



# ***Alternative Dispute Resolution Updates***

## ***Preliminary***

**As of 31 July 2024**

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

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

- 27 cases pending at the beginning of the year
- 220 new cases have been filed since the start of the year (28 new cases filed in July)
- 247 total cases handled as of 31 July 2024
- Disposition rate<sup>1</sup>: 86% (212 of the 247 total cases handled)
- Disposition rate<sup>2</sup>: 96% (212 of the 221 total net cases handled)
  - 149 cases disposed of within the process cycle time (PCT = 35 days)
  - 63 cases disposed of beyond PCT
- Settlement rate<sup>1</sup>: 77% (191 of the 247 total cases handled)
- Settlement rate<sup>2</sup>: 86% (191 of the 221 total net cases handled)
- Average duration to settle: 28 days
- 35 cases pending by the end of July 2024
  - 26 pending cases are 35 days old or younger
  - 9 pending cases are older than the PCT
- Monetary benefits: Php 312,484,406 benefitting 3,338 workers

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

- 15 cases pending at the beginning of the year
- 91 new cases have been filed since the start of the year (18 new cases filed in July)
- 106 total cases handled as of 31 July 2024
- Disposition rate<sup>1</sup>: 70% (74 of the 106 total cases handled)
- Disposition rate<sup>2</sup>: 90% (74 of the 82 total net cases handled)
  - 61 cases disposed of within the process cycle time (PCT = 60 days)
  - 13 cases disposed of beyond PCT
- Settlement rate<sup>1</sup>: 64% (68 of the 106 total cases handled)
- Settlement rate<sup>2</sup>: 83% (68 of the 82 total net cases handled)
- Average duration to settle: 39 days
- 32 cases pending as of 31 July 2024
  - 24 pending cases are 60 days old or younger
  - 8 pending cases are older than the PCT
- Monetary benefits: Php 540,371,869 benefitting 5,919 workers

<sup>1</sup> Computed based on the Total Cases Handled

<sup>2</sup> Computed based on the Net Cases Handled (Total Cases Handled minus Pending Cases within PCT)

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

- No pending case at the beginning of the year
- Three (3) work stoppages monitored since the start of the year (2 new work stoppages monitored in July 2024)
- Three (3) cases handled as of 31 July 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
NCR	MUN-AS-07-0002-2024	7/13/2024	Pending		BD	Wage increases
NCR	QC-AS-07-0001-2024	7/21/2024	Settled Amicably	7/25/2024	ULP	Discrimination against/harassment of union members/union busting, Violation/non-implementation of CBA

- Two (2) work stoppages have been disposed of within the process cycle time (PCT = 40 days)
- Disposition rate: 67% (2 out of 3 total cases handled)
- Total man-days lost: 13,712
- Monetary benefits: Php 3,980,685 benefitting 85 workers

**Table 1. Comparative Summary of Government Intervention in Labor Disputes: 2023-2024**

Case Type	2023				2024 (YTD)			
	No. Cases Handled	AJ	CCA	Total AJ & CCA	No. Cases Handled	AJ	CCA	Total AJ & CCA
Actual Strikes/ Lockouts	1	0	0	0	3	0	0	0
Notices of Strike/ Lockout	98	4	0	4	106	2	0	2
Preventive Mediation	252	0	0	0	247	0	0	0
<b>Total</b>	<b>351</b>	<b>4</b>	<b>0</b>	<b>4</b>	<b>356</b>	<b>2</b>	<b>0</b>	<b>2</b>
% of AJ/CCA to TCH		1.14%	0.00%	1.14%		0.56%	0.00%	0.56%

**Table 2. Summary of Newly Declared/Filed Cases by Major Issue: 2024(YTD)**

Case Type	Total Cases	Unfair Labor Practice (ULP)	Bargaining Deadlock (BD)	Raised Both Issues ULP/BD
Actual Strike/Lockout	3	2	1	0
Notices of Strike/Lockout	91	55	34	2
Preventive Mediation	220	186	29	5
<b>Total Cases</b>	<b>314</b>	<b>243</b>	<b>64</b>	<b>7</b>

### IV. SINGLE ENTRY APPROACH (SEnA)

- 196 Requests for Assistance (RFAs) pending at the beginning of the year

- 2,929 new RFAs have been filed since the start of the year (448 new RFAs filed in July)
- 3,125 total RFAs handled as of 31 July 2024
- Disposition rate: 96% (2,539 of the 2,632 total net RFAs handled)
  - 2,521 RFAs disposed within the process cycle time (PCT = 30+15 days)
  - 18 RFAs disposed beyond the PCT
- Settlement rate: 71% (1,863 of the 2,632 total net RFAs handled)
  - 1,850 RFAs settled within the process cycle time (PCT = 30 days +15 days)
  - 13 RFAs settled beyond the process cycle time
- Average duration to settle: 8 days
- 445 pending RFAs as of 31 July 2024
  - 352 RFAs pending within the process cycle time (PCT = 30 days)
  - 93 RFAs pending beyond the process cycle time
- Monetary benefits: Php 203,264,145 benefitting 2,350 workers

**Table 3. Summary of RFAs Filed, Settled, Monetary Benefits and Workers Benefitted by Year: 2019-2024 (YTD) (NCMB)**

Year	No. of RFAs Received	No. of RFAs Settled	Monetary Benefits	Workers Benefitted
<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</b>	3,328	2,293	372,926,939	3,641
<b>2024</b>	2,929	1,863	203,264,145	2,350
<b>Total</b>	<b>21,716</b>	<b>14,410</b>	<b>1,461,982,424</b>	<b>20,869</b>

#### **V. VOLUNTARY ARBITRATION (VA)**

- 580 cases pending at the beginning of the year
- 1,137 new VA cases have been submitted since the start of the year (185 new VA cases filed in July)
- 1,717 cases handled as of 31 July 2024
- 67% disposition rate (1,144 of the 1,717 total cases handled)
  - 698 cases disposed of within the process cycle time (PCT = 90 days)
  - 446 cases disposed of beyond PCT
- Average duration to decide:
  - 258 days from the date of acceptance by the arbitrator
  - 18 days from submission for resolution
- 573 cases pending as of 31 July 2024
- Monetary benefits: Php 3,509,200,857 benefitting 1,284 workers

**Table 4. Summary of VA Cases Handled, Monetary Benefits and Workers Benefitted by Year: 2019-2024(YTD)**

Year	No. new of VA Submitted	Monetary Benefits	Workers Benefitted
<b>2019</b>	609	1,447,543,071	473
<b>2020</b>	860	2,337,822,029	859

Year	No. new of VA Submitted	Monetary Benefits	Workers Benefitted
2021	1,300	3,256,125,810	1,593
2022	1,571	4,019,243,825	1,281
2023	1,556	4,422,580,824	2,129
2024	1,137	3,509,200,857	1,284
<b>Total</b>	<b>7,033</b>	<b>18,992,516,416</b>	<b>7,619</b>

## **VI. WORKPLACE RELATIONS ENHANCEMENT**

- 296 LMCs have been facilitated as of July 2024 (52 in organized companies and 244 in unorganized companies)
- 1,564 LMCs enhanced as of July 2024 (577 in organized companies and 987 in unorganized companies)
- 2,691 companies reached through promotional activities through LMC & GM as of July 2024
- 5,384 existing LMCs nationwide as of 31 July 2024 (1,663 in organized companies and 3,721 in unorganized companies)
- 98.11% or 5,086 out of 5,184 companies with LMCs were not involved in AS/L, NS/L, PM cases during the period.

**Table 5. Summary of Existing LMCs, LMCs Facilitated, and LMCs Enhanced by Year: 2019-2024 (YTD)**

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	5,384	5,184	296	1,564

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

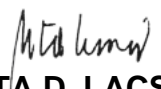
- LMCs Enhanced through convergence programs as of July 2024:
  - 447 LMCs enhanced through convergence program with NWPC (productivity);
  - 304 LMCs in OSHC and ECC on occupational safety and health; and
  - 226 LMCs with BWSC on family welfare program

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

- 296 GMs operationalized/institutionalized as of July 2024 (51 in organized companies and 245 in unorganized companies)
- 1,638 GMs enhanced as of July 2024 (615 in organized companies and 1,023 in unorganized companies)
- 5,606 existing/active GMs nationwide as of 31 July 2024 (1,985 in organized companies and 3,621 in unorganized companies)
- 98.27% or 5,172 out of 5,263 companies with GMs were not involved in AS/L, NS/L, PM cases during the period

**Table 6. Summary of Active GMs, GMs Institutionalized/ Operationalized, and GMs Enhanced by Year: 2019-2024 (YTD)**

<b>Year</b>	<b>Active GMs</b>	<b>Companies with GM</b>	<b>GM Insti/Opera</b>	<b>GM Enhanced</b>
<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</b>	5,348	5,022	386	2,180
<b>2024</b>	5,606	5,263	296	1,638

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

08 August 2024

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

As of July 31 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	3	200%	73	91	25%	239	215	
Cases treated as PM							5		
Total PM Cases Filed							239	220	-8%
Total Cases Handled	1	3		98	106		252	247	
Workers involved in new cases	100	887	787%	16,153	29,193	81%	42,635	56,212	32%
Mandays Lost	1,204	13,712	1039%						
Cases Disposed	1	2		75	74		208	212	
Settled	1	2		69	68		192	191	
Assumed Jurisdiction (AJ)	0	0		4	2		0	0	
Certified for Compulsory Arbitration (C)	0	0		0	0		0	0	
Materialized into Actual S/L (MAS)				1	3		0	0	
Materialized into Notice of S/L (MSN)	0	0					15	21	
Subsumed/Consolidated to AJ/CCA/N	0	0		0	0		0	0	
Dropped	0	0		0	1		0	0	
Others	0	0		1	0		1	0	
Disposition Rate (Work Normalization on AS/L)	100.0%	66.7%	-33%	76.5%	69.8%	-7%	82.5%	85.8%	3%
Settlement Rate	100.0%	66.7%	-33%	70.4%	64.2%	-6%	76.2%	77.3%	1%
Success Rate **	-	-		99.0%	97.2%	-2%	100.0%	100.0%	0%
Dispute Management Rate ***	99.7%	99.2%	0.6%	-			-		
Pending, end of period	0	1		23	32		44	35	

**\*\*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 July 31 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
<b>TOTAL (YTD)</b>	<b>1</b>	<b>3</b>	<b>1</b>	<b>2</b>	<b>0</b>	<b>1</b>	<b>100</b>	<b>887</b>	<b>1,204</b>	<b>13,712</b>
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	0	0	0	0	0
June	0	0	0	0	0	0	0	0	0	0
July	0	2	0	1	0	1	0	787	0	10,512
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	
<b>TOTAL</b>	<b>3</b>		<b>3</b>				<b>283</b>		<b>3,209</b>	
<b>Pending Beginning (2023)</b>		<b>0</b>								
<b>Pending Beginning (2024)</b>		<b>0</b>								

Data Source: National Conciliation and Mediation Board

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

As of July 31 2024

Indicator	Total	JAN	FEB	MAR	APR	MAY	JUNE	JULY	AUG	SEPT	OCT	NOV	DEC
<b>Pending, beginning of period</b>	0	0	0	0	1	0	0	0					
New Actual Strikes/Lockouts declared	3	0	0	1	0	0	0	2					
Total Cases Handled	3	0	0	1	1	0	0	2					
Workers involved in strikes/lockouts declared during the period	887	0	0	100	0	0	0	787					
Mandays Lost, to date	13,712	0	0	800	2,400	0	0	10,512					
<b>Work Normalized</b>	2	0	0	0	1	0	0	1					
Settled	2	0	0	0	1	0	0	1					
Assumed Jurisdiction	0	0	0	0	0	0	0	0					
Certified for Compulsory Arbitration	0	0	0	0	0	0	0	0					
Subsumed/Consolidated to AJ/CCA	0	0	0	0	0	0	0	0					
Others	0	0	0	0	0	0	0	0					
Dropped	0	0	0	0	0	0	0	0					
<b>Pending, end of period</b>	1	0	0	1	0	0	0	1					
<b>Work Normalization Rate</b>	<b>67%</b>			<b>0%</b>	<b>100%</b>			<b>50%</b>					
Work Normalization Rate (Net Cases Handled)	100%				100%			100%					
<b>Settlement Rate</b>	<b>67%</b>			<b>0%</b>	<b>100%</b>			<b>50%</b>					
Settlement Rate (Net Cases Handled)	100%				100%			100%					
Duration to Dispose	16	0	0	0	28	0	0	3					

Data Source: National Conciliation and Mediation Board



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

As of July 31 2024

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	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Cases Handled	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Workers involved in strikes/lockouts declared during the period	887	887	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Mandays Lost, to date	13,712	13,712	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Work Normalized</b>	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Settled	2	2	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
<b>Pending, end of period</b>	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Work Normalization Rate</b>	<b>67%</b>	<b>67%</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>	<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>
Work Normalization Rate (Net Cases Handled)	100%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
<b>Settlement Rate</b>	<b>67%</b>	<b>67%</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>	<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>
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	16	16	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 July 31 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
<b>TOTAL (YTD)</b>	<b>73</b>	<b>91</b>	<b>75</b>	<b>74</b>	<b>23</b>	<b>32</b>	<b>16,153</b>	<b>29,193</b>
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	17	6	6	26	24	487	8,687
May	8	18	9	14	25	28	787	3,019
June	9	14	9	6	25	36	4,386	3,314
July	8	18	10	22	23	32	4,362	7,996
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	
<b>TOTAL</b>	<b>119</b>		<b>129</b>				<b>34,468</b>	
<b>Pending Beginning (2023)</b>		<b>25</b>						
<b>Pending Beginning (2024)</b>		<b>15</b>						

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

As of July 31 2024

Indicator	Total	JAN	FEB	MAR	APR	MAY	JUNE	JULY	AUG	SEPT	OCT	NOV	DEC
<b>Pending, beginning of period</b>	15	15	20	19	13	24	28	36					
New Notices of Strike/Lockout filed	91	12	8	4	17	18	14	18					
Total Cases Handled	106	27	28	23	30	42	42	54					
Workers involved in notices of strikes/ lockouts filed during the period	29,193	2,836	2,454	887	8,687	3,019	3,314	7,996					
<b>Cases Disposed</b>	74	7	9	10	6	14	6	22					
Settled	68	7	8	9	6	13	6	19					
Assumed Jurisdiction	2	0	1	0	0	1	0	0					
Certified for Compulsory Arbitration	0	0	0	0	0	0	0	0					
Materialized into Actual Strike/Lockout	3	0	0	1	0	0	0	2					
Subsumed/Consolidated to AJ/CCA	0	0	0	0	0	0	0	0					
Others	0	0	0	0	0	0	0	0					
Dropped	1	0	0	0	0	0	0	1					
<b>Pending, end of period</b>	<b>32</b>	<b>20</b>	<b>19</b>	<b>13</b>	<b>24</b>	<b>28</b>	<b>36</b>	<b>32</b>					
<b>Disposition Rate</b>	<b>70%</b>	<b>26%</b>	<b>32%</b>	<b>43%</b>	<b>20%</b>	<b>33%</b>	<b>14%</b>	<b>41%</b>					
Disposition Rate (Net Cases Handled)	90%	47%	56%	63%	50%	74%	50%	73%					
<b>Settlement Rate</b>	<b>64%</b>	<b>26%</b>	<b>29%</b>	<b>39%</b>	<b>20%</b>	<b>31%</b>	<b>14%</b>	<b>35%</b>					
Settlement Rate (Net Cases Handled)	83%	47%	50%	56%	50%	68%	50%	63%					
Duration to Settle	39	42	33	53	46	28	58	33					

Data Source: National Conciliation and Mediation Board

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

As of July 31 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
<b>Pending, beginning of period</b>	15	6	0	0	0	2	5	0	0	0	0	1	0	0	1	0	0
New Notices of Strike/Lockout filed	91	36	0	0	0	11	30	0	0	10	0	2	0	0	2	0	0
Total Cases Handled	106	42	0	0	0	13	35	0	0	10	0	3	0	0	3	0	0
Workers involved in notices of strikes/ lockouts filed during the period	29,193	13,181	0	0	0	7,049	6,788	0	0	1,606	0	190	0	0	379	0	0
<b>Cases Disposed</b>	74	32	0	0	0	8	21	0	0	9	0	2	0	0	2	0	0
Settled	68	28	0	0	0	8	19	0	0	9	0	2	0	0	2	0	0
Assumed Jurisdiction	2	1	0	0	0	0	1	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	3	3	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	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0
<b>Pending, end of period</b>	<b>32</b>	<b>10</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>5</b>	<b>14</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>
<b>Disposition Rate</b>	<b>70%</b>	<b>76%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>62%</b>	<b>60%</b>	<b>0%</b>	<b>0%</b>	<b>90%</b>	<b>0%</b>	<b>67%</b>	<b>0%</b>	<b>0%</b>	<b>67%</b>	<b>0%</b>	<b>0%</b>
Disposition Rate (Net Cases Handled)	90%	89%	0%	0%	0%	100%	88%	0%	0%	100%	0%	100%	0%	0%	67%	0%	0%
<b>Settlement Rate</b>	<b>64%</b>	<b>67%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>62%</b>	<b>54%</b>	<b>0%</b>	<b>0%</b>	<b>90%</b>	<b>0%</b>	<b>67%</b>	<b>0%</b>	<b>0%</b>	<b>67%</b>	<b>0%</b>	<b>0%</b>
Settlement Rate (Net Cases Handled)	83%	78%	0%	0%	0%	100%	79%	0%	0%	100%	0%	100%	0%	0%	67%	0%	0%
Duration to Settle	39	49	0	0	0	42	27	0	0	24	0	35	0	0	57	0	0

Data Source: National Conciliation and Mediation Board

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

As of July 31 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
<b>TOTAL (YTD)</b>	<b>239</b>	<b>220</b>	<b>208</b>	<b>212</b>	<b>44</b>	<b>35</b>	<b>42,635</b>	<b>56,212</b>
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	29	26	33	5,179	5,978
April	18	33	14	30	30	36	6,106	6,636
May	39	38	29	32	40	42	6,816	9,558
June	31	30	33	30	38	42	6,417	9,074
July	35	28	29	35	44	35	5,420	8,160
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	
<b>TOTAL</b>	<b>385</b>		<b>371</b>				<b>85,978</b>	
<b>Pending Beginning (2023)</b>		<b>13</b>						
<b>Pending Beginning (2024)</b>		<b>27</b>						

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

As of July 31 2024

Indicator	Total	JAN	FEB	MAR	APR	MAY	JUNE	JULY	AUG	SEPT	OCT	NOV	DEC
<b>Pending, beginning of period</b>	27	27	29	38	33	36	42	42					
Original Preventive Mediation Cases Filed	215	34	33	24	33	35	30	26					
Cases Treated as PM	5	0	0	0	0	3	0	2					
Total Cases Handled	247	61	62	62	66	74	72	70					
Workers involved in PM cases filed during the period	56,212	7,080	9,726	5,978	6,636	9,558	9,074	8,160					
<b>Cases Disposed</b>	212	32	24	29	30	32	30	35					
Settled	191	28	23	28	26	31	26	29					
Assumed Jurisdiction	0	0	0	0	0	0	0	0					
Certified for Compulsory Arbitration	0	0	0	0	0	0	0	0					
Materialized into Actual Strike/Lockout	0	0	0	0	0	0	0	0					
Materialized into Notice of Strike/Lockout	21	4	1	1	4	1	4	6					
Subsumed/Consolidated to AJ/CCA	0	0	0	0	0	0	0	0					
Others	0	0	0	0	0	0	0	0					
<b>Pending, end of period</b>	35	29	38	33	36	42	42	35					
<b>Disposition Rate</b>	86%	52%	39%	47%	45%	43%	42%	50%					
Disposition Rate (Net Cases Handled)	96%	76%	77%	74%	79%	78%	77%	80%					
<b>Settlement Rate</b>	77%	46%	37%	45%	39%	42%	36%	41%					
Settlement Rate (Net Cases Handled)	86%	67%	74%	72%	68%	76%	67%	66%					
Duration to Settle	28	28	32	30	27	26	26	28					

Data Source: National Conciliation and Mediation Board

**Table 10. Preventive Mediation Cases Handled, By Manner and Region: Philippines**  
As of July 31 2024

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>	27	11	0	0	0	7	6	0	0	0	0	0	0	1	2	0	0
Original Preventive Mediation Cases Filed	215	79	0	2	4	24	68	0	1	8	5	1	0	7	12	4	0
Cases Treated as PM	5	0	0	0	0	1	4	0	0	0	0	0	0	0	0	0	0
Total Cases Handled	247	90	0	2	4	32	78	0	1	8	5	1	0	8	14	4	0
Workers involved in PM cases filed during the period	56,212	18,706	0	63	544	16,837	13,752	0	6	863	2,448	176	0	532	843	1,442	0
<b>Cases Disposed</b>	212	77	0	1	3	28	70	0	1	7	3	1	0	7	10	4	0
Settled	191	72	0	1	3	24	59	0	1	6	3	1	0	7	10	4	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	21	5	0	0	0	4	11	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
<b>Pending, end of period</b>	<b>35</b>	<b>13</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>4</b>	<b>8</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>4</b>	<b>0</b>	<b>0</b>
<b>Disposition Rate</b>	<b>86%</b>	<b>86%</b>	<b>0%</b>	<b>50%</b>	<b>75%</b>	<b>88%</b>	<b>90%</b>	<b>0%</b>	<b>100%</b>	<b>88%</b>	<b>60%</b>	<b>100%</b>	<b>0%</b>	<b>88%</b>	<b>71%</b>	<b>100%</b>	<b>0%</b>
Disposition Rate (Net Cases Handled)	96%	94%	0%	100%	100%	97%	97%	0%	100%	100%	100%	100%	0%	88%	100%	100%	0%
<b>Settlement Rate</b>	<b>77%</b>	<b>80%</b>	<b>0%</b>	<b>50%</b>	<b>75%</b>	<b>75%</b>	<b>76%</b>	<b>0%</b>	<b>100%</b>	<b>75%</b>	<b>60%</b>	<b>100%</b>	<b>0%</b>	<b>88%</b>	<b>71%</b>	<b>100%</b>	<b>0%</b>
Settlement Rate (Net Cases Handled)	86%	88%	0%	100%	100%	83%	82%	0%	100%	86%	100%	100%	0%	88%	100%	100%	0%
Duration to Settle	28	35	0	10	21	29	23	0	16	16	26	34	0	17	36	24	0

Data Source: National Conciliation and Mediation Board