



# ***Alternative Dispute Resolution Updates***

## ***Preliminary***

**As of 31 August 2024**

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

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

- 27 cases pending at the beginning of the year
- 259 new cases have been filed since the start of the year (36 new cases filed in August)
- 286 total cases handled as of 31 August 2024
- Disposition rate<sup>1</sup>: 87% (250 of the 286 total cases handled)
- Disposition rate<sup>2</sup>: 96% (250 of the 261 total net cases handled)
  - 180 cases disposed of within the process cycle time (PCT = 35 days)
  - 70 cases disposed of beyond PCT
- Settlement rate<sup>1</sup>: 79% (227 of the 286 total cases handled)
- Settlement rate<sup>2</sup>: 87% (227 of the 261 total net cases handled)
- Average duration to settle: 27 days
- 36 cases pending by the end of August 2024
  - 25 pending cases are 35 days old or younger
  - 11 pending cases are older than the PCT
- Monetary benefits: Php 316,004,966 benefitting 3,370 workers

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

- 15 cases pending at the beginning of the year
- 99 new cases have been filed since the start of the year (7 new cases filed in August)
- 114 total cases handled as of 31 August 2024
- Disposition rate<sup>1</sup>: 78% (89 of the 114 total cases handled)
- Disposition rate<sup>2</sup>: 87% (89 of the 102 total net cases handled)
  - 73 cases disposed of within the process cycle time (PCT = 60 days)
  - 16 cases disposed of beyond PCT
- Settlement rate<sup>1</sup>: 70% (80 of the 114 total cases handled)
- Settlement rate<sup>2</sup>: 78% (80 of the 102 total net cases handled)
- Average duration to settle: 40 days
- 25 cases pending as of 31 August 2024
  - 12 pending cases are 60 days old or younger
  - 13 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 656,204,009 benefitting 7,861 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 August 2024)
- Three (3) cases handled as of 31 August 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	107	4	0	4	114	2	0	2
Preventive Mediation	292	0	0	0	286	0	0	0
<b>Total</b>	<b>401</b>	<b>4</b>	<b>0</b>	<b>4</b>	<b>403</b>	<b>2</b>	<b>0</b>	<b>2</b>
% of AJ/CCA to TCH		1.00%	0.00%	1.00%		0.50%	0.00%	0.50%

**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	99	63	34	2
Preventive Mediation	259	219	35	5
<b>Total Cases</b>	<b>361</b>	<b>284</b>	<b>70</b>	<b>7</b>

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

- 196 Requests for Assistance (RFAs) pending at the beginning of the year
- 3,482 new RFAs have been filed since the start of the year (450 new RFAs filed in August)
- 3,678 total RFAs handled as of 31 August 2024
- Disposition rate: 97% (3,012 of the 3,110 total net RFAs handled)
  - 2,985 RFAs disposed within the process cycle time (PCT = 30+15 days)
  - 27 RFAs disposed beyond the PCT
- Settlement rate: 71% (2,202 of the 3,110 total net RFAs handled)
  - 2,182 RFAs settled within the process cycle time (PCT = 30 days +15 days)
  - 20 RFAs settled beyond the process cycle time
- Average duration to settle: 9 days
- 487 pending RFAs as of 31 August 2024
  - 389 RFAs pending within the process cycle time (PCT = 30 days)
  - 98 RFAs pending beyond the process cycle time
- Monetary benefits: Php 272,278,831 benefitting 2,712 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>	3,482	2,202	272,278,831	2,712
<b>Total</b>	<b>22,269</b>	<b>14,749</b>	<b>1,530,997,110</b>	<b>21,231</b>

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

- 580 cases pending at the beginning of the year
- 1,238 new VA cases have been submitted since the start of the year (100 new VA cases filed in August)
- 1,818 cases handled as of 31 August 2024
- 70% disposition rate (1,280 of the 1,818 total cases handled)
  - 781 cases disposed of within the process cycle time (PCT = 90 days)
  - 499 cases disposed of beyond PCT
- Average duration to decide:
  - 123 days from the date of acceptance by the arbitrator
  - 6 days from submission for resolution
- 538 cases pending as of 31 August 2024
- Monetary benefits: Php 3,994,056,424 benefitting 1,393 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	1300	3,256,125,810	1593
2022	1571	4,019,243,825	1281
2023	1555	4,422,580,824	2129
2024	1238	3,994,056,424	1393
<b>Total</b>	<b>7,133</b>	<b>19,477,371,983</b>	<b>7,728</b>

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

- 336 LMCs have been facilitated as of August 2024 (54 in organized companies and 282 in unorganized companies)
- 1,732 LMCs enhanced as of August 2024 (634 in organized companies and 1,098 in unorganized companies)
- 2,901 companies reached through promotional activities through LMC & GM as of August 2024
- 5,418 existing LMCs nationwide as of 31 August 2024 (1,665 in organized companies and 3,753 in unorganized companies)
- 97.91% or 5,109 out of 5,218 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	5,418	5,218	336	1,732

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

- LMCs Enhanced through convergence programs as of August 2024:
  - 506 LMCs enhanced through convergence program with NWPC (productivity);
  - 327 LMCs in OSHC and ECC on occupational safety and health; and
  - 235 LMCs with BWSC on family welfare program

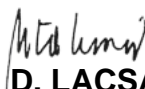
#### **VIII. GRIEVANCE MACHINERY (GM)**

- 337 GMs operationalized/institutionalized as of August 2024 (54 in organized companies and 283 in unorganized companies)

- 1,876 GMs enhanced as of August 2024 (717 in organized companies and 1,159 in unorganized companies)
- 5,643 existing/active GMs nationwide as of 31 August 2024 (1,988 in organized companies and 3,655 in unorganized companies)
- 97.98% or 5,193 out of 5,300 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>	5,643	5,300	337	1,876

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

10 September 2024

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

As of August 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	2	3	50%	82	99	21%	279	254	
Cases treated as PM							5		
Total PM Cases Filed							279	259	-7%
Total Cases Handled	2	3		107	114		292	286	
Workers involved in new cases	172	887	416%	25,884	38,532	49%	56,517	73,386	30%
Mandays Lost	2,428	14,666	504%						
Cases Disposed	2	3		85	89		245	250	
Settled	2	3		79	80		227	227	
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	23	
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%	79.4%	78.1%	-1%	83.9%	87.4%	4%
Settlement Rate	100.0%	100.0%	0%	73.8%	70.2%	-4%	77.7%	79.4%	2%
Success Rate **	-	-		99.1%	97.4%	-2%	99.7%	100.0%	0%
Dispute Management Rate ***	99.7%	99.3%	0.5%	-			-		
Pending, end of period	0	0		22	25		47	36	

**\*\*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.

Data Source: National Conciliation and Mediation Board

**Table 2. Statistics on Actual Strikes/Lockouts by Month, Philippines: 2023 and 2024**

As of August 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>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	
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 August 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	1				
New Actual Strikes/Lockouts declared	3	0	0	1	0	0	0	2	0				
Total Cases Handled	3	0	0	1	1	0	0	2	1				
Workers involved in strikes/lockouts declared during the period	887	0	0	100	0	0	0	787	0				
Mandays Lost, to date	14,666	0	0	800	2,100	0	0	10,512	1,254				
<b>Work Normalized</b>	3	0	0	0	1	0	0	1	1				
Settled	3	0	0	0	1	0	0	1	1				
Assumed Jurisdiction	0	0	0	0	0	0	0	0	0				
Certified for Compulsory Arbitration	0	0	0	0	0	0	0	0	0				
Subsumed/Consolidated to AJ/CCA	0	0	0	0	0	0	0	0	0				
Others	0	0	0	0	0	0	0	0	0				
Dropped	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>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>				
<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				

Data Source: National Conciliation and Mediation Board



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

As of August 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>	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 August 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>82</b>	<b>99</b>	<b>85</b>	<b>89</b>	<b>22</b>	<b>25</b>	<b>25,884</b>	<b>38,532</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	9,291
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 August 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	33				
New Notices of Strike/Lockout filed	99	12	8	4	17	18	14	19	7				
Total Cases Handled	114	27	28	23	30	42	42	55	40				
Workers involved in notices of strikes/ lockouts filed during the period	38,532	2,836	2,454	887	8,687	3,019	3,314	8,044	9,291				
<b>Cases Disposed</b>	89	7	9	10	6	14	6	22	15				
Settled	80	7	8	9	6	13	6	19	12				
Assumed Jurisdiction	2	0	1	0	0	1	0	0	0				
Certified for Compulsory Arbitration	0	0	0	0	0	0	0	0	0				
Materialized into Actual Strike/Lockout	3	0	0	1	0	0	0	2	0				
Subsumed/Consolidated to AJ/CCA	0	0	0	0	0	0	0	0	0				
Others	3	0	0	0	0	0	0	0	3				
Dropped	1	0	0	0	0	0	0	1	0				
<b>Pending, end of period</b>	25	20	19	13	24	28	36	33	25				
<b>Disposition Rate</b>	<b>78%</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>				
Disposition Rate (Net Cases Handled)	87%	47%	56%	63%	50%	74%	50%	73%	54%				
<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>				
Settlement Rate (Net Cases Handled)	78%	47%	50%	56%	50%	68%	50%	63%	43%				
Duration to Settle	40	42	33	53	46	28	58	33	47				

Data Source: National Conciliation and Mediation Board

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

As of August 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	99	38	0	0	0	12	31	0	1	12	0	2	0	1	2	0	0
Total Cases Handled	114	44	0	0	0	14	36	0	1	12	0	3	0	1	3	0	0
Workers involved in notices of strikes/ lockouts filed during the period	38,532	13,836	0	0	0	7,207	6,812	0	48	10,006	0	190	0	54	379	0	0
<b>Cases Disposed</b>	89	35	0	0	0	10	27	0	0	11	0	2	0	1	3	0	0
Settled	80	30	0	0	0	10	25	0	0	9	0	2	0	1	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>25</b>	<b>9</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>4</b>	<b>9</b>	<b>0</b>	<b>1</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>Disposition Rate</b>	<b>78%</b>	<b>80%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>71%</b>	<b>75%</b>	<b>0%</b>	<b>0%</b>	<b>92%</b>	<b>0%</b>	<b>67%</b>	<b>0%</b>	<b>100%</b>	<b>100%</b>	<b>0%</b>	<b>0%</b>
Disposition Rate (Net Cases Handled)	87%	90%	0%	0%	0%	77%	84%	0%	0%	100%	0%	67%	0%	100%	100%	0%	0%
<b>Settlement Rate</b>	<b>70%</b>	<b>68%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>71%</b>	<b>69%</b>	<b>0%</b>	<b>0%</b>	<b>75%</b>	<b>0%</b>	<b>67%</b>	<b>0%</b>	<b>100%</b>	<b>100%</b>	<b>0%</b>	<b>0%</b>
Settlement Rate (Net Cases Handled)	78%	77%	0%	0%	0%	77%	78%	0%	0%	82%	0%	67%	0%	100%	100%	0%	0%
Duration to Settle	40	49	0	0	0	39	27	0	0	26	0	35	0	3	112	0	0

Data Source: National Conciliation and Mediation Board

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

As of August 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>279</b>	<b>259</b>	<b>245</b>	<b>250</b>	<b>47</b>	<b>36</b>	<b>56,517</b>	<b>73,386</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	36	37	37	47	36	13,882	16,450
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>						

Data Source: National Conciliation and Mediation Board

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

As of August 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	37				
Original Preventive Mediation Cases Filed	254	34	33	24	33	35	30	29	36				
Cases Treated as PM	5	0	0	0	0	3	0	2	0				
Total Cases Handled	286	61	62	62	66	74	72	73	73				
Workers involved in PM cases filed during the period	73,386	7,080	9,726	5,978	6,636	9,558	9,074	8,884	16,450				
<b>Cases Disposed</b>	250	32	24	29	30	32	30	36	37				
Settled	227	28	23	28	26	31	26	30	35				
Assumed Jurisdiction	0	0	0	0	0	0	0	0	0				
Certified for Compulsory Arbitration	0	0	0	0	0	0	0	0	0				
Materialized into Actual Strike/Lockout	0	0	0	0	0	0	0	0	0				
Materialized into Notice of Strike/Lockout	23	4	1	1	4	1	4	6	2				
Subsumed/Consolidated to AJ/CCA	0	0	0	0	0	0	0	0	0				
Others	0	0	0	0	0	0	0	0	0				
<b>Pending, end of period</b>	36	29	38	33	36	42	42	37	36				
<b>Disposition Rate</b>	<b>87%</b>	<b>52%</b>	<b>39%</b>	<b>47%</b>	<b>45%</b>	<b>43%</b>	<b>42%</b>	<b>49%</b>	<b>51%</b>				
Disposition Rate (Net Cases Handled)	96%	76%	77%	74%	79%	78%	77%	80%	77%				
<b>Settlement Rate</b>	<b>79%</b>	<b>46%</b>	<b>37%</b>	<b>45%</b>	<b>39%</b>	<b>42%</b>	<b>36%</b>	<b>41%</b>	<b>48%</b>				
Settlement Rate (Net Cases Handled)	87%	67%	74%	72%	68%	76%	67%	67%	73%				
Duration to Settle	27	28	32	30	27	26	26	28	22				

Data Source: National Conciliation and Mediation Board

**Table 10. Preventive Mediation Cases Handled, By Manner and Region: Philippines**  
As of August 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	254	92	1	2	4	29	79	2	1	9	7	3	0	8	13	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	286	103	1	2	4	37	89	2	1	9	7	3	0	9	15	4	0
Workers involved in PM cases filed during the period	73,386	22,138	56	63	544	26,642	17,017	74	6	1,092	2,509	364	0	595	844	1,442	0
<b>Cases Disposed</b>	250	85	0	1	4	35	77	2	1	9	7	3	0	9	13	4	0
Settled	227	79	0	1	4	30	66	2	1	8	7	3	0	9	13	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	23	6	0	0	0	5	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>36</b>	<b>18</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>2</b>	<b>12</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>0</b>
<b>Disposition Rate</b>	<b>87%</b>	<b>83%</b>	<b>0%</b>	<b>50%</b>	<b>100%</b>	<b>95%</b>	<b>87%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>0%</b>	<b>100%</b>	<b>87%</b>	<b>100%</b>	<b>0%</b>
Disposition Rate (Net Cases Handled)	96%	92%	0%	100%	100%	97%	97%	100%	100%	100%	100%	100%	0%	100%	93%	100%	0%
<b>Settlement Rate</b>	<b>79%</b>	<b>77%</b>	<b>0%</b>	<b>50%</b>	<b>100%</b>	<b>81%</b>	<b>74%</b>	<b>100%</b>	<b>100%</b>	<b>89%</b>	<b>100%</b>	<b>100%</b>	<b>0%</b>	<b>100%</b>	<b>87%</b>	<b>100%</b>	<b>0%</b>
Settlement Rate (Net Cases Handled)	87%	86%	0%	100%	100%	83%	84%	100%	100%	89%	100%	100%	0%	100%	93%	100%	0%
Duration to Settle	27	34	0	10	24	28	23	8	16	16	21	13	0	20	32	24	0

Data Source: National Conciliation and Mediation Board