



Alternative Dispute Resolution Updates

Preliminary

As of 30 April 2024

This ADR Update records in brief the collective accomplishments of NCMB as of April 2024.

I. PREVENTIVE MEDIATION (PM)

- 27 cases pending at the beginning of the year
- 124 new cases have been filed since the start of the year (33 new cases filed in April)
- 151 total cases handled as of 30 April 2024
- Disposition rate¹: 75% (113 of the 151 total cases handled)
- Disposition rate²: 92% (113 of the 123 total net cases handled)
 - 76 cases disposed of within the process cycle time (PCT = 35 days)
 - 37 cases disposed of beyond PCT
- Settlement rate¹: 68% (103 of the 151 total cases handled)
- Settlement rate²: 84% (103 of the 123 total net cases handled)
- Average duration to settle: 29 days
- 38 cases pending by the end of April 2024
 - 28 pending cases are 35 days old or younger
 - 10 pending cases are older than the PCT
- Monetary benefits: Php 234,238,585 benefitting 2,393 workers

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

- 15 cases pending at the beginning of the year
- 39 new cases have been filed since the start of the year (15 new cases filed in April)
- 54 total cases handled as of 30 April 2024
- Disposition rate¹: 56% (30 of the 54 total cases handled)
- Disposition rate²: 83% (30 of the 36 total net cases handled)
 - 22 cases disposed of within the process cycle time (PCT = 60 days)
 - 8 cases disposed of beyond PCT
- Settlement rate¹: 52% (28 of the 54 total cases handled)
- Settlement rate²: 78% (28 of the 36 total net cases handled)
- Average duration to settle: 45 days
- 24 cases pending as of 30 April 2024
 - 18 pending cases are 60 days old or younger
 - 6 pending cases are older than the PCT

¹ Computed based on the Total Cases Handled

² Computed based on the Net Cases Handled (Total Cases Handled minus Pending Cases within PCT)

- Monetary benefits: Php 159,091,232 benefitting 3,902 workers

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

- No pending case at the beginning of the year
- One (1) work stoppage monitored since the start of the year (No new work stoppage monitored in April 2024)
- One (1) case handled as of 30 April 2024

REGION	DOCKET NUMBER	DECLARED	STATUS	DATE DISPOSED	ISSUES INVOLVED	SPECIFIC ISSUE
NCR	MUN-AS-03-0001-2024	03/18/2024	Settled Amicably	04/25/2024	ULP	Discrimination against/harassment of union members/union busting

- One (1) work stoppage have been disposed of within the process cycle time (PCT = 40 days)
- Disposition rate: 100% (1 out of 1 total case handled)
- Total man-days lost: 3,200
- Monetary benefits: Php 3,980,685 benefitting 85 workers

GOVERNMENT INTERVENTION IN LABOR DISPUTES (Comparative 2023–2024)

Particulars	2023				2024			
	No. Cases Handled	AJ	CCA	Total AJ & CCA	No. Cases Handled	AJ	CCA	Total AJ & CCA
Actual Strikes/ Lockouts	1	0	0	0	1	0	0	0
Notices of Strike/ Lockout	73	3	0	3	54	1	0	1
Preventive Mediation	147	0	0	0	151	0	0	0
Total	221	3	0	3	206	1	0	1
% of AJ/CCA to TCH		1.36%	0.00%	1.36%		0.49%	0.00%	0.49%

ISSUES INVOLVED IN NEWLY DECLARED/FILED LABOR DISPUTES (January 1 – April 30, 2024)

Cases Type	Total Cases	Unfair Labor Practice (ULP)	Bargaining Deadlock (BD)	Raised Both Issues ULP/BD
Actual Strike/Lockout	1	1	0	0
Notices of Strike/Lockout	39	30	9	0
Preventive Mediation	124	106	16	2
Total Cases	164	137	25	2

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

- 196 Requests for Assistance (RFAs) pending at the beginning of the year
- 1,523 new RFAs have been filed since the start of the year (373 new RFAs filed in April)

- 1,719 total RFAs handled as of 30 April 2024
- Disposition rate: 93% (1,323 of the 1,419 total net RFAs handled)
 - 1,314 RFAs disposed within the process cycle time (PCT = 30+15 days)
 - 9 RFAs disposed beyond the PCT
- Settlement rate: 69% (982 of the 1,419 total net RFAs handled)
 - 976 RFAs settled within the process cycle time (PCT = 30 days +15 days)
 - 6 RFAs settled beyond the process cycle time
- Average duration to settle: 7 days
- 342 pending RFAs as of 30 April 2024
 - 246 RFAs pending within the process cycle time (PCT = 30 days)
 - 96 RFAs pending beyond the process cycle time
- Monetary benefits: Php 91,232,664 benefitting 1,329 workers

**No. of RFAs Filed, Settled, Monetary Benefits and Workers Benefitted:
Philippines 2019-2024**

Year	No. of RFAs Received	No. of RFAs Settled	Monetary Benefits (in thousands)	Workers Benefitted
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	3,328	2,293	372,926,939	3,641
2024	1,523	982	91,232,664	1,329
Total	20,310	13,529	1,349,950,943	19,848

V. VOLUNTARY ARBITRATION (VA)

- 578 cases pending at the beginning of the year
- 672 new VA cases have been submitted since the start of the year (131 new VA cases filed in April)
- 1,250 cases handled as of 30 April 2024
- 48% disposition rate (601 of the 1,250 total cases handled)
 - 377 cases disposed of within the process cycle time (PCT = 90 days)
 - 224 cases disposed of beyond PCT
- Average duration to decide:
 - 145 days from the date of acceptance by the arbitrator
 - 24 days from submission for resolution
- 649 cases pending as of 30 April 2024
- Monetary benefits: Php 1,814,937,191 benefitting 798 workers

**No. of VA Cases Handled, Monetary Benefits and Workers Benefitted:
Philippines 2019-2024**

Year	No. new of VA Submitted	Monetary Benefits	Workers Benefitted
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	1,545	4,403,897,244	2,119
2024	672	1,814,937,191	798
Total	6,557	17,279,569,170	7,123

VI. WORKPLACE RELATIONS ENHANCEMENT

- 154 LMCs have been facilitated as of April 2024 (29 in organized companies and 125 in unorganized companies)
- 829 LMCs enhanced as of April 2024 (258 in organized companies and 571 in unorganized companies)
- 1,584 companies reached through promotional activities through LMC & GM as of April 2024
- 5,255 existing LMCs nationwide as of 30 April 2024 (1,643 in organized companies and 3,612 in unorganized companies)
- 98.79% or 4,997 out of 5,058 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 2019-2024

Year	Existing LMCs	Companies with LMC	LMC Facilitated	LMC Enhanced
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	5,160	4,961	388	2,175
2024	5,255	5,058	154	829

VII. CONVERGENCE PROGRAM WITH DOLE


- LMCs Enhanced through convergence programs as of April 2024:
 - 218 LMCs enhanced through convergence program with NWPC (productivity);
 - 45 LMCs in OSHC and ECC on occupational safety and health; and
 - 107 LMCs with BWSC on family welfare program

VIII. GRIEVANCE MACHINERY (GM)

- 159 GMs operationalized/institutionalized as of April 2024 (32 in organized companies and 127 in unorganized companies)
- 851 GMs enhanced as of April 2024 (330 in organized companies and 521 in unorganized companies)
- 5,483 existing/active GMs nationwide as of 30 April 2024 (1,968 in organized companies and 3,515 in unorganized companies)
- 98.62% or 5,073 out of 5,144 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 2019-2024

Year	Active GMs	Companies with GM	GM Insti/Opera	GM Enhanced
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	5,348	5,022	386	2,180
2024	5,483	5,144	159	851


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 Executive Director IV

8 May 2024

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

As of April 30 2024

Indicators	A. Actual Strikes/Lockouts (ASL)			B. Notices of Strikes/Lockouts (NSL)			C. Preventive Mediation Cases (PM)		
	2023	2024	% change	2023	2024	% change	2023	2024	% change
Pending, beginning of period	0	0		25	15		13	27	
New cases filed/declared	1	1	0%	48	39	-19%	134	124	
Cases treated as PM							0		
Total PM Cases Filed							134	124	-7%
Total Cases Handled	1	1		73	54		147	151	
Workers involved in new cases	100	100	0%	6,618	14,099	113%	23,982	29,420	23%
Mandays Lost	1,204	3,200	166%						
Cases Disposed	1	1		47	30		117	113	
Settled	1	1		43	28		106	103	
Assumed Jurisdiction (AJ)	0	0		3	1		0	0	
Certified for Compulsory Arbitration (C)	0	0		0	0		0	0	
Materialized into Actual S/L (MAS)				1	1		0	0	
Materialized into Notice of S/L (MSN)	0	0					10	10	
Subsumed/Consolidated to AJ/CCA/N	0	0		0	0		0	0	
Dropped	0	0		0	0		0	0	
Others	0	0		0	0		1	0	
Disposition Rate (Work Normalization on AS/L)	100.0%	100.0%	0%	64.4%	55.6%	-9%	79.6%	74.8%	-5%
Settlement Rate	100.0%	100.0%	0%	58.9%	51.9%	-7%	72.1%	68.2%	-4%
Success Rate **	-	-		98.6%	98.1%	0%	100.0%	100.0%	0%
Dispute Management Rate ***	99.5%	99.5%	0.0%	-			-		
Pending, end of period	0	0		26	24		30	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 $N-MAS/N$ 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: 2023 and 2024

As of April 30 2024

Month	Actual Strikes/ Lockouts Declared		Cases Disposed		Pending at the End of the Period		Workers Involved		Mandays Lost	
	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024
TOTAL (YTD)	1	1	1	1	0	0	100	100	1,204	3,200
January	0	0	0	0	0	0	0	0	0	0
February	1	0	0	0	1	0	100	0	86	0
March	0	1	1	0	0	1	0	100	1,118	800
April	0	0	0	1	0	0	0	0	0	2,400
May	0		0		0		0		0	
June	0		0		0		0		0	
July	0		0		0		0		0	
August	1		1		0		72		1,224	
September	0		0		0		0		0	
October	0		0		0		0		0	
November	1		1		0		111		781	
December	0		0		0		0		0	
TOTAL	3		3				283		3,209	
Pending Beginning (2023)		0								
Pending Beginning (2024)		0								

Data Source: National Conciliation and Mediation Board

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

As of April 30 2024

Indicator	Total	JAN	FEB	MAR	APR	MAY	JUNE	JULY	AUG	SEPT	OCT	NOV	DEC
Pending, beginning of period	0	0	0	0	1								
New Actual Strikes/Lockouts declared	1	0	0	1	0								
Total Cases Handled	1	0	0	1	1								
Workers involved in strikes/lockouts declared during the period	100	0	0	100	0								
Mandays Lost, to date	3,200	0	0	800	2,400								
Work Normalized	1	0	0	0	1								
Settled	1	0	0	0	1								
Assumed Jurisdiction	0	0	0	0	0								
Certified for Compulsory Arbitration	0	0	0	0	0								
Subsumed/Consolidated to AJ/CCA	0	0	0	0	0								
Others	0	0	0	0	0								
Dropped	0	0	0	0	0								
Pending, end of period	0	0	0	1	0								
Work Normalization Rate	100%			0%	100%								
Work Normalization Rate (Net Cases Handled)	100%				100%								
Settlement Rate	100%			0%	100%								
Settlement Rate (Net Cases Handled)	100%				100%								
Duration to Dispose	28	0	0	0	28								

Data Source: National Conciliation and Mediation Board

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

As of April 30 2024

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	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Cases Handled	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Workers involved in strikes/lockouts declared during the period	100	100	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Mandays Lost, to date	3,200	3,200	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Work Normalized	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Settled	1	1	0	0	0	0	0	0	0	0	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%	0%	0%	0%	0%	0%	0%	0%	0%
Work Normalization Rate (Net Cases Handled)	100%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Settlement Rate	100%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Settlement Rate (Net Cases Handled)	100%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Duration to Dispose	28	28	0	0	0	0	0	0	0	0	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: 2023 and 2024

As of April 30 2024

Month	Notices of Strikes/Lockouts		Cases Disposed		Pending at the End of the Period		Workers Involved	
	2023	2024	2023	2024	2023	2024	2023	2024
TOTAL (YTD)	48	39	47	30	26	24	6,618	14,099
January	13	12	17	7	21	20	1,738	2,836
February	16	8	7	9	30	19	2,671	2,454
March	13	4	17	10	26	13	1,722	887
April	6	15	6	4	26	24	487	7,922
May	8		9		25		787	
June	9		9		25		4,386	
July	8		10		23		4,362	
August	9		10		22		9,731	
September	8		12		18		1,104	
October	15		6		27		2,954	
November	8		13		22		1,997	
December	6		13		15		2,529	
TOTAL	119		129				34,468	
Pending Beginning (2023)		25						
Pending Beginning (2024)		15						

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

As of April 30 2024

Indicator	Total	JAN	FEB	MAR	APR	MAY	JUNE	JULY	AUG	SEPT	OCT	NOV	DEC
Pending, beginning of period	15	15	20	19	13								
New Notices of Strike/Lockout filed	39	12	8	4	15								
Total Cases Handled	54	27	28	23	28								
Workers involved in notices of strikes/ lockouts filed during the period	14,099	2,836	2,454	887	7,922								
Cases Disposed	30	7	9	10	4								
Settled	28	7	8	9	4								
Assumed Jurisdiction	1	0	1	0	0								
Certified for Compulsory Arbitration	0	0	0	0	0								
Materialized into Actual Strike/Lockout	1	0	0	1	0								
Subsumed/Consolidated to AJ/CCA	0	0	0	0	0								
Others	0	0	0	0	0								
Dropped	0	0	0	0	0								
Pending, end of period	24	20	19	13	24								
Disposition Rate	56%	26%	32%	43%	14%								
Disposition Rate (Net Cases Handled)	83%	47%	56%	63%	40%								
Settlement Rate	52%	26%	29%	39%	14%								
Settlement Rate (Net Cases Handled)	78%	47%	50%	56%	40%								
Duration to Settle	45	42	33	53	59								

Data Source: National Conciliation and Mediation Board

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

As of April 30 2024

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	15	6	0	0	0	2	5	0	0	0	0	1	0	0	1	0	0
New Notices of Strike/Lockout filed	39	17	0	0	0	4	10	0	0	7	0	0	0	0	1	0	0
Total Cases Handled	54	23	0	0	0	6	15	0	0	7	0	1	0	0	2	0	0
Workers involved in notices of strikes/ lockouts filed during the period	14,099	8,111	0	0	0	1,539	2,992	0	0	1,183	0	0	0	0	274	0	0
Cases Disposed	30	11	0	0	0	6	8	0	0	4	0	1	0	0	0	0	0
Settled	28	9	0	0	0	6	8	0	0	4	0	1	0	0	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	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	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	24	12	0	0	0	0	7	0	0	3	0	0	0	0	2	0	0
Disposition Rate	56%	48%	0%	0%	0%	100%	53%	0%	0%	57%	0%	100%	0%	0%	0%	0%	0%
Disposition Rate (Net Cases Handled)	83%	85%	0%	0%	0%	100%	73%	0%	0%	100%	0%	100%	0%	0%	0%	0%	0%
Settlement Rate	52%	39%	0%	0%	0%	100%	53%	0%	0%	57%	0%	100%	0%	0%	0%	0%	0%
Settlement Rate (Net Cases Handled)	78%	69%	0%	0%	0%	100%	73%	0%	0%	100%	0%	100%	0%	0%	0%	0%	0%
Duration to Settle	45	62	0	0	0	49	33	0	0	24	0	55	0	0	0	0	0

Data Source: National Conciliation and Mediation Board

Table 8. Statistics on Preventive Mediation by Month, Philippines: 2023 and 2024

As of April 30 2024

Month	Preventive Mediation Cases Filed		Cases Disposed		Pending at the End of the Period		Workers Involved	
	2023	2024	2023	2024	2023	2024	2023	2024
TOTAL (YTD)	134	124	117	113	30	38	23,982	29,420
January	44	34	18	32	39	29	5,854	7,080
February	38	33	41	24	36	38	6,843	9,726
March	34	24	44	28	26	34	5,179	5,978
April	18	33	14	29	30	38	6,106	6,636
May	39		29		40		6,816	
June	31		33		38		6,417	
July	35		29		44		5,420	
August	40		37		47		13,882	
September	32		36		43		7,969	
October	23		43		23		6,729	
November	36		24		35		12,115	
December	15		23		27		2,648	
TOTAL	385		371				85,978	
Pending Beginning (2023)		13						
Pending Beginning (2024)		27						

Data Source: National Conciliation and Mediation Board

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

As of April 30 2024

Indicator	Total	JAN	FEB	MAR	APR	MAY	JUNE	JULY	AUG	SEPT	OCT	NOV	DEC
Pending, beginning of period	27	27	29	38	34								
Original Preventive Mediation Cases Filed	124	34	33	24	33								
Cases Treated as PM	0	0	0	0	0								
Total Cases Handled	151	61	62	62	67								
Workers involved in PM cases filed during the period	29,420	7,080	9,726	5,978	6,636								
Cases Disposed	113	32	24	28	29								
Settled	103	28	23	27	25								
Assumed Jurisdiction	0	0	0	0	0								
Certified for Compulsory Arbitration	0	0	0	0	0								
Materialized into Actual Strike/Lockout	0	0	0	0	0								
Materialized into Notice of Strike/Lockout	10	4	1	1	4								
Subsumed/Consolidated to AJ/CCA	0	0	0	0	0								
Others	0	0	0	0	0								
Pending, end of period	38	29	38	34	38								
Disposition Rate	75%	52%	39%	45%	43%								
Disposition Rate (Net Cases Handled)	92%	76%	77%	72%	74%								
Settlement Rate	68%	46%	37%	44%	37%								
Settlement Rate (Net Cases Handled)	84%	67%	74%	69%	64%								
Duration to Settle	29	28	32	29	26								

Data Source: National Conciliation and Mediation Board

Table 10. Preventive Mediation Cases Handled, By Manner and Region: Philippines
As of April 30 2024

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	27	11	0	0	0	7	6	0	0	0	0	0	0	1	2	0	0
Original Preventive Mediation Cases Filed	124	47	0	0	3	14	42	0	0	4	1	1	0	6	5	1	0
Cases Treated as PM	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Cases Handled	151	58	0	0	3	21	48	0	0	4	1	1	0	7	7	1	0
Workers involved in PM cases filed during the period	29,420	13,061	0	0	309	6,513	8,215	0	0	559	1	176	0	132	226	228	0
Cases Disposed	113	43	0	0	0	16	36	0	0	3	0	1	0	7	6	1	0
Settled	103	40	0	0	0	15	31	0	0	2	0	1	0	7	6	1	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	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Materialized into Notice of Strike/Lockout	10	3	0	0	0	1	5	0	0	1	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	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Pending, end of period	38	15	0	0	3	5	12	0	0	1	1	0	0	0	1	0	0
Disposition Rate	75%	74%	0%	0%	0%	76%	75%	0%	0%	75%	0%	100%	0%	100%	86%	100%	0%
Disposition Rate (Net Cases Handled)	92%	86%	0%	0%	0%	100%	92%	0%	0%	100%	0%	100%	0%	100%	100%	100%	0%
Settlement Rate	68%	69%	0%	0%	0%	71%	65%	0%	0%	50%	0%	100%	0%	100%	86%	100%	0%
Settlement Rate (Net Cases Handled)	84%	80%	0%	0%	0%	94%	79%	0%	0%	67%	0%	100%	0%	100%	100%	100%	0%
Duration to Settle	29	35	0	0	0	35	20	0	0	12	0	34	0	17	40	49	0

Data Source: National Conciliation and Mediation Board