



# **Alternative Dispute Resolution Updates**

## **Preliminary**

**As of 30 September 2024**

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

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

- 27 cases pending at the beginning of the year
- 291 new cases have been filed since the start of the year (31 new cases filed in September)
- 318 total cases handled as of 30 September 2024
- Disposition rate<sup>1</sup>: 87% (277 of the 318 total cases handled)
- Disposition rate<sup>2</sup>: 95% (277 of the 291 total net cases handled)
  - 202 cases disposed of within the process cycle time (PCT = 35 days)
  - 75 cases disposed of beyond PCT
- Settlement rate<sup>1</sup>: 78% (249 of the 318 total cases handled)
- Settlement rate<sup>2</sup>: 86% (249 of the 291 total net cases handled)
- Average duration to settle: 27 days
- 41 cases pending by the end of September 2024
  - 27 pending cases are 35 days old or younger
  - 14 pending cases are older than the PCT
- Monetary benefits: Php 330,714,506 benefitting 3,653 workers

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

- 15 cases pending at the beginning of the year
- 110 new cases have been filed since the start of the year (11 new cases filed in September)
- 125 total cases handled as of 31 September 2024
- Disposition rate<sup>1</sup>: 77% (96 of the 125 total cases handled)
- Disposition rate<sup>2</sup>: 87% (96 of the 110 total net cases handled)
  - 78 cases disposed of within the process cycle time (PCT = 60 days)
  - 18 cases disposed of beyond PCT
- Settlement rate<sup>1</sup>: 70% (87 of the 125 total cases handled)
- Settlement rate<sup>2</sup>: 79% (87 of the 110 total net cases handled)
- Average duration to settle: 40 days
- 29 cases pending as of 30 September 2024
  - 15 pending cases are 60 days old or younger
  - 14 pending cases are older than the PCT

<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)

- Monetary benefits: Php 666,394,298 benefitting 7,924 workers

### 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 (no new work stoppages monitored in September 2024)
- Three (3) cases handled as of 30 September 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	Settled Amicably	08/02/2024	BD	Wage increases
NCR	QC-AS-07-0001-2024	7/21/2024	Settled Amicably	07/25/2024	ULP	Discrimination against/harassment of union members/union busting, Violation/non-implementation of CBA

- Three (3) work stoppages have been disposed of within the process cycle time (PCT = 40 days)
- Disposition rate: 100% (3 out of 3 total cases handled)
- Total man-days lost: 14,666
- Monetary benefits: Php 500,025,735 benefitting 758 workers

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

Case Type	2023				2024 (YTD)			
	No. Cases Handled	AJ	CCA	Total AJ & CCA	No. Cases Handled	AJ	CCA	Total AJ & CCA
Actual Strikes/ Lockouts	2	0	0	0	3	0	0	0
Notices of Strike/ Lockout	115	4	0	4	125	2	0	2
Preventive Mediation	324	0	0	0	318	0	0	0
<b>Total</b>	<b>441</b>	<b>4</b>	<b>0</b>	<b>4</b>	<b>446</b>	<b>2</b>	<b>0</b>	<b>2</b>
% of AJ/CCA to TCH		0.91%	0.00%	0.91%		0.45%	0.00%	0.45%

**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	110	67	40	3
Preventive Mediation	291	247	37	7
<b>Total Cases</b>	<b>404</b>	<b>316</b>	<b>78</b>	<b>10</b>

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

- 196 Requests for Assistance (RFAs) pending at the beginning of the year
- 4,021 new RFAs have been filed since the start of the year (457 new RFAs filed in September)
- 4,217 total RFAs handled as of 30 September 2024
- Disposition rate: 98% (3,587 of the 3,645 total net RFAs handled)
  - 3,549 RFAs disposed within the process cycle time (PCT = 30+15 days)
  - 38 RFAs disposed beyond the PCT
- Settlement rate: 71% (2,601 of the 3,645 total net RFAs handled)
  - 2,575 RFAs settled within the process cycle time (PCT = 30 days +15 days)
  - 26 RFAs settled beyond the process cycle time
- Average duration to settle: 9 days
- 373 pending RFAs as of 30 September 2024
  - 315 RFAs pending within the process cycle time (PCT = 30 days)
  - 58 RFAs pending beyond the process cycle time
- Monetary benefits: Php 300,345,651 benefitting 3,041 workers

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

<b>Year</b>	<b>No. of RFAs Received</b>	<b>No. of RFAs Settled</b>	<b>Monetary Benefits</b>	<b>Workers Benefitted</b>
<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>	4,021	2,601	300,345,651	3,041
<b>Total</b>	<b>22,808</b>	<b>15,148</b>	<b>1,559,063,930</b>	<b>21,560</b>

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

- 580 cases pending at the beginning of the year
- 1,382 new VA cases have been submitted since the start of the year (145 new VA cases filed in September)
- 1,962 cases handled as of 30 September 2024
- 75% disposition rate (1,473 of the 1,962 total cases handled)
  - 853 cases disposed of within the process cycle time (PCT = 90 days)
  - 620 cases disposed of beyond PCT
- Average duration to decide:
  - 304 days from the date of acceptance by the arbitrator
  - 6 days from submission for resolution
- 489 cases pending as of 30 September 2024
- Monetary benefits: Php 4,615,411,430 benefitting 1,592 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
2019	609	1,447,543,071	473
2020	860	2,337,822,029	859
2021	1,300	3,256,125,810	1593
2022	1,571	4,019,243,825	1281
2023	1,555	4,422,580,824	2129
2024	1,382	4,615,411,430	1,592
<b>Total</b>	<b>7,277</b>	<b>20,098,726,989</b>	<b>7,927</b>

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

- 370 LMCs have been facilitated as of September 2024 (57 in organized companies and 313 in unorganized companies)
- 2,006 LMCs enhanced as of September 2024 (692 in organized companies and 1,314 in unorganized companies)
- 3,247 companies reached through promotional activities through LMC & GM as of September 2024
- 5,442 existing LMCs nationwide as of 30 September 2024 (1,665 in organized companies and 3,777 in unorganized companies)
- 97.71% or 5,121 out of 5,241 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	5,442	5,241	370	2,006

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

- LMCs Enhanced through convergence programs as of September 2024:
  - 582 LMCs enhanced through convergence program with NWPC (productivity);
  - 451 LMCs in OSHC and ECC on occupational safety and health; and
  - 305 LMCs with BWSC on family welfare program

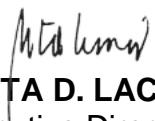
#### **VIII. GRIEVANCE MACHINERY (GM)**

- 371 GMs operationalized/institutionalized as of September 2024 (58 in organized companies and 313 in unorganized companies)

- 2,349 GMs enhanced as of September 2024 (864 in organized companies and 1,485 in unorganized companies)
- 5,668 existing/active GMs nationwide as of 30 September 2024 (1,989 in organized companies and 3,679 in unorganized companies)
- 97.60% or 5,197 out of 5,325 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)**

Year	Active GMs	Companies with GM	GM Insti/Opera	GM Enhanced
<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>	5,668	5,325	371	2,349

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

14 October 2024

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

As of September 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	2	3	50%	90	110	22%	311	285	
Cases treated as PM							6		
Total PM Cases Filed							311	291	-6%
Total Cases Handled	2	3		115	125		324	318	
Workers involved in new cases	172	887	416%	26,988	45,681	69%	64,486	80,705	25%
Mandays Lost	2,428	14,666	504%						
Cases Disposed	2	3		97	96		281	277	
Settled	2	3		91	87		263	249	
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		1	0	
Materialized into Notice of S/L (MSN)	0	0					16	28	
Subsumed/Consolidated to AJ/CCA/MA	0	0		0	0		0	0	
Dropped	0	0		0	1		0	0	
Others	0	0		1	3		1	0	
Disposition Rate (Work Normalization on AS/L)	100.0%	100.0%	0%	84.3%	76.8%	-8%	86.7%	87.1%	0%
Settlement Rate	100.0%	100.0%	0%	79.1%	69.6%	-10%	81.2%	78.3%	-3%
Success Rate **	-	-		99.1%	97.6%	-2%	99.7%	100.0%	0%
Dispute Management Rate ***	99.8%	99.3%	0.4%	-			-		
Pending, end of period	0	0		18	29		43	41	

**\*\*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 September 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
<b>TOTAL (YTD)</b>	<b>2</b>	<b>3</b>	<b>2</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>172</b>	<b>887</b>	<b>2,428</b>	<b>14,666</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	2,100
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	0	1	1	0	0	72	0	1,224	1,254
September	0	0	0	0	0	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 September 30 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	1	0			
New Actual Strikes/Lockouts declared	3	0	0	1	0	0	0	2	0	0			
Total Cases Handled	3	0	0	1	1	0	0	2	1	0			
Workers involved in strikes/lockouts declared during the period	887	0	0	100	0	0	0	787	0	0			
Mandays Lost, to date	14,666	0	0	800	2,100	0	0	10,512	1,254	0			
<b>Work Normalized</b>	3	0	0	0	1	0	0	1	1	0			
Settled	3	0	0	0	1	0	0	1	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			
<b>Pending, end of period</b>	0	0	0	1	0	0	0	1	0	0			
<b>Work Normalization Rate</b>	<b>100%</b>			<b>0%</b>	<b>100%</b>			<b>50%</b>	<b>100%</b>				
Work Normalization Rate (Net Cases Handled)	100%				100%			100%	100%				
<b>Settlement Rate</b>	<b>100%</b>			<b>0%</b>	<b>100%</b>			<b>50%</b>	<b>100%</b>				
Settlement Rate (Net Cases Handled)	100%				100%			100%	100%				
Duration to Dispose	17	0	0	0	29	0	0	4	18	0			

Data Source: National Conciliation and Mediation Board



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

As of September 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
<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	14,666	14,666	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Work Normalized</b>	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Settled	3	3	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>	<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>	<b>0</b>	<b>0</b>
<b>Work Normalization Rate</b>	<b>100%</b>	<b>100%</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>100%</b>	<b>100%</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	17	17	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 September 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
<b>TOTAL (YTD)</b>	<b>90</b>	<b>110</b>	<b>97</b>	<b>96</b>	<b>18</b>	<b>29</b>	<b>26,988</b>	<b>45,681</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	19	10	22	23	33	4,362	8,044
August	9	7	10	15	22	25	9,731	9,254
September	8	11	12	7	18	29	1,104	7,186
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 September 30 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	33	25			
New Notices of Strike/Lockout filed	110	12	8	4	17	18	14	19	7	11			
Total Cases Handled	125	27	28	23	30	42	42	55	40	36			
Workers involved in notices of strikes/ lockouts filed during the period	45,681	2,836	2,454	887	8,687	3,019	3,314	8,044	9,254	7,186			
<b>Cases Disposed</b>	96	7	9	10	6	14	6	22	15	7			
Settled	87	7	8	9	6	13	6	19	12	7			
Assumed Jurisdiction	2	0	1	0	0	1	0	0	0	0			
Certified for Compulsory Arbitration	0	0	0	0	0	0	0	0	0	0			
Materialized into Actual Strike/Lockout	3	0	0	1	0	0	0	2	0	0			
Subsumed/Consolidated to AJ/CCA	0	0	0	0	0	0	0	0	0	0			
Others	3	0	0	0	0	0	0	0	3	0			
Dropped	1	0	0	0	0	0	0	1	0	0			
<b>Pending, end of period</b>	<b>29</b>	<b>20</b>	<b>19</b>	<b>13</b>	<b>24</b>	<b>28</b>	<b>36</b>	<b>33</b>	<b>25</b>	<b>29</b>			
<b>Disposition Rate</b>	<b>77%</b>	<b>26%</b>	<b>32%</b>	<b>43%</b>	<b>20%</b>	<b>33%</b>	<b>14%</b>	<b>40%</b>	<b>38%</b>	<b>19%</b>			
Disposition Rate (Net Cases Handled)	87%	47%	56%	63%	50%	74%	50%	73%	54%	33%			
<b>Settlement Rate</b>	<b>70%</b>	<b>26%</b>	<b>29%</b>	<b>39%</b>	<b>20%</b>	<b>31%</b>	<b>14%</b>	<b>35%</b>	<b>30%</b>	<b>19%</b>			
Settlement Rate (Net Cases Handled)	79%	47%	50%	56%	50%	68%	50%	63%	43%	33%			
Duration to Settle	40	42	33	53	46	28	58	33	47	38			

Data Source: National Conciliation and Mediation Board

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

As of September 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
<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	110	40	0	0	0	12	38	0	1	12	1	2	0	2	2	0	0
Total Cases Handled	125	46	0	0	0	14	43	0	1	12	1	3	0	2	3	0	0
Workers involved in notices of strikes/ lockouts filed during the period	45,681	17,802	0	0	0	7,207	9,536	0	48	10,006	449	190	0	64	379	0	0
<b>Cases Disposed</b>	96	37	0	0	0	10	29	0	0	12	0	3	0	2	3	0	0
Settled	87	32	0	0	0	10	27	0	0	10	0	3	0	2	3	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	3	1	0	0	0	0	0	0	0	2	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>29</b>	<b>9</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>4</b>	<b>14</b>	<b>0</b>	<b>1</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>Disposition Rate</b>	<b>77%</b>	<b>80%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>71%</b>	<b>67%</b>	<b>0%</b>	<b>0%</b>	<b>100%</b>	<b>0%</b>	<b>100%</b>	<b>0%</b>	<b>100%</b>	<b>100%</b>	<b>0%</b>	<b>0%</b>
Disposition Rate (Net Cases Handled)	87%	86%	0%	0%	0%	77%	85%	0%	0%	100%	0%	100%	0%	100%	100%	0%	0%
<b>Settlement Rate</b>	<b>70%</b>	<b>70%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>71%</b>	<b>63%</b>	<b>0%</b>	<b>0%</b>	<b>83%</b>	<b>0%</b>	<b>100%</b>	<b>0%</b>	<b>100%</b>	<b>100%</b>	<b>0%</b>	<b>0%</b>
Settlement Rate (Net Cases Handled)	79%	74%	0%	0%	0%	77%	79%	0%	0%	83%	0%	100%	0%	100%	100%	0%	0%
Duration to Settle	40	48	0	0	0	39	28	0	0	25	0	51	0	8	112	0	0

Data Source: National Conciliation and Mediation Board

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

As of September 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
<b>TOTAL (YTD)</b>	<b>311</b>	<b>291</b>	<b>281</b>	<b>277</b>	<b>43</b>	<b>41</b>	<b>64,486</b>	<b>80,705</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	31	29	36	44	37	5,420	8,884
August	40	37	37	38	47	36	13,882	16,500
September	32	31	36	26	43	41	7,969	7,269
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 September 30 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	37	36			
Original Preventive Mediation Cases Filed	285	34	33	24	33	35	30	29	37	30			
Cases Treated as PM	6	0	0	0	0	3	0	2	0	1			
Total Cases Handled	318	61	62	62	66	74	72	73	74	67			
Workers involved in PM cases filed during the period	80,705	7,080	9,726	5,978	6,636	9,558	9,074	8,884	16,500	7,269			
<b>Cases Disposed</b>	277	32	24	29	30	32	30	36	38	26			
Settled	249	28	23	28	26	31	26	30	36	21			
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	0	0	0	0	0	0	0	0	0	0			
Materialized into Notice of Strike/Lockout	28	4	1	1	4	1	4	6	2	5			
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			
<b>Pending, end of period</b>	41	29	38	33	36	42	42	37	36	41			
<b>Disposition Rate</b>	87%	52%	39%	47%	45%	43%	42%	49%	51%	39%			
Disposition Rate (Net Cases Handled)	95%	76%	77%	74%	79%	78%	77%	80%	79%	65%			
<b>Settlement Rate</b>	78%	46%	37%	45%	39%	42%	36%	41%	49%	31%			
Settlement Rate (Net Cases Handled)	86%	67%	74%	72%	68%	76%	67%	67%	75%	53%			
Duration to Settle	27	28	32	29	27	26	26	28	22	23			

Data Source: National Conciliation and Mediation Board

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

As of September 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
<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	285	104	1	3	4	33	85	2	1	10	9	3	0	8	18	4	0
Cases Treated as PM	6	0	0	0	0	1	5	0	0	0	0	0	0	0	0	0	0
Total Cases Handled	318	115	1	3	4	41	96	2	1	10	9	3	0	9	20	4	0
Workers involved in PM cases filed during the period	80,705	26,975	56	399	544	26,949	18,527	74	6	1,113	2,721	364	0	595	940	1,442	0
<b>Cases Disposed</b>	277	94	1	3	4	39	87	2	1	9	7	3	0	9	14	4	0
Settled	249	87	1	3	4	34	72	2	1	8	7	3	0	9	14	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	28	7	0	0	0	5	15	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>	41	21	0	0	0	2	9	0	0	1	2	0	0	0	6	0	0
<b>Disposition Rate</b>	87%	82%	100%	100%	100%	95%	91%	100%	100%	90%	78%	100%	0%	100%	70%	100%	0%
Disposition Rate (Net Cases Handled)	95%	90%	100%	100%	100%	98%	98%	100%	100%	100%	100%	100%	0%	100%	93%	100%	0%
<b>Settlement Rate</b>	78%	76%	100%	100%	100%	83%	75%	100%	100%	80%	78%	100%	0%	100%	70%	100%	0%
Settlement Rate (Net Cases Handled)	86%	84%	100%	100%	100%	85%	81%	100%	100%	89%	100%	100%	0%	100%	93%	100%	0%
Duration to Settle	27	34	31	16	24	26	23	6	16	16	21	13	0	17	32	24	0

Data Source: National Conciliation and Mediation Board