



# ***Alternative Dispute Resolution Updates***

## ***Preliminary***

**As of 30 November 2023**

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

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

- 13 cases pending at the beginning of the year
- 370 new cases have been filed since the start of the year (36 new cases filed in November)
- 383 total cases handled as of 30 November 2023
- Disposition rate: 90% (343 of the 383 total cases handled)
  - 266 cases disposed of within the process cycle time (PCT = 35 days)
  - 77 cases disposed of beyond PCT
- Settlement rate: 84% (322 of the 383 total cases handled)
- Average duration to settle: 27 days
- 40 cases pending by the end of November 2023
  - 29 pending cases are 35 days old or younger
  - 11 pending cases are older than the PCT
- Monetary benefits: Php274,088,112 benefitting 4,707 workers

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

- 25 cases pending at the beginning of the year
- 113 new cases have been filed since the start of the year (8 new cases filed in November)
- 138 total cases handled as of 30 November 2023
- Disposition rate: 83% (115 of the 138 total cases handled)
  - 86 cases disposed of within the process cycle time (PCT = 60 days)
  - 29 cases disposed of beyond PCT
- Settlement rate: 78% (107 of the 138 total cases handled)
- Average duration to settle: 130 days
- 23 cases pending as of 30 November 2023
  - 17 pending cases are 60 days old or younger
  - 6 pending cases are older than the PCT
- Monetary benefits: Php1,269,077,913 benefitting 8,607 workers

### ***III. ACTUAL STRIKES/LOCKOUTS (AS/L)***

- No pending case at the beginning of the year
- Three (3) work stoppages were monitored since the start of the year (1 work stoppage has been monitored in November 2023)

- Three (3) cases handled as of 30 November 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
NCR	PSG-AS-11-0001-2023	11/11/2023	Settled Amicably	11/22/2023	BD	Wage Increase, Welfare Benefits

- Three (3) work stoppages have been disposed of within the process cycle time (PCT = 40 days)
- Disposition rate: 100% (3 of the 3 total cases handled)
- Total man-days lost: 3,209

### **GOVERNMENT INTERVENTION IN LABOR DISPUTES (Comparative 2022–2023)**

Particulars	2022 (November)				2023 (YTD)			
	No. Cases Handled	AJ	CCA	Total AJ & CCA	No. Cases Handled	AJ	CCA	Total AJ & CCA
Actual Strikes/ Lockouts	8	0	1	1	3	0	0	0
Notices of Strike/ Lockout	158	7	1	8	138	4	0	4
Preventive Mediation	373	0	0	0	383	0	0	0
<b>Total</b>	<b>539</b>	<b>7</b>	<b>2</b>	<b>9</b>	<b>524</b>	<b>4</b>	<b>0</b>	<b>4</b>
% of AJ/CCA to TCH		1.30%	0.37%	1.67%		0.76%	0.00%	0.76%

### **ISSUES INVOLVED IN NEWLY DECLARED/FILED LABOR DISPUTES (January 1 – November 30, 2023)**

Cases Type	Total Cases	Unfair Labor Practice (ULP)	Bargaining Deadlock (BD)	Raised Both Issues ULP/BD
Actual Strike/Lockout	3	1	1	1
Notices of Strike/Lockout	113	74	34	5
Preventive Mediation	370	313	42	15
<b>Total Cases</b>	<b>486</b>	<b>388</b>	<b>77</b>	<b>21</b>

#### **IV. SINGLE ENTRY APPROACH (SEnA)**

- 107 Requests for Assistance (RFAs) pending at the beginning of the year
- 2,945 new RFAs have been filed since the start of the year (265 new RFAs filed in November)
- 3,052 total RFAs handled as of 30 November 2023
- Disposition rate: 93% (2,839 of the 3,052 total RFAs handled)

- 2,813 RFAs disposed within the process cycle time (PCT = 30+15 days)
- 26 RFAs disposed beyond the PCT
- Settlement rate: 66% (2,005 of the 3,052 total RFAs handled)
  - 1,989 RFAs settled within the process cycle time (PCT = 30 days +15 days)
  - 16 RFA settled beyond the process cycle time
- Average duration to settle: 8 days
- 213 pending RFAs as of 30 November 2023
  - 176 RFAs pending within the process cycle time (PCT = 30 days)
  - 37 RFAs pending beyond the process cycle time
- Monetary benefits: Php313,472,244 benefitting 3,265 workers

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

Year	No. of RFAs Received	No. of RFAs Settled	Monetary Benefits (in thousands)	Workers Benefitted
<b>2018</b>	5,666	3,689	193,325,369	5,352
<b>2019</b>	5,742	3,838	214,517,261	5,276
<b>2020</b>	3,155	2,095	140,726,523	3,010
<b>2021</b>	3,436	2,214	215,369,283	3,300
<b>2022</b>	3,126	2,107	315,178,273	3,292
<b>2023 (YTD)</b>	2,945	2,005	313,472,244	3,265
<b>Total</b>	<b>24,070</b>	<b>15,948</b>	<b>1,392,588,953</b>	<b>23,495</b>

**V. VOLUNTARY ARBITRATION (VA)**

- 523 cases pending at the beginning of the year
- 1,446 new VA cases have been submitted since the start of the year (195 new VA cases filed in November)
- 1,969 cases handled as of 30 November 2023
- 67% disposition rate (1,327 of the 1,969 total cases handled)
  - 916 cases disposed of within the process cycle time (PCT = 90 days)
  - 411 cases disposed of beyond PCT
- Average duration to decide:
  - 254 days from the date of acceptance by the arbitrator
  - 79 days from submission for resolution
- 642 cases pending as of 30 November 2023
- Monetary benefits: Php3,843,680,089 benefitting 1,672 workers

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

Year	No. new of VA Submitted	Monetary Benefits	Workers Benefitted
<b>2018</b>	545	1,431,597,325	831
<b>2019</b>	609	1,447,543,071	473
<b>2020</b>	860	2,337,822,029	859
<b>2021</b>	1,300	3,256,125,810	1,593
<b>2022</b>	1,571	4,019,243,825	1,281

<b>2023 (YTD)</b>	1,446	3,843,680,089	1,672
<b>Total</b>	<b>6,331</b>	<b>16,336,012,149</b>	<b>6,709</b>

#### **VI. WORKPLACE RELATIONS ENHANCEMENT**

- 360 LMCs have been facilitated as of November 2023 (48 in organized company and 312 in unorganized companies)
- 2,066 LMCs enhanced (671 in organized companies and 1,395 in unorganized companies)
- 3,703 companies reached through promotional activities through LMC & GM as of November 2023
- 5,135 existing LMCs nationwide as of 30 November 2023 (1,633 in organized companies; 3,502 in unorganized establishments)
- 97.26% or 4,801 out of 4,936 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)**

<b>Year</b>	<b>Existing LMCs</b>	<b>Companies with LMC</b>	<b>LMC Facilitated</b>	<b>LMC Enhanced</b>
<b>2018</b>	3,591	3,412	402	1,679
<b>2019</b>	3,941	3,741	388	1,787
<b>2020</b>	4,335	4,120	415	1,870
<b>2021</b>	4,626	4,430	348	1,836
<b>2022</b>	4,857	4,650	310	2,168
<b>2023 (YTD)</b>	5,135	4,936	360	2,066

#### **VII. CONVERGENCE PROGRAM WITH DOLE**

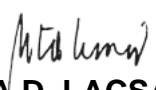
- LMCs Enhanced through convergence programs as of November 2023:
  - 796 LMCs enhanced through convergence program with NWPC (productivity);
  - 367 LMC in OSHC and ECC on occupational safety and health; and
  - 594 LMCs with BWSC on family welfare program

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

- 356 GMs operationalized / institutionalized as of November 2023 (45 in organized and 311 in unorganized)
- 2,076 GMs enhanced (731 in organized and 1,345 in unorganized establishments)
- 5,318 existing/active GMs nationwide as of 30 November 2023 (1,938 in organized establishments; 3,380 in unorganized establishments)
- 95.43% or 4,764 out of 4,992 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)**

<b>Year</b>	<b>Active GMs</b>	<b>Companies with GM</b>	<b>GM Insti/Opera</b>	<b>GM Enhanced</b>
<b>2018</b>	4,016	N/A	393	1,977
<b>2019</b>	4,225	4,032	380	1,827
<b>2020</b>	4,657	4,307	419	1,853
<b>2021</b>	4,800	4,455	348	1,843
<b>2022</b>	5,019	4,693	311	2,127
<b>2023 (YTD)</b>	5,318	4,992	356	2,076

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

13 December 2023

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

As of November 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	6	3	-50%	132	113	-14%	346	362	
Cases treated as PM							8		
Total PM Cases Filed							346	370	7%
Total Cases Handled	8	3		158	138		373	383	
Workers involved in new cases	622	283	-55%	28,229	31,939	13%	85,219	83,330	-2%
Mandays Lost	15,489	3,209	-79%						
Cases Disposed	8	3		125	115		346	343	
Settled	6	3		110	107		325	322	
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)				4	2		0	1	
Materialized into Notice of S/L (MSN)	0	0					20	19	
Subsumed/Consolidated to AJ/CCA/N	0	0		0	0		0	0	
Dropped	0	0		0	0		0	0	
Others	1	0		3	2		1	1	
Disposition Rate (Work Normalization on AS/L)	100.0%	100.0%	0%	79.1%	83.3%	4%	92.8%	89.6%	-3%
Settlement Rate	75.0%	100.0%	25%	69.6%	77.5%	8%	87.1%	84.1%	-3%
Success Rate **	-	-		97.5%	98.6%	1%	100.0%	99.7%	0%
Dispute Management Rate ***	99.2%	99.6%	-0.4%	-			-		
Pending, end of period	0	0		33	23		27	40	

**\*\*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 November 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
<b>TOTAL (YTD)</b>	<b>6</b>	<b>3</b>	<b>8</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>622</b>	<b>283</b>	<b>15,489</b>	<b>3,209</b>
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	0	0	0	0	0
November	2	1	2	1	0	0	525	111	5,075	781
December	0		0		0		0		0	
<b>TOTAL</b>	<b>6</b>		<b>8</b>				<b>622</b>		<b>15,489</b>	
<b>Pending Beginning (2022)</b>			<b>2</b>							
<b>Pending Beginning (2023)</b>		<b>0</b>								

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

As of November 30 2023

Indicator	Total	JAN	FEB	MAR	APR	MAY	JUNE	JULY	AUG	SEPT	OCT	NOV	DEC
<b>Pending, beginning of period</b>	0	0	0	1	0	0	0	0	0	0	0	0	
New Actual Strikes/Lockouts declared	3	0	1	0	0	0	0	0	1	0	0	1	
Total Cases Handled	3	0	1	1	0	0	0	0	1	0	0	1	
Workers involved in strikes/lockouts declared during the period	283	0	100	0	0	0	0	0	72	0	0	111	
Mandays Lost, to date	3,209	0	86	1,118	0	0	0	0	1,224	0	0	781	
<b>Work Normalized</b>	3	0	0	1	0	0	0	0	1	0	0	1	
Settled	3	0	0	1	0	0	0	0	1	0	0	1	
Assumed Jurisdiction	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	
Subsumed/Consolidated to AJ/CCA	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	
Dropped	0	0	0	0	0	0	0	0	0	0	0	0	
<b>Pending, end of period</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	
Work Normalization Rate	100%		0%	100%					100%			100%	
Settlement Rate	100%		0%	100%					100%			100%	
Duration to Dispose	13	0	0	13	0	0	0	0	17	0	0	9	

Data Source: National Conciliation and Mediation Board



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

As of November 30 2023

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>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
New Actual Strikes/Lockouts declared	3	2	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0
Total Cases Handled	3	2	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0
Workers involved in strikes/lockouts declared during the period	283	211	0	0	0	0	0	0	0	72	0	0	0	0	0	0	0
Mandays Lost, to date	3,209	1,985	0	0	0	0	0	0	0	1,224	0	0	0	0	0	0	0
<b>Work Normalized</b>	3	2	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0
Settled	3	2	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
<b>Pending, end of period</b>	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	13	11	0	0	0	0	0	0	0	17	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 November 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
<b>TOTAL (YTD)</b>	<b>132</b>	<b>113</b>	<b>125</b>	<b>115</b>	<b>33</b>	<b>23</b>	<b>28,229</b>	<b>31,939</b>
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	15	6	6	33	27	1,890	2,954
November	13	8	13	12	33	23	1,856	1,997
December	4		12		25		1,276	
<b>TOTAL</b>	<b>136</b>		<b>137</b>				<b>29,505</b>	
<b>Pending Beginning (2022)</b>		<b>26</b>						
<b>Pending Beginning (2023)</b>		<b>25</b>						

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

As of November 30 2023

Indicator	Total	JAN	FEB	MAR	APR	MAY	JUNE	JULY	AUG	SEPT	OCT	NOV	DEC
<b>Pending, beginning of period</b>	25	25	21	30	26	26	25	25	23	22	18	27	
New Notices of Strike/Lockout filed	113	13	16	13	6	8	9	8	9	8	15	8	
Total Cases Handled	138	38	37	43	32	34	34	33	32	30	33	35	
Workers involved in notices of strikes/ lockouts filed during the period	31,939	1,738	2,671	1,722	487	787	4,386	4,362	9,731	1,104	2,954	1,997	
<b>Cases Disposed</b>	115	17	7	17	6	9	9	10	10	12	6	12	
Settled	107	15	6	16	6	9	8	9	10	12	6	10	
Assumed Jurisdiction	4	2	0	1	0	0	0	1	0	0	0	0	
Certified for Compulsory Arbitration	0	0	0	0	0	0	0	0	0	0	0	0	
Materialized into Actual Strike/Lockout	2	0	1	0	0	0	0	0	0	0	0	1	
Subsumed/Consolidated to AJ/CCA	0	0	0	0	0	0	0	0	0	0	0	0	
Others	2	0	0	0	0	0	1	0	0	0	0	1	
<b>Pending, end of period</b>	<b>23</b>	<b>21</b>	<b>30</b>	<b>26</b>	<b>26</b>	<b>25</b>	<b>25</b>	<b>23</b>	<b>22</b>	<b>18</b>	<b>27</b>	<b>23</b>	
Disposition Rate	83%	45%	19%	40%	19%	26%	26%	30%	31%	40%	18%	34%	
Settlement Rate	78%	39%	16%	37%	19%	26%	24%	27%	31%	40%	18%	29%	
Duration to Settle	130	53	335	376	30	127	22	79	66	87	58	67	

Data Source: National Conciliation and Mediation Board

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

As of November 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
<b>Pending, beginning of period</b>	25	10	0	0	0	4	3	0	0	1	0	1	0	1	2	1	2
New Notices of Strike/Lockout filed	113	46	1	0	0	13	28	0	0	11	3	1	0	2	7	0	1
Total Cases Handled	138	56	1	0	0	17	31	0	0	12	3	2	0	3	9	1	3
Workers involved in notices of strikes/ lockouts filed during the period	31,939	12,260	1,257	0	0	1,427	4,977	0	0	9,647	685	56	0	151	1,436	0	43
<b>Cases Disposed</b>	115	44	1	0	0	14	26	0	0	12	2	1	0	3	8	1	3
Settled	107	41	1	0	0	13	26	0	0	9	1	1	0	3	8	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	2	2	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	2	0	0	0	0	0	0	0	0	2	0	0	0	0	0	0	0
<b>Pending, end of period</b>	<b>23</b>	<b>12</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>
Disposition Rate	83%	79%	100%	0%	0%	82%	84%	0%	0%	100%	67%	50%	0%	100%	89%	100%	100%
Settlement Rate	78%	73%	100%	0%	0%	76%	84%	0%	0%	75%	33%	50%	0%	100%	89%	100%	100%
Duration to Settle	130	95	36	0	0	124	59	0	0	24	33	207	0	16	68	334	1767

Data Source: National Conciliation and Mediation Board

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

As of November 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
<b>TOTAL (YTD)</b>	<b>346</b>	<b>370</b>	<b>346</b>	<b>343</b>	<b>27</b>	<b>40</b>	<b>85,219</b>	<b>83,330</b>
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	23	34	43	32	24	11,765	6,729
November	26	36	31	20	27	40	6,559	12,115
December	17		31		13		2,354	
<b>TOTAL</b>	<b>363</b>		<b>377</b>				<b>87,573</b>	
<b>Pending Beginning (2022)</b>		<b>27</b>						
<b>Pending Beginning (2023)</b>		<b>13</b>						

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

As of November 30 2023

Indicator	Total	JAN	FEB	MAR	APR	MAY	JUNE	JULY	AUG	SEPT	OCT	NOV	DEC
<b>Pending, beginning of period</b>	13	13	39	36	26	30	40	38	44	48	44	24	
Original Preventive Mediation Cases Filed	362	43	38	33	16	38	29	34	40	32	23	36	
Cases Treated as PM	8	1	0	1	2	1	2	1	0	0	0	0	
Total Cases Handled	383	57	77	70	44	69	71	73	84	80	67	60	
Workers involved in PM cases filed during the period	83,330	5,854	6,843	5,179	6,106	6,816	6,417	5,420	13,882	7,969	6,729	12,115	
<b>Cases Disposed</b>	343	18	41	44	14	29	33	29	36	36	43	20	
Settled	322	16	34	42	14	28	32	26	34	36	40	20	
Assumed Jurisdiction	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	
Materialized into Actual Strike/Lockout	1	0	0	0	0	0	0	0	1	0	0	0	
Materialized into Notice of Strike/Lockout	19	2	6	2	0	1	1	3	1	0	3	0	
Subsumed/Consolidated to AJ/CCA	0	0	0	0	0	0	0	0	0	0	0	0	
Others	1	0	1	0	0	0	0	0	0	0	0	0	
<b>Pending, end of period</b>	<b>40</b>	<b>39</b>	<b>36</b>	<b>26</b>	<b>30</b>	<b>40</b>	<b>38</b>	<b>44</b>	<b>48</b>	<b>44</b>	<b>24</b>	<b>40</b>	
Disposition Rate	90%	32%	53%	63%	32%	42%	46%	40%	43%	45%	64%	33%	
Settlement Rate	84%	28%	44%	60%	32%	41%	45%	36%	40%	45%	60%	33%	
Duration to Settle	27	17	22	21	27	28	24	26	29	35	35	23	

Data Source: National Conciliation and Mediation Board

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

As of November 30 2023

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>	13	7	0	0	0	1	3	0	0	0	0	0	0	1	0	1	0
Original Preventive Mediation Cases Filed	362	140	1	4	2	64	101	0	3	14	3	1	0	9	13	6	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	383	151	1	4	2	66	106	0	3	15	3	1	0	10	13	7	1
Workers involved in PM cases filed during the period	83,330	28,428	754	100	784	21,286	21,780	0	305	1,396	2,004	35	0	3,416	2,187	817	38
<b>Cases Disposed</b>	343	138	0	4	2	59	93	0	2	15	3	0	0	10	10	6	1
Settled	322	130	0	4	2	54	86	0	2	14	3	0	0	10	10	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	19	8	0	0	0	5	6	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
<b>Pending, end of period</b>	<b>40</b>	<b>13</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>7</b>	<b>13</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>1</b>	<b>0</b>
Disposition Rate	90%	91%	0%	100%	100%	89%	88%	0%	67%	100%	100%	0%	0%	100%	77%	86%	100%
Settlement Rate	84%	86%	0%	100%	100%	82%	81%	0%	67%	93%	100%	0%	0%	100%	77%	86%	100%
Duration to Settle	27	30	0	33	28	23	25	0	24	12	32	0	0	31	27	30	2

Data Source: National Conciliation and Mediation Board