



Alternative *Dispute Resolution* Updates

Preliminary

As of 29 February 2024

This ADR Update records in brief the collective accomplishments of NCMB as of February 2024.

I. **PREVENTIVE MEDIATION (PM)**

- 27 cases pending at the beginning of the year
- 66 new cases have been filed since the start of the year (32 new cases filed in February)
- 93 total cases handled as of 29 February 2024
- Disposition rate¹: 61% (57 of the 93 total cases handled)
- Disposition rate²: 90% (57 of the 63 total net cases handled)
 - 36 cases disposed of within the process cycle time (PCT = 35 days)
 - 21 cases disposed of beyond PCT
- Settlement rate¹: 56% (52 of the 93 total cases handled)
- Settlement rate²: 83% (52 of the 63 total net cases handled)
- Average duration to settle: 29 days
- 36 cases pending by the end of February 2024
 - 30 pending cases are 35 days old or younger
 - 6 pending cases are older than the PCT
- Monetary benefits: Php 166,270,131 benefitting 735 workers

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

- 15 cases pending at the beginning of the year
- 20 new cases have been filed since the start of the year (8 new cases filed in February)
- 35 total cases handled as of 29 February 2024
- Disposition rate¹: 46% (16 of the 35 total cases handled)
- Disposition rate²: 70% (16 of the 23 total net cases handled)
 - 12 cases disposed of within the process cycle time (PCT = 60 days)
 - 4 cases disposed of beyond PCT
- Settlement rate¹: 43% (15 of the 35 total cases handled)
- Settlement rate²: 65% (15 of the 23 total net cases handled)
- Average duration to settle: 37 days
- 19 cases pending as of 29 February 2024
 - 12 pending cases are 60 days old or younger
 - 7 pending cases are older than the PCT
- Monetary benefits: Php 25,796,074 benefitting 785 workers

¹ Computed based on the Total Cases Handled

² Computed based on the Net Cases Handled (Total Cases Handled minus Pending Cases within PCT)

III. ACTUAL STRIKES/LOCKOUTS (AS/L)

- No pending case at the beginning of the year
- No work stoppages have been monitored as of February 2024
- No cases handled as of 29 February 2024

GOVERNMENT INTERVENTION IN LABOR DISPUTES (Comparative 2023–2024)

Particulars	2023				2024			
	No. Cases Handled	AJ	CCA	Total AJ & CCA	No. Cases Handled	AJ	CCA	Total AJ & CCA
Actual Strikes/ Lockouts	1	0	0	0	0	0	0	0
Notices of Strike/ Lockout	54	2	0	2	35	1	0	1
Preventive Mediation	95	0	0	0	93	0	0	0
Total	150	2	0	2	128	1	0	1
% of AJ/CCA to TCH		1.33%	0.00%	1.33%		0.78%	0.00%	0.78%

ISSUES INVOLVED IN NEWLY DECLARED/FILED LABOR DISPUTES (January 1 – February 29, 2024)

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	20	16	4	0
Preventive Mediation	66	58	7	1
Total Cases	86	74	11	1

IV. SINGLE ENTRY APPROACH (SEnA)

- 196 Requests for Assistance (RFAs) pending at the beginning of the year
- 808 new RFAs have been filed since the start of the year (302 new RFAs filed in February)
- 1,004 total RFAs handled as of 29 February 2024
- Disposition rate: 98% (738 of the 751 total net RFAs handled)
 - 733 RFAs disposed within the process cycle time (PCT = 30+15 days)
 - 5 RFAs disposed beyond the PCT
- Settlement rate: 71% (532 of the 751 total net RFAs handled)
 - 530 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
- 266 pending RFAs as of 29 February 2024
 - 253 RFAs pending within the process cycle time (PCT = 30 days)
 - 13 RFAs pending beyond the process cycle time
- Monetary benefits: Php 57,831,499 benefitting 806 workers

**No. of RFAs Filed, Settled, Monetary Benefits and Workers Benefitted:
Philippines 2019-2024**

Year	No. of RFAs Received	No. of RFAs Settled	Monetary Benefits (in thousands)	Workers Benefitted
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	3,328	2,293	372,926,939	3,641
2024	808	532	57,831,499	806
Total	19,595	13,079	1,316,549,778	19,325

V. VOLUNTARY ARBITRATION (VA)

- 578 cases pending at the beginning of the year
- 330 new VA cases have been submitted since the start of the year (214 new VA cases filed in February)
- 908 cases handled as of 29 February 2024
- 27% disposition rate (246 of the 908 total cases handled)
 - 177 cases disposed of within the process cycle time (PCT = 90 days)
 - 69 cases disposed of beyond PCT
- Average duration to decide:
 - 295 days from the date of acceptance by the arbitrator
 - 13 days from submission for resolution
- 662 cases pending as of 29 February 2024
- Monetary benefits: Php770,616,280 benefitting 233 workers

**No. of VA Cases Handled, Monetary Benefits and Workers Benefitted:
Philippines 2019-2024**

Year	No. new of VA Submitted	Monetary Benefits	Workers Benefitted
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	4,019,243,825	1,281
2023	1,545	4,403,897,244	2,119
2024	330	770,616,280	233
Total	6,215	16,235,248,259	6,558

VI. WORKPLACE RELATIONS ENHANCEMENT

- 77 LMCs have been facilitated as of February 2024 (18 in organized companies and 59 in unorganized companies)
- 226 LMCs enhanced as of February 2024 (95 in organized companies and 131 in unorganized companies)
- 632 companies reached through promotional activities through LMC & GM as of February 2024
- 5,194 existing LMCs nationwide as of 29 February 2024 (1,636 in organized companies and 3,558 in unorganized companies)

- 99.32% or 4,958 out of 4,992 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 2019-2024**

Year	Existing LMCs	Companies with LMC	LMC Facilitated	LMC Enhanced
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	5,160	4,961	388	2,175
2024	5,194	4992	77	226

VII. CONVERGENCE PROGRAM WITH DOLE

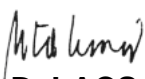
- LMCs Enhanced through convergence programs as of February 2024:
 - 19 LMCs enhanced through convergence program with NWPC (productivity);
 - 3 LMC in OSHC and ECC on occupational safety and health; and
 - 0 LMCs with BWSC on family welfare program

VIII. GRIEVANCE MACHINERY (GM)

- 77 GMs operationalized / institutionalized as of February 2024 (18 in organized companies and 59 in unorganized companies)
- 213 GMs enhanced as of February 2024 (102 in organized companies and 111 in unorganized companies)
- 5,402 existing/active GMs nationwide as of 29 February 2024 (1,953 in organized companies and 3,449 in unorganized companies)
- 99.23% or 5,037 out of 5,076 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 2019-2024

Year	Active GMs	Companies with GM	GM Insti/Opera	GM Enhanced
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	5,348	5,022	386	2,180
2024	5,402	5,076	77	213


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 Executive Director IV

08 March 2024

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

As of February 29 2024

Indicators	A. Actual Strikes/Lockouts (ASL)			B. Notices of Strikes/Lockouts (NSL)			C. Preventive Mediation Cases (PM)		
	2023	2024	% change	2023	2024	% change	2023	2024	% change
Pending, beginning of period	0	0		25	15		13	27	
New cases filed/declared	1	0	-100%	29	20	-31%	82	66	
Cases treated as PM							0		
Total PM Cases Filed							82	66	-20%
Total Cases Handled	1	0		54	35		95	93	
Workers involved in new cases	100	0	-100%	4,409	5,290	20%	12,697	16,756	32%
Mandays Lost	86	0	-100%						
Cases Disposed	0	0		24	16		59	57	
Settled	0	0		21	15		50	52	
Assumed Jurisdiction (AJ)	0	0		2	1		0	0	
Certified for Compulsory Arbitration (C)	0	0		0	0		0	0	
Materialized into Actual S/L (MAS)				1	0		0	0	
Materialized into Notice of S/L (MSN)	0	0					8	5	
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!	44.4%	45.7%	1%	62.1%	61.3%	-1%
Settlement Rate	0.0%	#DIV/0!	#DIV/0!	38.9%	42.9%	4%	52.6%	55.9%	3%
Success Rate **	-	-		98.1%	100.0%	2%	100.0%	100.0%	0%
Dispute Management Rate ***	99.3%	100.0%	-0.7%	-			-		
Pending, end of period	1	0		30	19		36	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.

Data Source: National Conciliation and Mediation Board

Table 2. Statistics on Actual Strikes/Lockouts by Month, Philippines: 2023 and 2024

As of February 29 2024

Month	Actual Strikes/ Lockouts Declared		Cases Disposed		Pending at the End of the Period		Workers Involved		Mandays Lost	
	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024
TOTAL (YTD)	1	0	0	0	1	0	100	0	86	0
January	0	0	0	0	0	0	0	0	0	0
February	1	0	0	0	1	0	100	0	86	0
March	0		1		0		0		1,118	
April	0		0		0		0		0	
May	0		0		0		0		0	
June	0		0		0		0		0	
July	0		0		0		0		0	
August	1		1		0		72		1,224	
September	0		0		0		0		0	
October	0		0		0		0		0	
November	1		1		0		111		781	
December	0		0		0		0		0	
TOTAL	3		3				283		3,209	
Pending Beginning (2023)			0							
Pending Beginning (2024)			0							

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

As of February 29 2024

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	0	0	0										
Total Cases Handled	0	0	0										
Workers involved in strikes/lockouts declared during the period	0	0	0										
Mandays Lost, to date	0	0	0										
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	0	0	0										
Work Normalization Rate	0%												
Work Normalization Rate (Net Cases Handled)	0%												
Settlement Rate	0%												
Settlement Rate (Net Cases Handled)	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 29 2024

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%
Work Normalization Rate (Net Cases Handled)	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%
Settlement Rate (Net Cases Handled)	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: 2023 and 2024

As of February 29 2024

Month	Notices of Strikes/Lockouts		Cases Disposed		Pending at the End of the Period		Workers Involved	
	2023	2024	2023	2024	2023	2024	2023	2024
TOTAL (YTD)	29	20	24	16	30	19	4,409	5,290
January	13	12	17	7	21	20	1,738	2,836
February	16	8	7	9	30	19	2,671	2,454
March	13		17		26		1,722	
April	6		6		26		487	
May	8		9		25		787	
June	9		9		25		4,386	
July	8		10		23		4,362	
August	9		10		22		9,731	
September	8		12		18		1,104	
October	15		6		27		2,954	
November	8		13		22		1,997	
December	6		13		15		2,529	
TOTAL	119		129				34,468	
Pending Beginning (2023)		25						
Pending Beginning (2024)		15						

Data Source: National Conciliation and Mediation Board

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

As of February 29 2024

Indicator	Total	JAN	FEB	MAR	APR	MAY	JUNE	JULY	AUG	SEPT	OCT	NOV	DEC
Pending, beginning of period	15	15	20										
New Notices of Strike/Lockout filed	20	12	8										
Total Cases Handled	35	27	28										
Workers involved in notices of strikes/ lockouts filed during the period	5,290	2,836	2,454										
Cases Disposed	16	7	9										
Settled	15	7	8										
Assumed Jurisdiction	1	0	1										
Certified for Compulsory Arbitration	0	0	0										
Materialized into Actual Strike/Lockout	0	0	0										
Subsumed/Consolidated to AJ/CCA	0	0	0										
Others	0	0	0										
Dropped	0	0	0										
Pending, end of period	19	20	19										
Disposition Rate	46%	26%	32%										
Disposition Rate (Net Cases Handled)	70%	47%	56%										
Settlement Rate	43%	26%	29%										
Settlement Rate (Net Cases Handled)	65%	47%	50%										
Duration to Settle	37	42	33										

Data Source: National Conciliation and Mediation Board

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

As of February 29 2024

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	15	6	0	0	0	2	5	0	0	0	0	1	0	0	1	0	0
New Notices of Strike/Lockout filed	20	6	0	0	0	4	6	0	0	4	0	0	0	0	0	0	0
Total Cases Handled	35	12	0	0	0	6	11	0	0	4	0	1	0	0	1	0	0
Workers involved in notices of strikes/ lockouts filed during the period	5,290	1,189	0	0	0	1,539	2,030	0	0	532	0	0	0	0	0	0	0
Cases Disposed	16	7	0	0	0	1	5	0	0	2	0	1	0	0	0	0	0
Settled	15	6	0	0	0	1	5	0	0	2	0	1	0	0	0	0	0
Assumed Jurisdiction	1	1	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
Dropped	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Pending, end of period	19	5	0	0	0	5	6	0	0	2	0	0	0	0	1	0	0
Disposition Rate	46%	58%	0%	0%	0%	17%	45%	0%	0%	50%	0%	100%	0%	0%	0%	0%	0%
Disposition Rate (Net Cases Handled)	70%	78%	0%	0%	0%	50%	63%	0%	0%	100%	0%	100%	0%	0%	0%	0%	0%
Settlement Rate	43%	50%	0%	0%	0%	17%	45%	0%	0%	50%	0%	100%	0%	0%	0%	0%	0%
Settlement Rate (Net Cases Handled)	65%	67%	0%	0%	0%	50%	63%	0%	0%	100%	0%	100%	0%	0%	0%	0%	0%
Duration to Settle	37	53	0	0	0	20	29	0	0	20	0	55	0	0	0	0	0

Data Source: National Conciliation and Mediation Board

Table 8. Statistics on Preventive Mediation by Month, Philippines: 2023 and 2024

As of February 29 2024

Month	Preventive Mediation Cases Filed		Cases Disposed		Pending at the End of the Period		Workers Involved	
	2023	2024	2023	2024	2023	2024	2023	2024
TOTAL (YTD)	82	66	59	57	36	36	12,697	16,756
January	44	34	18	32	39	29	5,854	7,080
February	38	32	41	25	36	36	6,843	9,676
March	34		44		26		5,179	
April	18		14		30		6,106	
May	39		29		40		6,816	
June	31		33		38		6,417	
July	35		29		44		5,420	
August	40		37		47		13,882	
September	32		36		43		7,969	
October	23		43		23		6,729	
November	36		24		35		12,115	
December	15		23		27		2,648	
TOTAL	385		371				85,978	
Pending Beginning (2023)		13						
Pending Beginning (2024)		27						

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

As of February 29 2024

Indicator	Total	JAN	FEB	MAR	APR	MAY	JUNE	JULY	AUG	SEPT	OCT	NOV	DEC
Pending, beginning of period	27	27	29										
Original Preventive Mediation Cases Filed	66	34	32										
Cases Treated as PM	0	0	0										
Total Cases Handled	93	61	61										
Workers involved in PM cases filed during the period	16,756	7,080	9,676										
Cases Disposed	57	32	25										
Settled	52	28	24										
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	5	4	1										
Subsumed/Consolidated to AJ/CCA	0	0	0										
Others	0	0	0										
Pending, end of period	36	29	36										
Disposition Rate	61%	52%	41%										
Disposition Rate (Net Cases Handled)	90%	76%	81%										
Settlement Rate	56%	46%	39%										
Settlement Rate (Net Cases Handled)	83%	67%	77%										
Duration to Settle	29	28	31										

Data Source: National Conciliation and Mediation Board

Table 10. Preventive Mediation Cases Handled, By Manner and Region: Philippines
As of February 29 2024

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	27	11	0	0	0	7	6	0	0	0	0	0	0	1	2	0	0
Original Preventive Mediation Cases Filed	66	27	0	0	0	5	21	0	0	3	0	1	0	4	4	1	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	93	38	0	0	0	12	27	0	0	3	0	1	0	5	6	1	0
Workers involved in PM cases filed during the period	16,756	8,685	0	0	0	3,027	3,922	0	0	377	0	176	0	116	225	228	0
Cases Disposed	57	17	0	0	0	9	19	0	0	2	0	0	0	5	4	1	0
Settled	52	17	0	0	0	8	16	0	0	1	0	0	0	5	4	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	5	0	0	0	0	1	3	0	0	1	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	36	21	0	0	0	3	8	0	0	1	0	1	0	0	2	0	0
Disposition Rate	61%	45%	0%	0%	0%	75%	70%	0%	0%	67%	0%	0%	0%	100%	67%	100%	0%
Disposition Rate (Net Cases Handled)	90%	89%	0%	0%	0%	90%	90%	0%	0%	100%	0%	0%	0%	100%	80%	100%	0%
Settlement Rate	56%	45%	0%	0%	0%	67%	59%	0%	0%	33%	0%	0%	0%	100%	67%	100%	0%
Settlement Rate (Net Cases Handled)	83%	89%	0%	0%	0%	80%	76%	0%	0%	50%	0%	0%	0%	100%	80%	100%	0%
Duration to Settle	29	43	0	0	0	40	15	0	0	5	0	0	0	17	42	49	0

Data Source: National Conciliation and Mediation Board