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

As of August 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	286	124	2	4	2	49	60	0	2	5	7	1	0	4	18	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	321	140	2	5	2	55	69	0	2	5	7	1	0	6	19	5	3
Workers involved in PM cases filed during the period	63,477	26,689	1,377	8	297	15,165	11,294	0	33	1,780	601	455	0	2,165	2,673	699	241
Cases Disposed	278	113	2	4	1	54	64	0	2	5	5	1	0	5	16	5	1
Settled	275	112	2	4	1	54	62	0	2	5	5	1	0	5	16	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	43	27	0	1	1	1	5	0	0	0	2	0	0	1	3	0	2
Disposition Rate	87%	81%	100%	80%	50%	98%	93%	0%	100%	100%	71%	100%	0%	83%	84%	100%	33%
Settlement Rate	86%	80%	100%	80%	50%	98%	90%	0%	100%	100%	71%	100%	0%	83%	84%	100%	33%
Duration to Settle	33	34	26	21	6	31	42	0	6	13	24	15	0	34	33	13	2

Data Source: National Conciliation and Mediation Board