



# ***Alternative Dispute Resolution***

## ***Updates***

## ***Preliminary***

**As of 30 November 2024**

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

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

- 27 cases pending at the beginning of the year
- 357 new cases have been filed since the start of the year (25 new cases filed in November)
- 384 total cases handled as of 30 November 2024
- Disposition rate<sup>1</sup>: 90% (346 of the 384 total cases handled)
- Disposition rate<sup>2</sup>: 96% (346 of the 361 total net cases handled)
  - 250 cases disposed of within the process cycle time (PCT = 35 days)
  - 96 cases disposed of beyond PCT
- Settlement rate<sup>1</sup>: 82% (316 of the 384 total cases handled)
- Settlement rate<sup>2</sup>: 88% (316 of the 361 total net cases handled)
- Average duration to settle: 28 days
- 38 cases pending by the end of November 2024
  - 23 pending cases are 35 days old or younger
  - 15 pending cases are older than the PCT
- Monetary benefits: Php 342,384,526 benefitting 3,963 workers

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

- 15 cases pending at the beginning of the year
- 139 new cases have been filed since the start of the year (13 new cases filed in November)
- 154 total cases handled as of 30 November 2024
- Disposition rate<sup>1</sup>: 77% (118 of the 154 total cases handled)
- Disposition rate<sup>2</sup>: 89% (118 of the 132 total net cases handled)
  - 95 cases disposed of within the process cycle time (PCT = 60 days)
  - 23 cases disposed of beyond PCT
- Settlement rate<sup>1</sup>: 67% (103 of the 154 total cases handled)
- Settlement rate<sup>2</sup>: 78% (103 of the 132 total net cases handled)
- Average duration to settle: 40 days
- 36 cases pending as of 30 November 2024
  - 22 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 1,074,478,544 benefitting 9,289 workers

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

- No pending case at the beginning of the year
- Four (4) work stoppages monitored since the start of the year (1 new work stoppage monitored in November 2024)
- Four (4) cases handled as of 30 November 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
R05	ALB-AS-11-0001-2024	11/05/2024	Settled Amicably	11/15/2024	BD	Illegal dismissal/suspension of union officers/members, Discrimination against/harassment of union members/union busting, Refusal to bargain/bargaining in bad faith, Illegal deductions

- Four (4) work stoppages have been disposed of within the process cycle time (PCT = 40 days)
- Disposition rate: 100% (4 out of 4 total cases handled)
- Total man-days lost: 15,098
- Monetary benefits: Php 511,952,590 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	3	0	0	0	4	0	0	0
Notices of Strike/ Lockout	138	4	0	4	154	6	0	6
Preventive Mediation	383	0	0	0	384	0	0	0
<b>Total</b>	<b>524</b>	<b>4</b>	<b>0</b>	<b>4</b>	<b>542</b>	<b>6</b>	<b>0</b>	<b>6</b>
% of AJ/CCA to TCH		0.76%	0.00%	0.76%		1.11%	0.00%	1.11%

**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	4	2	2	0
Notices of Strike/Lockout	139	83	52	4

Case Type	Total Cases	Unfair Labor Practice (ULP)	Bargaining Deadlock (BD)	Raised Both Issues ULP/BD
Preventive Mediation	357	306	44	7
<b>Total Cases</b>	<b>500</b>	<b>391</b>	<b>98</b>	<b>11</b>

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

- 196 Requests for Assistance (RFAs) pending at the beginning of the year
- 5,010 new RFAs have been filed since the start of the year (387 new RFAs filed in November)
- 5,206 total RFAs handled as of 30 November 2024
- Disposition rate: 97% (4,359 of the 4,516 total net RFAs handled)
  - 4,304 RFAs disposed within the process cycle time (PCT = 30+15 days)
  - 55 RFAs disposed beyond the PCT
- Settlement rate: 71% (3,190 of the 4,516 total net RFAs handled)
  - 3,149 RFAs settled within the process cycle time (PCT = 30 days +15 days)
  - 41 RFAs settled beyond the process cycle time
- Average duration to settle: 9 days
- 523 pending RFAs as of 30 November 2024
  - 366 RFAs pending within the process cycle time (PCT = 30 days)
  - 157 RFAs pending beyond the process cycle time
- Monetary benefits: Php 342,940,067 benefitting 3,657 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 (YTD)</b>	5,010	3,190	342,940,067	3,657
<b>Total</b>	<b>23,797</b>	<b>15,737</b>	<b>1,601,658,346</b>	<b>22,176</b>

#### V. VOLUNTARY ARBITRATION (VA)

- 580 cases pending at the beginning of the year
- 1,591 new VA cases have been submitted since the start of the year (138 new VA cases filed in November)
- 2,171 cases handled as of 30 November 2024
- 79% disposition rate (1,721 of the 2,171 total cases handled)
  - 957 cases disposed of within the process cycle time (PCT = 90 days)
  - 764 cases disposed of beyond PCT
- Average duration to decide:

- 148 days from the date of acceptance by the arbitrator
- 6 days from submission for resolution
- 450 cases pending as of 30 November 2024
- Monetary benefits: Php 5,416,218,626 benefitting 1,845 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
<b>2021</b>	1,300	3,256,125,810	1593
<b>2022</b>	1,571	4,019,243,825	1281
<b>2023</b>	1,555	4,422,580,824	2129
<b>2024 (YTD)</b>	1,591	5,416,218,626	1,845
<b>Total</b>	<b>7,486</b>	<b>20,899,534,185</b>	<b>8,180</b>

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

- 448 LMCs have been facilitated as of November 2024 (67 in organized companies and 381 in unorganized companies)
- 2,271 LMCs enhanced as of November 2024 (766 in organized companies and 1,505 in unorganized companies)
- 3,645 companies reached through promotional activities through LMC & GM as of November 2024
- 5,507 existing LMCs nationwide as of 30 November 2024 (1,666 in organized companies and 3,841 in unorganized companies)
- 97.28% or 5,147 out of 5,291 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
<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</b>	5,160	4,961	388	2,175
<b>2024 (YTD)</b>	5,507	5,291	448	2,271

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

- LMCs Enhanced through convergence programs as of November 2024:
  - 627 LMCs enhanced through convergence program with NWPC (productivity);
  - 454 LMCs in OSHC and ECC on occupational safety and health; and
  - 370 LMCs with BWSC on family welfare program

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

- 447 GMs operationalized/institutionalized as of November 2024 (67 in organized companies and 380 in unorganized companies)
- 2,720 GMs enhanced as of November 2024 (1,017 in organized companies and 1,703 in unorganized companies)
- 5,732 existing/active GMs nationwide as of 30 November 2024 (1,989 in organized companies and 3,743 in unorganized companies)
- 97.20% or 5,238 out of 5,389 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
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 (YTD)	5,732	5,389	447	2,720

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

10 December 2024

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

As of November 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	3	4	33%	113	139	23%	370	350	
Cases treated as PM							7		
Total PM Cases Filed							370	357	-4%
Total Cases Handled	3	4		138	154		383	384	
Workers involved in new cases	283	935	230%	31,939	53,716	68%	83,330	97,788	17%
Mandays Lost	3,209	15,098	370%						
Cases Disposed	3	4		116	118		348	346	
Settled	2	4		108	103		327	316	
Assumed Jurisdiction (AJ)	0	0		4	6		0	0	
Certified for Compulsory Arbitration (C	0	0		0	0		0	0	
Materialized into Actual S/L (MAS)				2	4		1	0	
Materialized into Notice of S/L (MSN)	0	0					19	30	
Subsumed/Consolidated to AJ/CCA/MA	0	0		0	0		0	0	
Dropped	0	0		0	1		0	0	
Others	0	0		2	4		1	0	
Disposition Rate (Work Normalization on AS/L)	100.0%	100.0%	0%	84.1%	76.6%	-7%	90.9%	90.1%	-1%
Settlement Rate	66.7%	100.0%	33%	78.3%	66.9%	-11%	85.4%	82.3%	-3%
Success Rate **	-	-		98.6%	97.4%	-1%	99.7%	100.0%	0%
Dispute Management Rate ***	99.6%	99.3%	0.4%	-			-		
Pending, end of period	0	0		22	36		35	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 November 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>3</b>	<b>4</b>	<b>3</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>283</b>	<b>935</b>	<b>3,209</b>	<b>15,098</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	0	0	0	0	0
November	1	1	1	1	0	0	111	48	781	432
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>

Source: Case Docket and Monitoring System

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

As of November 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	0	0	
New Actual Strikes/Lockouts declared	4	0	0	1	0	0	0	2	0	0	0	1	
Total Cases Handled	4	0	0	1	1	0	0	2	1	0	0	1	
Workers involved in strikes/lockouts declared during the period	935	0	0	100	0	0	0	787	0	0	0	48	
Mandays Lost, to date	15,098	0	0	800	2,100	0	0	10,512	1,254	0	0	432	
<b>Work Normalized</b>	4	0	0	0	1	0	0	1	1	0	0	1	
Settled	4	0	0	0	1	0	0	1	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>	0	0	0	1	0	0	0	1	0	0	0	0	
<b>Work Normalization Rate</b>	100%			0%	100%			50%	100%			100%	
Work Normalization Rate (Net Cases Handled)	100%				100%			100%	100%			100%	
<b>Settlement Rate</b>	100%			0%	100%			50%	100%			100%	
Settlement Rate (Net Cases Handled)	100%				100%			100%	100%			100%	
Duration to Dispose	15	0	0	0	29	0	0	4	18	0	0	10	

Source: Case Docket and Monitoring System



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

As of November 30 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	4	3	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0
Total Cases Handled	4	3	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0
Workers involved in strikes/lockouts declared during the period	935	887	0	0	0	0	0	0	48	0	0	0	0	0	0	0	0
Mandays Lost, to date	15,098	14,666	0	0	0	0	0	0	432	0	0	0	0	0	0	0	0
<b>Work Normalized</b>	4	3	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0
Settled	4	3	0	0	0	0	0	0	1	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>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<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>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>
Work Normalization Rate (Net Cases Handled)	100%	100%	0%	0%	0%	0%	0%	0%	100%	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>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>
Settlement Rate (Net Cases Handled)	100%	100%	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%
Duration to Dispose	15	17	0	0	0	0	0	0	10	0	0	0	0	0	0	0	0

Source: Case Docket and Monitoring System

**Table 5. Statistics on Notices of Strikes/Lockouts by Month, Philippines: 2023 and 2024**

As of November 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>113</b>	<b>139</b>	<b>116</b>	<b>118</b>	<b>22</b>	<b>36</b>	<b>31,939</b>	<b>53,716</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	7,192
October	15	16	6	11	27	34	2,954	5,669
November	8	13	13	11	22	36	1,997	2,360
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>						

Source: Case Docket and Monitoring System

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

As of November 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	29	34	
New Notices of Strike/Lockout filed	139	12	8	4	17	18	14	19	7	11	16	13	
Total Cases Handled	154	27	28	23	30	42	42	55	40	36	45	47	
Workers involved in notices of strikes/ lockouts filed during the period	53,716	2,836	2,454	887	8,687	3,019	3,314	8,044	9,254	7,192	5,669	2,360	
<b>Cases Disposed</b>	118	7	9	10	6	14	6	22	15	7	11	11	
Settled	103	7	8	9	6	13	6	19	12	7	9	7	
Assumed Jurisdiction	6	0	1	0	0	1	0	0	0	0	2	2	
Certified for Compulsory Arbitration	0	0	0	0	0	0	0	0	0	0	0	0	
Materialized into Actual Strike/Lockout	4	0	0	1	0	0	0	2	0	0	0	1	
Subsumed/Consolidated to AJ/CCA	0	0	0	0	0	0	0	0	0	0	0	0	
Others	4	0	0	0	0	0	0	0	3	0	0	1	
Dropped	1	0	0	0	0	0	0	1	0	0	0	0	
<b>Pending, end of period</b>	36	20	19	13	24	28	36	33	25	29	34	36	
<b>Disposition Rate</b>	77%	26%	32%	43%	20%	33%	14%	40%	38%	19%	24%	23%	
Disposition Rate (Net Cases Handled)	89%	47%	56%	63%	50%	74%	50%	73%	54%	33%	41%	44%	
<b>Settlement Rate</b>	67%	26%	29%	39%	20%	31%	14%	35%	30%	19%	20%	15%	
Settlement Rate (Net Cases Handled)	78%	47%	50%	56%	50%	68%	50%	63%	43%	33%	33%	28%	
Duration to Settle	40	42	33	53	46	28	58	33	47	38	38	43	

Source: Case Docket and Monitoring System

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

As of November 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	139	56	0	0	1	15	39	0	1	13	3	2	0	6	2	1	0
Total Cases Handled	154	62	0	0	1	17	44	0	1	13	3	3	0	6	3	1	0
Workers involved in notices of strikes/ lockouts filed during the period	53,716	23,503	0	0	585	7,604	9,767	0	48	10,191	1,042	190	0	358	379	49	0
<b>Cases Disposed</b>	118	46	0	0	0	10	39	0	1	13	1	3	0	2	3	0	0
Settled	103	37	0	0	0	10	36	0	0	11	1	3	0	2	3	0	0
Assumed Jurisdiction	6	4	0	0	0	0	2	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	4	3	0	0	0	0	0	0	1	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	4	2	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>	36	16	0	0	1	7	5	0	0	0	2	0	0	4	0	1	0
<b>Disposition Rate</b>	77%	74%	0%	0%	0%	59%	89%	0%	100%	100%	33%	100%	0%	33%	100%	0%	0%
Disposition Rate (Net Cases Handled)	89%	90%	0%	0%	0%	71%	89%	0%	100%	100%	100%	100%	0%	100%	100%	0%	0%
<b>Settlement Rate</b>	67%	60%	0%	0%	0%	59%	82%	0%	0%	85%	33%	100%	0%	33%	100%	0%	0%
Settlement Rate (Net Cases Handled)	78%	73%	0%	0%	0%	71%	82%	0%	0%	85%	100%	100%	0%	100%	100%	0%	0%
Duration to Settle	40	47	0	0	0	39	33	0	80	25	13	51	0	8	112	0	0

Source: Case Docket and Monitoring System

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

As of November 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>370</b>	<b>357</b>	<b>348</b>	<b>346</b>	<b>35</b>	<b>38</b>	<b>83,330</b>	<b>97,788</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	33	36	27	43	42	7,969	9,299
October	23	39	43	36	23	45	6,729	7,746
November	36	25	24	32	35	38	12,115	7,307
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 November 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	42	45	
Original Preventive Mediation Cases Filed	350	34	33	24	33	35	30	29	37	32	39	24	
Cases Treated as PM	7	0	0	0	0	3	0	2	0	1	0	1	
Total Cases Handled	384	61	62	62	66	74	72	73	74	69	81	70	
Workers involved in PM cases filed during the period	97,788	7,080	9,726	5,978	6,636	9,558	9,074	8,884	16,500	9,299	7,746	7,307	
<b>Cases Disposed</b>	346	32	24	29	30	32	30	36	38	27	36	32	
Settled	316	28	23	28	26	31	26	30	36	22	35	31	
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	0	0	0	0	0	0	0	0	0	0	0	0	
Materialized into Notice of Strike/Lockout	30	4	1	1	4	1	4	6	2	5	1	1	
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	
<b>Pending, end of period</b>	38	29	38	33	36	42	42	37	36	42	45	38	
<b>Disposition Rate</b>	<b>90%</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>	<b>39%</b>	<b>44%</b>	<b>46%</b>	
Disposition Rate (Net Cases Handled)	96%	76%	77%	74%	79%	78%	77%	80%	79%	66%	72%	68%	
<b>Settlement Rate</b>	<b>82%</b>	<b>46%</b>	<b>37%</b>	<b>45%</b>	<b>39%</b>	<b>42%</b>	<b>36%</b>	<b>41%</b>	<b>49%</b>	<b>32%</b>	<b>43%</b>	<b>44%</b>	
Settlement Rate (Net Cases Handled)	88%	67%	74%	72%	68%	76%	67%	67%	75%	54%	70%	66%	
Duration to Settle	28	28	32	30	27	26	26	28	23	22	33	32	

Source: Case Docket and Monitoring System

**Table 10. Preventive Mediation Cases Handled, By Manner and Region: Philippines**  
As of November 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	350	128	1	3	4	44	100	2	2	11	9	3	0	9	27	7	0
Cases Treated as PM	7	0	0	0	0	1	6	0	0	0	0	0	0	0	0	0	0
Total Cases Handled	384	139	1	3	4	52	112	2	2	11	9	3	0	10	29	7	0
Workers involved in PM cases filed during the period	97,788	32,148	56	399	544	33,263	21,981	74	252	1,638	2,721	364	0	596	1,520	2,232	0
<b>Cases Disposed</b>	346	124	1	3	4	47	101	2	1	11	9	3	0	10	23	7	0
Settled	316	117	1	3	4	42	85	2	1	10	9	3	0	10	23	6	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	30	7	0	0	0	5	16	0	0	1	0	0	0	0	0	1	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>38</b>	<b>15</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>5</b>	<b>11</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>6</b>	<b>0</b>	<b>0</b>
<b>Disposition Rate</b>	<b>90%</b>	<b>89%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>90%</b>	<b>90%</b>	<b>100%</b>	<b>50%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>0%</b>	<b>100%</b>	<b>79%</b>	<b>100%</b>	<b>0%</b>
Disposition Rate (Net Cases Handled)	96%	94%	100%	100%	100%	96%	97%	100%	100%	100%	100%	100%	0%	100%	92%	100%	0%
<b>Settlement Rate</b>	<b>82%</b>	<b>84%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>81%</b>	<b>76%</b>	<b>100%</b>	<b>50%</b>	<b>91%</b>	<b>100%</b>	<b>100%</b>	<b>0%</b>	<b>100%</b>	<b>79%</b>	<b>86%</b>	<b>0%</b>
Settlement Rate (Net Cases Handled)	88%	89%	100%	100%	100%	86%	82%	100%	100%	91%	100%	100%	0%	100%	92%	86%	0%
Duration to Settle	28	36	31	16	24	24	25	8	16	15	20	13	0	20	28	18	0

Source: Case Docket and Monitoring System