



SALVADOR S. PANGA, JR.

Position : Vice-President & Trustee
 Philippine Dispute Resolution Center, Inc. (PDRCI)

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CIAC Accreditation : 2019
PICAM Membership : 2019
Position/YearsHeld : Regular Member

WORK EXPERIENCE (career highlights; specializations; etc.)

Job Title	Office	Years of Service
Vice President & Trustee; former Secretary General	Philippine Dispute Resolution Center (PDRCI)	2001 to present
Partner	ACCORD PH	2019 – present
ADR and International Development Consultant	(Individual Consultant)	2003-present
Senior Partner	Parlade Hildawa Parlade Eco & Panga Law Offices	1997 - 2011
Senior Partner; Junior Partner; Associate	Ongkiko Kalaw Acorda Manhit Panga & Velasco Law Offices	1989-1997

Career Highlights

- Served as counsel in major construction arbitration disputes before the Construction Industry Arbitration Commission from 1997 – 2011.
- Served as sole arbitrator, chair or tribunal member in commercial disputes involving mining, franchise, logistics, power, construction, tax, intellectual property, distributorship, information technology and contract issues. Many of these cases involved claims of significant value (i.e., exceeding Php 100 million).
- Over 20 years' experience as Alternative Dispute Resolution (ADR) practitioner in various capacities (i.e., as counsel, arbitrator, facilitator, consultant, trainor, program designer, program evaluator or program administrator);

- 30 years' experience as practicing lawyer; represented clients engaged in oil distribution, power generation, construction, telecommunications, highway management, property development, franchising, real estate, manufacturing, agriculture, refining, rail operations and other commercial ventures;
- 16 years' experience as development consultant in various international and domestic projects funded by the Asian Development Bank (ADB), European Union (EU), American Bar Association- Rule of Law Initiative (ABA-ROLI), Canadian International Development Agency (CIDA), United States Agency for International Development (USAID), The Asia Foundation, the academe and the government. Areas of expertise include ADR, community empowerment and collaboration, judicial reform, rule of law, access to justice, conflict management and resolution, trade facilitation, public and private sector development, training & capacity building, program coordination and program evaluation;
- regional consulting experience as ADB's international cross-border dispute resolution expert for the Association of Southeast Asian Nations Working Group on Dispute Resolution and Enforcement Mechanisms (ASEAN WGDREM). Assisted the ASEAN capital market regulators in developing a dispute resolution program and rules for cross-border capital market disputes (RETA 7576- Promoting an Interlinked ASEAN Capital Market);
- significant private sector experience in commercial dispute resolution as an arbitrator, arbitration counsel and as Secretary-General of the Philippine Dispute Resolution Center, Inc. (the commercial arbitration center of the Philippines);
- since 2012, has been a professorial lecturer at the Philippine Judicial Academy (the academic arm of the Supreme Court of the Philippines and a member of its Corps of Professors);
- served as project head in an evaluation commissioned by the Department of Justice to assess the effectiveness of its nationwide mediation program for the National Prosecution Service, which was piloted on a staggered basis over a 3-year period in Region VII (Central Visayas), Region XI (Northern Mindanao), Batangas and Quezon City;
- as part of the ACCORD PH consulting team, designed a mediation training program for consumer disputes in the power sector and conducted mediation training for the staff of the Consumer Affairs Division, Energy Regulatory Commission
- served as consultant for ABA-ROLI's JUSTICE project and led the revision of the Supreme Court's Court-Annexed Mediation and Judicial Dispute Resolution guidelines.
- led the development of nationwide training and accreditation standards for ADR practitioners and ADR provider organizations in the Philippines;
- provided ADR training and capacity-building services for the Supreme Court of the Philippines, the Office for Alternative Dispute Resolution (OADR), the Department of Interior and Local Government and the Energy Regulatory Commission in various ADR training programs and activities;
- designed and rolled out an agrarian dispute mediation training program for legal staff and mediators of the Department of Agrarian Reform;
- provided technical assistance and advice to the Supreme Court in regard to its ADR / arbitration and access to justice programs (e.g., court-annexed mediation; Appellate Court mediation; Justice on Wheels; Judicial Dispute Resolution; small claims, environmental mediation, etc.), including participation in strategic planning and development of ADR strategies for the Philippine Judicial Academy (PHILJA), and review of curricula and training.
- provided training and capacity-building services for the Supreme Court, principally as a member of the training team of the Philippine Judicial Academy (the academic arm of the Supreme Court) for the training of new and current mediators, as well as the training of Regional Trial Court judges in the handling of cases pertaining to court assistance in domestic and international commercial arbitration proceedings, such as applications for interim relief and enforcement of arbitral awards in domestic and international commercial arbitration proceedings.
- drafted reference handbook for trial court judges on the Special ADR Rules of Court, a set of rules adopted by the Supreme Court in 2015 (through A.M. No. 07-11-08) to govern the procedure to followed by the courts whenever court assistance, intervention, relief and recourse is sought in alternative dispute resolution proceedings (e.g., the recognition, enforcement, or setting aside of awards in domestic or international commercial arbitration; requests for judicial assistance in arbitral proceedings; the enforcement of mediated settlement agreements, etc.);
- provided technical assistance and advice, training, and capacity-building services for the DILG's Katarungang Pambarangay (Barangay Justice) System including preparation of new curricula and training

materials, conducting mediation training and ADR program evaluation in Regions 3 (Central Luzon), 7 (Central Visayas) and 11 (Southern Mindanao).

- served as project lead in a nationwide study funded by the Canadian International Development Agency (CIDA) to evaluate the effectiveness of the Judicial Dispute Resolution (JDR) program, a second-tier court-annexed mediation program that was pilot-tested by the Supreme Court of the Philippines in more than 150 trial courts over a five-year period;
- provided advice and assistance to the Technical Working Group (composed of representatives of the National Economic Development Authority, the Office of the Government Corporate Counsel, the Office of the Solicitor General, the Public-Private Partnership Center; the Office for Alternative Dispute Resolution and the Office of the President) in drafting the Implementing Rules and Regulations of Executive Order No. 78, which mandates the use of ADR processes and the inclusion of ADR clauses in national and local government contracts, including government procurement, PPP projects, infrastructure and joint venture agreements;
- conducted mediation and arbitration training and capacity building for the Public-Private Partnership Center of the Philippines, and facilitated discussions towards the development of an ADR strategy for the office for the purpose of ensuring the adoption of ADR clauses in all PPP-related projects, and recourse to ADR in the event of disputes arising from the design and implementation of PPP projects.
- served as Senior Barangay Justice (i.e., “community” or “village” justice) ADR expert in an EU-funded program (EPJUST) to propose measures to improve the Philippine community justice system, engage with various stakeholder groups (including representatives from government regulatory agencies and community leaders) to develop a multi-step dispute resolution process for community disputes, and pilot the proposed ADR process;
- developed the arbitration program for the cooperatives sector (i.e., the Cooperative Development Authority of the Philippines) and trained its core of arbitrators;
- provided technical advice and assistance to the Office for Alternative Dispute Resolution (OADR), an attached agency of the Philippine Department of Justice, including participation in strategic planning, development of ADR strategies for the office, and the preparation of training modules for various ADR processes including mediation, conciliation, facilitation and arbitration;
- reviewed the dispute resolution and case management structure of the Intellectual Property Office of the Philippines (IPOP HL), and designed a comprehensive mediation and arbitration mechanism for the resolution of all intellectual property disputes filed before IPOP HL, which was subsequently approved and adopted by the agency;
- served as project leader for a joint initiative of the IPOP HL, World Intellectual Property Office (WIPO) and the PDRCI to develop an arbitration program for IPOP HL, to be administered by the PDRCI using arbitration rules patterned after the WIPO arbitration rules; roll out a training program for prospective arbitrators; and draft pertinent rules for submission to ADR of intellectual property disputes filed before IPOP HL;
- prepared training materials and modules and conducted training and capacity building in arbitration for various government offices (i.e., Office of the Government Corporate Counsel [OSG]; Office of the Solicitor General [OSG]; Department of Justice [DOJ]; Intellectual Property Office [IPOP HL]; Office for ADR [OADR]; Cooperative Development Authority [CDA]) and for lawyers in the private sector;
- engaged by the ILS to help develop its international ADR programs, including the preparation of training programs and modules, publication of scholarly articles and conducting training of government staff engaged in ADR activities.
- served as a lecturer / trainor for the Philippine Mediation Center for its basic and advanced mediation training courses; the Judicial Dispute Resolution training program for judges of second-level trial courts; and the nationwide orientation / training of judges in the Special ADR Rules of Court.
- served as co-writer and editor of a handbook on arbitration prepared on behalf of the American Bar Association – Rule of Law Initiative ABA-ROLI) as part of its technical assistance to the Office of Government Corporate Counsel;
- managed the arbitration program of the Philippine Dispute Resolution Center, Inc. for 7 years (as PDRCI Secretary-General).
- Professorial Lecturer, Corps of Professors, Philippine Judicial Academy (PHILJA) and Member, PHILJA Academic Committee
- Member, Arbitrators’ Training Faculty, PDRCI;

- ADR Trainor (Mediation and Arbitration), Philippine Judicial Academy & Philippine Mediation Center Office
- former Dispute Resolution Administrator, Wholesale Electricity Spot Market (WESM)

EDUCATIONAL BACKGROUND (Degrees Earned)

School	Degree/Course	Year Graduated
University of Missouri-Columbia	LL.M. in Dispute Resolution	2001
University of the Philippines College of Law	LL.B.	1989
University of the Philippines College of Social Sciences & Philosophy	AB Pol. Sci.	1985

LICENSURE EXAMINATIONS PASSED/ACCREDITATION EARNED

Licensure Examination/s	Year	Remarks
New York Bar	2006	
Philippine Bar	1989	
Accredited Arbitrator, Construction Industry Arbitration Commission (CIAC)		
Accredited Arbitrator, Philippine Dispute Resolution Center, Inc.		
Accredited Arbitrator, Philippine International Center for Conflict Resolution		
Accredited Arbitrator, Office for Alternative Dispute Resolution		
Accredited Arbitrator & Mediator, Wholesale Electricity Spot Market		

SPECIAL TRAININGS/SEMINARS

Trainings/Seminars	Year	Remarks
As participant:		
Construction Arbitrator Training Seminar (Batch 9), CIAC	2019	
Intellectual Property Arbitrators' Training Seminar		
As trainor / member of training faculty –		
	2002-present	

Conducted more than 50 presentations and lectures as trainor, lecturer or member of the training faculty in various ADR and access to justice programs for government agencies (including OADR, DOJ, NEDA, PPP Center, DILG, DAR, Supreme Court, PHILJA, etc.), the academe (e.g., the UP Law Center, Ateneo de Manila and Arellano University's MCLE programs), development institutions (e.g., ADB, European Union, American Bar Association-Rule of Law Initiative, Canadian International Development Agency, USAID and the Asia Foundation). Also serves as a member of PDRCI's arbitration training faculty.

Special Trainings:

Internship in International Commercial Arbitration, ICC International Court of Arbitration, Paris, France	2001
Postgraduate Fellowship in Alternative Dispute Resolution, Hamline University School of Law, St. Paul, Minnesota, USA	2004-2006