



Alternative *Dispute Resolution* Updates

Preliminary

As of 30 April 2023

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

I. PREVENTIVE MEDIATION (PM)

- 13 cases pending at the beginning of the year
- 134 new cases have been filed since the start of the year (18 new cases filed in April)
- 147 total cases handled as of 30 April 2023
- Disposition rate: 80% (117 of the 147 total cases handled)
 - 101 cases disposed within the process cycle time (PCT = 35 days)
 - 16 cases disposed beyond PCT
- Settlement rate: 72% (106 of the 147 total cases handled)
- Average duration to settle: 22 days
- 30 cases pending by the end of April 2023
 - 21 pending cases are 35 days old or younger
 - 9 pending cases are older than the PCT
- Monetary benefits: Php108,638,968 benefitting 1,514 workers

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

- 25 cases pending at the beginning of the year
- 48 new cases have been filed since the start of the year (6 new cases filed in April)
- 73 total cases handled as of 30 April 2023
- Disposition rate: 64% (47 of the 73 total cases handled)
 - 39 cases disposed within the process cycle time (PCT = 60 days)
 - 8 cases disposed beyond PCT
- Settlement rate: 59% (43 of the 73 total cases handled)
- Average duration to settle: 212 days
- 26 cases pending as of 30 April 2023
 - 13 pending cases are 60 days old or younger
 - 13 pending cases are older than the PCT
- Monetary benefits: Php707,990,205 benefitting 5,270 workers

III. ACTUAL STRIKES/LOCKOUTS (AS/L)

- No pending case at the beginning of the year
- One (1) work stoppage has been monitored since the start of the year (No work stoppages have been monitored in April 2023)
- One (1) case handled as of 30 April 2023

REGION	DOCKET NUMBER	DECLARED	STATUS	DATE DISPOSED	ISSUES INVOLVED	SPECIFIC ISSUE
RCMB NCR	QC-AS-02-0001-2023	02/27/2023	Settled Amicably	03/14/2023	ULPBD	Discrimination against/harassment of union members/union busting, Illegal Deductions, Christmas Bonus/Signing Bonus, Leave Credits, Welfare Benefits, Check-off Provisions

- The lone work stoppage has been disposed of within the process cycle time (PCT = 40 days)
- Total man-days lost: 1,204

GOVERNMENT INTERVENTION IN LABOR DISPUTES (Comparative 2022–2023)

Particulars	2022 (April)				2023 (YTD)			
	No. Cases Handled	AJ	CCA	Total AJ & CCA	No. Cases Handled	AJ	CCA	Total AJ & CCA
Actual Strikes/ Lockouts	4	0	1	1	1	0	0	0
Notices of Strike/ Lockout	70	3	0	3	73	3	0	3
Preventive Mediation	158	0	0	0	147	0	0	0
Total	232	3	1	4	221	3	0	3
% of AJ/CCA to TCH		1.29%	0.43%	1.72%		1.36%	0.00%	1.36%

ISSUES INVOLVED IN NEWLY DECLARED/FILED LABOR DISPUTES (January 1 – April 30, 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	48	32	14	2
Preventive Mediation	134	112	16	6
Total Cases	183	144	30	9

IV. SINGLE ENTRY APPROACH (SEnA)

- 107 Requests for Assistance (RFAs) pending at the beginning of the year
- 1,086 new RFAs have been filed since the start of the year (172 new RFAs filed in April)
- 1,193 total RFAs handled as of 30 April 2023
- Disposition rate: 86% (1,024 of the 1,193 total RFAs handled)
 - 1,017 RFAs disposed within the process cycle time (PCT = 30+15 days)
 - 7 RFAs disposed beyond the PCT
- Settlement rate: 60% (715 of the 1,193 total RFAs handled)

- 711 RFAs settled within the process cycle time (PCT = 30 days +15 days)
- 4 RFA settled beyond the process cycle time
- Average duration to settle: 8 days
- 169 pending RFAs as of 30 April 2023
 - 118 RFAs pending within the process cycle time (PCT = 30 days)
 - 51 RFAs pending beyond the process cycle time
- Monetary benefits: Php85,316,187 benefitting 1,347 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)	1,086	715	85,316,187	1,347
Total	22,211	14,658	1,164,432,896	21,577

V. VOLUNTARY ARBITRATION (VA)

- 527 cases pending at the beginning of the year
- 206 new VA cases have been submitted since the start of the year (2 new VA cases filed in April)
- 733 cases handled as of 30 April 2023
- 25% disposition rate (181 of the 733 total cases handled)
 - 86 cases disposed within the process cycle time (PCT = 90 days)
 - 95 cases disposed beyond PCT
- Average duration to decide:
 - 206 days from the date of acceptance by the arbitrator
 - 37 days from submission for resolution
- 552 cases pending as of 30 April 2023
- Monetary benefits: Php 519,028,495 benefitting 215 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)	206	519,028,495	215
Total	5,082	12,983,579,196	5,537

VI. *WORKPLACE RELATIONS ENHANCEMENT*

- 113 LMCs have been facilitated as of April 2023 (13 in organized company and 100 in unorganized companies)
- 838 LMCs enhanced (296 in organized companies and 542 in unorganized companies)
- 677 companies reached through promotional/pre-facilitation activities as of April 2023
- 4,944 existing LMCs nationwide as of 30 April 2023 (1,618 in organized companies; 3,326 in unorganized establishments)
- 98.69% or 4,676 out of 4,738 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)	4,944	4,738	113	838

VII. *CONVERGENCE PROGRAM WITH DOLE*

- LMCs Enhanced through convergence programs as of April 2023:
 - 179 LMCs enhanced through convergence program with NWPC (productivity);
 - 74 LMC in OSHC and ECC on occupational safety and health; and
 - 141 LMCs with BWSC on family welfare program

VIII. *GRIEVANCE MACHINERY (GM)*

- 111 GMs operationalized / institutionalized as of April 2023 (10 in organized and 101 in unorganized)
- 849 GMs enhanced (346 in organized and 503 in unorganized establishments)
- 5,120 existing/active GMs nationwide as of 30 April 2023 (1,918 in organized establishments; 3,202 in unorganized establishments)
- 98.14% or 4,697 out of 4,786 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)	5,120	4,786	111	849


TERESITA E. AUDEA
 Officer-in-Charge

05 May 2023

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

As of April 30, 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	2	1	-50%	44	48	9%	131	130	
Cases treated as PM							4		
Total PM Cases Filed							131	134	2%
Total Cases Handled	4	1		70	73		158	147	
Workers involved in new cases	38	100	163%	11,707	6,618	-43%	28,140	23,982	-15%
Mandays Lost	10,134	1,204	-88%						
Cases Disposed	4	1		41	47		121	117	
Settled	3	1		35	43		115	106	
Assumed Jurisdiction (AJ)	0	0		3	3		0	0	
Certified for Compulsory Arbitration (C)	1	0		0	0		0	0	
Materialized into Actual S/L (MAS)				2	1		0	0	
Materialized into Notice of S/L (MSN)	0	0					5	10	
Subsumed/Consolidated to AJ/OCA/M	0	0		0	0		0	0	
Dropped	0	0		0	0		0	0	
Others	0	0		1	0		1	1	
Disposition Rate (Work Normalization on AS/L)	100.0%	100.0%	0%	58.6%	64.4%	6%	76.6%	79.6%	3%
Settlement Rate	75.0%	100.0%	25%	50.0%	58.9%	9%	72.8%	72.1%	-1%
Success Rate **	-	-		97.1%	98.6%	1%	100.0%	100.0%	0%
Dispute Management Rate ***	99.1%	99.5%	-0.4%	-			-		
Pending, end of period	0	0		29	26		37	30	

****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 April 30 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)	2	1	4	1	0	0	38	100	10,134	1,204
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	0	1	1	2	0	38	0	2,602	1,118
April	0	0	2	0	0	0	0	0	1,652	0
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 April 30 2023

Indicator	Total	JAN	FEB	MAR	APR	MAY	JUNE	JULY	AUG	SEPT	OCT	NOV	DEC
Pending, beginning of period	0	0	0	1	0								
New Actual Strikes/Lockouts declared	1	0	1	0	0								
Total Cases Handled	1	0	1	1	0								
Workers involved in strikes/lockouts declared during the period	100	0	100	0	0								
Mandays Lost, to date	1,204	0	86	1,118	0								
Work Normalized	1	0	0	1	0								
Settled	1	0	0	1	0								
Assumed Jurisdiction	0	0	0	0	0								
Certified for Compulsory Arbitration	0	0	0	0	0								
Subsumed/Consolidated to AJ/CCA	0	0	0	0	0								
Others	0	0	0	0	0								
Dropped	0	0	0	0	0								
Pending, end of period	0	0	1	0	0								
Work Normalization Rate	100%		0%	100%									
Settlement Rate	100%		0%	100%									
Duration to Dispose	13	0	0	13	0								

Data Source: National Conciliation and Mediation Board

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

As of April 30 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	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	1,204	1,204	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Work Normalized	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Settled	1	1	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	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Work Normalization Rate	100%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Settlement Rate	100%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Duration to Dispose	13	13	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 April 30 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)	44	48	41	47	29	26	11,707	6,618
January	6	13	6	17	26	21	1,226	1,738
February	15	16	11	7	30	30	4,914	2,671
March	12	13	15	17	27	26	1,965	1,722
April	11	6	9	6	29	26	3,602	487
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						

Data Source: National Conciliation and Mediation Board

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

As of April 30 2023

Indicator	Total	JAN	FEB	MAR	APR	MAY	JUNE	JULY	AUG	SEPT	OCT	NOV	DEC
Pending, beginning of period	25	25	21	30	26								
New Notices of Strike/Lockout filed	48	13	16	13	6								
Total Cases Handled	73	38	37	43	32								
Workers involved in notices of strikes/ lockouts filed during the period	6,618	1,738	2,671	1,722	487								
Cases Disposed	47	17	7	17	6								
Settled	43	15	6	16	6								
Assumed Jurisdiction	3	2	0	1	0								
Certified for Compulsory Arbitration	0	0	0	0	0								
Materialized into Actual Strike/Lockout	1	0	1	0	0								
Subsumed/Consolidated to AJ/CCA	0	0	0	0	0								
Others	0	0	0	0	0								
Pending, end of period	26	21	30	26	26								
Disposition Rate	64%	45%	19%	40%	19%								
Settlement Rate	59%	39%	16%	37%	19%								
Duration to Settle	212	53	335	376	30								

Data Source: National Conciliation and Mediation Board

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

As of April 30 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	48	15	0	0	0	6	16	0	0	4	2	0	0	1	3	0	1
Total Cases Handled	73	25	0	0	0	10	19	0	0	5	2	1	0	2	5	1	3
Workers involved in notices of strikes/ lockouts filed during the period	6,618	1,504	0	0	0	774	2,954	0	0	521	565	0	0	132	125	0	43
Cases Disposed	47	19	0	0	0	5	9	0	0	5	2	0	0	2	3	0	2
Settled	43	17	0	0	0	4	9	0	0	5	1	0	0	2	3	0	2
Assumed Jurisdiction	3	1	0	0	0	1	0	0	0	0	1	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	26	6	0	0	0	5	10	0	0	0	0	1	0	0	2	1	1
Disposition Rate	64%	76%	0%	0%	0%	50%	47%	0%	0%	100%	100%	0%	0%	100%	60%	0%	67%
Settlement Rate	59%	68%	0%	0%	0%	40%	47%	0%	0%	100%	50%	0%	0%	100%	60%	0%	67%
Duration to Settle	212	159	0	0	0	100	20	0	0	41	33	0	0	17	42	0	2648

Data Source: National Conciliation and Mediation Board

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

As of April 30 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>	131	134	121	117	37	30	28,140	23,982
January	32	44	23	18	36	39	3,502	5,854
February	40	38	28	41	48	36	10,371	6,843
March	33	34	39	44	42	26	7,110	5,179
April	26	18	31	14	37	30	7,157	6,106
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 April 30 2023

Indicator	Total	JAN	FEB	MAR	APR	MAY	JUNE	JULY	AUG	SEPT	OCT	NOV	DEC
Pending, beginning of period	13	13	39	36	26								
Original Preventive Mediation Cases Filed	130	43	38	33	16								
Cases Treated as PM	4	1	0	1	2								
Total Cases Handled	147	57	77	70	44								
Workers involved in PM cases filed during the period	23,982	5,854	6,843	5,179	6,106								
Cases Disposed	117	18	41	44	14								
Settled	106	16	34	42	14								
Assumed Jurisdiction	0	0	0	0	0								
Certified for Compulsory Arbitration	0	0	0	0	0								
Materialized into Actual Strike/Lockout	0	0	0	0	0								
Materialized into Notice of Strike/Lockout	10	2	6	2	0								
Subsumed/Consolidated to AJ/CCA	0	0	0	0	0								
Others	1	0	1	0	0								
Pending, end of period	30	39	36	26	30								
Disposition Rate	80%	32%	53%	63%	32%								
Settlement Rate	72%	28%	44%	60%	32%								
Duration to Settle	22	17	22	21	27								

Data Source: National Conciliation and Mediation Board

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

As of April 30 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	130	51	0	2	1	24	30	0	0	5	2	0	0	4	6	4	1
Cases Treated as PM	4	3	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0
Total Cases Handled	147	61	0	2	1	25	34	0	0	5	2	0	0	5	6	5	1
Workers involved in PM cases filed during the period	23,982	10,235	0	41	600	2,159	5,740	0	0	882	1,449	0	0	2,142	413	283	38
Cases Disposed	117	48	0	1	1	20	26	0	0	5	1	0	0	4	6	4	1
Settled	106	45	0	1	1	17	21	0	0	5	1	0	0	4	6	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	10	3	0	0	0	3	4	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	30	13	0	1	0	5	8	0	0	0	1	0	0	1	0	1	0
Disposition Rate	80%	79%	0%	50%	100%	80%	76%	0%	0%	100%	50%	0%	0%	80%	100%	80%	100%
Settlement Rate	72%	74%	0%	50%	100%	68%	62%	0%	0%	100%	50%	0%	0%	80%	100%	80%	100%
Duration to Settle	22	25	0	24	47	18	20	0	0	10	16	0	0	31	16	26	2

Data Source: National Conciliation and Mediation Board