



Alternative Dispute Resolution Updates

Preliminary

As of 31 August 2023

This ADR Update records in brief the collective accomplishments of NCMB as of August 2023.

I. PREVENTIVE MEDIATION (PM)

- 13 cases pending at the beginning of the year
- 279 new cases have been filed since the start of the year (40 new cases filed in August)
- 292 total cases handled as of 31 August 2023
- Disposition rate: 84% (244 of the 292 total cases handled)
 - 196 cases disposed of within the process cycle time (PCT = 35 days)
 - 48 cases disposed of beyond PCT
- Settlement rate: 77% (226 of the 292 total cases handled)
- Average duration to settle: 24 days
- 48 cases pending by the end of August 2023
 - 34 pending cases are 35 days old or younger
 - 14 pending cases are older than the PCT
- Monetary benefits: Php205,297,977 benefitting 2,814 workers

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

- 25 cases pending at the beginning of the year
- 82 new cases have been filed since the start of the year (9 new cases filed in August)
- 107 total cases handled as of 31 August 2023
- Disposition rate: 79% (85 of the 107 total cases handled)
 - 44 cases disposed of within the process cycle time (PCT = 60 days)
 - 41 cases disposed of beyond PCT
- Settlement rate: 74% (79 of the 107 total cases handled)
- Average duration to settle: 150 days
- 22 cases pending as of 31 August 2023
 - 11 pending cases are 60 days old or younger
 - 11 pending cases are older than the PCT
- Monetary benefits: Php1,088,785,467 benefitting 7,119 workers

III. ACTUAL STRIKES/LOCKOUTS (AS/L)

- No pending case at the beginning of the year
- Two (2) work stoppages were monitored since the start of the year (1 work stoppage has been monitored in August 2023)
- Two (2) cases handled as of 31 August 2023

REGION	DOCKET NUMBER	DECLARED	STATUS	DATE DISPOSED	ISSUES INVOLVED	SPECIFIC ISSUE
NCR	QC-AS-02-0001-2023	02/27/2023	Settled Amicably	03/14/2023	ULPBD	Discrimination against/harassment of union members/union busting, Illegal Deductions, Christmas Bonus/Signing Bonus, Leave Credits, Welfare Benefits, Check-off Provisions
R06	BAC-AS-08-0001-2023	08/07/2023	Settled Amicably	08/29/2023	ULP	Refusal to bargain/bargaining in bad faith, Violation/non-implementation of CBA, Others

- Two (2) work stoppages have been disposed of within the process cycle time (PCT = 40 days)
- Total man-days lost: 2,428

GOVERNMENT INTERVENTION IN LABOR DISPUTES (Comparative 2022–2023)

Particulars	2022 (August)				2023 (YTD)			
	No. Cases Handled	AJ	CCA	Total AJ & CCA	No. Cases Handled	AJ	CCA	Total AJ & CCA
Actual Strikes/ Lockouts	6	0	1	1	2	0	0	0
Notices of Strike/ Lockout	124	5	1	6	107	4	0	4
Preventive Mediation	288	0	0	0	292	0	0	0
Total	418	5	2	7	401	4	0	4
% of AJ/CCA to TCH		1.20%	0.48%	1.67%		1.00%	0.00%	1.00%

ISSUES INVOLVED IN NEWLY DECLARED/FILED LABOR DISPUTES (January 1 – August 31, 2023)

Cases Type	Total Cases	Unfair Labor Practice (ULP)	Bargaining Deadlock (BD)	Raised Both Issues ULP/BD
Actual Strike/Lockout	2	1	0	1
Notices of Strike/Lockout	82	60	19	3
Preventive Mediation	279	240	27	12
Total Cases	363	301	46	16

IV. SINGLE ENTRY APPROACH (SEnA)

- 107 Requests for Assistance (RFAs) pending at the beginning of the year
- 2,126 new RFAs have been filed since the start of the year (241 new RFAs filed in August)
- 2,233 total RFAs handled as of 31 August 2023
- Disposition rate: 92% (2,057 of the 2,233 total RFAs handled)

- 2,037 RFAs disposed within the process cycle time (PCT = 30+15 days)
- 20 RFAs disposed beyond the PCT
- Settlement rate: 66% (1,469 of the 2,233 total RFAs handled)
 - 1,458 RFAs settled within the process cycle time (PCT = 30 days +15 days)
 - 11 RFA settled beyond the process cycle time
- Average duration to settle: 8 days
- 176 pending RFAs as of 31 August 2023
 - 163 RFAs pending within the process cycle time (PCT = 30 days)
 - 13 RFAs pending beyond the process cycle time
- Monetary benefits: Php220,793,691 benefitting 2,547 workers

**No. of RFAs Filed, Settled, Monetary Benefits and Workers Benefitted:
Philippines 2018-2023**

Year	No. of RFAs Received	No. of RFAs Settled	Monetary Benefits (in thousands)	Workers Benefitted
2018	5,666	3,689	193,325,369	5,352
2019	5,742	3,838	214,517,261	5,276
2020	3,155	2,095	140,726,523	3,010
2021	3,436	2,214	215,369,283	3,300
2022	3,126	2,107	315,178,273	3,292
2023 (YTD)	2,126	1,469	220,793,691	2,547
Total	23,251	15,412	1,299,910,400	22,777

V. VOLUNTARY ARBITRATION (VA)

- 523 cases pending at the beginning of the year
- 897 new VA cases have been submitted since the start of the year (75 new VA cases filed in August)
- 1,420 cases handled as of 31 August 2023
- 61% disposition rate (865 of the 1,420 total cases handled)
 - 539 cases disposed of within the process cycle time (PCT = 90 days)
 - 326 cases disposed of beyond PCT
- Average duration to decide:
 - 239 days from the date of acceptance by the arbitrator
 - 36 days from submission for resolution
- 555 cases pending as of 31 August 2023
- Monetary benefits: Php2,451,350,820 benefitting 1,214 workers

**No. of VA Cases Handled, Monetary Benefits and Workers Benefitted:
Philippines 2018-2023**

Year	No. new of VA Submitted	Monetary Benefits	Workers Benefitted
2018	545	1,431,597,325	831
2019	609	1,447,543,071	473
2020	860	2,337,822,029	859
2021	1,300	3,256,125,810	1,593

2022	1,571	4,019,243,825	1,281
2023 (YTD)	897	2,451,350,820	1,214
Total	5,782	14,943,682,880	6,251

VI. WORKPLACE RELATIONS ENHANCEMENT

- 256 LMCs have been facilitated as of August 2023 (33 in organized company and 223 in unorganized companies)
- 1,652 LMCs enhanced (562 in organized companies and 1,090 in unorganized companies)
- 2,867 companies reached through promotional activities through LMC & GM as of August 2023
- 5,051 existing LMCs nationwide as of 31 August 2023 (1,624 in organized companies; 3,427 in unorganized establishments)
- 97.81% or 4,745 out of 4,851 companies with LMCs were not involved in AS/L, NS/L, PM cases during the period.

No. of Existing LMCs, LMCs Facilitated, and LMCs Enhanced: Philippines 2018-2023(YTD)

Year	Existing LMCs	Companies with LMC	LMC Facilitated	LMC Enhanced
2018	3,591	3,412	402	1,679
2019	3,941	3,741	388	1,787
2020	4,335	4,120	415	1,870
2021	4,626	4,430	348	1,836
2022	4,857	4,650	310	2,168
2023 (YTD)	5,051	4,851	256	1,652

VII. CONVERGENCE PROGRAM WITH DOLE

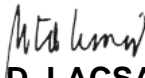
- LMCs Enhanced through convergence programs as of August 2023:
 - 598 LMCs enhanced through convergence program with NWPC (productivity);
 - 341 LMC in OSHC and ECC on occupational safety and health; and
 - 500 LMCs with BWSC on family welfare program

VIII. GRIEVANCE MACHINERY (GM)

- 255 GMs operationalized / institutionalized as of August 2023 (32 in organized and 223 in unorganized)
- 1,993 GMs enhanced (799 in organized and 1,194 in unorganized establishments)
- 5,226 existing/active GMs nationwide as of 31 August 2023 (1,930 in organized establishments; 3,296 in unorganized establishments)
- 96.51% or 4,729 out of 4,900 companies with GMs were not involved in AS/L, NS/L, PM cases during the period.

No. of Active GMs, GMs Institutionalized/Operationalized, and GMs Enhanced: Philippines 2018-2023(YTD)

Year	Active GMs	Companies with GM	GM Insti/Opera	GM Enhanced
2018	4,016	N/A	393	1,977
2019	4,225	4,032	380	1,827
2020	4,657	4,307	419	1,853
2021	4,800	4,455	348	1,843
2022	5,019	4,693	311	2,127
2023 (YTD)	5,226	4,900	255	1,993


MARIA TERESITA D. LACSAMANA-CANCIO
 Executive Director IV

11 September 2023

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

As of August 31 2023

Indicators	A. Actual Strikes/Lockouts (ASL)			B. Notices of Strikes/Lockouts (NSL)			C. Preventive Mediation Cases (PM)		
	2022	2023	% change	2022	2023	% change	2022	2023	% change
Pending, beginning of period	2	0		26	25		27	13	
New cases filed/declared	4	2	-50%	98	82	-16%	261	271	
Cases treated as PM							8		
Total PM Cases Filed							261	279	7%
Total Cases Handled	6	2		124	107		288	292	
Workers involved in new cases	97	172	77%	23,434	25,884	10%	60,595	56,517	-7%
Mandays Lost	10,414	2,428	-77%						
Cases Disposed	6	2		96	85		252	244	
Settled	4	2		85	79		237	226	
Assumed Jurisdiction (AJ)	0	0		5	4		0	0	
Certified for Compulsory Arbitration (C)	1	0		1	0		0	0	
Materialized into Actual S/L (MAS)				2	1		0	1	
Materialized into Notice of S/L (MSN)	0	0					14	16	
Subsumed/Consolidated to AJ/CCA/N	0	0		0	0		0	0	
Dropped	0	0		0	0		0	0	
Others	1	0		3	1		1	1	
Disposition Rate (Work Normalization on AS/L)	100.0%	100.0%	0%	77.4%	79.4%	2%	87.5%	83.6%	-4%
Settlement Rate	66.7%	100.0%	33%	68.5%	73.8%	5%	82.3%	77.4%	-5%
Success Rate **	-	-		98.4%	99.1%	1%	100.0%	99.7%	0%
Dispute Management Rate ***	99.5%	99.7%	-0.2%	-			-		
Pending, end of period	0	0		28	22		36	48	

****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 Actual Strikes/Lockouts by Month, Philippines: 2022 and 2023

As of August 31 2023

Month	Actual Strikes/ Lockouts Declared		Cases Disposed		Pending at the End of the Period		Workers Involved		Mandays Lost	
	2022	2023	2022	2023	2022	2023	2022	2023	2022	2023
TOTAL (YTD)	4	2	6	2	0	0	97	172	10,414	2,428
January	0	0	0	0	2	0	0	0	3,500	0
February	0	1	1	0	1	1	0	100	2,380	86
March	2	0	1	1	2	0	38	0	2,602	1,118
April	0	0	2	0	0	0	0	0	1,652	0
May	0	0	0	0	0	0	0	0	0	0
June	2	0	2	0	0	0	59	0	280	0
July	0	0	0	0	0	0	0	0	0	0
August	0	1	0	1	0	0	0	72	0	1,224
September	0		0		0		0		0	
October	0		0		0		0		0	
November	2		2		0		525		5,075	
December	0		0		0		0		0	
TOTAL	6		8				622		15,489	
Pending Beginning (2022)		2								
Pending Beginning (2023)		0								

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

As of August 31 2023

Indicator	Total	JAN	FEB	MAR	APR	MAY	JUNE	JULY	AUG	SEPT	OCT	NOV	DEC
Pending, beginning of period	0	0	0	1	0	0	0	0	0				
New Actual Strikes/Lockouts declared	2	0	1	0	0	0	0	0	1				
Total Cases Handled	2	0	1	1	0	0	0	0	1				
Workers involved in strikes/lockouts declared during the period	172	0	100	0	0	0	0	0	72				
Mandays Lost, to date	2,428	0	86	1,118	0	0	0	0	1,224				
Work Normalized	2	0	0	1	0	0	0	0	1				
Settled	2	0	0	1	0	0	0	0	1				
Assumed Jurisdiction	0	0	0	0	0	0	0	0	0				
Certified for Compulsory Arbitration	0	0	0	0	0	0	0	0	0				
Subsumed/Consolidated to AJ/CCA	0	0	0	0	0	0	0	0	0				
Others	0	0	0	0	0	0	0	0	0				
Dropped	0	0	0	0	0	0	0	0	0				
Pending, end of period	0	0	1	0	0	0	0	0	0				
Work Normalization Rate	100%		0%	100%					100%				
Settlement Rate	100%		0%	100%					100%				
Duration to Dispose	16	0	0	13	0	0	0	0	19				

Data Source: National Conciliation and Mediation Board

Table 4. Actual Strikes/Lockouts Handled, By Manner and Region: Philippines

As of August 31 2023

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	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0
Total Cases Handled	2	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0
Workers involved in strikes/lockouts declared during the period	172	100	0	0	0	0	0	0	0	72	0	0	0	0	0	0	0
Mandays Lost, to date	2,428	1,204	0	0	0	0	0	0	0	1,224	0	0	0	0	0	0	0
Work Normalized	2	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0
Settled	2	1	0	0	0	0	0	0	0	1	0	0	0	0	0	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
Dropped	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
Work Normalization Rate	100%	100%	0%	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%
Settlement Rate	100%	100%	0%	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%
Duration to Dispose	16	13	0	0	0	0	0	0	0	19	0	0	0	0	0	0	0

Data Source: National Conciliation and Mediation Board

Table 5. Statistics on Notices of Strikes/Lockouts by Month, Philippines: 2022 and 2023
As of August 31 2023

Month	Notices of Strikes/Lockouts		Cases Disposed		Pending at the End of the Period		Workers Involved	
	2022	2023	2022	2023	2022	2023	2022	2023
TOTAL (YTD)	98	82	96	85	28	22	23,434	25,884
January	6	13	6	17	26	21	1,226	1,738
February	15	16	11	7	30	30	4,914	2,671
March	12	13	15	17	27	26	1,965	1,722
April	11	6	9	6	29	26	3,602	487
May	15	8	13	9	31	25	3,021	787
June	8	9	12	9	27	25	1,798	4,386
July	13	8	17	10	23	23	2,224	4,362
August	18	9	13	10	28	22	4,684	9,731
September	8		10		26		1,049	
October	13		6		33		1,890	
November	13		13		33		1,856	
December	4		12		25		1,276	
TOTAL	136		137				29,505	
Pending Beginning (2022)		26						
Pending Beginning (2023)		25						

Data Source: National Conciliation and Mediation Board

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

As of August 31 2023

Indicator	Total	JAN	FEB	MAR	APR	MAY	JUNE	JULY	AUG	SEPT	OCT	NOV	DEC
Pending, beginning of period	25	25	21	30	26	26	25	25	23				
New Notices of Strike/Lockout filed	82	13	16	13	6	8	9	8	9				
Total Cases Handled	107	38	37	43	32	34	34	33	32				
Workers involved in notices of strikes/ lockouts filed during the period	25,884	1,738	2,671	1,722	487	787	4,386	4,362	9,731				
Cases Disposed	85	17	7	17	6	9	9	10	10				
Settled	79	15	6	16	6	9	8	9	10				
Assumed Jurisdiction	4	2	0	1	0	0	0	1	0				
Certified for Compulsory Arbitration	0	0	0	0	0	0	0	0	0				
Materialized into Actual Strike/Lockout	1	0	1	0	0	0	0	0	0				
Subsumed/Consolidated to AJ/CCA	0	0	0	0	0	0	0	0	0				
Others	1	0	0	0	0	0	1	0	0				
Pending, end of period	22	21	30	26	26	25	25	23	22				
Disposition Rate	79%	45%	19%	40%	19%	26%	26%	30%	31%				
Settlement Rate	74%	39%	16%	37%	19%	26%	24%	27%	31%				
Duration to Settle	150	53	335	376	30	127	22	79	66				

Data Source: National Conciliation and Mediation Board

Table 7. Notices of Strikes/Lockouts Handled, By Manner and Region: Philippines

As of August 31 2023

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	25	10	0	0	0	4	3	0	0	1	0	1	0	1	2	1	2
New Notices of Strike/Lockout filed	82	30	1	0	0	10	22	0	0	10	2	0	0	1	5	0	1
Total Cases Handled	107	40	1	0	0	14	25	0	0	11	2	1	0	2	7	1	3
Workers involved in notices of strikes/ lockouts filed during the period	25,884	8,598	1,257	0	0	1,094	3,531	0	0	9,327	565	0	0	132	1,337	0	43
Cases Disposed	85	33	1	0	0	12	16	0	0	10	2	1	0	2	5	0	3
Settled	79	31	1	0	0	11	16	0	0	8	1	1	0	2	5	0	3
Assumed Jurisdiction	4	1	0	0	0	1	0	0	0	1	1	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	1	1	0	0	0	0	0	0	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	0	0	0	0
Others	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0
Pending, end of period	22	7	0	0	0	2	9	0	0	1	0	0	0	0	2	1	0
Disposition Rate	79%	83%	100%	0%	0%	86%	64%	0%	0%	91%	100%	100%	0%	100%	71%	0%	100%
Settlement Rate	74%	78%	100%	0%	0%	79%	64%	0%	0%	73%	50%	100%	0%	100%	71%	0%	100%
Duration to Settle	150	111	36	0	0	141	31	0	0	27	33	207	0	17	81	0	1767

Data Source: National Conciliation and Mediation Board

Table 8. Statistics on Preventive Mediation by Month, Philippines: 2022 and 2023

As of August 31 2023

Month	Preventive Mediation Cases Filed		Cases Disposed		Pending at the End of the Period		Workers Involved	
	2022	2023	2022	2023	2022	2023	2022	2023
TOTAL (YTD)	261	279	252	244	36	48	60,595	56,517
January	32	44	23	18	36	39	3,502	5,854
February	40	38	28	41	48	36	10,371	6,843
March	33	34	39	44	42	26	7,110	5,179
April	26	18	31	14	37	30	7,157	6,106
May	34	39	34	29	37	40	10,982	6,816
June	27	31	27	33	37	38	4,040	6,417
July	38	35	39	29	36	44	12,973	5,420
August	31	40	31	36	36	48	4,460	13,882
September	27		29		34		6,300	
October	32		34		32		11,765	
November	26		31		27		6,559	
December	17		31		13		2,354	
TOTAL	363		377				87,573	
Pending Beginning (2022)		27						
Pending Beginning (2023)		13						

Data Source: National Conciliation and Mediation Board

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

As of August 31 2023

Indicator	Total	JAN	FEB	MAR	APR	MAY	JUNE	JULY	AUG	SEPT	OCT	NOV	DEC
Pending, beginning of period	13	13	39	36	26	30	40	38	44				
Original Preventive Mediation Cases Filed	271	43	38	33	16	38	29	34	40				
Cases Treated as PM	8	1	0	1	2	1	2	1	0				
Total Cases Handled	292	57	77	70	44	69	71	73	84				
Workers involved in PM cases filed during the period	56,517	5,854	6,843	5,179	6,106	6,816	6,417	5,420	13,882				
Cases Disposed	244	18	41	44	14	29	33	29	36				
Settled	226	16	34	42	14	28	32	26	34				
Assumed Jurisdiction	0	0	0	0	0	0	0	0	0				
Certified for Compulsory Arbitration	0	0	0	0	0	0	0	0	0				
Materialized into Actual Strike/Lockout	1	0	0	0	0	0	0	0	1				
Materialized into Notice of Strike/Lockout	16	2	6	2	0	1	1	3	1				
Subsumed/Consolidated to AJ/CCA	0	0	0	0	0	0	0	0	0				
Others	1	0	1	0	0	0	0	0	0				
Pending, end of period	48	39	36	26	30	40	38	44	48				
Disposition Rate	84%	32%	53%	63%	32%	42%	46%	40%	43%				
Settlement Rate	77%	28%	44%	60%	32%	41%	45%	36%	40%				
Duration to Settle	24	17	22	21	27	28	24	26	29				

Data Source: National Conciliation and Mediation Board

Table 10. Preventive Mediation Cases Handled, By Manner and Region: Philippines

As of August 31 2023

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	13	7	0	0	0	1	3	0	0	0	0	0	0	1	0	1	0
Original Preventive Mediation Cases Filed	271	106	0	4	1	47	75	0	3	11	3	0	0	7	8	5	1
Cases Treated as PM	8	4	0	0	0	1	2	0	0	1	0	0	0	0	0	0	0
Total Cases Handled	292	117	0	4	1	49	80	0	3	12	3	0	0	8	8	6	1
Workers involved in PM cases filed during the period	56,517	22,711	0	100	600	9,517	15,551	0	305	1,166	2,004	0	0	2,403	1,809	313	38
Cases Disposed	244	94	0	3	1	41	68	0	2	12	2	0	0	7	7	6	1
Settled	226	88	0	3	1	36	62	0	2	11	2	0	0	7	7	6	1
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	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0
Materialized into Notice of Strike/Lockout	16	6	0	0	0	5	5	0	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	0	0	0	0
Others	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0
Pending, end of period	48	23	0	1	0	8	12	0	1	0	1	0	0	1	1	0	0
Disposition Rate	84%	80%	0%	75%	100%	84%	85%	0%	67%	100%	67%	0%	0%	88%	88%	100%	100%
Settlement Rate	77%	75%	0%	75%	100%	73%	78%	0%	67%	92%	67%	0%	0%	88%	88%	100%	100%
Duration to Settle	24	28	0	27	47	22	21	0	24	13	30	0	0	30	18	30	2

Data Source: National Conciliation and Mediation Board