



# **Alternative *Dispute Resolution* Updates**

## **Preliminary**

**As of 30 November 2020**

This ADR Update records in brief the collective accomplishments of NCMB as of November 2020.

### **I. PREVENTIVE MEDIATION (PM)**

- 29 cases pending at the beginning of the year
- 284 new cases have been filed since January (22 cases filed in November)
- 313 total cases handled as of 30 November 2020
- Disposition rate: 83% (259 of the 313 total cases handled)
  - 171 cases disposed within the process cycle time (PCT = 35 days)
  - 88 cases disposed beyond PCT
- Settlement rate: 81% (253 of the 313 total cases handled)
- Average duration to settle: 34 days
- 54 cases pending as of 30 November 2020
  - 31 pending cases are 35 days old or younger
  - 23 pending cases are older than the PCT
- Monetary benefits: Php102,163,630 benefitting 1,859 workers

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

- 48 cases pending at the beginning of the year
- 71 new cases have been filed since January (4 cases filed in November)
- 119 total cases handled as of 30 November 2020
- Disposition rate: 82% (97 of the 119 total cases handled)
  - 58 cases disposed within the process cycle time (PCT = 60 days)
  - 39 cases disposed beyond PCT
- Five (5) cases materialized into actual strikes
- Settlement rate: 74% (88 of the 119 total cases handled)
- Average duration to settle: 106 days
- 22 cases pending as of 30 November 2020
  - 4 pending cases are 60 days old or younger
  - 18 pending cases are older than the PCT
- Monetary benefits : Php255,713,419 benefitting 6,325 workers
- Mandays saved: 1,108,345\*

*\*computed as average strike duration for the last five years multiplied by the number of workers involved in NS/L handled during the reporting period.*

### **III. ACTUAL STRIKES/LOCKOUTS (AS/L)**

- Six (6) cases pending at the beginning of the year
- Five (5) work stoppages have been monitored since January 2020

- 11 total cases handled as of 30 November 2020

REGION	DOCKET NUMBER	DECLARED	STATUS	DATE DISPOSED	ISSUES INVOLVED	SPECIFIC ISSUE
RCMB IV-A	RIZ-AS-08-0001-2018	8/24/2018	Pending - Strike		ULP	Gross Intimidation and Harassment, Mass Dismissal of Union Officers
RCMB NCR	CAL-AS-01-0001-2020	1/2/2020	Pending - Strike dispersed 2/5/2020 Back to operations 2/17/2020		ULP	Union Busting, Forced Resignation of Union Officers and Members
RCMB NCR	PSG-AS-10-0002-2019	10/16/2019	Settled	10/22/2020	ULP	Union Busting, Violation/non implementation of CBA
RCMB NCR	QC-AS-12-0005-2019	12/17/2019	Dropped/ Disposed	10/6/2020	ULP	Union Busting, Harassment, Violation of agreement, others
RCMB IV-A	LAG-AS-06-0001-2019	6/24/2019	Dropped/ Disposed	9/30/2020	ULP	Illegal Dismissal, Union Busting, Labor-only Contracting
RCMB VIII	LEY-AS-08-0001-2020	8/3/2020	Settled Amicably	8/18/2020	Bargaining Deadlock	Collective Bargaining Deadlock on 11 economic issues
RCMB NCR	PSG-AS-11-0003-2019	11/23/2019	Settled Amicably	8/4/2020	ULP	Union busting, Illegal Dismissal and Harassment
RCMB IV-A	BAT-AS-02-0001-2020	2/24/2020	Settled	7/21/2020	ULP	Union busting, Illegal Dismissal and Harassment, Illegal Deductions
RCMB III	CFP-AS-03-0001-2020	3/9/2020	Disposed (CCA)	5/20/2020	ULP	Union busting, Illegal Dismissal and Harassment
RCMB III	BAT-AS-01-0001-2020	1/4/2020	Disposed (AJ)	1/5/2020	ULP	Violation of the CBA, Harassment, Constructive Dismissal, Holiday Meal and Transportation Allowance
RCMB IV-A	LAG-AS-07-0002-2019	7/6/2019	Disposed (Others)	3/13/2020	ULP	Contractualization

- Nine (9) work stoppages have been disposed
- Two (2) cases remain pending and are subject of conciliation-mediation services as of 30 November 2020
  - The two (2) pending cases are older than the PCT
- Total man-days lost: 142,451
- Disposition rate: 82% (9 of the 11 total cases handled)
- Monetary benefits : Php49,486,622 benefitting 773 workers



#### IV. GOVERNMENT INTERVENTION IN LABOR DISPUTES (Comparative 2019–2020)

Particulars	2019 (January 1 – November 30)				2020 (January 1 – November 30)			
	Cases Handled	AJ	CCA	Total AJ & CCA	Cases Handled	AJ	CCA	Total AJ & CCA
Actual Strikes/Lockouts	18	0	0	0	11	1	1	2
Notices of Strike/Lockout	240	7	3	10	119	0	0	0
Preventive Mediation	509	0	0	0	313	1	0	1
<b>Total</b>	<b>767</b>	<b>7</b>	<b>3</b>	<b>10</b>	<b>443</b>	<b>2</b>	<b>1</b>	<b>3</b>
% of AJ/CCA to Total Cases Handled		0.91%	0.39%	1.30%		0.45%	0.23%	0.68%

#### V. ISSUES INVOLVED IN NEWLY DECLARED/FILED LABOR DISPUTES (January 1–November 30, 2020)

Cases Type	Total Cases	Unfair Labor Practice (ULP)	Bargaining Deadlock (BD)	Raised Both Issues ULP/BD
Actual Strike/Lockout	5	4	1	0
Notices of Strike/Lockout	71	45	21	5
Preventive Mediation	284	262	17	5
<b>Total Cases</b>	<b>360</b>	<b>311</b>	<b>39</b>	<b>10</b>

#### VI. SINGLE ENTRY APPROACH (SEnA)

- 247 Requests for assistance (RFAs) pending at the beginning of the year
- 2,863 new RFAs have been filed since January (321 RFAs filed in November)
- 3,110 total RFAs handled as of 30 November 2020
- Disposition rate: 88% or 2,748 of the 3,110 total RFAs handled
  - 2,577 RFAs disposed within the process cycle time (PCT = 30+15 days)
  - 171 RFAs disposed beyond the PCT
- Settlement rate: 58% (1,800 of the 3,110 total RFAs handled)
  - 1,743 RFAs settled within the process cycle time (PCT = 30 days +15 days)
  - 57 RFAs settled beyond the process cycle time
- Average duration to settle: 11 days
- 362 pending RFAs as of 30 November 2020
  - 208 RFAs pending within the process cycle time (PCT = 30 days)
  - 154 RFAs pending beyond the process cycle time
- Monetary benefits : Php90,832,705 benefitting 2,450 workers

**No. of RFAs Filed, Settled, Monetary Benefits and Workers Benefitted: Philippines 2016-2020**

Year	No. of RFAs Filed	No. of RFAs Settled	Monetary Benefits	Workers Benefitted
2016	6,005	4,638	196,287,232	5,256
2017	6,214	3,925	263,985,481	5,565
2018	5,666	3,689	193,325,369	5,352
2019	5,742	3,838	214,517,261	5,276
2020 (Nov)	2,863	1,800	90,832,705	2,450
<b>Total</b>	<b>26,490</b>	<b>17,890</b>	<b>958,948,048</b>	<b>23,899</b>

**VII. VOLUNTARY ARBITRATION (VA)**

- 483 cases pending at the beginning of the year
- 561 new VA cases have been submitted since January (17 VA cases filed in November)
- 1,044 cases handled as of 30 November 2020
- 515 cases disposed
- 49% disposition rate (515 of the 1,044 total cases handled)
  - 283 cases disposed within the process cycle time (PCT = 90 days)
  - 232 cases disposed beyond PCT
- Average duration to Decide;
  - 199 days from the date of acceptance by the arbitrator
  - 31 days from submission for resolution
- 529 cases pending as of 30 November 2020
- Monetary benefits: Php1,343,888,102 benefitting 412 workers

**No. of VA Cases Handled, Monetary Benefits and Workers Benefitted: Philippines 2016-2020**

Year	No. new of VA Submitted	Monetary Benefits	Workers Benefitted
2016	406	1,069,775,449	364
2017	526	1,362,872,704	865
2018	544	1,418,446,890	826
2019	610	1,441,293,071	470
2020 (Nov.)	561	1,343,888,102	412
<b>Total</b>	<b>2,647</b>	<b>6,636,276,216</b>	<b>2,937</b>

**VIII. WORKPLACE RELATIONS ENHANCEMENT**

- 364 LMCs have been facilitated from January to November 2020, (31 in organized companies and 333 in unorganized companies)
- 1,791 LMCs enhanced (667 in organized companies and 1,124 in unorganized companies)
- 3,593 companies reached through promotional/pre-facilitation activities as of November 2020 (632 in organized companies and 2,961 in unorganized companies)
- 4,285 existing LMCs nationwide as of 30 November 2020 (1,596 in organized companies; 2,689 in unorganized establishments)
- 97.13% or 3,954 out of 4,071 companies with LMCs were not involved in AS/L, NS/L, PM cases during the period




## **IX. CONVERGENCE PROGRAM WITH DOLE**

- LMCs Enhanced through convergence programs as of November 2020:
  - 262 LMCs enhanced through convergence program with NWPC (productivity)
  - 302 LMC in OSHC and ECC on occupational safety and health
  - 233 LMCs with BWSC on family welfare program

## **X. GRIEVANCE MACHINERY (GM)**

- 364 GMs operationalized / institutionalized as of November 2020 (36 in organized and 328 in unorganized)
- 1,761 GMs enhanced (672 in organized and 1,089 in unorganized establishments)
- 4,602 existing/active GMs nationwide as of 30 November 2020 (1,961 in organized establishments; 2,641 in unorganized establishments)
- 97.74% or 4,156 out of 4,252 companies with GMs were not involved in AS/L, NS/L, PM cases during the period

  
**MARIA TERESITA D. LACSAMANA-CANCIO**  
Executive Director IV

09 December 2020

**Table 1. Comparative Summary of Conciliation-Mediation Cases, Philippines**  
As of November 30, 2020

Indicators	A. Actual Strikes/Lockouts (ASL)			B. Notices of Strikes/Lockouts (NSL)			C. Preventive Mediation Cases (PM)		
	2019	2020	% change	2019	2020	% change	2019	2020	% change
Pending, beginning of period	3	6		36	48		29	29	
New cases filed/declared	15	5	-67%	204	71	-65%	478	283	
Cases treated as PM							2	1	
Total PM Cases Filed							480	284	-41%
Total Cases Handled	18	11		240	119		509	313	
Workers involved in new cases	2,961	3,154	7%	65,171	20,566	-68%	96,852	80,316	-17%
Mandays Lost	86,440	142,451	65%						
Cases Disposed	13	9		193	97		463	259	
Settled	11	4		166	88		444	253	
Assumed Jurisdiction (AJ)	0	1		7	0		0	1	
Certified for Compulsory Arbitration (CCA)	0	1		3	0		0	0	
Materialized into Actual S/L (MAS)	0	0		10	5		0	0	
Materialized into Notice of S/L (MSN)	0	0					17	4	
Subsumed/Consolidated to AJ/CCA/MAS	0	0		1	2		1	0	
Dropped	0	2		0	0		0	0	
Others	2	1		6	2		1	1	
Disposition Rate (Work Normalization on AS/L)	72.2%	81.8%	10%	80.4%	81.5%	1%	91.0%	82.7%	-8%
Settlement Rate	61.1%	36.4%	-25%	69.2%	73.9%	5%	87.2%	80.8%	-6%
Success Rate **	-	-		95.8%	95.8%	0%	100.0%	100.0%	0%
Dispute Management Rate ***	98.7%	98.8%	-0.2%	-			-		
Pending, end of period	5	2		47	22		46	54	

\*\*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  $N\text{-MAS}/N$  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 :  $TNSC\text{-}MAS/TNSC$ , where TNSC (Total Non-Strike Cases) is the combined NSL and PM cases handled.



**Table 2. Statistics on Strikes/Lockouts by Month, Philippines: 2019 and 2020**  
As of November 30, 2020

Month	Actual Strikes/ Lockouts Declared		Cases Disposed		Pending at the End of the Period		Workers Involved		Mandays Lost	
	2019	2020	2019	2020	2019	2020	2019	2020	2019	2020
<b>TOTAL</b>	<b>15</b>	<b>5</b>	<b>13</b>	<b>9</b>			<b>2,961</b>	<b>3,154</b>	<b>86,440</b>	<b>142,451</b>
January	3	2	3	1	3	7	595	514	3,438	17,643
February	1	1	2	0	2	8	80	30	1,538	15,576
March	2	1	1	1	3	8	160	2,010	2,654	22,832
April	1	0	2	0	2	8	90	0	2,768	0
May	0	0	0	1	2	7	0	0	1,475	0
June	2	0	0	0	4	7	408	0	5,317	16,850
July	1	0	1	1	4	6	220	0	11,425	17,254
August	2	1	1	2	5	5	676	600	11,292	22,836
September	1	0	2	1	4	4	212	0	11,687	16,224
October	1	0	1	2	4	2	500	0	15,751	11,672
<b>November</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>5</b>	<b>2</b>	<b>20</b>	<b>0</b>	<b>19,095</b>	<b>1,564</b>
December	3	0	2	0	6	0	584	0	20,513	0
<b>TOTAL</b>	<b>18</b>	<b>5</b>	<b>15</b>	<b>9</b>			<b>3,545</b>	<b>3,154</b>	<b>106,953</b>	<b>142,451</b>
Pending Beginning (2019)		3								
Pending Beginning (2020)		6								

**Table 3. Actual Strikes/Lockouts Handled, By Manner of Disposition and Month: Philippines**  
**As of November 30, 2020**

Indicator	Total	JAN	FEB	MAR	APR	MAY	JUNE	JULY	AUG	SEPT	OCT	NOV	DEC
Pending, beginning of period	6	6	7	8	8	8	7	7	6	5	4	2	0
New Actual Strikes/Lockouts declared	5	2	1	1	0	0	0	0	1	0	0	0	0
<b>Total Cases Handled</b>	<b>11</b>	<b>8</b>	<b>8</b>	<b>9</b>	<b>8</b>	<b>8</b>	<b>7</b>	<b>7</b>	<b>7</b>	<b>5</b>	<b>4</b>	<b>2</b>	<b>0</b>
Workers involved in strikes/lockouts declared during the period	3,154	514	30	2,010	0	0	0	0	600	0	0	0	0
Mandays Lost, to date	142,451	17,643	15,576	22,832	0	0	16,850	17,254	22,836	16,224	11,672	1,564	0
<b>Work Normalized</b>	<b>9</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>2</b>	<b>1</b>	<b>2</b>	<b>0</b>	<b>0</b>
Settled	4	0	0	0	0	0	0	1	2	0	1	0	0
Assumed Jurisdiction	1	1	0	0	0	0	0	0	0	0	0	0	0
Certified for Compulsory Arbitration	1	0	0	0	0	1	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
Others	1	0	0	1	0	0	0	0	0	0	0	0	0
Dropped	2	0	0	0	0	0	0	0	0	1	1	0	0
Pending, end of period	2	7	8	8	8	7	7	6	5	4	2	2	0
Work Normalization Rate	82%	13%	0%	11%	0%	13%	0%	14%	29%	20%	50%	0%	#DIV/0!
Settlement Rate	36%	0%	0%	0%	0%	0%	0%	14%	29%	0%	25%	0%	#DIV/0!
Duration to Dispose	128	2	0	202	0	7	0	59	79	317	206	0	#DIV/0!



**Table 4. Actual Strikes/Lockouts Handled, By Manner of Disposition and Region: Philippines**  
As of November 30, 2020

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	6	3	0	0	0	0	3	0	0	0	0	0	0	0	0	0	0
New Actual Strikes/Lockouts declared	5	1	0	0	0	2	1	0	0	0	0	1	0	0	0	0	0
Total Cases Handled	11	4	0	0	0	2	4	0	0	0	0	1	0	0	0	0	0
Workers involved in strikes/lockouts declared during the period	3,154	43	0	0	0	2,481	30	0	0	0	0	600	0	0	0	0	0
Mandays Lost, to date	142,451	112,519	0	0	0	15,012	7,120	0	0	0	0	7,800	0	0	0	0	0
Work Normalized	9	3	0	0	0	2	3	0	0	0	0	1	0	0	0	0	0
Settled	4	2	0	0	0	0	1	0	0	0	0	1	0	0	0	0	0
Assumed Jurisdiction	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Certified for Compulsory Arbitration	1	0	0	0	0	1	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	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0
Dropped	2	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0
Pending, end of period	2	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0
Work Normalization Rate	82%	75%	#DIV/0!	#DIV/0!	#DIV/0!	100%	75%	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	100%	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	####
Settlement Rate	36%	50%	#DIV/0!	#DIV/0!	#DIV/0!	0%	25%	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	100%	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	####
Duration to Dispose	128	185	0	0	0	5	193	0	0	0	0	13	0	0	0	0	0

**Table 5. Statistics on Notices of Strike/Lockout by Month, Philippines: 2019 and 2020**  
As of November 30, 2020

Month	Notices of Strikes/Lockouts		Cases Disposed		Pending At The End of the Period		Workers Involved	
	2019	2020	2019	2020	2019	2020	2019	2020
<b>TOTAL</b>	<b>204</b>	<b>71</b>	<b>193</b>	<b>97</b>			<b>65,171</b>	<b>20,566</b>
January	13	17	11	19	38	46	3,107	5,489
February	21	14	12	14	47	46	4,901	5,089
March	18	6	24	9	41	43	1,898	1,260
April	18	0	7	0	52	43	2,874	0
May	23	0	17	0	58	43	9,470	0
June	12	3	21	2	49	44	2,148	1,138
July	16	7	25	5	40	46	10,720	2,936
August	21	8	20	10	41	44	4,815	794
September	23	6	17	9	47	41	6,211	414
October	30	6	19	18	58	29	10,548	3,197
<b>November</b>	<b>9</b>	<b>4</b>	<b>20</b>	<b>11</b>	<b>47</b>	<b>22</b>	<b>8,479</b>	<b>249</b>
December	17	0	16	0	48	0	9,583	0
<b>TOTAL</b>	<b>221</b>		<b>209</b>				<b>74,754</b>	
Pending Beginning (2019)		36						
Pending Beginning (2020)		48						



**Table 6. Notices of Strikes/Lockouts Handled, By Manner of Disposition and Month: Philippines**  
As of November 30, 2020

Indicator	Total	JAN	FEB	MAR	APR	MAY	JUNE	JULY	AUG	SEPT	OCT	NOV	DEC
Pending, beginning of period	48	48	46	46	43	43	43	44	46	44	41	29	0
New Notices of Strike/Lockout filed	71	17	14	6	0	0	3	7	8	6	6	4	0
<b>Total Cases Handled</b>	<b>119</b>	<b>65</b>	<b>60</b>	<b>52</b>	<b>43</b>	<b>43</b>	<b>46</b>	<b>51</b>	<b>54</b>	<b>50</b>	<b>47</b>	<b>33</b>	<b>0</b>
Workers involved in notices of strike lockouts filed during the period	20,566	5,489	5,089	1,260	0	0	1,138	2,936	794	414	3,197	249	0
<b>Cases Disposed</b>	<b>97</b>	<b>19</b>	<b>14</b>	<b>9</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>5</b>	<b>10</b>	<b>9</b>	<b>18</b>	<b>11</b>	<b>0</b>
Settled	88	17	11	7	0	0	2	5	8	9	18	11	0
Assumed Jurisdiction	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
Materialized into Actual Strike/Lockout	5	2	1	1	0	0	0	0	1	0	0	0	0
Subsumed/Consolidated to AJ/CCA	2	0	0	1	0	0	0	0	1	0	0	0	0
Others	2	0	2	0	0	0	0	0	0	0	0	0	0
Pending, end of period	22	46	46	43	43	43	44	46	44	41	29	22	0
Disposition Rate	82%	29%	23%	17%	0%	0%	4%	10%	19%	18%	38%	33%	#DIV/0!
Settlement Rate	74%	26%	18%	13%	0%	0%	4%	10%	15%	18%	38%	33%	#DIV/0!
Duration to Settle	106	75	87	48	#DIV/0!	#DIV/0!	28	124	221	78	141	99	#DIV/0!

Table 7. Notices of Strikes/Lockouts Handled, By Manner of Disposition and Region: Philippines  
As of November 30, 2020

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	48	16	0	2	0	13	10	0	0	2	0	0	0	0	3	0	2
New Notices of Strike/Lockout filed	71	26	0	0	0	17	14	0	0	1	5	2	0	3	3	0	0
<b>Total Cases Handled</b>	<b>119</b>	<b>37</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>30</b>	<b>24</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>5</b>	<b>2</b>	<b>0</b>	<b>3</b>	<b>6</b>	<b>0</b>	<b>2</b>
Workers involved in notices of strikes/lockouts filed during the period	20,566	7,613	0	0	0	8,881	2,180	0	0	35	405	906	0	129	417	0	0
<b>Cases Disposed</b>	<b>97</b>	<b>34</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>27</b>	<b>18</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>4</b>	<b>2</b>	<b>0</b>	<b>3</b>	<b>6</b>	<b>0</b>	<b>0</b>
Settled	88	33	0	0	0	23	17	0	0	3	3	0	0	3	6	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
Materialized into Actual Strike/Lockout	5	1	0	0	0	2	1	0	0	0	0	1	0	0	0	0	0
Subsume/Consolidated to AJ/CC	2	0	0	0	0	1	0	0	0	0	0	1	0	0	0	0	0
Others	2	0	0	0	0	1	0	0	0	0	1	0	0	0	0	0	0
Pending, end of period	22	3	0	2	0	3	6	0	0	0	1	0	0	0	0	0	2
Disposition Rate	82%	92%	#DIV/0!	0%	#DIV/0!	90%	75%	#####	#DIV/0!	100%	80%	100%	#DIV/0!	100%	100%	#DIV/0!	0%
Settlement Rate	74%	89%	#DIV/0!	0%	#DIV/0!	77%	71%	#####	#DIV/0!	100%	60%	0%	#DIV/0!	100%	100%	#DIV/0!	0%
Duration to Settle	106	102	0	0	0	136	93	0	0	166	49	0	0	18	92	0	0



**Table 8. Statistics on Preventive Mediation Cases by Month, Philippines: 2019 and 2020**  
As of November 30, 2020

Month	Preventive Mediation Cases Filed		Cases Disposed		Pending At The End of the Period		Workers Involved	
	2019	2020	2019	2020	2019	2020	2019	2020
<b>TOTAL</b>	<b>480</b>	<b>284</b>	<b>463</b>	<b>259</b>			<b>96,852</b>	<b>80,316</b>
January	46	39	24	25	51	43	6,409	15,237
February	53	40	41	31	63	52	8,053	5,518
March	49	18	62	26	50	44	10,872	1,336
April	48	1	44	0	54	45	9,018	2,000
May	36	1	53	0	37	46	8,629	2,000
June	39	13	26	9	50	50	5,961	2,815
July	44	36	44	29	50	57	6,155	7,277
August	29	13	36	22	43	48	6,052	11,515
September	57	47	37	44	63	51	13,826	8,295
October	50	54	60	41	53	64	12,252	21,515
<b>November</b>	<b>29</b>	<b>22</b>	<b>36</b>	<b>32</b>	<b>46</b>	<b>54</b>	<b>9,625</b>	<b>2,808</b>
December	15	0	32	0	29	0	7,052	0
<b>TOTAL</b>	<b>495</b>		<b>495</b>				<b>103,904</b>	
Pending Beginning (2019)		29						
Pending Beginning (2020)		29						

**Table 9. Preventive Mediation Cases Handled, By Manner of Disposition and Month: Philippines  
As of November 30, 2020**

Indicator	Total	JAN	FEB	MAR	APR	MAY	JUNE	JULY	AUG	SEPT	OCT	NOV	DEC
Pending, beginning of period	29	29	43	52	44	45	46	50	57	47	51	64	0
Original Preventive Mediation Cases Filed	283	39	40	18	1	1	13	36	12	47	54	22	0
Cases Treated as PM	1	0	0	0	0	0	0	0	0	1	0	0	0
<b>Total Cases Handled</b>	<b>313</b>	<b>68</b>	<b>83</b>	<b>70</b>	<b>45</b>	<b>46</b>	<b>59</b>	<b>86</b>	<b>69</b>	<b>95</b>	<b>105</b>	<b>86</b>	<b>0</b>
Workers involved in PM cases filed during the period	80,316	15,237	5,518	1,336	2,000	2,000	2,815	7,277	11,515	8,295	21,515	2,808	-
<b>Cases Disposed</b>	<b>259</b>	<b>25</b>	<b>31</b>	<b>26</b>	<b>0</b>	<b>0</b>	<b>9</b>	<b>29</b>	<b>22</b>	<b>44</b>	<b>41</b>	<b>32</b>	<b>0</b>
Settled	253	23	30	25	0	0	9	29	22	43	40	32	0
Assumed Jurisdiction	1	0	0	0	0	0	0	0	0	1	0	0	0
Certified for Compulsory Arbitration	0	0	0	0	0	0	0	0	0	0	0	0	0
Materialized into Actual S/L	0	0	0	0	0	0	0	0	0	0	0	0	0
Materialized into Notice of S/L	4	2	1	1	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
Others	1	0	0	0	0	0	0	0	0	0	1	0	0
Pending, end of period	54	43	52	44	45	46	50	57	47	51	64	54	0
Disposition Rate	83%	37%	37%	37%	0%	0%	15%	34%	32%	46%	39%	37%	#DIV/0!
Settlement Rate	81%	34%	36%	36%	0%	0%	15%	34%	32%	45%	38%	37%	#DIV/0!
Duration to Settle	28	33	31	25	0	0	22	32	43	54	29	0	0



**Table 10. Preventive Mediation Cases Handled, By Manner of Disposition and Region: Philippines**  
As of November 30, 2020

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	29	14	0	0	0	3	8	0	0	1	0	0	0	3	0	0	0
Original Preventive Mediation Cases Filed	283	108	5	2	1	40	68	0	3	9	5	2	0	15	17	8	0
Cases Treated as PM	1	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
<b>Total Cases Handled</b>	<b>313</b>	<b>122</b>	<b>5</b>	<b>2</b>	<b>1</b>	<b>43</b>	<b>76</b>	<b>0</b>	<b>3</b>	<b>10</b>	<b>5</b>	<b>2</b>	<b>0</b>	<b>19</b>	<b>17</b>	<b>8</b>	<b>0</b>
Workers involved in PM cases filed during the period	80,316	27,743	986	48	45	15,339	18,095	0	610	984	1,529	203	0	5,501	1,595	7,638	0
<b>Cases Disposed</b>	<b>259</b>	<b>92</b>	<b>5</b>	<b>2</b>	<b>1</b>	<b>36</b>	<b>63</b>	<b>0</b>	<b>3</b>	<b>10</b>	<b>3</b>	<b>2</b>	<b>0</b>	<b>19</b>	<b>15</b>	<b>8</b>	<b>0</b>
Settled	253	91	5	2	1	35	60	0	3	10	3	2	0	18	15	8	0
Assumed Jurisdiction	1	0	0	0	0	0	0	0	0	0	0	0	0	1	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 S/L	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Materialized into Notice of S/L	4	1	0	0	0	0	3	0	0	0	0	0	0	0	0	0	0
Subsume/Consolidated to AJ/CCA/MA	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Others	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Pending, end of period	54	30	0	0	0	7	13	0	0	0	2	0	0	0	2	0	0
Disposition Rate	83%	75%	100%	100%	100%	84%	83%	#DIV/0!	100%	100%	60%	100%	#DIV/0!	100%	88%	100%	#DIV/0!
Settlement Rate	81%	75%	100%	100%	100%	81%	79%	#DIV/0!	100%	100%	60%	100%	#DIV/0!	95%	88%	100%	#DIV/0!
Duration to Settle	34	38	25	43	16	19	35	0	72	37	28	30	0	26	26	94	0