

# **Alternative *Dispute Resolution* Updates**

## **Preliminary**

**As of 31 December 2020**

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

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

- 29 cases pending at the beginning of the year
- 310 new cases have been filed since January (26 cases filed in December)
- 339 total cases handled as of 31 December 2020
- Disposition rate: 89% (301 of the 339 total cases handled)
  - 196 cases disposed within the process cycle time (PCT = 35 days)
  - 105 cases disposed beyond PCT
- Settlement rate: 87% (295 of the 339 total cases handled)
- Average duration to settle: 35 days
- 38 cases pending as of 31 December 2020
  - 18 pending cases are 35 days old or younger
  - 20 pending cases are older than the PCT
- Monetary benefits: Php220,417,657 benefitting 2,543 workers

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

- 48 cases pending at the beginning of the year
- 82 new cases have been filed since January (11 cases filed in December)
- 130 total cases handled as of 31 December 2020
- Disposition rate: 81% (105 of the 130 total cases handled)
  - 63 cases disposed within the process cycle time (PCT = 60 days)
  - 42 cases disposed beyond PCT
- Five (5) cases materialized into actual strikes
- Settlement rate: 74% (96 of the 130 total cases handled)
- Average duration to settle: 108 days
- 25 cases pending as of 31 December 2020
  - 9 pending cases are 60 days old or younger
  - 16 pending cases are older than the PCT
- Monetary benefits : Php259,096,599 benefitting 6,365 workers
- Mandays saved: 1,171,275 \*

*\*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 31 December 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 IV-A	LAG-AS-06-0001-2019	6/24/2019	Dropped/ Disposed	9/30/2020	ULP	Illegal Dismissal, Union Busting, Labor-only Contracting
RCMB IV-A	LAG-AS-07-0002-2019	7/6/2019	Disposed (Others)	3/13/2020	ULP	Contractualization
RCMB NCR	PSG-AS-10-0002-2019	10/16/2019	Settled	10/22/2020	ULP	Union Busting, Violation/non implementation of CBA
RCMB NCR	PSG-AS-11-0003-2019	11/23/2019	Settled Amicably	8/4/2020	ULP	Union busting, Illegal Dismissal and Harassment
RCMB NCR	QC-AS-12-0005-2019	12/17/2019	Dropped/ Disposed	10/6/2020	ULP	Union Busting, Harassment, Violation of agreement, others
RCMB NCR	CAL-AS-01-0001-2020	1/2/2020	Disposed (Others)	12/15/2020	ULP	Union Busting, Forced Resignation of Union Officers and Members
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	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 VIII	LEY-AS-08-0001-2020	8/3/2020	Settled Amicably	8/18/2020	Bargaining Deadlock	Collective Bargaining Deadlock on 11 economic issues

- 10 work stoppages have been disposed
- One (1) case remains pending and subject of conciliation-mediation service as of 31 December 2020
  - The lone pending case is older than the PCT
- Total man-days lost: 143,474
- Disposition rate: 91% (10 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 – December 31)				2020 (January 1 – December 31)			
	Cases Handled	AJ	CCA	Total AJ & CCA	Cases Handled	AJ	CCA	Total AJ & CCA
Actual Strikes/Lockouts	21	0	2	2	11	1	1	2
Notices of Strike/Lockout	257	8	3	11	130	0	0	0
Preventive Mediation	524	0	0	0	339	1	0	1
<b>Total</b>	<b>802</b>	<b>8</b>	<b>5</b>	<b>13</b>	<b>480</b>	<b>2</b>	<b>1</b>	<b>3</b>
% of AJ/CCA to Total Cases Handled		1.00%	0.62%	1.62%		0.42%	0.21%	0.63%

#### V. ISSUES INVOLVED IN NEWLY DECLARED/FILED LABOR DISPUTES (January 1–December 31, 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	82	52	24	6
Preventive Mediation	310	284	19	7
<b>Total Cases</b>	<b>397</b>	<b>340</b>	<b>44</b>	<b>13</b>

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

- 247 Requests for assistance (RFAs) pending at the beginning of the year
- 3,138 new RFAs have been filed since January (248 RFAs filed in December)
- 3,385 total RFAs handled as of 31 December 2020
- Disposition rate: 95% or 3,224 of the 3,385 total RFAs handled
  - 3,024 RFAs disposed within the process cycle time (PCT = 30+15 days)
  - 200 RFAs disposed beyond the PCT
- Settlement rate: 62% (2,089 of the 3,385 total RFAs handled)
  - 2,013 RFAs settled within the process cycle time (PCT = 30 days +15 days)
  - 76 RFAs settled beyond the process cycle time
- Average duration to settle: 11 days
- 161 pending RFAs as of 31 December 2020
  - 128 RFAs pending within the process cycle time (PCT = 30 days)
  - 33 RFAs pending beyond the process cycle time
- Monetary benefits : Php140,443,629 benefitting 2,994 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	3,138	2,089	140,443,629	2,994
<b>Total</b>	<b>26,765</b>	<b>18,179</b>	<b>1,008,558,972</b>	<b>24,443</b>

**VII. VOLUNTARY ARBITRATION (VA)**

- 482 cases pending at the beginning of the year
- 826 new VA cases have been submitted since January (85 VA cases filed in December)
- 1,308 cases handled as of 31 December 2020
- 828 cases disposed
- 63% disposition rate (828 of the 1,308 total cases handled)
  - 535 cases disposed within the process cycle time (PCT = 90 days)
  - 293 cases disposed beyond PCT
- Average duration to Decide;
  - 285 days from the date of acceptance by the arbitrator
  - 22 days from submission for resolution
- 480 cases pending as of 31 December 2020
- Monetary benefits: Php2,066,149,743 benefitting 717 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	1,444,293,071	471
2020	826	2,066,149,743	717
<b>Total</b>	<b>2,912</b>	<b>7,361,537,857</b>	<b>3,243</b>

**VIII. WORKPLACE RELATIONS ENHANCEMENT**

- 405 LMCs have been facilitated from January to December 2020, (43 in organized companies and 362 in unorganized companies)
- 1,870 LMCs enhanced (701 in organized companies and 1,169 in unorganized companies)
- 3,641 companies reached through promotional/pre-facilitation activities as of December 2020 (675 in organized companies and 2,966 in unorganized companies)
- 4,325 existing LMCs nationwide as of 31 December 2020 (1,608 in organized companies; 2,717 in unorganized establishments)
- 96.59% or 3,964 out of 4,104 companies with LMCs were not involved in AS/L, NS/L, PM cases during the period

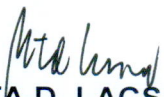


## **IX. CONVERGENCE PROGRAM WITH DOLE**

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

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

- 419 GMs operationalized / institutionalized as of December 2020 (50 in organized and 369 in unorganized)
- 1,853 GMs enhanced (712 in organized and 1,141 in unorganized establishments)
- 4,657 existing/active GMs nationwide as of 31 December 2020 (1,975 in organized establishments; 2,682 in unorganized establishments)
- 97.65% or 4,206 out of 4,307 companies with GMs were not involved in AS/L, NS/L, PM cases during the period

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



07 January 2021

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

As of December 31, 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	18	5	-72%	221	82	-63%	493	309	
Cases treated as PM							2	1	
Total PM Cases Filed							495	310	-37%
Total Cases Handled	21	11		257	130		524	339	
Workers involved in new cases	3,545	3,154	-11%	74,754	22,364	-70%	103,904	86,941	-16%
Mandays Lost	106,953	143,474	34%						
Cases Disposed	15	10		209	105		495	301	
Settled	11	4		176	96		474	295	
Assumed Jurisdiction (AJ)	0	1		8	0		0	1	
Certified for Compulsory Arbitration (CCA)	2	1		3	0		0	0	
Materialized into Actual S/L (MAS)	0	0		13	5		0	0	
Materialized into Notice of S/L (MSN)	0	0					19	4	
Subsumed/Consolidated to AJ/CCA/MAS	0	0		1	2		1	0	
Dropped	0	2		0	0		0	0	
Others	2	2		8	2		1	1	
Disposition Rate (Work Normalization on AS/L)	71.4%	90.9%	19%	81.3%	80.8%	-1%	94.5%	88.8%	-6%
Settlement Rate	52.4%	36.4%	-16%	68.5%	73.8%	5%	90.5%	87.0%	-3%
Success Rate **	-	-		94.9%	96.2%	1%	100.0%	100.0%	0%
Dispute Management Rate ***	98.3%	98.9%	-0.6%	-			-		
Pending, end of period	6	1		48	25		29	38	

**\*\*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 December 31, 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>18</b>	<b>5</b>	<b>15</b>	<b>10</b>			<b>3,545</b>	<b>3,154</b>	<b>106,953</b>	<b>143,474</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
November	1	0	0	0	5	2	20	0	19,095	1,564
<b>December</b>	<b>3</b>	<b>0</b>	<b>2</b>	<b>1</b>	<b>6</b>	<b>1</b>	<b>584</b>	<b>0</b>	<b>20,513</b>	<b>1,023</b>
<b>TOTAL</b>	<b>18</b>	<b>5</b>	<b>15</b>	<b>10</b>			<b>3,545</b>	<b>3,154</b>	<b>106,953</b>	<b>143,474</b>
<b>Pending Beginning (2019)</b>		<b>3</b>								
<b>Pending Beginning (2020)</b>		<b>6</b>								

**Table 3. Actual Strikes/Lockouts Handled, By Manner of Disposition and Month: Philippines**  
As of December 31, 2020

Indicator	Total	JAN	FEB	MAR	APR	MAY	JUNE	JULY	AUG	SEPT	OCT	NOV	DEC
<b>Pending, beginning of period</b>	6	6	7	8	8	8	7	7	6	5	4	2	2
New Actual Strikes/Lockouts declared	5	2	1	1	0	0	0	0	1	0	0	0	0
Total Cases Handled	11	8	8	9	8	8	7	7	7	5	4	2	2
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	143,474	17,643	15,576	22,832	0	0	16,850	17,254	22,836	16,224	11,672	1,564	1,023
<b>Work Normalized</b>	10	1	0	1	0	1	0	1	2	1	2	0	1
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	2	0	0	1	0	0	0	0	0	0	0	0	1
Dropped	2	0	0	0	0	0	0	0	0	1	1	0	0
Pending, end of period	1	7	8	8	8	7	7	6	5	4	2	2	1
Work Normalization Rate	91%	13%	0%	11%	0%	13%	0%	14%	29%	20%	50%	0%	50%
Settlement Rate	36%	0%	0%	0%	0%	0%	0%	14%	29%	0%	25%	0%	0%
Duration to Dispose	138	2	0	202	0	7	0	59	79	317	206	0	225



**Table 4. Actual Strikes/Lockouts Handled, By Manner of Disposition and Region: Philippines**  
As of December 31, 2020

Indicator	REGION/p																
	Total	NCR	CAR	R01	R02	R03	R04-A	R04-B	R05	R06	R07	R08	R09	R10	R11	R12	R13
<b>Pending, beginning of period</b>	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	143,474	112,992	0	0	0	15,012	7,670	0	0	0	0	7,800	0	0	0	0	0
<b>Work Normalized</b>	10	4	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	2	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0
Dropped	2	1					1										
<b>Pending, end of period</b>	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0
Work Normalization Rate	91%	100%	#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	138	195	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 December 31, 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>221</b>	<b>82</b>	<b>209</b>	<b>105</b>			<b>74,754</b>	<b>22,364</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
November	9	4	20	12	47	21	8,479	249
<b>December</b>	<b>17</b>	<b>11</b>	<b>16</b>	<b>7</b>	<b>48</b>	<b>25</b>	<b>9,583</b>	<b>1,798</b>
<b>TOTAL</b>	<b>221</b>		<b>209</b>				<b>74,754</b>	
<b>Pending Beginning (2019)</b>		<b>36</b>						
<b>Pending Beginning (2020)</b>		<b>48</b>						

**Table 6. Notices of Strikes/Lockouts Handled, By Manner of Disposition and Month: Philippines**  
As of December 31, 2020

Indicator	Total	JAN	FEB	MAR	APR	MAY	JUNE	JULY	AUG	SEPT	OCT	NOV	DEC
<b>Pending, beginning of period</b>	48	48	46	46	43	43	43	44	46	44	41	29	21
New Notices of Strike/Lockout filed	82	17	14	6	0	0	3	7	8	6	6	4	11
<b>Total Cases Handled</b>	130	65	60	52	43	43	46	51	54	50	47	33	32
Workers involved in notices of strike/lockouts filed during the period	22,364	5,489	5,089	1,260	0	0	1,138	2,936	794	414	3,197	249	1,798
<b>Cases Disposed</b>	105	19	14	9	0	0	2	5	10	9	18	12	7
Settled	96	17	11	7	0	0	2	5	8	9	18	12	7
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	25	46	46	43	43	43	44	46	44	41	29	21	25
Disposition Rate	81%	29%	23%	17%	0%	0%	4%	10%	19%	18%	38%	36%	22%
Settlement Rate	74%	26%	18%	13%	0%	0%	4%	10%	15%	18%	38%	36%	22%
Duration to Settle	108	75	87	48	#DIV/0!	#DIV/0!	28	124	221	78	141	115	105



**Table 7. Notices of Strikes/Lockouts Handled, By Manner of Disposition and Region: Philippines**  
As of December 31, 2020

Indicator	R E G I O N /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	82	28	0	0	0	19	17	0	0	1	8	2	0	3	4	0	0
<b>Total Cases Handled</b>	130	44	0	2	0	32	27	0	0	3	8	2	0	3	7	0	2
Workers involved in notices of strikes and lockouts filed during the period	22,364	8,331	0	0	0	9,008	2,670	0	0	35	815	906	0	129	470	0	0
<b>Cases Disposed</b>	105	37	0	0	0	27	19	0	0	3	7	2	0	3	7	0	0
Settled	96	36	0	0	0	23	18	0	0	3	6	0	0	3	7	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	25	7	0	2	0	5	8	0	0	0	1	0	0	0	0	0	2
Disposition Rate	81%	84%	#DIV/0!	0%	#DIV/0!	84%	70%	#####	#DIV/0!	100%	88%	100%	#DIV/0!	100%	100%	#DIV/0!	0%
Settlement Rate	74%	82%	#DIV/0!	0%	#DIV/0!	72%	67%	#####	#DIV/0!	100%	75%	0%	#DIV/0!	100%	100%	#DIV/0!	0%
Duration to Settle	108	108	0	0	0	136	115	0	0	166	29	0	0	18	80	0	0

**Table 8. Statistics on Preventive Mediation Cases by Month, Philippines: 2019 and 2020**  
As of December 31, 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>495</b>	<b>310</b>	<b>495</b>	<b>301</b>			<b>103,904</b>	<b>86,941</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
November	29	22	36	32	46	54	9,625	2,808
<b>December</b>	<b>15</b>	<b>26</b>	<b>32</b>	<b>42</b>	<b>29</b>	<b>38</b>	<b>7,052</b>	<b>6,625</b>
TOTAL	495		495				103,904	
<b>Pending Beginning (2019)</b>		<b>29</b>						
<b>Pending Beginning (2020)</b>		<b>29</b>						

**Table 9. Preventive Mediation Cases Handled, By Manner of Disposition and Month: Philippines  
As of December 31, 2020**

Indicator	Total	JAN	FEB	MAR	APR	MAY	JUNE	JULY	AUG	SEPT	OCT	NOV	DEC
<b>Pending, beginning of period</b>	29	29	43	52	44	45	46	50	57	47	51	64	54
Original Preventive Mediation Cases Filed	309	39	40	18	1	1	13	36	12	47	54	22	26
Cases Treated as PM	1	0	0	0	0	0	0	0	0	1	0	0	0
<b>Total Cases Handled</b>	339	68	83	70	45	46	59	86	69	95	105	86	80
Workers involved in PM cases filed during the period	86,941	15,237	5,518	1,336	2,000	2,000	2,815	7,277	11,515	8,295	21,515	2,808	6,625
<b>Cases Disposed</b>	301	25	31	26	0	0	9	29	22	44	41	32	42
Settled	295	23	30	25	0	0	9	29	22	43	40	32	42
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	38	43	52	44	45	46	50	57	47	51	64	54	38
Disposition Rate	89%	37%	37%	37%	0%	0%	15%	34%	32%	46%	39%	37%	53%
Settlement Rate	87%	34%	36%	36%	0%	0%	15%	34%	32%	45%	38%	37%	53%
Duration to Settle	35	33	31	25	0	0	22	32	43	54	29	28	40



**Table 10. Preventive Mediation Cases Handled, By Manner of Disposition and Region: Philippines**  
As of December 31, 2020

Indicator	R E G I O N /p																
	Total	NCR	CAR	R01	R02	R03	R04-A	R04-B	R05	R06	R07	R08	R09	R10	R11	R12	R13
<b>Pending, beginning of period</b>	29	14	0	0	0	3	8	0	0	1	0	0	0	3	0	0	0
Original Preventive Mediation Cases F	309	120	5	3	1	44	71	0	3	9	5	2	0	19	18	9	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>	339	134	5	3	1	47	79	0	3	10	5	2	0	23	18	9	0
Workers involved in PM cases filed during the period	86,941	30,064	986	49	45	18,471	18,462	0	610	984	1,529	203	0	5,946	1,648	7,944	0
<b>Cases Disposed</b>	301	115	5	2	1	41	70	0	3	10	5	2	0	21	17	9	0
Settled	295	114	5	2	1	40	67	0	3	10	5	2	0	20	17	9	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	38	19	0	1	0	6	9	0	0	0	0	0	0	2	1	0	0
Disposition Rate	89%	86%	100%	67%	100%	87%	89%	#DIV/0!	100%	100%	100%	100%	#DIV/0!	91%	94%	100%	#DIV/0!
Settlement Rate	87%	85%	100%	67%	100%	85%	85%	#DIV/0!	100%	100%	100%	100%	#DIV/0!	87%	94%	100%	#DIV/0!
Duration to Settle	35	39	25	43	16	26	35	0	72	37	24	30	0	23	24	84	0