



Alternative Dispute Resolution Updates

Preliminary

As of 31 May 2023

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

I. PREVENTIVE MEDIATION (PM)

- 13 cases pending at the beginning of the year
- 173 new cases have been filed since the start of the year (39 new cases filed in May)
- 186 total cases handled as of 31 May 2023
- Disposition rate: 78% (146 of the 186 total cases handled)
 - 122 cases disposed of within the process cycle time (PCT = 35 days)
 - 24 cases disposed of beyond PCT
- Settlement rate: 72% (134 of the 186 total cases handled)
- Average duration to settle: 23 days
- 40 cases pending by the end of May 2023
 - 34 pending cases are 35 days old or younger
 - 6 pending cases are older than the PCT
- Monetary benefits: Php121,643,029 benefitting 1,693 workers

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

- 25 cases pending at the beginning of the year
- 56 new cases have been filed since the start of the year (8 new cases filed in May)
- 81 total cases handled as of 31 May 2023
- Disposition rate: 69% (56 of the 81 total cases handled)
 - 47 cases disposed of within the process cycle time (PCT = 60 days)
 - 9 cases disposed of beyond PCT
- Settlement rate: 64% (52 of the 81 total cases handled)
- Average duration to settle: 198 days
- 25 cases pending as of 31 May 2023
 - 12 pending cases are 60 days old or younger
 - 13 pending cases are older than the PCT
- Monetary benefits: Php712,391,685 benefitting 5,313 workers

III. ACTUAL STRIKES/LOCKOUTS (AS/L)

- No pending case at the beginning of the year
- One (1) work stoppage was monitored in February 2023. (No work stoppages have been monitored in May 2023)
- One (1) case handled as of 31 May 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 (May) | | | | 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 | 85 | 2 | 0 | 2 | 81 | 3 | 0 | 3 |
| Preventive Mediation | 192 | 0 | 0 | 0 | 186 | 0 | 0 | 0 |
| Total | 281 | 2 | 1 | 3 | 268 | 3 | 0 | 3 |
| % of AJ/CCA to TCH | | 0.71% | 0.36% | 1.07% | | 1.12% | 0.00% | 1.12% |

ISSUES INVOLVED IN NEWLY DECLARED/FILED LABOR DISPUTES (January 1 – May 31, 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 | 56 | 39 | 15 | 2 |
| Preventive Mediation | 173 | 147 | 20 | 6 |
| Total Cases | 230 | 186 | 35 | 9 |

IV. SINGLE ENTRY APPROACH (SEnA)

- 107 Requests for Assistance (RFAs) pending at the beginning of the year
- 1,396 new RFAs have been filed since the start of the year (268 new RFAs filed in May)
- 1,503 total RFAs handled as of 31 May 2023
- Disposition rate: 89% (1,344 of the 1,503 total RFAs handled)
 - 1,332 RFAs disposed within the process cycle time (PCT = 30+15 days)
 - 12 RFAs disposed beyond the PCT
- Settlement rate: 63% (945 of the 1,503 total RFAs handled)

- 939 RFAs settled within the process cycle time (PCT = 30 days +15 days)
- 6 RFA settled beyond the process cycle time
- Average duration to settle: 8 days
- 159 pending RFAs as of 31 May 2023
 - 143 RFAs pending within the process cycle time (PCT = 30 days)
 - 16 RFAs pending beyond the process cycle time
- Monetary benefits: Php128,565,228 benefitting 1,657 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) | 1,396 | 945 | 128,565,228 | 1,657 |
| Total | 22,521 | 14,888 | 1,207,681,937 | 21,887 |

V. VOLUNTARY ARBITRATION (VA)

- 533 cases pending at the beginning of the year
- 589 new VA cases have been submitted since the start of the year (73 new VA cases filed in May)
- 1,122 cases handled as of 31 May 2023
- 47% disposition rate (529 of the 1,122 total cases handled)
 - 350 cases disposed of within the process cycle time (PCT = 90 days)
 - 179 cases disposed of beyond PCT
- Average duration to decide:
 - 211 days from the date of acceptance by the arbitrator
 - 30 days from submission for resolution
- 593 cases pending as of 31 May 2023
- Monetary benefits: Php 1,591,152,313 benefitting 826 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 | 860 | 2,337,822,029 | 859 |
| 2021 | 1,300 | 3,256,125,810 | 1,593 |
| 2022 | 1,571 | 3,985,739,115 | 1,272 |
| 2023 (YTD) | 589 | 1,591,152,313 | 826 |
| Total | 5,474 | 14,049,979,663 | 5,854 |

VI. *WORKPLACE RELATIONS ENHANCEMENT*

- 163 LMCs have been facilitated as of May 2023 (22 in organized company and 141 in unorganized companies)
- 1,030 LMCs enhanced (361 in organized companies and 669 in unorganized companies)
- 799 companies reached through promotional/pre-facilitation activities as of May 2023
- 4,994 existing LMCs nationwide as of 31 May 2023 (1,627 in organized companies; 3,367 in unorganized establishments)
- 98.60% or 4,722 out of 4,789 companies with LMCs were not involved in AS/L, NS/L, PM cases during the period.

No. of Existing LMCs, LMCs Facilitated, and LMCs 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) | 4,994 | 4,789 | 163 | 1,030 |

VII. *CONVERGENCE PROGRAM WITH DOLE*

- LMCs Enhanced through convergence programs as of May 2023:
 - 279 LMCs enhanced through convergence program with NWPC (productivity);
 - 133 LMC in OSHC and ECC on occupational safety and health; and
 - 231 LMCs with BWSC on family welfare program

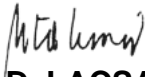
VIII. *GRIEVANCE MACHINERY (GM)*

- 182 GMs operationalized / institutionalized as of May 2023 (20 in organized and 162 in unorganized)
- 1,110 GMs enhanced (465 in organized and 645 in unorganized establishments)
- 5,188 existing/active GMs nationwide as of 31 May 2023 (1,928 in organized establishments; 3,260 in unorganized establishments)
- 97.75% or 4,740 out of 4,849 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) | 5,188 | 4,849 | 182 | 1,110 |


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 Executive Director IV

12 June 2023

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

As of May 31 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% | 59 | 56 | -5% | 165 | 168 | |
| Cases treated as PM | | | | | | | | 5 | |
| Total PM Cases Filed | | | | | | | 165 | 173 | 5% |
| Total Cases Handled | 4 | 1 | | 85 | 81 | | 192 | 186 | |
| Workers involved in new cases | 38 | 100 | 163% | 14,728 | 7,405 | -50% | 39,122 | 30,798 | -21% |
| Mandays Lost | 10,134 | 1,204 | -88% | | | | | | |
| Cases Disposed | 4 | 1 | | 54 | 56 | | 155 | 146 | |
| Settled | 3 | 1 | | 49 | 52 | | 146 | 134 | |
| Assumed Jurisdiction (AJ) | 0 | 0 | | 2 | 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 | | | | | 8 | 11 | |
| Subsumed/Consolidated to AJ/OCA/N | 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% | 63.5% | 69.1% | 6% | 80.7% | 78.5% | -2% |
| Settlement Rate | 75.0% | 100.0% | 25% | 57.6% | 64.2% | 7% | 76.0% | 72.0% | -4% |
| Success Rate ** | - | - | | 97.6% | 98.8% | 1% | 100.0% | 100.0% | 0% |
| Dispute Management Rate *** | 99.3% | 99.6% | -0.3% | - | | | - | | |
| Pending, end of period | 0 | 0 | | 31 | 25 | | 37 | 40 | |

****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 May 31 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 |
| <i>TOTAL (YTD)</i> | 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 | 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 May 31 2023

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

Data Source: National Conciliation and Mediation Board

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

As of May 31 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 May 31 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) | 59 | 56 | 54 | 56 | 31 | 25 | 14,728 | 7,405 |
| 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 | 8 | 13 | 9 | 31 | 25 | 3,021 | 787 |
| 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 May 31 2023

| Indicator | Total | JAN | FEB | MAR | APR | MAY | JUNE | JULY | AUG | SEPT | OCT | NOV | DEC |
|---|-----------|-----------|-----------|-----------|-----------|-----------|------|------|-----|------|-----|-----|-----|
| Pending, beginning of period | 25 | 25 | 21 | 30 | 26 | 26 | | | | | | | |
| New Notices of Strike/Lockout filed | 56 | 13 | 16 | 13 | 6 | 8 | | | | | | | |
| Total Cases Handled | 81 | 38 | 37 | 43 | 32 | 34 | | | | | | | |
| Workers involved in notices of strikes/ lockouts filed during the period | 7,405 | 1,738 | 2,671 | 1,722 | 487 | 787 | | | | | | | |
| Cases Disposed | 56 | 17 | 7 | 17 | 6 | 9 | | | | | | | |
| Settled | 52 | 15 | 6 | 16 | 6 | 9 | | | | | | | |
| Assumed Jurisdiction | 3 | 2 | 0 | 1 | 0 | 0 | | | | | | | |
| Certified for Compulsory Arbitration | 0 | 0 | 0 | 0 | 0 | 0 | | | | | | | |
| Materialized into Actual Strike/Lockout | 1 | 0 | 1 | 0 | 0 | 0 | | | | | | | |
| Subsumed/Consolidated to AJ/CCA | 0 | 0 | 0 | 0 | 0 | 0 | | | | | | | |
| Others | 0 | 0 | 0 | 0 | 0 | 0 | | | | | | | |
| Pending, end of period | 25 | 21 | 30 | 26 | 26 | 25 | | | | | | | |
| Disposition Rate | 69% | 45% | 19% | 40% | 19% | 26% | | | | | | | |
| Settlement Rate | 64% | 39% | 16% | 37% | 19% | 26% | | | | | | | |
| Duration to Settle | 198 | 53 | 335 | 376 | 30 | 127 | | | | | | | |

Data Source: National Conciliation and Mediation Board

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

As of May 31 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 | 25 | 10 | 0 | 0 | 0 | 4 | 3 | 0 | 0 | 1 | 0 | 1 | 0 | 1 | 2 | 1 | 2 |
| New Notices of Strike/Lockout filed | 56 | 19 | 0 | 0 | 0 | 8 | 18 | 0 | 0 | 4 | 2 | 0 | 0 | 1 | 3 | 0 | 1 |
| Total Cases Handled | 81 | 29 | 0 | 0 | 0 | 12 | 21 | 0 | 0 | 5 | 2 | 1 | 0 | 2 | 5 | 1 | 3 |
| Workers involved in notices of strikes/ lockouts filed during the period | 7,405 | 1,887 | 0 | 0 | 0 | 996 | 3,136 | 0 | 0 | 521 | 565 | 0 | 0 | 132 | 125 | 0 | 43 |
| Cases Disposed | 56 | 22 | 0 | 0 | 0 | 7 | 12 | 0 | 0 | 5 | 2 | 0 | 0 | 2 | 3 | 0 | 3 |
| Settled | 52 | 20 | 0 | 0 | 0 | 6 | 12 | 0 | 0 | 5 | 1 | 0 | 0 | 2 | 3 | 0 | 3 |
| 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 | 25 | 7 | 0 | 0 | 0 | 5 | 9 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 2 | 1 | 0 |
| Disposition Rate | 69% | 76% | 0% | 0% | 0% | 58% | 57% | 0% | 0% | 100% | 100% | 0% | 0% | 100% | 60% | 0% | 100% |
| Settlement Rate | 64% | 69% | 0% | 0% | 0% | 50% | 57% | 0% | 0% | 100% | 50% | 0% | 0% | 100% | 60% | 0% | 100% |
| Duration to Settle | 198 | 141 | 0 | 0 | 0 | 210 | 23 | 0 | 0 | 41 | 33 | 0 | 0 | 17 | 42 | 0 | 1767 |

Data Source: National Conciliation and Mediation Board

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

As of May 31 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 |
| TOTAL (YTD) | 165 | 173 | 155 | 146 | 37 | 40 | 39,122 | 30,798 |
| 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 | 39 | 34 | 29 | 37 | 40 | 10,982 | 6,816 |
| 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 May 31 2023

| Indicator | Total | JAN | FEB | MAR | APR | MAY | JUNE | JULY | AUG | SEPT | OCT | NOV | DEC |
|--|-----------|-----------|-----------|-----------|-----------|-----------|------|------|-----|------|-----|-----|-----|
| Pending, beginning of period | 13 | 13 | 39 | 36 | 26 | 30 | | | | | | | |
| Original Preventive Mediation Cases Filed | 168 | 43 | 38 | 33 | 16 | 38 | | | | | | | |
| Cases Treated as PM | 5 | 1 | 0 | 1 | 2 | 1 | | | | | | | |
| Total Cases Handled | 186 | 57 | 77 | 70 | 44 | 69 | | | | | | | |
| Workers involved in PM cases filed during the period | 30,798 | 5,854 | 6,843 | 5,179 | 6,106 | 6,816 | | | | | | | |
| Cases Disposed | 146 | 18 | 41 | 44 | 14 | 29 | | | | | | | |
| Settled | 134 | 16 | 34 | 42 | 14 | 28 | | | | | | | |
| Assumed Jurisdiction | 0 | 0 | 0 | 0 | 0 | 0 | | | | | | | |
| Certified for Compulsory Arbitration | 0 | 0 | 0 | 0 | 0 | 0 | | | | | | | |
| Materialized into Actual Strike/Lockout | 0 | 0 | 0 | 0 | 0 | 0 | | | | | | | |
| Materialized into Notice of Strike/Lockout | 11 | 2 | 6 | 2 | 0 | 1 | | | | | | | |
| Subsumed/Consolidated to AJ/CCA | 0 | 0 | 0 | 0 | 0 | 0 | | | | | | | |
| Others | 1 | 0 | 1 | 0 | 0 | 0 | | | | | | | |
| Pending, end of period | 40 | 39 | 36 | 26 | 30 | 40 | | | | | | | |
| Disposition Rate | 78% | 32% | 53% | 63% | 32% | 42% | | | | | | | |
| Settlement Rate | 72% | 28% | 44% | 60% | 32% | 41% | | | | | | | |
| Duration to Settle | 23 | 17 | 22 | 21 | 27 | 28 | | | | | | | |

Data Source: National Conciliation and Mediation Board

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

As of May 31 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 | 168 | 66 | 0 | 3 | 1 | 29 | 44 | 0 | 0 | 7 | 2 | 0 | 0 | 4 | 7 | 4 | 1 |
| Cases Treated as PM | 5 | 4 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total Cases Handled | 186 | 77 | 0 | 3 | 1 | 30 | 48 | 0 | 0 | 7 | 2 | 0 | 0 | 5 | 7 | 5 | 1 |
| Workers involved in PM cases filed during the period | 30,798 | 12,571 | 0 | 43 | 600 | 2,621 | 8,521 | 0 | 0 | 997 | 1,449 | 0 | 0 | 2,142 | 1,533 | 283 | 38 |
| Cases Disposed | 146 | 59 | 0 | 2 | 1 | 26 | 33 | 0 | 0 | 7 | 1 | 0 | 0 | 5 | 6 | 5 | 1 |
| Settled | 134 | 56 | 0 | 2 | 1 | 22 | 28 | 0 | 0 | 7 | 1 | 0 | 0 | 5 | 6 | 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 | 11 | 3 | 0 | 0 | 0 | 4 | 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 | 40 | 18 | 0 | 1 | 0 | 4 | 15 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 |
| Disposition Rate | 78% | 77% | 0% | 67% | 100% | 87% | 69% | 0% | 0% | 100% | 50% | 0% | 0% | 100% | 86% | 100% | 100% |
| Settlement Rate | 72% | 73% | 0% | 67% | 100% | 73% | 58% | 0% | 0% | 100% | 50% | 0% | 0% | 100% | 86% | 100% | 100% |
| Duration to Settle | 23 | 24 | 0 | 25 | 47 | 22 | 22 | 0 | 0 | 9 | 16 | 0 | 0 | 37 | 16 | 35 | 2 |

Data Source: National Conciliation and Mediation Board