


Document ID:	Republic of the Philippines Department of Labor and Employment ROUTE SLIP		
Subject: <p style="text-align: center;">Alternative Dispute Resolution Updates, As of December 31, 2018</p>			
Description of Documents: <ul style="list-style-type: none"> The Alternative Dispute Resolution (ADR) update is a narrative and statistical report highlighting the NCMB's performance for the month of December 2018. It reflects the Board's accomplishments on its three major programs (Workplace Relations Enhancement (LMC and GM), Conciliation-Mediation and Voluntary Arbitration) The National Conciliation and Mediation Board (NCMB) is in charge of providing conciliation and mediation services to labor and industry aside from promoting other modes of labor dispute settlement such as grievance handling, voluntary arbitration, labor-management cooperation and other forms of alternative dispute resolutions. The Board prepares this report on a monthly basis to provide information to the different government offices, private sector and other concerned agencies on the labor relations situation nationwide. 			
Origin: National Conciliation and Mediation Board			
Date/Time Received	From	For	Action Required/Remarks
Jan. __, 2019	 MARIA TERESITA L. CANCIO OIC - Executive Director IV NCMB	Office of Undersecretary BENJO SANTOS M. BENAVIDEZ	For the information of the Undersecretary and endorsement to the Secretary
Jan. __, 2019	BENJO SANTOS M. BENAVIDEZ OIC Undersecretary	Secretary Silvestre H. Bello III	For the information of the Secretary
(Important: do not detach route slip from document)			



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Certificate Number: AJA15-0048

MEMORANDUM

For: **Secretary SILVESTRE H. BELLO III**

Thru: **OIC Undersecretary BENJO SANTOS M. BENAVIDEZ**

Subject: **Alternative Dispute Resolution Updates**
As of 31 December 2018

Date: 9 January 2018

May we respectfully submit, for your information and reference, the attached **Alternative Dispute Resolution Updates** which covers the Board's accomplishments as of 31 December 2018 on the following:

1. Conciliation-Mediation
 - a. Preventive Mediation
 - b. Notices of Strike/Lockout
 - c. Actual Strikes/Lockouts
 - d. Single Entry Approach
2. Voluntary Arbitration
3. Workplace Relations Enhancement
4. Convergence Program
5. Grievance Machinery


MARIA TERESITA L. CANCIO
OIC - Executive Director IV



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Alternative **D**ispute **R**esolution

Updates

Preliminary

As of December 31, 2018

This ADR update records in brief the collective accomplishments of NCMB during the month of December 2018.

I. PREVENTIVE MEDIATION (PM)

- 33 cases pending at the beginning of the year
466 new cases filed since January (17 cases filed in December)
499 total cases handled as of December 31, 2018
- Disposition rate: 94% (467 of the 499 total cases handled)
 - 347 cases disposed within the process cycle time (PCT = 60 days)
 - 120 cases disposed beyond PCT
- Settlement rate: 90% (448 of the 499 total cases handled)
- Average duration to settle: 31 days
- 32 cases pending as of December 31, 2018
 - 16 pending cases are 35 days old or younger
 - 16 pending cases are older than the PCT
- Monetary benefits : Php148,723,455 benefitting 3,043 workers

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

- 31 cases pending at the beginning of the year
202 new cases filed since January (12 cases filed in December)
233 total cases handled as of December 31, 2018
- Disposition rate: 85% (197 of the 233 total cases handled)
 - 149 cases disposed within the process cycle time (PCT = 60 days)
 - 48 cases disposed beyond PCT
- 13 cases materialized into actual strikes
- Two (2) cases assumed jurisdiction by the Office of the Secretary
- One (1) case certified for compulsory arbitration
- Settlement rate: 76% (177 of the 233 total cases handled)
- Average duration to settle: 62 days
- 36 cases pending as of December 31, 2018
 - 11 pending cases are 60 days old or younger
 - 25 pending cases are older than the PCT
- Monetary benefits : Php1,377,130,365 benefitting 12,325 workers
- Mandays saved: 2,319,450 *

*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)**

- 14 work stoppages were monitored since January 2018, one of which is a wildcat strike.

REGION	DOCKET NUMBER	DECLARED	STATUS	DATE DISPOSED	ISSUES INVOLVED	SPECIFIC ISSUE
RCMB NCR	QC-AS-01-0001-2018	1/30/2018	Settled	3/6/2018	ULP	Massive Dismissal, Union Busting, Violation of CBA, Harassment, Coercion of Security Guard, Others, Regularization of Agency Workers
RCMB NCR	QC-AS-02-0002-2018	2/11/2018	Settled	2/23/2018	BD	Economic and non-economic provisions
RCMB – 4A	LAG-AS-05-0001-2018	5/10/2018	Others (resumed operations)	7/4/2018	ULP	Termination of 30 workers of service provider/regularization
RCMB 3	BUL-AS-06-0001-2018	6/2/2018	Others (resumed operations)	7/30/2018	ULP	Union Busting, Non-Payment of 13th mo. pay, illegal deduction of uniform, cooperative shares
RCMB 10	BUK-AS-07-0001-2018	7/25/2018	Settled	8/4/2018	BD	CBA Deadlock
RCMB NCR	TAG-AS-08-0003-2018	8/6/2018	Pending Strike On-going		ULP	Union Busting, Termination of union officers and members
RCMB 7	CEB-AS-08-0001-2018	8/24/2018	Settled	11/27/2018	ULP	Union Busting and Constructive Dismissal Contractualization
RCMB 4A	RIZ-AS-08-0001-2018	8/24/2018	Pending, Strike On-going		ULP	Gross Intimidation and Harassment, Mass Dismissal of Union Officers
RCMB NCR	MAK-AS-08-0001-2018	8/28/2018	Settled	9/5/2018	BD/ULP	CBA Deadlock ULP – Discrimination Against Union Officers and Members regarding Merit Increase
RCMB NCR	VAL-AS-09-0001-2018	9/5/2018	Settled	9/7/2018	ULP	Union Busting, Contractualization
RCMB NCR	QC-AS-09-0003-2018	9/19/2018	Assumed Jurisdiction	9/24/2018	ULP	Bargaining in Bad Faith
RCMB 11	CVP-AS-10-0001-2018	10/2/2018	Certified for Compulsory Arbitration	10/6/2018	ULP	Refusal to Bargain
RCMB NCR	PSG-AS-10-0001-2018	10/3/2018	Pending Strike On-going		BD	Bargaining Deadlock
RCMB NCR	QC-AS-10-0004-2018	10/22/2018	Settled	10/31/2018	ULP	Union Busting

- 11 work stoppages were disposed
 - Three (3) cases pending as of December 31, 2018
 - Three (3) pending cases are beyond the PCT of 40 days
 - Total man-days lost: 160,763
 - Disposition rate: 79% (11 of the 14 total cases handled)
- Monetary benefits : Php459,541,320 benefitting 476 workers

IV. GOVERNMENT INTERVENTION IN LABOR DISPUTES
(Comparative 2017–2018)

Particulars	2017 (Jan. 1 – Dec. 31)				2018 (Jan. 1 – Dec. 31)			
	No. Cases Handled	AJ	CCA	Total AJ & CCA	No. Cases Handled	AJ	CCA	Total AJ & CCA
Actual Strikes/Lockouts	15	0	0	0	14	1	1	2
Notices of Strike/Lockout	187	0	0	0	233	2	1	3
Preventive Mediation	527	0	0	0	499	0	0	0
Total	729	0	0	0	746	3	2	5
% of AJ/CCA to Total Cases Handled		0.00%	0.00%	0.00%		0.40%	0.27%	0.67%

V. ISSUES INVOLVED IN NEWLY DECLARED/FILED LABOR DISPUTES (Jan. 1–Dec. 31, 2018)

Case Type	No. of New Cases Declared/Filed	ISSUES INVOLVED		
		Unfair Labor Practice (ULP)	Bargaining Deadlock (BD)	ULP/BD
Actual Strike/Lockout	14	10	3	1
Notices of Strike/Lockout	202	146	42	14
Preventive Mediation	466	379	65	22
Total New Cases	682	535	110	37

VI. SINGLE ENTRY APPROACH (SEnA)

- 372 Requests for assistance (RFAs) pending at the beginning of the year
5,666 new RFAs filed since January 2018 (384 cases filed in December)
6,038 total RFAs handled during the period
- Disposition rate: 94% (5,667 of the 6,038 total RFAs handled)
 - 5,324 RFAs disposed within the process cycle time (PCT = 30+15 days)
 - 343 RFAs disposed beyond the PCT
- Settlement rate: 61% (3,689 of the 6,038 total RFAs handled)
 - 3,501 RFAs settled within the process cycle time (PCT = 30 days +15 days)
 - 188 RFAs settled beyond the process cycle time
- Average duration to settle: 19 days
- 371 pending RFAs as of December 31, 2018
 - 272 pending RFAs are 30 days old or younger
 - 99 pending RFAs are older than 30 days
- Monetary benefits : Php193,325,369 benefitting 5,352 workers

No. of RFAs Filed, Settled, Monetary Benefits and Workers Benefitted: Philippines 2014-2018

Year	No. of RFAs Filed	No. of RFAs Settled	Monetary Benefits	Workers Benefitted
2014	5,854	4,801	128,766,931	4,650
2015	5,508	4,501	190,390,407	4,579
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
Total	29,247	21,554	972,755,420	25,402

VII. VOLUNTARY ARBITRATION (VA)

- 325 cases pending at the beginning of the year
536 new VA cases submitted since January 2018 (30 cases in December)
861 cases handled during the period
- 450 cases disposed since January 2018
- 52% disposition rate (450 of the 861 total cases handled)
 - 70 cases disposed within the process cycle time (PCT=90 days)
 - 380 cases were disposed beyond the PCT
- Average duration to decide;
 - 222 days from the date of acceptance by the arbitrator
 - 15 days from submission for resolution
- 411 cases pending as of December 31, 2018
 - 155 pending cases are 90 days old or younger
 - 256 pending cases are older than 90 days
- Monetary benefits : Php1,281,152,744 benefitting 784 workers

No. of VA Cases Handled, Monetary Benefits and Workers Benefitted Philippines 2014-2018

Year	No. new of VA Submitted	Monetary Benefits	Workers Benefitted
2014	242	413,567,384	1,231
2015	305	472,017,539	3,908
2016	406	1,069,775,449	364
2017	526	1,360,272,356	863
2018	536	1,281,152,744	784
Total	2,015	4,596,785,472	7,150

VIII. WORKPLACE RELATIONS ENHANCEMENT

- 402 LMCs facilitated since January 2018 (81 in organized companies and 321 in unorganized companies)
- 1,679 LMCs enhanced (837 in organized companies and 842 in unorganized companies)

- 4,597 companies reached through promotional/pre-facilitation activities since January 2018
- 3,292 existing LMCs nationwide as of December 31, 2018 (1,242 in organized companies; 2,050 in unorganized establishments)
- 94.5% or 3,240 out of 3,428 companies with LMCs were not involved in AS/L, NS/L, PM cases during the period

IX. CONVERGENCE PROGRAM

- LMCs Enhanced through convergence programs since January 2018:
 - 914 LMCs enhanced through convergence program with NWPC (productivity), 935 LMCs in OSHC and ECC on occupational safety and 778 LMCs in health and with BWSC on family welfare program

X. GRIEVANCE MACHINERY (GM)

- 62 GMs were operationalized in organized establishments since January 2018
- 326 GMs institutionalized in unorganized establishments
- 1,963 GMs enhanced (1,090 in organized and 873 in unorganized establishments)
- 4,014 existing/active GMs nationwide as of December 31, 2018 (1,913 in organized establishments; 2,101 in unorganized establishments)
- 95.0% or 3,814 out of 4,014 existing/active GMs were not involved in AS/L, NS/L, PM cases during the period


MARIA TERESITA L. CANCIO
 OIC Executive Director IV

9 January 2018

Table 1. Comparative Summary of Conciliation-Mediation Cases, Philippines
As of December 31, 2018

Indicator	A. Actual Strikes/Lockouts (ASL)			B. Notices of Strikes/Lockouts (NSL)			C. Preventive Mediation Cases (PM)		
	2017	2018	% change	2017	2018	% change	2017	2018	% change
Pending, beginning of period	6	0		37	31		38	33	
New cases filed/declared	9	14	56%	150	202	35%	484	466	
Cases treated as PM							5	0	
Total PM Cases Filed							489	466	-5%
Total Cases Handled	15	14		187	233		527	499	
Workers involved in new cases	1,479	8,102	448%	35,982	67,922	89%	93,019	89,396	-4%
Mandays Lost	239,484	160,763	-33%						
Cases Disposed	15	11		156	197		494	467	
Settled	12	7		149	177		467	448	
Assumed Jurisdiction (AJ)	0	1		0	2		0	0	
Certified for Compulsory Arbitration (CCA)	0	1		0	1		0	0	
Materialized into Actual S/L (MAS)	0	0		7	13		2	0	
Materialized into Notice of S/L (MSN)	0	0		0	0		23	17	
Subsumed/Consolidated to AJ/CCA	0	0		0	1		0	0	
Referred to Compulsory Arbitration	0	0		0	0		0	0	
Referred to Voluntary Arbitration	0	0		0	0		0	0	
Others	3	2		0	3		2	2	
Disposition Rate (Work Normalization on AS/L)	100.0%	78.6%	-21%	83.4%	84.5%	1%	93.7%	93.6%	0%
Settlement Rate	80.0%	50.0%	-30%	79.7%	76.0%	-4%	88.6%	89.8%	1%
Success Rate **	-	-		96.3%	94.4%	-2%	99.6%	100.0%	0%
Dispute Management Rate ***	99.0%	98.2%	0.8%	-			-		
Pending, end of period	0	3		31	36		33	32	

****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: 2017 and 2018
As of December 31, 2018

Month	Actual Strikes/ Lockouts Declared		Cases Disposed		Pending at the End of the Period		Workers Involved		Mandays Lost	
	2017	2018/p	2017	2018/p	2017	2018/p	2017	2018/p	2017	2018/p
TOTAL	9	14	15	11			1,479	8,102	239,484	160,763
January	0	1	2	0	4	1	0	270	120,348	540
February	1	1	1	1	4	1	214	240	14,488	8,880
March	1	0	0	1	5	0	138	0	16,668	1,350
April	3	1	4	0	4	1	430	0	16,276	0
May	1	0	1	0	4	1	263	133	18,040	2,527
June	0	1	2	0	2	2	0	1,400	15,738	33,992
July	1	1	2	2	1	1	294	231	13,346	36,785
August	2	4	0	1	3	4	140	691	9,278	5,316
September	0	2	1	3	2	3	0	209	10,894	15,580
October	0	3	2	2	0	4	0	4,928	4,408	41,025
November	0	0	0	1	0	3	0	0	0	12,731
December	0	0	0	0	0	3	0	0	0	2,037
TOTAL	9	14	15	11			1,479	8,102	239,484	160,763
Pending Beginning (2017)		6								
Pending Beginning (2018)		0								

Table 3. Actual Strikes/Lockouts Handled, By Manner of Disposition and Month: Philippines
As of December 31, 2018

Indicator	Total	JAN	FEB	MAR	APR	MAY	JUNE	JULY	AUG	SEPT	OCT	NOV	DEC
Pending, beginning of period	0	0	1	1	0	0	1	2	1	4	3	4	0
New Actual Strikes/Lockouts declared	14	1	1	0	0	1	1	1	4	2	3	0	0
Total Cases Handled	14	1	2	1	0	1	2	3	5	6	6	4	0
Workers involved in strikes/lockouts declared during the period	8,102	270	240	0	0	133	1,400	231	691	209	4,928	0	0
Mandays Lost, to date	160,763	540	8,880	1,350	0	2,527	33,992	36,785	5,316	15,580	41,025	12,731	2,037
Work Normalized	11	0	1	1	0	0	0	2	1	3	2	1	0
Settled	7	0	1	1	0	0	0	0	1	2	1	1	0
Assumed Jurisdiction	1	0	0	0	0	0	0	0	0	1	0	0	0
Certified for Compulsory Arbitration	1	0	0	0	0	0	0	0	0	0	1	0	0
Subsumed/Consolidated to AJ/CCA	0	0	0	0	0	0	0	0	0	0	0	0	0
Others	2	0	0	0	0	0	0	2	0	0	0	0	0
Pending, end of period	3	1	1	0	0	1	2	1	4	3	4	3	0
Work Normalization Rate	79%	0%	50%	100%	#DIV/0!	0%	0%	67%	20%	50%	33%	25%	#DIV/0!
Settlement Rate	50%	0%	50%	100%	#DIV/0!	0%	0%	0%	20%	33%	17%	25%	#DIV/0!
Duration to Dispose	23	0	10	31	0	0	0	47	10	6	7	79	0

Table 4. Actual Strikes/Lockouts Handled, By Manner of Disposition and Region: Philippines
As of December 31, 2018

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	14	8	0	0	0	1	2	0	0	0	1	0	0	1	1	0	0
Total Cases Handled	14	8	0	0	0	1	2	0	0	0	1	0	0	1	1	0	0
Workers involved in strikes/lockouts declared during the period	8,102	1,113	0	0	0	1,400	158	0	0	0	500	0	0	231	4,700	0	0
Mandays Lost, to date	160,763	20,985	0	0	0	65,800	8,668	0	0	0	39,500	0	0	2,310	23,500	0	0
Work Normalized	11	6	0	0	0	1	1	0	0	0	1	0	0	1	1	0	0
Settled	7	5	0	0	0	0	0	0	0	0	1	0	0	1	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	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	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	2	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0
Pending, end of period	3	2	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0
Work Normalization Rate	79%	75%	#DIV/0!	#DIV/0!	#DIV/0!	100%	50%	#DIV/0!	#DIV/0!	#DIV/0!	100%	#DIV/0!	#DIV/0!	100%	100%	#DIV/0!	####
Settlement Rate	50%	63%	#DIV/0!	#DIV/0!	#DIV/0!	0%	0%	#DIV/0!	#DIV/0!	#DIV/0!	100%	#DIV/0!	#DIV/0!	100%	0%	#DIV/0!	####
Duration to Dispose	23	11	0	0	0	47	46	0	0	0	79	0	0	10	5	0	0

Table 5. Statistics on Notices of Strikes/Lockouts Cases by Month, Philippines: 2017 and 2018
As of December 31, 2018

Month	Notices of Strikes/Lockouts		Cases Disposed		Pending At The End of the Period		Workers Involved	
	2017	2018/p	2017	2018/p	2017	2018/p	2017	2018/p
TOTAL	150	202	156	197			35,982	67,922
January	16	10	19	10	34	31	2,199	1,445
February	12	22	11	8	35	45	2,174	4,237
March	15	17	11	16	39	46	2,637	6,257
April	6	16	9	15	36	47	1,180	4,494
May	10	17	14	12	32	52	1,642	3,908
June	10	17	8	18	34	51	2,027	2,799
July	20	26	18	18	36	59	2,738	8,616
August	21	23	12	22	45	60	8,524	12,258
September	14	19	18	26	41	53	4,723	15,557
October	11	12	14	16	38	49	5,348	2,547
November	3	11	12	16	29	36	210	3,685
December	12	12	10	20	31	36	2,580	2,119
TOTAL	150		156				35,982	
Pending Beginning (2017)		37						
Pending Beginning (2018)		31						

Table 6. Notices of Strikes/Lockouts Handled, By Manner of Disposition and Month: Philippines
As of December 31, 2018

Indicator	Total	JAN	FEB	MAR	APR	MAY	JUNE	JULY	AUG	SEPT	OCT	NOV	DEC
Pending, beginning of period	31	31	31	45	46	47	52	51	59	60	53	49	44
New Notices of Strike/Lockout filed	202	10	22	17	16	17	17	26	23	19	12	11	12
Total Cases Handled	233	41	53	62	62	64	69	77	82	79	65	60	56
Workers involved in notices of strike lockouts filed during the period	67,922	1,445	4,237	6,257	4,494	3,908	2,799	8,616	12,258	15,557	2,547	3,685	2,119
Cases Disposed	197	10	8	16	15	12	18	18	22	26	16	16	20
Settled	177	8	7	14	15	11	17	17	18	24	11	15	20
Assumed Jurisdiction	2	0	0	0	0	0	0	0	0	0	1	1	0
Certified for Compulsory Arbitration	1	1	0	0	0	0	0	0	0	0	0	0	0
Materialized into Actual Strike/Locko	13	1	1	0	0	0	1	1	4	2	3	0	0
Subsumed/Consolidated to AJ/CCA	1	0	0	0	0	0	0	0	0	0	1	0	0
Others	3	0	0	2	0	1	0	0	0	0	0	0	0
Pending, end of period	36	31	45	46	47	52	51	59	60	53	49	44	36
Disposition Rate	85%	24%	15%	26%	24%	19%	26%	23%	27%	33%	25%	27%	36%
Settlement Rate	76%	20%	13%	23%	24%	17%	25%	22%	22%	30%	17%	25%	36%
Duration to Settle	62	53	217	66	47	72	54	37	54	70	51	82	34

Table 7. Notices of Strikes/Lockouts Handled, By Manner of Disposition and Region: Philippines
As of December 31, 2018

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	31	8	0	0	0	2	14	0	0	1	2	1	0	0	1	0	2
New Notices of Strike/Lockout filed	202	91	1	2	1	19	39	0	0	7	6	3	0	5	24	3	1
Total Cases Handled	233	99	1	2	1	21	53	0	0	8	8	4	0	5	25	3	3
Workers involved in notices of strike/lockouts filed during the period	67,922	39,565	1,972	102	21	5,376	7,689	0	0	683	1,841	317	0	570	6,718	2,759	309
Cases Disposed Settled	197	87	1	0	0	16	45	0	0	7	7	4	0	4	24	1	1
Assumed Jurisdiction	177	75	1	0	0	14	44	0	0	7	4	4	0	3	23	1	1
Certified for Compulsory Arbitration	2	0	0	0	0	1	0	0	0	0	1	0	0	0	0	0	0
Materialized into Actual Strike/Lockout	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Subsume/Consolidated to AJ/CC	13	8	0	0	0	1	1	0	0	0	1	0	0	1	1	0	0
Others	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Pending, end of period	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Disposition Rate	36	12	0	2	1	5	8	0	0	1	1	0	0	1	1	2	2
Settlement Rate	85%	88%	100%	0%	0%	76%	85%	#####	#####	88%	88%	100%	#####	80%	96%	33%	33%
Duration to Settle	76%	76%	100%	0%	0%	67%	83%	#####	#DIV/0!	88%	50%	100%	#DIV/0!	60%	92%	33%	33%
	62	57	65	0	0	41	64	0	0	97	376	37	0	15	36	39	25

Table 8. Statistics on Preventive Mediation Cases by Month, Philippines: 2017 and 2018
As of December 31, 2018

Month	Preventive Mediation Cases Filed		Cases Disposed		Pending At The End of the Period		Workers Involved	
	2017	2018/p	2017	2018/p	2017	2018/p	2017	2018/p
TOTAL	489	466	494	467			93,019	89,396
January	62	42	48	28	52	47	13,079	4,988
February	34	48	34	36	52	59	5,586	7,371
March	46	31	48	44	50	46	5,737	5,480
April	36	42	32	36	54	52	7,556	7,452
May	59	49	57	54	56	47	7,378	6,318
June	34	26	38	37	52	36	7,584	6,242
July	35	50	39	39	48	47	8,141	16,218
August	52	41	54	42	46	46	7,714	8,786
September	40	36	34	29	52	53	11,463	6,244
October	30	52	32	52	50	53	4,093	9,743
November	37	32	27	38	60	47	6,437	5,811
December	24	17	51	32	33	32	8,251	4,743
TOTAL	489		494				93,019	
Pending Beginning (2017)		38						
Pending Beginning (2018)		33						

Source of Data: National Conciliation and Mediation Board

Table 9. Preventive Mediation Cases Handled, By Manner of Disposition and Month: Philippines
As of December 31, 2018

Indicator	Total	JAN	FEB	MAR	APR	MAY	JUNE	JULY	AUG	SEPT	OCT	NOV	DEC
Pending, beginning of period	33	33	47	59	46	52	47	36	47	46	53	53	47
Original Preventive Mediation Cases Filed	466	42	48	31	42	49	26	50	41	36	52	32	17
Cases Treated as PM	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Cases Handled	499	75	95	90	88	101	73	86	88	82	105	85	64
Workers involved in PM cases filed during the period	89,396	4,988	7,371	5,480	7,452	6,318	6,242	16,218	8,786	6,244	9,743	5,811	4,743
Cases Disposed	467	28	36	44	36	54	37	39	42	29	52	38	32
Settled	448	28	34	41	36	51	37	35	39	28	51	36	32
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	17	0	2	3	0	1	0	4	3	1	1	2	0
Subsume/Consolidated to AJ/CCA	0	0	0	0	0	0	0	0	0	0	0	0	0
Others	2	0	0	0	0	2	0	0	0	0	0	0	0
Pending, end of period	32	47	59	46	52	47	36	47	46	53	53	47	32
Disposition Rate	94%	37%	38%	49%	41%	53%	51%	45%	48%	35%	50%	45%	50%
Settlement Rate	90%	37%	36%	46%	41%	50%	51%	41%	44%	34%	49%	42%	50%
Duration to Settle	31	35	25	28	33	28	35	34	44	28	26	30	24

Table 10. Preventive Mediation Cases Handled, By Manner of Disposition and Region: Philippines
As of December 31, 2018

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	33	19	0	0	0	3	5	0	0	1	1	0	0	3	1	0	0
Original Preventive Mediation Cases F	466	156	4	2	0	57	137	0	4	24	6	6	4	21	31	9	5
Cases Treated as PM	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Cases Handled	499	175	4	2	0	60	142	0	4	25	7	6	4	24	32	9	5
Workers involved in PM cases filed during the period	89,396	42,099	1,830	117	0	8,237	21,075	0	321	1,538	1,408	262	1,268	3,910	2,757	4,185	389
Cases Disposed	467	159	4	2	0	60	132	0	4	24	7	6	3	23	29	9	5
Settled	448	153	4	2	0	60	128	0	4	19	7	6	3	21	28	8	5
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	17	6	0	0	0	0	4	0	0	3	0	0	0	2	1	1	0
Subsume/Consolidated to AJ/CCA	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Others	2	0	0	0	0	0	0	0	0	2	0	0	0	0	0	0	0
Pending, end of period	32	16	0	0	0	0	10	0	0	1	0	0	1	1	3	0	0
Disposition Rate	94%	91%	100%	100%	#DIV/0!	100%	93%	#DIV/0!	100%	96%	100%	100%	75%	96%	91%	100%	100%
Settlement Rate	90%	87%	100%	100%	#DIV/0!	100%	90%	#DIV/0!	100%	76%	100%	100%	75%	88%	88%	89%	100%
Duration to Settle	31	40	13	11	0	17	27	0	19	32	59	30	19	37	24	14	32