



Alternative *Dispute Resolution* **Updates**

Preliminary

As of 31 January 2022

This ADR Update records in brief the collective accomplishments of NCMB as of January 2022.

I. PREVENTIVE MEDIATION (PM)

- 34 cases pending at the beginning of the year
- 32 new cases have been filed for the month of January 2022
- 66 total cases handled as of 31 January 2022
- Disposition rate: 35% (23 of the 66 total cases handled)
 - 14 cases disposed within the process cycle time (PCT = 35 days)
 - 9 cases disposed beyond PCT
- Settlement rate: 33% (22 of the 66 total cases handled)
- Average duration to settle: 31 days
- 43 cases pending by the end of January 2022
 - 24 pending cases are 35 days old or younger
 - 19 pending cases are older than the PCT
- Monetary benefits: Php66,015,430 benefitting 793 workers

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

- 29 cases pending at the beginning of the year
- 6 new cases have been filed in January 2022
- 35 total cases handled as of 31 January 2022
- Disposition rate: 17% (6 of the 35 total cases handled)
 - 4 cases were disposed within the process cycle time (PCT = 60 days)
 - 2 case disposed beyond PCT
- Settlement rate: 17% (6 of the 35 total cases handled)
- Average duration to settle: 92 days
- 29 cases pending as of 31 January 2022
 - 10 pending cases are 60 days old or younger
 - 19 pending cases are older than the PCT
- Monetary benefits: Php57,361,793 benefitting 583 workers
- Mandays saved: 1,360,170¹

¹ 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)

- Two (2) cases pending at the beginning of the year
- No work stoppages have been monitored in January 2022
- Two (2) cases handled as of 31 January 2022

REGION	DOCKET NUMBER	DECLARED	STATUS	DATE DISPOSED	ISSUES INVOLVED	SPECIFIC ISSUE
RCMB 12	SOC-AS-11-0001-2021	11/18/2021	Pending - Strike		BD	Allowances, Overtime Pay, Holiday Pay
RCMB NCR	VAL-AS-12-0001-2021	12/16/2021	Pending – Strike		ULP	Illegal Dismissal/Suspension of Union Members/Officers, Discrimination against/harassment of union members/union busting

- Two (2) cases remain pending and subject of conciliation-mediation service as of 31 January 2022
 - 2 pending cases are less than the PCT of 40 days
- Total man-days lost: 3,500

GOVERNMENT INTERVENTION IN LABOR DISPUTES (Comparative 2021–2022)

Particulars	2021 (January)				2022 (January)			
	No. Cases Handled	AJ	CCA	Total AJ & CCA	No. Cases Handled	AJ	CCA	Total AJ & CCA
Actual Strikes/ Lockouts	1	0	0	0	2	0	0	0
Notices of Strike/ Lockout	39	0	0	0	35	0	0	0
Preventive Mediation	75	0	0	0	66	0	0	0
Total	115	0	0	0	103	0	0	0
% of AJ/CCA to TCH		0.00%	0.00%	0.00%		0.00%	0.00%	0.00%

ISSUES INVOLVED IN NEWLY DECLARED/FILED LABOR DISPUTES (January 1 – January 31, 2022)

Issues Involved in Labor Disputes				
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	6	4	0	2
Preventive Mediation	32	22	10	0
Total Cases	38	26	10	2

IV. SINGLE ENTRY APPROACH (SEnA)

- 137 Requests for Assistance (RFAs) pending at the beginning of the year
- 428 new RFAs have been filed in January 2022
- 565 total RFAs handled as of 31 January 2022
- Disposition rate: 42% (239 of the 565 total RFAs handled)
 - 237 RFAs disposed within the process cycle time (PCT = 30+15 days)
 - 2 RFAs disposed beyond the PCT
- Settlement rate: 27% (151 of the 565 total RFAs handled)
 - 150 RFAs settled within the process cycle time (PCT = 30 days +15 days)
 - 1 RFA settled beyond the process cycle time
- Average duration to settle: 10 days
- 326 pending RFAs as of 31 January 2022
 - 278 RFAs pending within the process cycle time (PCT = 30 days)
 - 48 RFAs pending beyond the process cycle time
- Monetary benefits: Php31,383,017 benefitting 194 workers

No. of RFAs Filed, Settled, Monetary Benefits and Workers Benefitted: Philippines 2016-2022(Jan)

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	3,435	2,207	209,325,224	3,258
2022(Jan)	428	151	31,383,017	194
Total	30,645	20,543	1,249,550,107	27,911

V. VOLUNTARY ARBITRATION (VA)

- 471 cases pending at the beginning of the year
- 100 new VA cases have been submitted in January 2022
- 775 cases handled as of 31 January 2022
- 68 total cases disposed
- 12% disposition rate (68 of the 775 total cases handled)
 - 59 cases disposed within the process cycle time (PCT = 90 days)
 - 9 cases disposed beyond PCT
- Average duration to decide:
 - 191 days from the date of acceptance by the arbitrator
 - 124 days from submission for resolution
- 503 cases pending as of 31 January 2022
- Monetary benefits: Php168,065,370.59 benefitting 87 workers

**No. of VA Cases Handled, Monetary Benefits and Workers Benefitted:
Philippines 2017-2022(Jan)**

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	1,300	3,085,680,916	1,551
2022(Jan)	100	168,065,371	87
Total	3,940	9,838,498,468	4,666

VI. WORKPLACE RELATIONS ENHANCEMENT

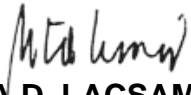
- 10 LMCs have been facilitated in January 2022 (1 in organized company and 9 in unorganized companies)
- 19 LMCs enhanced (5 in organized companies and 14 in unorganized companies)
- 143 companies reached through promotional/pre-facilitation activities as of January 2022
- 4,635 existing LMCs nationwide as of 31 January 2022 (1,603 in organized companies; 3,032 in unorganized establishments)
- 99.8% or 4,429 out of 4,439 companies with LMCs were not involved in AS/L, NS/L, PM cases during the period.

VII. CONVERGENCE PROGRAM WITH DOLE

- LMCs Enhanced through convergence programs as of January 2022:
 - 9 LMCs with BWSC on family welfare program

VIII. GRIEVANCE MACHINERY (GM)

- 10 GMs operationalized / institutionalized as of January 2022 (1 in organized and 9 in unorganized)
- 20 GMs enhanced (6 in organized and 14 in unorganized establishments)
- 4,809 existing/active GMs nationwide as of 31 January 2022 (1,900 in organized establishments; 2,909 in unorganized establishments)
- 99.7% or 4,453 out of 4,465 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 January 2022

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

As of January 31, 2022

Indicators	A. Actual Strikes/Lockouts (ASL)			B. Notices of Strikes/Lockouts (NSL)			C. Preventive Mediation Cases (PM)		
	2021	2022	% change	2021	2022	% change	2021	2022	% change
Pending, beginning of period	1	2		25	29		35	34	
New cases filed/declared	0	0	#DIV/0!	14	6	-57%	40	32	
Cases treated as PM							0	0	
Total PM Cases Filed							40	32	-20%
Total Cases Handled	1	2		39	35		75	66	
Workers involved in new cases	0	0	#DIV/0!	6,053	1,226	-80%	7,679	3,502	-54%
Mandays Lost	600	3,500	483%						
Cases Disposed	0	0		4	6		18	23	
Settled	0	0		4	6		16	22	
Assumed Jurisdiction (AJ)	0	0		0	0		0	0	
Certified for Compulsory Arbitration (C)	0	0		0	0		0	0	
Materialized into Actual S/L (MAS)	0	0		0	0		0	0	
Materialized into Notice of S/L (MSN)	0	0		0	0		2	0	
Subsumed/Consolidated to AJ/CCA/MA	0	0		0	0		0	0	
Dropped	0	0		0	0		0	0	
Others	0	0		0	0		0	1	
Disposition Rate (Work Normalization on AS/L)	0.0%	0.0%	0%	10.3%	17.1%	7%	24.0%	34.8%	11%
Settlement Rate	0.0%	0.0%	0%	10.3%	17.1%	7%	21.3%	33.3%	12%
Success Rate **	-	-		100.0%	100.0%	0%	100.0%	100.0%	0%
Dispute Management Rate ***	100.0%	100.0%	0.0%	-	-		-	-	
Pending, end of period	1	2		35	29		57	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.

Table 2. Statistics on Actual Strikes/Lockouts by Month, Philippines: 2021 and 2022

As of January 31 2022

Month	Actual Strikes/ Lockouts Declared		Cases Disposed		Pending at the End of the Period		Workers Involved		Mandays Lost	
	2021	2022	2021	2022	2021	2022	2021	2022	2021	2022
TOTAL (YTD)	0	0	0	0	1	2	0	0	600	3,500
January	0	0	0	0	1	2	0	0	600	3,500
February	0		0		1		0		792	
March	0		0		1		0		864	
April	0		0		1		0		900	
May	0		0		1		0		900	
June	0		0		1		0		900	
July	0		0		1		0		936	
August	0		0		1		0		900	
September	0		0		1		0		936	
October	0		0		1		0		936	
November	2		1		2		110		1,672	
December	1		1		2		56		2,824	
TOTAL	3		2				166		13,160	
Pending Beginning (2021)				1						
Pending Beginning (2022)				2						

Table 3. Actual Strikes/Lockouts Handled, By Manner of Disposition and Month: Philippines

As of January 31 2022

Indicator	Total	JAN	FEB	MAR	APR	MAY	JUNE	JULY	AUG	SEPT	OCT	NOV	DEC
Pending, beginning of period	2	2											
New Actual Strikes/Lockouts declared	0	0											
Total Cases Handled	2	2											
Workers involved in strikes/lockouts declared during the period	0	0											
Mandays Lost, to date	3,500	3,500											
Work Normalized	0	0											
Settled	0	0											
Assumed Jurisdiction	0	0											
Certified for Compulsory Arbitration	0	0											
Subsumed/Consolidated to AJ/CCA	0	0											
Others	0	0											
Dropped	0	0											
Pending, end of period	2	2											
Work Normalization Rate	0%	0%											
Settlement Rate	0%	0%											
Duration to Dispose	0	0											

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

As of January 31 2022

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	2	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	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	2	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	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	3,500	1,400	0	0	0	0	0	0	0	0	0	0	0	0	0	2,100	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	2	1	0	0	0	0	0	0	0	0	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: 2021 and 2022

As of January 31 2022

Month	Notices of Strikes/Lockouts		Cases Disposed		Pending at the End of the Period		Workers Involved	
	2021	2022	2021	2022	2021	2022	2021	2022
TOTAL (YTD)	14	6	4	6	35	29	6,053	1,226
January	14	6	4	6	35	29	6,053	1,226
February	7		7		35		1,029	
March	8		10		33		1,044	
April	9		12		30		1,999	
May	15		5		40		2,043	
June	14		11		43		6,356	
July	13		20		36		2,841	
August	9		8		37		1,918	
September	8		14		31		5,709	
October	12		8		35		4,018	
November	18		14		39		9,853	
December	6		16		29		669	
TOTAL	133		129				43,532	
Pending Beginning (2021)				25				
Pending Beginning (2022)		29						

Table 6. Notices of Strikes/Lockouts Handled, By Manner of Disposition and Month: Philippines

As of January 31 2022

Indicator	Total	JAN	FEB	MAR	APR	MAY	JUNE	JULY	AUG	SEPT	OCT	NOV	DEC
Pending, beginning of period	29	29											
New Notices of Strike/Lockout filed	6	6											
Total Cases Handled	35	35											
Workers involved in notices of strikes/ lockouts filed during the period	1,226	1,226											
Cases Disposed	6	6											
Settled	6	6											
Assumed Jurisdiction	0	0											
Certified for Compulsory Arbitration	0	0											
Materialized into Actual Strike/Lockout	0	0											
Subsumed/Consolidated to AJ/CCA	0	0											
Others	0	0											
Pending, end of period	29	29											
Disposition Rate	17%	17%											
Settlement Rate	17%	17%											
Duration to Settle	92	92											

Data Source: National Conciliation and Mediation Board

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

As of January 31, 2022

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	29	8	1	2	0	4	6	0	0	1	0	0	0	0	3	2	2
New Notices of Strike/Lockout filed	6	6	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Cases Handled	35	14	1	2	0	4	6	0	0	1	0	0	0	0	3	2	2
Workers involved in notices of strikes/ lockouts filed during the period	1,226	1,226	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Cases Disposed	6	2	1	0	0	0	1	0	0	0	0	0	0	0	2	0	0
Settled	6	2	1	0	0	0	1	0	0	0	0	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/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	29	12	0	2	0	4	5	0	0	1	0	0	0	0	1	2	2
Disposition Rate	17%	14%	100%	0%	0%	0%	17%	0%	0%	0%	0%	0%	0%	0%	67%	0%	0%
Settlement Rate	17%	14%	100%	0%	0%	0%	17%	0%	0%	0%	0%	0%	0%	0%	67%	0%	0%
Duration to Settle	92	205	31	0	0	0	32	0	0	0	0	0	0	0	40	0	0

Data Source: National Conciliation and Mediation Board

Table 8. Statistics on Preventive Mediation by Month, Philippines: 2021 and 2022

As of January 31 2022

Month	Preventive Mediation Cases Filed		Cases Disposed		Pending at the End of the Period		Workers Involved	
	2021	2022	2021	2022	2021	2022	2021	2022
TOTAL (YTD)	40	32	18	23	57	43	7,679	3,502
January	40	32	18	23	57	43	7,679	3,502
February	43		38		62		9,411	
March	39		47		54		6,053	
April	34		34		54		9,831	
May	31		37		46		6,758	
June	47		39		54		11,642	
July	40		36		57		9,778	
August	15		31		41		3,083	
September	32		26		47		11,776	
October	43		37		53		5,089	
November	33		41		45		8,392	
December	19		33		31		7,531	
TOTAL	416		417				97,023	
Pending Beginning (2021)				35				
Pending Beginning (2022)				34				

Table 9. Preventive Mediation Cases Handled, By Manner of Disposition and Month: Philippines

As of January 31 2022

Indicator	Total	JAN	FEB	MAR	APR	MAY	JUNE	JULY	AUG	SEPT	OCT	NOV	DEC
Pending, beginning of period	34	34											
Original Preventive Mediation Cases Filed	32	32											
Cases Treated as PM	0	0											
Total Cases Handled	66	66											
Workers involved in PM cases filed during the period	3,502	3,502											
Cases Disposed	23	23											
Settled	22	22											
Assumed Jurisdiction	0	0											
Certified for Compulsory Arbitration	0	0											
Materialized into Actual Strike/Lockout	0	0											
Materialized into Notice of Strike/Lockout	0	0											
Subsumed/Consolidated to AJ/CCA	0	0											
Others	1	1											
Pending, end of period	43	43											
Disposition Rate	35%	35%											
Settlement Rate	33%	33%											
Duration to Settle	31	31											

Data Source: National Conciliation and Mediation Board

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

As of January 31 2022

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	34	17	0	0	0	7	7	0	0	0	0	0	0	3	0	0	0
Original Preventive Mediation Cases Filed	32	13	0	1	0	5	6	0	0	1	0	1	0	1	2	2	0
Cases Treated as PM	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Cases Handled	66	30	0	1	0	12	13	0	0	1	0	1	0	4	2	2	0
Workers involved in PM cases filed during the period	3,502	1,139	0	2	0	737	836	0	0	1	0	106	0	16	491	174	0
Cases Disposed	23	8	0	1	0	5	4	0	0	0	0	0	0	2	2	1	0
Settled	22	8	0	1	0	5	3	0	0	0	0	0	0	2	2	1	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
Materialized into Notice of 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	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0
Pending, end of period	43	22	0	0	0	7	9	0	0	1	0	1	0	2	0	1	0
Disposition Rate	35%	27%	0%	100%	0%	42%	31%	0%	0%	0%	0%	0%	0%	50%	100%	50%	0%
Settlement Rate	33%	27%	0%	100%	0%	42%	23%	0%	0%	0%	0%	0%	0%	50%	100%	50%	0%
Duration to Settle	31	38	0	5	0	33	41	0	0	0	0	0	0	32	11	6	0

Data Source: National Conciliation and Mediation Board