

**National  
Conciliation and  
Mediation  
Board**

Republic of the Philippines  
Department of Labor and Employment  
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**A**lternative **D**ispute **R**esolution  
**Updates**

*Preliminary*

**As of December 31, 2014**

This ADR update records in brief the collective accomplishment of NCMB from January 1 to December 31, 2014.

**I. ACTUAL STRIKES/LOCKOUTS (AS/L)**

- Two (2) work stoppages were declared in 2014.
  - Radio Mindanao Network (RCMB XI) declared on October 2, 2014, on grounds of unfair labor practice with 19 workers affected. The case was amicably settled last December 13, 2014.
  - Cenapro Chemicals Corporation (RCMB VII) with 32 workers affected, declared on October 18, 2014 on grounds of unfair labor practice. The case was amicably settled last December 8, 2014.
- 1,260 Total man-days lost

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

- 32 cases pending at the beginning of the year
- 159 new cases filed from January to December 2014
- 191 total cases handled during the period
- Disposition rate: 83% (159 of the 191 cases handled)
  - 107 cases disposed within the process cycle time (PCT = 45 days)
  - 52 cases disposed beyond the process cycle time (average of 74 days in excess of PCT)
- Settlement rate: 82% (156 of the 191 cases handled)
- Average duration to settle: 53 days
- 32 cases pending as of December 31, 2014
  - 16 pending cases are 45 days old or younger
  - 16 pending cases are older than the PCT by an average of 285 days
  - Average days pending: 178 days
- Monetary benefits : Php2.35-B benefitting 13,600 workers
- Mandays saved: 489,640\*

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

### III. PREVENTIVE MEDIATION (PM)

- 34 cases pending at the beginning of the year  
463 new cases filed from January to December 2014  
497 cases handled during the period.
- Disposition rate: 91% (453 of the 497 cases handled)
  - 298 cases disposed within the process cycle time (PCT = 35 days)
  - 155 cases disposed beyond the process cycle time (average of 34 days in excess of PCT)
- Settlement rate: 87% (432 of the 497 cases handled)
- Average duration to settle: 34 days
- 44 cases pending as December 31, 2014
  - 27 pending cases are 35 days old or younger
  - 17 pending cases are older than the PCT by an average of 51 days
  - Average days pending: 45 days
- Monetary benefits : Php266-M benefitting 3,687 workers

### IV. GOVERNMENT INTERVENTION IN LABOR DISPUTES (Comparative 2013 – 2014)

Particulars	2013 (Jan. 1 – December 31)				2014 (Jan. 1 – December 31)			
	No. Cases Handled	AJ	CCA	Total AJ & CCA	No. Cases Handled	AJ	CCA	Total AJ & CCA
Actual Strikes/Lockouts	1	0	0	0	2	0	0	0
Notices of Strike/Lockout	177	2	1	3	191	1	0	1
Preventive Mediation	484	0	0	0	497	0	0	0
Total	662	2	1	3	690	1	0	1
% of AJ/CCA to Total Cases Handled		0.30%	0.15%	0.45%		0.14%	0.00%	0.14%

### V. ISSUES INVOLVED IN NEWLY FILED LABOR DISPUTES (Jan. 1 – Dec. 31, 2014)

Case Type	No. of New Cases Filed	ISSUES INVOLVED		
		Unfair Labor Practice (ULP)	Bargaining Deadlock (BD)	ULP/BD
Actual Strike/Lockout	2	1	0	1
Notices of Strike/Lockout	159	96	53	10
Preventive Mediation	463	378	67	18
Total New Cases	624	475	120	29

### VI. SINGLE ENTRY APPROACH (SEnA)

- 168 requests for assistance (RFA) pending at the beginning of the year  
5,856 new RFAs filed from January to December 2014  
6,024 total RFAs handled during the period
- Disposition rate: 95% (5,721 of the 6,024 RFAs handled)
  - 4,887 RFAs disposed within the process cycle time (PCT = 30 days)
  - 834 RFAs disposed beyond the process cycle time (average of 17 days in excess of PCT)
- Settlement rate: 80% (4,793 of the 6,024 RFAs handled)
  - 4,176 RFAs settled within the process cycle time (PCT = 30 days)



- 617 RFAs settled beyond the process cycle time
- Average duration to settle: 17 days
- 303 pending RFAs as December 31, 2014
  - 177 pending RFAs are 30 days old or younger
  - 126 pending RFAs are older than 30 days
  - Average days pending: 47 days
- Monetary benefits : Php129-M benefitting 4,650 workers

**No. of RFAs Handled, Monetary Benefits and Workers Benefitted Philippines 2010 - 2014**

Year	No. of RFAs Handled	Monetary Benefits	Workers Benefitted
2010	902	15,361,766.29	777
2011	1,803	71,906,704.21	2,329
2012	4,088	200,884,383.16	3,746
2013	4,859	330,679,306.20	5,056
2014	6,024	128,766,931.00	4,650
<b>Total</b>	<b>17,680</b>	<b>747,651,750.84</b>	<b>16,557</b>

**VII. VOLUNTARY ARBITRATION (VA)**

- 104 cases pending at the beginning of the year
- 241 new VA cases filed from January to December
- 345 cases handled during the period.
- 206 cases were disposed since January
- 60% disposition rate (206 of the 345 cases handled)
  - 49 cases disposed within the process cycle time(PCT = 90 days)
  - 157 cases disposed beyond the process cycle time
- Average duration to decide;
  - 177 days from the date of acceptance by the arbitrator
  - 81 days from submission for resolution
- 139 cases pending as December 31, 2014
  - 44 pending cases are 90 days old or younger
  - 95 pending cases are older than 90 days
- Monetary benefits : Php405-M benefitting 1,230 workers

**No. of VA Cases Handled, Monetary Benefits and Workers Benefitted Philippines 2010 - 2014**

Year	No. of VA Submitted	Monetary Benefits	Workers Benefitted
2010	124	125,787,765.73	904
2011	180	171,525,714.17	740
2012	169	243,406,960.89	1,686
2013	173	250,778,471.30	672
2014	241	405,420,862.26	1,230
<b>Total</b>	<b>887</b>	<b>1,196,919,774.35</b>	<b>5,232</b>

## **VIII. WORKPLACE RELATIONS ENHANCEMENT**

- 273 LMCs facilitated since January (64 in organized companies and 209 in unorganized companies)
- 1,237 LMCs enhanced (688 in organized companies and 549 in unorganized companies)
- LMCs enhanced through convergence programs:
  - 554 were enhanced through convergence program with NWPC (productivity)
  - 607 were enhanced through convergence program with OSHC (occupational safety and health)
  - 499 were enhanced through convergence program with BWSC (family welfare)
- 1,700 companies reached through Basic LMC Orientation Course
- 2,565 existing LMCs nationwide as of December 31, 2014 (1,421 in organized companies; 1,144 in unorganized establishments)
- 91% or 2,214 companies with LMCs were not involved in NS/L, PM or VA cases during the period

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

- 121 GMs operationalized in organized establishments from January December 2014
- 194 GMs institutionalized in unorganized establishments
- 1,214 GMs enhanced (726 in organized and 488 in unorganized establishments)
- 2,854 existing/active GMs nationwide as of December 31, 2014 (1,757 in organized establishments; 1,097 in unorganized establishments)
- 92% or 2,623 existing/active GMs were not involved in NS/L, PM or VA cases during the period

  
**REYNALDO R. UBALDO**  
Executive Director IV

February 2, 2014

**Table 1. Comparative Summary of Conciliation-Mediation Cases, Philippines**  
As of December 31, 2014

Indicator	A. Actual Strikes/Lockouts (ASL)			B. Notices of Strikes/Lockouts (NSL)			C. Preventive Mediation Cases (PM)		
	2013	2014	% change	2013	2014	% change	2013	2014	% change
Pending, beginning of period	0	0		28	32		32	34	
New cases filed/declared	1	2	100%	149	159	7%	451	463	
Cases treated as PM							1	0	
Total PM Cases Filed							452	463	2%
Total Cases Handled	1	2		177	191		484	497	
Workers involved in new cases	400	51	-87%	31,526	48,964	55%	138,944	123,450	-11%
Mandays Lost	1,200	1,260	5%						
Cases Disposed	1	2		145	159		450	453	
Settled	1	2		139	156		423	432	
Assumed Jurisdiction (AJ)	0	0		2	1		0	0	
Certified for Compulsory Arbitration (CCA)	0	0		1	0		0	0	
Materialized into Actual S/L (MAS)	0	0		1	2		0	0	
Materialized into Notice of S/L (MSN)	0	0					27	19	
Subsumed/Consolidated to AJ/CCA	0	0		1	0		0	1	
Referred to Compulsory Arbitration	0	0		0	0		0	0	
Referred to Voluntary Arbitration									
Others	0	0		1	0		0	1	
Disposition Rate (Work Normalization on AS/L)	100%	100%	0%	82%	83%	1%	93%	91%	-2%
Settlement Rate	100%	100%	0%	79%	82%	3%	87%	87%	-1%
Success Rate *	-	-		99.44%	98.95%	0%	100%	100%	0%
Dispute Management Rate **	99.85%	99.71%	0.1%	-			-		
Pending, end of period	0	0		32	32		34	44	

\***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 Strikes/Lockouts by Month, Philippines: 2013 and 2014**  
As of December 31, 2014

Month	Actual Strikes/ Lockouts Declared		Cases Disposed		Pending at the End of the Period		Workers Involved		Mandays Lost	
	2013	2014/p	2013	2014/p	2013	2014/p	2013	2014/p	2013	2014/p
<b>TOTAL</b>	<b>1</b>	<b>2</b>	<b>1</b>	<b>2</b>			<b>400</b>	<b>51</b>	<b>1,200</b>	<b>1,260</b>
January	0	0	0	0	0	0	0	0	0	0
February	0	0	0	0	0	0	0	0	0	0
March	0	0	0	0	0	0	0	0	0	0
April	0	0	0	0	0	0	400	0	1,200	0
May	1	0	1	0	0	0	0	0	0	0
June	0	0	0	0	0	0	0	0	0	0
July	0	0	0	0	0	0	0	0	0	0
August	0	0	0	0	0	0	0	0	0	0
September	0	0	0	0	0	0	0	51	0	1,260
October	0	2	0	2	0	0	0	0	0	0
November	0	0	0	0	0	0	0	0	0	0
December	0	0	0	0	0	0	0	0	0	0
<b>TOTAL</b>	<b>1</b>	<b>2</b>	<b>1</b>	<b>2</b>			<b>400</b>	<b>51</b>	<b>1,200</b>	<b>1,260</b>
Pending Beginning (2013)			0							
Pending Beginning (2014)			0							

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Table 3. Actual Strikes/Lockouts Handled, By Manner of Disposition and Month: Philippines  
As of December 31, 2014

Indicator	Total	JAN	FEB	MAR	APR	MAY	JUNE	JULY	AUG	SEPT	OCT	NOV	DEC
Pending, beginning of period	0	0	0	0	0	0	0	0	0	0	0	0	0
New Actual Strikes/Lockouts declared	2	0	0	0	0	0	0	0	0	0	2	0	0
Total Cases Handled	2	0	0	0	0	0	0	0	0	0	2	0	0
Workers involved in strikes/lockouts declared during the period	51	0	0	0	0	0	0	0	0	0	51	0	0
Mandays Lost, to date	1,260	0	0	0	0	0	0	0	0	0	1,260	0	0
Work Normalized	2	0	0	0	0	0	0	0	0	0	2	0	0
Settled	2	0	0	0	0	0	0	0	0	0	2	0	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
Subsumed/Consolidated to AJ/CCA	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
Pending, end of period	0	0	0	0	0	0	0	0	0	0	0	0	0
Work Normalization Rate	100%	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	100%	#DIV/0!	#DIV/0!
Settlement Rate	100%	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	100%	#DIV/0!	#DIV/0!
Duration to Dispose	27	0	0	0	0	0	0	0	0	0	27	0	0

Table 4. Actual Strikes/Lockouts Handled, By Manner of Disposition and Region: Philippines  
As of December 31, 2014

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	2	0	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0
Total Cases Handled	2	0	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0
Workers involved in strikes/lockouts declared during the period	51	0	0	0	0	0	0	0	0	0	32	0	0	0	19	0	0
Mandays Lost, to date	1,260	0	0	0	0	0	0	0	0	0	576	0	0	0	684	0	0
Work Normalized	2	0	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0
Settled	2	0	0	0	0	0	0	0	0	0	1	0	0	0	1	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
Pending, end of period	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Settlement Rate	100%	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	100%	#DIV/0!	#DIV/0!	#DIV/0!	100%	#DIV/0!	#DIV/0!
Work Normalization Rate	100%	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	100%	#DIV/0!	#DIV/0!	#DIV/0!	100%	#DIV/0!	#DIV/0!
Duration to Dispose	27	0	0	0	0	0	0	0	0	0	18	0	0	0	36	0	0



Table 5. Statistics on Notices of Strikes/Lockouts Cases by Month, Philippines: 2013 and 2014  
As of December 31, 2014  
(Preliminary)

Month	Notices of Strikes/Lockouts		Cases Disposed		Pending At The End of the Period		Workers Involved	
	2013	2014/p	2013	2014/p	2013	2014/p	2013	2014/p
<b>TOTAL</b>	<b>149</b>	<b>159</b>	<b>145</b>	<b>159</b>			<b>31,526</b>	<b>48,534</b>
January	15	15	20	7	23	40	3,113	7,085
February	11	11	10	22	24	29	905	9,742
March	13	14	13	11	24	32	1,441	1,399
April	12	15	7	13	29	34	2,593	5,888
May	13	11	8	9	34	36	3,862	2,742
June	15	18	11	19	38	35	3,297	4,250
July	11	12	17	16	32	31	1,132	1,849
August	12	20	10	10	34	41	4,908	3,439
September	12	15	7	14	39	42	2,165	1,843
October	12	6	12	15	39	33	3,052	4,848
November	10	15	17	15	32	33	2,982	3,184
December	13	7	13	8	32	32	2,076	2,265
<b>TOTAL</b>	<b>149</b>		<b>145</b>				<b>31,526</b>	
Pending Beginning (2013)			28					
Pending Beginning (2014)		32						

**Table 6. Notices of Strikes/Lockouts Handled, By Manner of Disposition and Month: Philippines**  
As of December 31, 2014  
(Preliminary)

Indicator	Total	JAN	FEB	MAR	APR	MAY	JUNE	JULY	AUG	SEPT	OCT	NOV	DEC
Pending, beginning of period	32	32	40	29	32	34	36	35	31	41	41	42	32
New Notices of Strike/Lockout filed	159	15	11	14	15	11	18	12	20	15	6	15	7
<b>Total Cases Handled</b>	<b>191</b>	<b>47</b>	<b>51</b>	<b>43</b>	<b>47</b>	<b>45</b>	<b>54</b>	<b>47</b>	<b>51</b>	<b>56</b>	<b>47</b>	<b>57</b>	<b>39</b>
Workers involved in notices of strikes/ lockouts filed during the period	43,195	7,010	9,742	1,399	5,240	2,356	4,194	1,849	3,294	1,762	2,137	3,118	1,094
Cases Disposed	159	7	22	11	13	9	19	16	10	14	15	15	8
Settled	156	6	22	11	13	9	19	16	10	14	13	15	8
Assumed Jurisdiction	1	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
Materialized into Actual Strike/Lockout	2	0	0	0	0	0	0	0	0	0	2	0	0
Subsumed/Consolidated to AJ/CCA	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
Pending, end of period	32	40	29	32	34	36	35	31	41	42	32	42	31
Disposition Rate	83%	15%	43%	26%	28%	20%	35%	34%	20%	25%	32%	26%	21%
Settlement Rate	82%	13%	43%	26%	28%	20%	35%	34%	20%	25%	28%	26%	21%
Success Rate	99%	100%	100%	100%	100%	100%	100%	100%	100%	100%	96%	100%	100%
Duration to Settle	53	96	42	44	58	61	40	35	98	30	59	56	84

Table 7. Notices of Strikes/Lockouts Handled, By Manner of Disposition and Region: Philippines  
As of December 31, 2014  
(Preliminary)

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	32	7	0	1	1	3	8	0	2	2	4	1	0	0	2	1	0
New Notices of Strike/Lockout filed	159	62	0	2	2	29	26	0	0	4	18	0	0	8	6	0	2
Total Cases Handled	191	69	0	3	3	32	34	0	2	6	22	1	0	8	8	1	2
Workers involved in notices of strikes/ lockouts filed during the period	43,195	17,664	0	265	369	4,400	7,180	0	0	908	9,547	0	0	2,255	353	0	254
<b>Cases Disposed</b>	159	61	0	2	2	29	27	0	2	3	20	1	0	4	8	0	0
Settled	156	61	0	2	2	29	27	0	1	3	19	1	0	4	7	0	0
Assumed Jurisdiction	1	0	0	0	0	0	0	0	1	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	2	3	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0
Subsume/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
Pending, end of period	32	8	0	1	1	3	7	0	0	3	2	0	0	4	0	1	2
Disposition Rate	83%	88%	#DIV/0!	67%	67%	91%	79%	#DIV/0!	100%	50%	91%	100%	#DIV/0!	50%	100%	0%	0%
Settlement Rate	82%	88%	#DIV/0!	67%	67%	91%	79%	#DIV/0!	50%	50%	86%	100%	#DIV/0!	50%	88%	0%	0%
Success Rate	99%	100%	#DIV/0!	100%	100%	100%	100%	#DIV/0!	100%	100%	95%	100%	#DIV/0!	100%	88%	100%	100%
Duration to Settle	53	44	0	206	33	33	47	0	329	179	92	156	0	23	10	0	0



**Table 8. Statistics on Preventive Mediation Cases by Month, Philippines: 2013 and 2014**  
As of December 31, 2014  
(Preliminary)

Month	Preventive Mediation Cases Filed		Cases Disposed		Pending At The End of the Period		Workers Involved	
	2013	2014/p	2013	2014/p	2013	2014/p	2013	2014/p
<b>TOTAL</b>	<b>452</b>	<b>463</b>	<b>450</b>	<b>453</b>			<b>138,944</b>	<b>123,450</b>
January	35	41	27	23	40	52	4,705	6,582
February	31	40	34	43	37	49	14,017	21,628
March	42	54	34	52	45	51	9,659	11,202
April	43	34	39	37	49	48	17,808	9,688
May	39	30	41	29	47	49	15,489	2,876
June	33	36	35	29	45	56	17,191	6,974
July	59	37	46	44	58	49	13,989	11,911
August	32	40	42	37	48	52	6,420	13,298
September	33	47	34	44	47	55	10,580	19,662
October	38	40	39	39	46	56	8,404	6,629
November	40	42	38	41	48	57	15,630	10,168
December	27	22	41	35	34	44	5,052	2,832
<b>TOTAL</b>	<b>452</b>		<b>450</b>				<b>138,944</b>	
Pending Beginning (2013)		32						
Pending Beginning (2014)		34						

**Table 9. Preventive Mediation Cases Handled, By Manner of Disposition and Month: Philippines**  
As of December 31, 2014  
(Preliminary)

Indicator	Total	JAN	FEB	MAR	APR	MAY	JUNE	JULY	AUG	SEPT	OCT	NOV	DEC
Pending, beginning of period	34	34	52	49	51	48	49	56	49	52	55	56	57
Original Preventive Mediation Cases Filed	463	41	40	54	34	30	36	37	40	47	40	42	22
Cases Treated as PM	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total Cases Handled</b>	<b>497</b>	<b>75</b>	<b>92</b>	<b>103</b>	<b>85</b>	<b>78</b>	<b>85</b>	<b>93</b>	<b>89</b>	<b>99</b>	<b>95</b>	<b>98</b>	<b>79</b>
Workers involved in PM cases filed during the period	123,450	6,582	21,628	11,202	9,688	2,876	6,974	11,911	13,298	19,662	6,629	10,168	2,832
<b>Cases Disposed</b>	<b>453</b>	<b>23</b>	<b>43</b>	<b>52</b>	<b>37</b>	<b>29</b>	<b>29</b>	<b>44</b>	<b>37</b>	<b>44</b>	<b>39</b>	<b>41</b>	<b>35</b>
Settled	432	22	42	50	34	28	28	42	35	42	38	38	33
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 S/L	0	0	0	0	0	0	0	0	0	0	0	0	0
Materialized into Notice of S/L	19	1	1	2	3	1	1	2	2	1	1	3	1
Subsume/Consolidated to AJ/CCA	1	0	0	0	0	0	0	0	0	1	0	0	0
Others	1	0	0	0	0	0	0	0	0	0	0	0	1
Pending, end of period	44	52	49	51	48	49	56	49	52	55	56	57	44
Disposition Rate	91%	31%	47%	50%	44%	37%	34%	47%	42%	44%	41%	42%	44%
Settlement Rate	87%	29%	46%	49%	40%	36%	33%	45%	39%	42%	40%	39%	42%
Success Rate	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Duration to Settle	34	36	45	26	24	45	29	30	33	38	28	33	47

**Table 10. Preventive Mediation Cases Handled, By Manner of Disposition and Region: Philippines**  
As of December 31, 2014  
(Preliminary)

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	34	10	0	0	0	3	8	0	1	0	1	4	0	3	4	0	0
Original Preventive Mediation Cases Filed	463	149	5	10	3	44	95	0	5	26	22	6	5	33	44	10	6
Cases Treated as PM	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total Cases Handled</b>	<b>497</b>	<b>159</b>	<b>5</b>	<b>10</b>	<b>3</b>	<b>47</b>	<b>103</b>	<b>0</b>	<b>6</b>	<b>26</b>	<b>23</b>	<b>10</b>	<b>5</b>	<b>36</b>	<b>48</b>	<b>10</b>	<b>6</b>
Workers involved in PM cases filed during the period	123,450	42,876	1,036	504	706	14,411	24,359	0	207	7,533	5,197	538	26	7,690	6,243	11,096	1,028
<b>Cases Disposed</b>	<b>453</b>	<b>139</b>	<b>5</b>	<b>10</b>	<b>1</b>	<b>43</b>	<b>96</b>	<b>0</b>	<b>6</b>	<b>26</b>	<b>21</b>	<b>9</b>	<b>5</b>	<b>34</b>	<b>42</b>	<b>10</b>	<b>6</b>
Settled	432	133	5	10	0	39	92	0	5	26	20	9	5	31	41	10	6
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 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	19	6	0	0	1	4	4	0	0	0	1	0	0	2	1	0	0
Subsume/Consolidated to AJ/CCA	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0
Others	1	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
Pending, end of period	44	20	0	0	2	4	7	0	0	0	2	1	0	2	6	0	0
Disposition Rate	91%	87%	100%	100%	33%	91%	93%	#DIV/0!	100%	100%	91%	90%	100%	94%	88%	100%	100%
Settlement Rate	87%	84%	100%	100%	0%	83%	89%	#DIV/0!	83%	100%	87%	90%	100%	86%	85%	100%	100%
Success Rate	100%	100%	100%	100%	100%	100%	100%	#DIV/0!	100%	100%	100%	100%	100%	100%	100%	100%	100%
Duration to Settle	34	39	6	24	0	38	35	0	42	14	51	47	39	31	25	21	25



Table 11. SEnA Request for Assistance (RFAs) Handled and Disposed and Manner of Disposition and Month: Philippines  
As of December 31, 2014  
(Preliminary)

Indicator	Total	JAN	FEB	MAR	APR	MAY	JUNE	JULY	AUG	SEPT	OCT	NOV	DEC
Pending, beginning of period	168	168	350	316	302	338	355	313	290	285	338	318	401
Original RFAs Received	5,856	584	453	449	448	522	487	505	449	526	519	574	340
Total RFAs Handled	6,024	752	803	765	750	860	842	818	739	811	857	892	741
Workers involved in RFAs received during the period	11,176	1,110	835	801	728	811	1,765	1,127	804	871	837	915	572
RFAs Disposed	5,721	402	487	463	412	505	529	528	454	473	539	491	438
Settled	4,793	366	455	413	356	448	421	438	390	372	392	395	347
Lack of Interest	352	20	19	35	40	32	37	30	19	28	39	28	25
Referred to Voluntary Arbitration	17	0	1	3	1	0	0	0	3	1	5	2	1
Referred to Compulsory Arbitration	538	15	12	12	13	24	66	56	42	70	101	65	62
Referred to DOLE Offices	20	1	0	0	2	1	4	4	0	2	2	1	3
Referred to Other Government Office	1						1						
Others	0	0	0	0	0	0	0	0	0	0	0		
Pending, end of period	303	350	316	302	338	355	313	290	285	338	318	401	303
Disposition Rate	95%	53%	61%	61%	55%	59%	63%	65%	61%	58%	63%	55%	59%
Settlement Rate	80%	49%	57%	54%	47%	52%	50%	54%	53%	46%	46%	44%	47%
Duration to Settle	17	16	18	18	18	19	18	17	17	15	16	16	18

Table 12. SENa Request for Assistance (RFAs) Handled and Disposed and Manner of Disposition and Region: Philippines  
As of December 31, 2014  
(Preliminary)

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	168	149	0	1	0	0	8	0	0	0	2	2	5	1	0	0	0
Request for Assistance Received	5,856	4,477	17	77	3	108	363		16	134	388	22	97	53	45	15	41
Total RFAs Handled	6,024	4,626	17	78	3	108	371	0	16	134	390	24	102	54	45	15	41
Workers involved in RFAs received during the period	11,176	6,928	22	66	4	447	865		23	369	1,027	52	187	122	1,000	22	42
RFAs Disposed	5,721	4,381	15	67	3	108	357	0	12	133	368	21	102	53	45	15	41
Settled	4,793	3,633	15	57	2	97	292	0	10	117	325	17	92	46	35	15	40
Lack of Interest	352	318	0	0	1	3	18	0	0	3	0	0	8		1	0	0
Referred to Voluntary Arbitration	17	15	0	0	0	0	0	0	0	0	0	0	0	0	2	0	0
Referred to Compulsory Arbitration	538	405	0	10	0	8	45	0	2	9	40	3	2	7	6	0	1
Referred to DOLE Offices	20	10	0	0	0	0	2	0	0	4	3	0	0	0	1	0	0
Referred to Other Government Office	1	0	0	0	0	0	0	0	0	0	0	1	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	303	245	2	11	0	0	14	0	4	1	22	3	0	1	0	0	0
Disposition Rate	95%	95%	88%	86%	100%	100%	96%	#DIV/0!	75%	99%	94%	88%	100%	98%	100%	100%	100%
Settlement Rate	80%	79%	88%	73%	67%	90%	79%	#DIV/0!	63%	87%	83%	71%	90%	85%	78%	100%	98%
Duration to Settle	17	18	5	10	16	14	18	0	18	11	9	25	21	14	17	13	10