



Alternative Dispute Resolution Updates

Preliminary

As of 30 September 2023

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

I. PREVENTIVE MEDIATION (PM)

- 13 cases pending at the beginning of the year
- 311 new cases have been filed since the start of the year (32 new cases filed in September)
- 324 total cases handled as of 30 September 2023
- Disposition rate: 86% (280 of the 324 total cases handled)
 - 221 cases disposed of within the process cycle time (PCT = 35 days)
 - 59 cases disposed of beyond PCT
- Settlement rate: 81% (262 of the 324 total cases handled)
- Average duration to settle: 26 days
- 44 cases pending by the end of September 2023
 - 32 pending cases are 35 days old or younger
 - 12 pending cases are older than the PCT
- Monetary benefits: Php207,653,577 benefitting 3,046 workers

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

- 25 cases pending at the beginning of the year
- 90 new cases have been filed since the start of the year (8 new cases filed in September)
- 115 total cases handled as of 30 September 2023
- Disposition rate: 84% (97 of the 115 total cases handled)
 - 50 cases disposed of within the process cycle time (PCT = 60 days)
 - 47 cases disposed of beyond PCT
- Settlement rate: 79% (91 of the 115 total cases handled)
- Average duration to settle: 142 days
- 18 cases pending as of 30 September 2023
 - 10 pending cases are 60 days old or younger
 - 8 pending cases are older than the PCT
- Monetary benefits: Php1,118,793,243 benefitting 7,476 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 (No work stoppages have been monitored in September 2023)
- Two (2) cases handled as of 30 September 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)
- Disposition rate: 100% (2 of the 2 total cases handled)
- Total man-days lost: 2,428

GOVERNMENT INTERVENTION IN LABOR DISPUTES (Comparative 2022–2023)

| Particulars | 2022 (September) | | | | 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 | 132 | 7 | 1 | 8 | 115 | 4 | 0 | 4 |
| Preventive Mediation | 315 | 0 | 0 | 0 | 324 | 0 | 0 | 0 |
| Total | 453 | 7 | 2 | 9 | 441 | 4 | 0 | 4 |
| % of AJ/CCA to TCH | | 1.55% | 0.44% | 1.99% | | 0.91% | 0.00% | 0.91% |

ISSUES INVOLVED IN NEWLY DECLARED/FILED LABOR DISPUTES (January 1 – September 30, 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 | 90 | 64 | 22 | 4 |
| Preventive Mediation | 311 | 265 | 34 | 12 |
| Total Cases | 403 | 330 | 56 | 17 |

IV. SINGLE ENTRY APPROACH (SEnA)

- 107 Requests for Assistance (RFAs) pending at the beginning of the year
- 2,419 new RFAs have been filed since the start of the year (251 new RFAs filed in September)

- 2,526 total RFAs handled as of 30 September 2023
- Disposition rate: 93% (2,358 of the 2,526 total RFAs handled)
 - 2,335 RFAs disposed within the process cycle time (PCT = 30+15 days)
 - 23 RFAs disposed beyond the PCT
- Settlement rate: 67% (1,681 of the 2,526 total RFAs handled)
 - 1,667 RFAs settled within the process cycle time (PCT = 30 days +15 days)
 - 14 RFA settled beyond the process cycle time
- Average duration to settle: 8 days
- 168 pending RFAs as of 30 September 2023
 - 150 RFAs pending within the process cycle time (PCT = 30 days)
 - 18 RFAs pending beyond the process cycle time
- Monetary benefits: Php274,680,927 benefitting 2,920 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) | 2,419 | 1,681 | 274,680,927 | 2,920 |
| Total | 23,544 | 15,624 | 1,353,797,636 | 23,150 |

V. VOLUNTARY ARBITRATION (VA)

- 523 cases pending at the beginning of the year
- 1,000 new VA cases have been submitted since the start of the year (106 new VA cases filed in September)
- 1,523 cases handled as of 30 September 2023
- 61% disposition rate (928 of the 1,523 total cases handled)
 - 586 cases disposed of within the process cycle time (PCT = 90 days)
 - 342 cases disposed of beyond PCT
- Average duration to decide:
 - 242 days from the date of acceptance by the arbitrator
 - 42 days from submission for resolution
- 595 cases pending as of 30 September 2023
- Monetary benefits: Php2,624,238,080 benefitting 1,272 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) | 1,000 | 2,624,238,080 | 1,272 |
| Total | 5,885 | 15,116,570,140 | 6,309 |

VI. *WORKPLACE RELATIONS ENHANCEMENT*

- 275 LMCs have been facilitated as of September 2023 (40 in organized company and 235 in unorganized companies)
- 1,896 LMCs enhanced (629 in organized companies and 1,267 in unorganized companies)
- 3,391 companies reached through promotional activities through LMC & GM as of September 2023
- 5,062 existing LMCs nationwide as of 30 September 2023 (1,628 in organized companies; 3,434 in unorganized establishments)
- 97.57% or 4,745 out of 4,863 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) | 5,062 | 4,863 | 275 | 1,896 |

VII. *CONVERGENCE PROGRAM WITH DOLE*

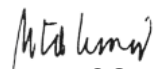
- LMCs Enhanced through convergence programs as of September 2023:
 - 712 LMCs enhanced through convergence program with NWPC (productivity);
 - 361 LMC in OSHC and ECC on occupational safety and health; and
 - 589 LMCs with BWSC on family welfare program

VIII. *GRIEVANCE MACHINERY (GM)*

- 274 GMs operationalized / institutionalized as of September 2023 (38 in organized and 236 in unorganized)
- 2,236 GMs enhanced (879 in organized and 1,357 in unorganized establishments)
- 5,241 existing/active GMs nationwide as of 30 September 2023 (1,932 in organized establishments; 3,309 in unorganized establishments)
- 96.01% or 4,719 out of 4,915 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) | 5,241 | 4,915 | 274 | 2,236 |


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 Executive Director IV

06 October 2023

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

As of September 30, 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% | 106 | 90 | -15% | 288 | 303 | |
| Cases treated as PM | | | | | | | 8 | | |
| Total PM Cases Filed | | | | | | | 288 | 311 | 8% |
| Total Cases Handled | 6 | 2 | | 132 | 115 | | 315 | 324 | |
| Workers involved in new cases | 97 | 172 | 77% | 24,483 | 26,988 | 10% | 66,895 | 64,486 | -4% |
| Mandays Lost | 10,414 | 2,428 | -77% | | | | | | |
| Cases Disposed | 6 | 2 | | 106 | 97 | | 281 | 280 | |
| Settled | 4 | 2 | | 93 | 91 | | 265 | 262 | |
| Assumed Jurisdiction (AJ) | 0 | 0 | | 7 | 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 | | | | | 15 | 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% | 80.3% | 84.3% | 4% | 89.2% | 86.4% | -3% |
| Settlement Rate | 66.7% | 100.0% | 33% | 70.5% | 79.1% | 9% | 84.1% | 80.9% | -3% |
| Success Rate ** | - | - | | 98.5% | 99.1% | 1% | 100.0% | 99.7% | 0% |
| Dispute Management Rate *** | 99.6% | 99.8% | -0.2% | - | | | - | | |
| Pending, end of period | 0 | 0 | | 26 | 18 | | 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 Actual Strikes/Lockouts by Month, Philippines: 2022 and 2023

As of September 30 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 | 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 |

Data Source: National Conciliation and Mediation Board

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

As of September 30 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 | 0 | | | |
| New Actual Strikes/Lockouts declared | 2 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | | | |
| Total Cases Handled | 2 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 1 | 0 | | | |
| Workers involved in strikes/lockouts declared during the period | 172 | 0 | 100 | 0 | 0 | 0 | 0 | 0 | 72 | 0 | | | |
| Mandays Lost, to date | 2,428 | 0 | 86 | 1,118 | 0 | 0 | 0 | 0 | 1,224 | 0 | | | |
| Work Normalized | 2 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 | 0 | | | |
| Settled | 2 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 | 0 | | | |
| Assumed Jurisdiction | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | | |
| Certified for Compulsory Arbitration | 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 | | | |
| Others | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | | |
| Dropped | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | | |
| Pending, end of period | 0 | 0 | 1 | 0 | 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 | 0 | | | |

Data Source: National Conciliation and Mediation Board

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

As of September 30 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 September 30 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) | 106 | 90 | 106 | 97 | 26 | 18 | 24,483 | 26,988 |
| 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 | 8 | 10 | 12 | 26 | 18 | 1,049 | 1,104 |
| 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 September 30 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 | 22 | | | |
| New Notices of Strike/Lockout filed | 90 | 13 | 16 | 13 | 6 | 8 | 9 | 8 | 9 | 8 | | | |
| Total Cases Handled | 115 | 38 | 37 | 43 | 32 | 34 | 34 | 33 | 32 | 30 | | | |
| Workers involved in notices of strikes/ lockouts filed during the period | 26,988 | 1,738 | 2,671 | 1,722 | 487 | 787 | 4,386 | 4,362 | 9,731 | 1,104 | | | |
| Cases Disposed | 97 | 17 | 7 | 17 | 6 | 9 | 9 | 10 | 10 | 12 | | | |
| Settled | 91 | 15 | 6 | 16 | 6 | 9 | 8 | 9 | 10 | 12 | | | |
| Assumed Jurisdiction | 4 | 2 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | | | |
| Certified for Compulsory Arbitration | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | | |
| Materialized into Actual Strike/Lockout | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | | |
| Subsumed/Consolidated to AJ/CCA | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | | |
| Others | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | | | |
| Pending, end of period | 18 | 21 | 30 | 26 | 26 | 25 | 25 | 23 | 22 | 18 | | | |
| Disposition Rate | 84% | 45% | 19% | 40% | 19% | 26% | 26% | 30% | 31% | 40% | | | |
| Settlement Rate | 79% | 39% | 16% | 37% | 19% | 26% | 24% | 27% | 31% | 40% | | | |
| Duration to Settle | 142 | 53 | 335 | 376 | 30 | 127 | 22 | 79 | 66 | 87 | | | |

Data Source: National Conciliation and Mediation Board

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

As of September 30 2023

| 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 | 25 | 10 | 0 | 0 | 0 | 4 | 3 | 0 | 0 | 1 | 0 | 1 | 0 | 1 | 2 | 1 | 2 |
| New Notices of Strike/Lockout filed | 90 | 34 | 1 | 0 | 0 | 11 | 23 | 0 | 0 | 10 | 2 | 0 | 0 | 2 | 6 | 0 | 1 |
| Total Cases Handled | 115 | 44 | 1 | 0 | 0 | 15 | 26 | 0 | 0 | 11 | 2 | 1 | 0 | 3 | 8 | 1 | 3 |
| Workers involved in notices of strikes/ lockouts filed during the period | 26,988 | 9,469 | 1,257 | 0 | 0 | 1,167 | 3,579 | 0 | 0 | 9,327 | 565 | 0 | 0 | 151 | 1,430 | 0 | 43 |
| Cases Disposed | 97 | 37 | 1 | 0 | 0 | 14 | 19 | 0 | 0 | 11 | 2 | 1 | 0 | 2 | 6 | 1 | 3 |
| Settled | 91 | 35 | 1 | 0 | 0 | 13 | 19 | 0 | 0 | 9 | 1 | 1 | 0 | 2 | 6 | 1 | 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 | 18 | 7 | 0 | 0 | 0 | 1 | 7 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 2 | 0 | 0 |
| Disposition Rate | 84% | 84% | 100% | 0% | 0% | 93% | 73% | 0% | 0% | 100% | 100% | 100% | 0% | 67% | 75% | 100% | 100% |
| Settlement Rate | 79% | 80% | 100% | 0% | 0% | 87% | 73% | 0% | 0% | 82% | 50% | 100% | 0% | 67% | 75% | 100% | 100% |
| Duration to Settle | 142 | 107 | 36 | 0 | 0 | 124 | 40 | 0 | 0 | 25 | 33 | 207 | 0 | 17 | 78 | 334 | 1767 |

Data Source: National Conciliation and Mediation Board

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

As of September 30 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) | 288 | 311 | 281 | 280 | 34 | 44 | 66,895 | 64,486 |
| 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 | 32 | 29 | 36 | 34 | 44 | 6,300 | 7,969 |
| 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 September 30 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 | 48 | | | |
| Original Preventive Mediation Cases Filed | 303 | 43 | 38 | 33 | 16 | 38 | 29 | 34 | 40 | 32 | | | |
| Cases Treated as PM | 8 | 1 | 0 | 1 | 2 | 1 | 2 | 1 | 0 | 0 | | | |
| Total Cases Handled | 324 | 57 | 77 | 70 | 44 | 69 | 71 | 73 | 84 | 80 | | | |
| Workers involved in PM cases filed during the period | 64,486 | 5,854 | 6,843 | 5,179 | 6,106 | 6,816 | 6,417 | 5,420 | 13,882 | 7,969 | | | |
| Cases Disposed | 280 | 18 | 41 | 44 | 14 | 29 | 33 | 29 | 36 | 36 | | | |
| Settled | 262 | 16 | 34 | 42 | 14 | 28 | 32 | 26 | 34 | 36 | | | |
| Assumed Jurisdiction | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | | |
| Certified for Compulsory Arbitration | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | | |
| Materialized into Actual Strike/Lockout | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | | | |
| Materialized into Notice of Strike/Lockout | 16 | 2 | 6 | 2 | 0 | 1 | 1 | 3 | 1 | 0 | | | |
| Subsumed/Consolidated to AJ/CCA | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | | |
| Others | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | | |
| Pending, end of period | 44 | 39 | 36 | 26 | 30 | 40 | 38 | 44 | 48 | 44 | | | |
| Disposition Rate | 86% | 32% | 53% | 63% | 32% | 42% | 46% | 40% | 43% | 45% | | | |
| Settlement Rate | 81% | 28% | 44% | 60% | 32% | 41% | 45% | 36% | 40% | 45% | | | |
| Duration to Settle | 26 | 17 | 22 | 21 | 27 | 28 | 24 | 26 | 29 | 35 | | | |

Data Source: National Conciliation and Mediation Board

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

As of September 30 2023

| 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 | 13 | 7 | 0 | 0 | 0 | 1 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 0 |
| Original Preventive Mediation Cases Filed | 303 | 120 | 0 | 4 | 1 | 53 | 81 | 0 | 3 | 12 | 3 | 1 | 0 | 9 | 10 | 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 | 324 | 131 | 0 | 4 | 1 | 55 | 86 | 0 | 3 | 13 | 3 | 1 | 0 | 10 | 10 | 6 | 1 |
| Workers involved in PM cases filed during the period | 64,486 | 24,661 | 0 | 100 | 600 | 12,916 | 16,906 | 0 | 305 | 1,256 | 2,004 | 35 | 0 | 3,416 | 1,936 | 313 | 38 |
| Cases Disposed | 280 | 111 | 0 | 4 | 1 | 50 | 75 | 0 | 2 | 12 | 3 | 0 | 0 | 7 | 8 | 6 | 1 |
| Settled | 262 | 105 | 0 | 4 | 1 | 45 | 69 | 0 | 2 | 11 | 3 | 0 | 0 | 7 | 8 | 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 | 44 | 20 | 0 | 0 | 0 | 5 | 11 | 0 | 1 | 1 | 0 | 1 | 0 | 3 | 2 | 0 | 0 |
| Disposition Rate | 86% | 85% | 0% | 100% | 100% | 91% | 87% | 0% | 67% | 92% | 100% | 0% | 0% | 70% | 80% | 100% | 100% |
| Settlement Rate | 81% | 80% | 0% | 100% | 100% | 82% | 80% | 0% | 67% | 85% | 100% | 0% | 0% | 70% | 80% | 100% | 100% |
| Duration to Settle | 26 | 28 | 0 | 33 | 47 | 25 | 23 | 0 | 24 | 13 | 32 | 0 | 0 | 30 | 28 | 30 | 2 |

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Data Source: National Conciliation and Mediation Board