



Alternative Dispute Resolution Updates

Preliminary

As of 28 February 2023

This ADR Update records in brief the collective accomplishments of NCMB as of February 2023.

I. PREVENTIVE MEDIATION (PM)

- 13 cases pending at the beginning of the year
- 82 new cases have been filed since the start of the year (38 new cases filed in February)
- 95 total cases handled as of 28 February 2023
- Disposition rate: 62% (59 of the 95 total cases handled)
 - 51 cases disposed within the process cycle time (PCT = 35 days)
 - 8 cases disposed beyond PCT
- Settlement rate: 53% (50 of the 95 total cases handled)
- Average duration to settle: 21 days
- 36 cases pending by the end of February 2023
 - 32 pending cases are 35 days old or younger
 - 4 pending cases are older than the PCT
- Monetary benefits: Php33,191,768 benefitting 145 workers

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

- 25 cases pending at the beginning of the year
- 29 new cases have been filed since the start of the year (16 new cases filed in February)
- 54 total cases handled as of 28 February 2023
- Disposition rate: 44% (24 of the 54 total cases handled)
 - 19 cases disposed within the process cycle time (PCT = 60 days)
 - 5 cases disposed beyond PCT
- Settlement rate: 39% (21 of the 54 total cases handled)
- Average duration to settle: 143 days
- 30 cases pending as of 28 February 2023
 - 20 pending cases are 60 days old or younger
 - 10 pending cases are older than the PCT
- Monetary benefits: Php373,187,824 benefitting 2,007 workers

III. ACTUAL STRIKES/LOCKOUTS (AS/L)

- No pending case at the beginning of the year
- One (1) work stoppage has been monitored in February 2023
- One (1) case handled as of 28 February 2023

REGION	DOCKET NUMBER	DECLARED	STATUS	DATE DISPOSED	ISSUES INVOLVED	SPECIFIC ISSUE
RCMB NCR	QC-AS-02-0001-2023	02/27/2023	Pending – Strike		ULPBD	Discrimination against/harassment of union members/union busting, Illegal Deductions, Christmas Bonus/Signing Bonus, Leave Credits, Welfare Benefits, Check-off Provisions

- One (1) case remains pending and subject of conciliation-mediation service as of 28 February 2023
 - The lone pending case is within the PCT
- Total man-days lost: 86

GOVERNMENT INTERVENTION IN LABOR DISPUTES (Comparative 2022–2023)

Particulars	2022 (February)				2023 (YTD)			
	No. Cases Handled	AJ	CCA	Total AJ & CCA	No. Cases Handled	AJ	CCA	Total AJ & CCA
Actual Strikes/ Lockouts	2	0	0	0	1	0	0	0
Notices of Strike/ Lockout	47	1	0	1	54	2	0	2
Preventive Mediation	99	0	0	0	95	0	0	0
Total	148	1	0	1	150	2	0	2
% of AJ/CCA to TCH		0.68%	0.00%	0.68%		1.33%	0.00%	1.33%

ISSUES INVOLVED IN NEWLY DECLARED/FILED LABOR DISPUTES (January 1 – February 28, 2023)

Cases Type	Total Cases	Unfair Labor Practice (ULP)	Bargaining Deadlock (BD)	Raised Both Issues ULP/BD
Actual Strike/Lockout	1	0	0	1
Notices of Strike/Lockout	29	22	7	0
Preventive Mediation	82	68	12	2
Total Cases	112	90	19	3

IV. SINGLE ENTRY APPROACH (SEnA)

- 107 Requests for Assistance (RFAs) pending at the beginning of the year
- 567 new RFAs have been filed since the start of the year (217 new RFAs filed in February)
- 674 total RFAs handled as of 28 February 2023
- Disposition rate: 73% (492 of the 674 total RFAs handled)
 - 489 RFAs disposed within the process cycle time (PCT = 30+15 days)
 - 3 RFAs disposed beyond the PCT
- Settlement rate: 49% (329 of the 674 total RFAs handled)
 - 327 RFAs settled within the process cycle time (PCT = 30 days +15 days)

- 2 RFA settled beyond the process cycle time
- Average duration to settle: 8 days
- 182 pending RFAs as of 28 February 2023
 - 157 RFAs pending within the process cycle time (PCT = 30 days)
 - 25 RFAs pending beyond the process cycle time
- Monetary benefits: Php40,752,628 benefitting 670 workers

**No. of RFAs Filed, Settled, Monetary Benefits and Workers Benefitted:
Philippines 2018-2023**

Year	No. of RFAs Received	No. of RFAs Settled	Monetary Benefits (in thousands)	Workers Benefitted
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	3,436	2,214	215,369,283	3,300
2022	3,126	2,107	315,178,273	3,292
2023 (YTD)	567	329	40,752,628	670
Total	21,692	14,272	1,119,869,337	20,900

V. VOLUNTARY ARBITRATION (VA)

- 527 cases pending at the beginning of the year
- 147 new VA cases have been submitted since the start of the year (32 new VA cases filed in February)
- 674 cases handled as of 28 February 2023
- 19% disposition rate (125 of the 674 total cases handled)
 - 67 cases disposed within the process cycle time (PCT = 90 days)
 - 58 cases disposed beyond PCT
- Average duration to decide:
 - 173 days from the date of acceptance by the arbitrator
 - 27 days from submission for resolution
- 549 cases pending as of 28 February 2023
- Monetary benefits: Php 378,146,736 benefitting 107 workers

**No. of VA Cases Handled, Monetary Benefits and Workers Benefitted:
Philippines 2018-2023**

Year	No. new of VA Submitted	Monetary Benefits	Workers Benefitted
2018	545	1,431,597,325	831
2019	609	1,447,543,071	473
2020	859	2,337,822,029	859
2021	1,299	3,256,125,810	1,593
2022	1,564	3,991,462,466	1,566
2023 (YTD)	147	378,146,736	107
Total	5,023	12,842,697,437	5,429

VI. WORKPLACE RELATIONS ENHANCEMENT

- 49 LMCs have been facilitated as of February 2023 (7 in organized company and 42 in unorganized companies)
- 245 LMCs enhanced (91 in organized companies and 154 in unorganized companies)
- 596 companies reached through promotional/pre-facilitation activities as of February 2023
- 4,895 existing LMCs nationwide as of 28 February 2023 (1,618 in organized companies; 3,277 in unorganized establishments)
- 98.98% or 4,642 out of 4,690 companies with LMCs were not involved in AS/L, NS/L, PM cases during the period.

No. of Existing LMC, LMC Facilitated, and LMC Enhanced: Philippines 2018-2023(YTD)

Year	Existing LMCs	Companies with LMC	LMC Facilitated	LMC Enhanced
2018	3,591	3,412	402	1,679
2019	3,941	3,741	388	1,787
2020	4,335	4,120	415	1,870
2021	4,626	4,430	348	1,836
2022	4,857	4,650	310	2,168
2023 (YTD)	4,895	4,690	49	245

VII. CONVERGENCE PROGRAM WITH DOLE

- LMCs Enhanced through convergence programs as of February 2023:
 - 49 LMCs enhanced through convergence program with NWPC (productivity);
 - 19 LMC in OSHC and ECC on occupational safety and health; and
 - 52 LMCs with BWSC on family welfare program

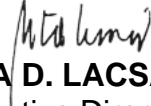
VIII. GRIEVANCE MACHINERY (GM)

- 48 GMs operationalized / institutionalized as of February 2023 (5 in organized and 43 in unorganized)
- 245 GMs enhanced (103 in organized and 142 in unorganized establishments)
- 5,055 existing/active GMs nationwide as of 28 February 2023 (1,912 in organized establishments; 3,143 in unorganized establishments)
- 99.37% or 4,699 out of 4,729 companies with GMs were not involved in AS/L, NS/L, PM cases during the period.

No. of Active GMs, GMs Institutionalized/Operationalized, and GMs Enhanced: Philippines 2018-2023(YTD)

Year	Active GMs	Companies with GM	GM Insti/Opera	GM Enhanced
2018	4,016	N/A	393	1,977
2019	4,225	4,032	380	1,827
2020	4,657	4,307	419	1,853
2021	4,800	4,455	348	1,843

2022	5,019	4,693	311	2,127
2023 (YTD)	5,055	4,729	48	245


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 Executive Director IV

09 March 2023

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

As of February 28 2023

Indicators	A. Actual Strikes/Lockouts (ASL)			B. Notices of Strikes/Lockouts (NSL)			C. Preventive Mediation Cases (PM)		
	2022	2023	% change	2022	2023	% change	2022	2023	% change
Pending, beginning of period	2	0		26	25		27	13	
New cases filed/declared	0	1	■ #DIV/0!	21	29	38%	72	81	
Cases treated as PM								1	
Total PM Cases Filed							72	82	14%
Total Cases Handled	2	1		47	54		99	95	
Workers involved in new cases	0	100	■ #DIV/0!	6,140	4,409	-28%	13,873	12,697	-8%
Mandays Lost	5,880	86	-99%						
Cases Disposed	1	0		17	24		51	59	
Settled	1	0		16	21		49	50	
Assumed Jurisdiction (AJ)	0	0		1	2		0	0	
Certified for Compulsory Arbitration (C)	0	0		0	0		0	0	
Materialized into Actual S/L (MAS)				0	1		0	0	
Materialized into Notice of S/L (MSN)	0	0					1	8	
Subsumed/Consolidated to AJ/OCA/N	0	0		0	0		0	0	
Dropped	0	0		0	0		0	0	
Others	0	0		0	0		1	1	
Disposition Rate (Work Normalization on AS/L)	50.0%	0.0%	-50%	36.2%	44.4%	8%	51.5%	62.1%	11%
Settlement Rate	50.0%	0.0%	-50%	34.0%	38.9%	5%	49.5%	52.6%	3%
Success Rate **	-	-		100.0%	98.1%	-2%	100.0%	100.0%	0%
Dispute Management Rate ***	100.0%	99.3%	0.7%	-			-		
Pending, end of period	1	1		30	30		48	36	

****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: 2022 and 2023

As of February 28 2023

Month	Actual Strikes/ Lockouts Declared		Cases Disposed		Pending at the End of the Period		Workers Involved		Mandays Lost	
	2022	2023	2022	2023	2022	2023	2022	2023	2022	2023
TOTAL (YTD)	0	1	1	0	1	1	0	100	5,880	86
January	0	0	0	0	2	0	0	0	3,500	0
February	0	1	1	0	1	1	0	100	2,380	86
March	2		1		2		38		2,602	
April	0		2		0		0		1,652	
May	0		0		0		0		0	
June	2		2		0		59		280	
July	0		0		0		0		0	
August	0		0		0		0		0	
September	0		0		0		0		0	
October	0		0		0		0		0	
November	2		2		0		525		5,075	
December	0		0		0		0		0	
TOTAL	6		8				622		15,489	
Pending Beginning (2022)				2						
Pending Beginning (2023)		0								

Data Source: National Conciliation and Mediation Board

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

As of February 28 2023

Indicator	Total	JAN	FEB	MAR	APR	MAY	JUNE	JULY	AUG	SEPT	OCT	NOV	DEC
Pending, beginning of period	0	0	0										
New Actual Strikes/Lockouts declared	1	0	1										
Total Cases Handled	1	0	1										
Workers involved in strikes/lockouts declared during the period	100	0	100										
Mandays Lost, to date	86	0	86										
Work Normalized	0	0	0										
Settled	0	0	0										
Assumed Jurisdiction	0	0	0										
Certified for Compulsory Arbitration	0	0	0										
Subsumed/Consolidated to AJ/CCA	0	0	0										
Others	0	0	0										
Dropped	0	0	0										
Pending, end of period	1	0	1										
Work Normalization Rate	0%		0%										
Settlement Rate	0%		0%										
Duration to Dispose	0	0	0										

Data Source: National Conciliation and Mediation Board

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

As of February 28 2023

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	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
New Actual Strikes/Lockouts declared	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Cases Handled	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Workers involved in strikes/lockouts declared during the period	100	100	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Mandays Lost, to date	86	86	0	0	0	0	0	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	1	0	0	0	0	0	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: 2022 and 2023

As of February 28 2023

Month	Notices of Strikes/Lockouts		Cases Disposed		Pending at the End of the Period		Workers Involved	
	2022	2023	2022	2023	2022	2023	2022	2023
TOTAL (YTD)	21	29	17	24	30	30	6,140	4,409
January	6	13	6	17	26	21	1,226	1,738
February	15	16	11	7	30	30	4,914	2,671
March	12		15		27		1,965	
April	11		9		29		3,602	
May	15		13		31		3,021	
June	8		12		27		1,798	
July	13		17		23		2,224	
August	18		13		28		4,684	
September	8		10		26		1,049	
October	13		6		33		1,890	
November	13		13		33		1,856	
December	4		12		25		1,276	
TOTAL	136		137				29,505	
Pending Beginning (2022)		26						
Pending Beginning (2023)		25						

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

As of February 28 2023

Indicator	Total	JAN	FEB	MAR	APR	MAY	JUNE	JULY	AUG	SEPT	OCT	NOV	DEC
Pending, beginning of period	25	25	21										
New Notices of Strike/Lockout filed	29	13	16										
Total Cases Handled	54	38	37										
Workers involved in notices of strikes/ lockouts filed during the period	4,409	1,738	2,671										
Cases Disposed	24	17	7										
Settled	21	15	6										
Assumed Jurisdiction	2	2	0										
Certified for Compulsory Arbitration	0	0	0										
Materialized into Actual Strike/Lockout	1	0	1										
Subsumed/Consolidated to AJ/CCA	0	0	0										
Others	0	0	0										
Pending, end of period	30	21	30										
Disposition Rate	44%	45%	19%										
Settlement Rate	39%	39%	16%										
Duration to Settle	143	53	335										

Data Source: National Conciliation and Mediation Board

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

As of February 28 2023

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	10	0	0	0	4	3	0	0	1	0	1	0	1	2	1	2
New Notices of Strike/Lockout filed	29	9	0	0	0	4	9	0	0	3	2	0	0	0	2	0	0
Total Cases Handled	54	19	0	0	0	8	12	0	0	4	2	1	0	1	4	1	2
Workers involved in notices of strikes/ lockouts filed during the period	4,409	1,146	0	0	0	444	1,709	0	0	449	565	0	0	0	96	0	0
Cases Disposed	24	12	0	0	0	2	4	0	0	2	1	0	0	1	2	0	0
Settled	21	10	0	0	0	1	4	0	0	2	1	0	0	1	2	0	0
Assumed Jurisdiction	2	1	0	0	0	1	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	1	1	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	30	7	0	0	0	6	8	0	0	2	1	1	0	0	2	1	2
Disposition Rate	44%	63%	0%	0%	0%	25%	33%	0%	0%	50%	50%	0%	0%	100%	50%	0%	0%
Settlement Rate	39%	53%	0%	0%	0%	13%	33%	0%	0%	50%	50%	0%	0%	100%	50%	0%	0%
Duration to Settle	143	234	0	0	0	38	27	0	0	69	13	0	0	14	17	0	0

Data Source: National Conciliation and Mediation Board

Table 8. Statistics on Preventive Mediation by Month, Philippines: 2022 and 2023

As of February 28 2023

Month	Preventive Mediation Cases Filed		Cases Disposed		Pending at the End of the Period		Workers Involved	
	2022	2023	2022	2023	2022	2023	2022	2023
<i>TOTAL (YTD)</i>	72	82	51	59	48	36	13,873	12,697
January	32	44	23	18	36	39	3,502	5,854
February	40	38	28	41	48	36	10,371	6,843
March	33		39		42		7,110	
April	26		31		37		7,157	
May	34		34		37		10,982	
June	27		27		37		4,040	
July	38		39		36		12,973	
August	31		31		36		4,460	
September	27		29		34		6,300	
October	32		34		32		11,765	
November	26		31		27		6,559	
December	17		31		13		2,354	
TOTAL	363		377				87,573	
Pending Beginning (2022)		27						
Pending Beginning (2023)		13						

Data Source: National Conciliation and Mediation Board

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

As of February 28 2023

Indicator	Total	JAN	FEB	MAR	APR	MAY	JUNE	JULY	AUG	SEPT	OCT	NOV	DEC
Pending, beginning of period	13	13	39										
Original Preventive Mediation Cases Filed	81	43	38										
Cases Treated as PM	1	1	0										
Total Cases Handled	95	57	77										
Workers involved in PM cases filed during the period	12,697	5,854	6,843										
Cases Disposed	59	18	41										
Settled	50	16	34										
Assumed Jurisdiction	0	0	0										
Certified for Compulsory Arbitration	0	0	0										
Materialized into Actual Strike/Lockout	0	0	0										
Materialized into Notice of Strike/Lockout	8	2	6										
Subsumed/Consolidated to AJ/CCA	0	0	0										
Others	1	0	1										
Pending, end of period	36	39	36										
Disposition Rate	62%	32%	53%										
Settlement Rate	53%	28%	44%										
Duration to Settle	21	17	22										

Data Source: National Conciliation and Mediation Board

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

As of February 28 2023

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	13	7	0	0	0	1	3	0	0	0	0	0	0	1	0	1	0
Original Preventive Mediation Cases Filed	81	29	0	1	1	16	18	0	0	2	1	0	0	3	6	4	0
Cases Treated as PM	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Cases Handled	95	37	0	1	1	17	21	0	0	2	1	0	0	4	6	5	0
Workers involved in PM cases filed during the period	12,697	4,212	0	3	600	1,578	3,155	0	0	807	1,279	0	0	367	413	283	0
Cases Disposed	59	22	0	1	0	12	14	0	0	2	1	0	0	2	2	3	0
Settled	50	19	0	1	0	9	11	0	0	2	1	0	0	2	2	3	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	8	3	0	0	0	3	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	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0
Pending, end of period	36	15	0	0	1	5	7	0	0	0	0	0	0	2	4	2	0
Disposition Rate	62%	59%	0%	100%	0%	71%	67%	0%	0%	100%	100%	0%	0%	50%	33%	60%	0%
Settlement Rate	53%	51%	0%	100%	0%	53%	52%	0%	0%	100%	100%	0%	0%	50%	33%	60%	0%
Duration to Settle	21	22	0	24	0	16	23	0	0	3	16	0	0	42	9	24	0

Data Source: National Conciliation and Mediation Board