



Alternative *Dispute Resolution* Updates

Preliminary

As of 31 January 2023

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

I. PREVENTIVE MEDIATION (PM)

- 13 cases pending at the beginning of the year
- 44 new cases were filed for the month of January 2023
- 57 total cases handled as of 31 January 2023
- Disposition rate: 32% (18 of the 57 total cases handled)
 - 17 cases disposed within the process cycle time (PCT = 35 days)
 - 1 case disposed beyond PCT
- Settlement rate: 28% (16 of the 57 total cases handled)
- Average duration to settle: 17 days
- 39 cases pending by the end of January 2023
 - 33 pending cases are 35 days old or younger
 - 6 pending cases are older than the PCT
- Monetary benefits: Php500,000 benefitting 55 workers

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

- 25 cases pending at the beginning of the year
- 13 new cases were filed for the month of January 2023
- 38 total cases handled as of 31 January 2023
- Disposition rate: 45% (17 of the 38 total cases handled)
 - 14 cases disposed within the process cycle time (PCT = 60 days)
 - 3 cases disposed beyond PCT
- Settlement rate: 39% (15 of the 38 total cases handled)
- Average duration to settle: 53 days
- 21 cases pending as of 31 January 2023
 - 10 pending cases are 60 days old or younger
 - 11 pending cases are older than the PCT
- Monetary benefits: Php261,129,473 benefitting 1,151 workers

III. ACTUAL STRIKES/LOCKOUTS (AS/L)

- No pending case at the beginning of the year
- No work stoppages have been monitored in January 2023
- No cases handled as of 31 January 2023
- Total man-days lost: 0

GOVERNMENT INTERVENTION IN LABOR DISPUTES
(Comparative 2022–2023)

Particulars	2022 (January)				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	0	0	0	0
Notices of Strike/ Lockout	32	0	0	0	38	2	0	2
Preventive Mediation	59	0	0	0	57	0	0	0
Total	93	0	0	0	95	2	0	2
% of AJ/CCA to TCH		0.00%	0.00%	0.00%		2.11%	0.00%	2.11%

ISSUES INVOLVED IN NEWLY DECLARED/FILED LABOR DISPUTES
(January 1 – January 31, 2023)

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	13	9	4	0
Preventive Mediation	44	38	6	0
Total Cases	57	47	10	0

IV. SINGLE ENTRY APPROACH (SEnA)

- 109 Requests for Assistance (RFAs) pending at the beginning of the year
- 318 new RFAs were filed for the month of January 2023
- 427 total RFAs handled as of 31 January 2023
- Disposition rate: 53% (227 of the 427 total RFAs handled)
 - 224 RFAs disposed within the process cycle time (PCT = 30+15 days)
 - 3 RFAs disposed beyond the PCT
- Settlement rate: 37% (159 of the 427 total RFAs handled)
 - 157 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
- 200 pending RFAs as of 31 January 2023
 - 188 RFAs pending within the process cycle time (PCT = 30 days)
 - 12 RFAs pending beyond the process cycle time
- Monetary benefits: Php19,012,879 benefitting 348 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	2,105	315,173,273	3,291
2023 (YTD)	318	159	19,012,879	348
Total	21,443	14,100	1,098,124,588	20,577

V. VOLUNTARY ARBITRATION (VA)

- 527 cases pending at the beginning of the year
- 115 new VA cases were submitted in January 2023
- 642 cases handled as of 31 January 2023
- 13% disposition rate (81 of the 642 total cases handled)
 - 64 cases disposed within the process cycle time (PCT = 90 days)
 - 17 cases disposed beyond PCT
- Average duration to decide:
 - 185 days from the date of acceptance by the arbitrator
 - 23 days from submission for resolution
- 561 cases pending as of 31 January 2023
- Monetary benefits: Php 251,286,147 benefitting 79 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)	115	251,286,147	79
Total	4,991	12,715,836,848	5,401

VI. WORKPLACE RELATIONS ENHANCEMENT

- 19 LMCs have been facilitated in January 2023 (4 in organized company and 15 in unorganized companies)
- 118 LMCs enhanced (47 in organized companies and 71 in unorganized companies)
- 266 companies reached through promotional/pre-facilitation activities as of January 2023
- 4,872 existing LMCs nationwide as of 31 January 2023 (1,614 in organized companies; 3,258 in unorganized establishments)

- 99.40% or 4,654 out of 4,682 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)	4,872	4,682	19	118

VII. CONVERGENCE PROGRAM WITH DOLE


- LMCs Enhanced through convergence programs as of January 2023:
 - 25 LMCs enhanced through convergence program with NWPC (productivity);
 - 0 LMC in OSHC and ECC on occupational safety and health;
 - 39 LMCs with BWSC on family welfare program

VIII. GRIEVANCE MACHINERY (GM)

- 18 GMs operationalized / institutionalized in January 2023 (4 in organized and 14 in unorganized)
- 114 GMs enhanced (47 in organized and 67 in unorganized establishments)
- 5,032 existing/active GMs nationwide as of 31 January 2023 (1,911 in organized establishments; 3,121 in unorganized establishments)
- 99.36% or 4,673 out of 4,706 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)	5,032	4,706	18	114


MARIA TERESITA D. LACSAMANA-CANCIO
 Executive Director IV

10 February 2023

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

As of January 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	0	0	█ #DIV/0!	6	13	117%	32	43	
Cases treated as PM								1	
Total PM Cases Filed							32	44	38%
Total Cases Handled	2	0		32	38		59	57	
Workers involved in new cases	0	0	█ #DIV/0!	1,226	1,738	42%	3,502	5,854	67%
Mandays Lost	3,500	0	-100%						
Cases Disposed	0	0		6	17		23	18	
Settled	0	0		6	15		22	16	
Assumed Jurisdiction (AJ)	0	0		0	2		0	0	
Certified for Compulsory Arbitration (C)	0	0		0	0		0	0	
Materialized into Actual S/L (MAS)				0	0		0	0	
Materialized into Notice of S/L (MSN)	0	0					0	2	
Subsumed/Consolidated to AJ/CCA/N	0	0		0	0		0	0	
Dropped	0	0		0	0		0	0	
Others	0	0		0	0		1	0	
Disposition Rate (Work Normalization on AS/L)	0.0%	█ #DIV/0!	█ #DIV/0!	18.8%	44.7%	26%	39.0%	31.6%	-7%
Settlement Rate	0.0%	█ #DIV/0!	█ #DIV/0!	18.8%	39.5%	21%	37.3%	28.1%	-9%
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	2	0		26	21		36	39	

****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 January 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
TOTAL (YTD)	0	0	0	0	2	0	0	0	3,500	0
January	0	0	0	0	2	0	0	0	3,500	0
February	0		1		1		0		2,380	
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 January 31 2023

Indicator	Total	JAN	FEB	MAR	APR	MAY	JUNE	JULY	AUG	SEPT	OCT	NOV	DEC
Pending, beginning of period	0	0											
New Actual Strikes/Lockouts declared	0	0											
Total Cases Handled	0	0											
Workers involved in strikes/lockouts declared during the period	0	0											
Mandays Lost, to date	0	0											
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	0	0											
Work Normalization Rate	0%												
Settlement Rate	0%												
Duration to Dispose	0	0											

Data Source: National Conciliation and Mediation Board

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

As of January 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	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Cases Handled	0	0	0	0	0	0	0	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	0	0	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	0	0	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 January 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)	6	13	6	17	26	21	1,226	1,738
January	6	13	6	17	26	21	1,226	1,738
February	15		11		30		4,914	
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 January 31 2023

Indicator	Total	JAN	FEB	MAR	APR	MAY	JUNE	JULY	AUG	SEPT	OCT	NOV	DEC
Pending, beginning of period	25	25											
New Notices of Strike/Lockout filed	13	13											
Total Cases Handled	38	38											
Workers involved in notices of strikes/ lockouts filed during the period	1,738	1,738											
Cases Disposed	17	17											
Settled	15	15											
Assumed Jurisdiction	2	2											
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	21	21											
Disposition Rate	45%	45%											
Settlement Rate	39%	39%											
Duration to Settle	53	53											

Data Source: National Conciliation and Mediation Board

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

As of January 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	25	10	0	0	0	4	3	0	0	1	0	1	0	1	2	1	2
New Notices of Strike/Lockout filed	13	5	0	0	0	0	5	0	0	1	1	0	0	0	1	0	0
Total Cases Handled	38	15	0	0	0	4	8	0	0	2	1	1	0	1	3	1	2
Workers involved in notices of strikes/ lockouts filed during the period	1,738	446	0	0	0	0	990	0	0	207	42	0	0	0	53	0	0
Cases Disposed	17	9	0	0	0	2	3	0	0	1	0	0	0	1	1	0	0
Settled	15	8	0	0	0	1	3	0	0	1	0	0	0	1	1	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	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	21	6	0	0	0	2	5	0	0	1	1	1	0	0	2	1	2
Disposition Rate	45%	60%	0%	0%	0%	50%	38%	0%	0%	50%	0%	0%	0%	100%	33%	0%	0%
Settlement Rate	39%	53%	0%	0%	0%	25%	38%	0%	0%	50%	0%	0%	0%	100%	33%	0%	0%
Duration to Settle	53	72	0	0	0	38	27	0	0	2	0	0	0	14	21	0	0

Data Source: National Conciliation and Mediation Board

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

As of January 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)	32	44	23	18	36	39	3,502	5,854
January	32	44	23	18	36	39	3,502	5,854
February	40		28		48		10,371	
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						

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

As of January 31 2023

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

Data Source: National Conciliation and Mediation Board

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

As of January 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	13	7	0	0	0	1	3	0	0	0	0	0	0	1	0	1	0
Original Preventive Mediation Cases Filed	43	16	0	1	0	10	10	0	0	0	1	0	0	1	2	2	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	57	24	0	1	0	11	13	0	0	0	1	0	0	2	2	3	0
Workers involved in PM cases filed during the period	5,854	2,248	0	3	0	966	929	0	0	0	1,279	0	0	19	334	76	0
Cases Disposed	18	8	0	0	0	5	1	0	0	0	1	0	0	1	1	1	0
Settled	16	6	0	0	0	5	1	0	0	0	1	0	0	1	1	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	2	2	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	39	16	0	1	0	6	12	0	0	0	0	0	0	1	1	2	0
Disposition Rate	32%	33%	0%	0%	0%	45%	8%	0%	0%	0%	100%	0%	0%	50%	50%	33%	0%
Settlement Rate	28%	25%	0%	0%	0%	45%	8%	0%	0%	0%	100%	0%	0%	50%	50%	33%	0%
Duration to Settle	17	22	0	0	0	9	5	0	0	0	16	0	0	57	3	6	0

Data Source: National Conciliation and Mediation Board