2026 FIRST QUARTER

STATUS OF IMPLEMENTATION AND EVALUATION/ASSESSMENT

The National Labor Relations Commission submits its First Quarter (January – March 2026) performance reports under its Labor Arbitration Program and Execution Program.

A. MANDATORY CONCILIATION-MEDIATION PROGRAM

Labor disputes are settled through the following: (a) conciliation-mediation pursuant to the Single-Entry Approach (SEnA) Rules of Procedure; and, (b) mandatory conciliation-mediation during compulsory arbitration pursuant to the 2025 NLRC Rules of Procedure, as amended).

The RABs facilitated the settlement of **6,551** labor disputes, benefitting **9,091** workers involving a total settlement award of **₱589,170,763.18**.

Regional Arbitration Branches (RABs)	No. of Disposed Labor Disputes	No. of Settled Labor Disputes	No. of Workers Benefitted	Monetary Award
Mandatory conference under SEnA	8,485	3,792	4,457	155,095,983.94
Mandatory conference under Compulsory Arbitration	4,069	2,759	4,634	434,074,779.24
TOTAL	**12,554**	**6,551**	**9,091**	**P589,170,763.18**

B. LABOR ARBITRATION PROGRAM

1. 2026 GAA Targets vs. Actual Accomplishment

Due process in resolving labor disputes ensured		
MFO	**TARGET**	**ACTUAL**
Percentage of cases resolved through conciliation-mediation	57%	58%
Percentage of original/appealed cases processed within nine (9) months or 270 days / six (6) months or 180 days	87%	98%
Percentage of decisions affirmed by a higher court	97%	99%
Percentage of cases resolved within three (3) months from filing of case	47%	65%

2. Cases Received, Handled, Disposed and Ending Caseload

For the First Quarter (Q1) of 2026, the Regional Arbitration Branches (RABs) handled 16,425 cases, 8,275 of which are newly filed cases. The RABs disposed of 6,956 cases.

For the same period, the Commission handled 2,682 Appeal and 1,288 Motion for Reconsideration, 1,770 Appeal and 964 Motion for Reconsideration of which are newly filed cases. The Commission resolved 1,047 appealed cases and 849 motion for reconsideration.

Level	Beginning Balance (2026)	Total Cases Received	Cases Handled	Cases Disposed	Ending Caseload
Regional Arbitration Branches					
Regional Arbitration Branch	**8,150**	**8,275**	**16,425**	**6,956**	**9,469**
Commission					
Appeal	**907**	**1,770**	**2,682**	**1,047**	**1,637**
Motion for Reconsideration	**329**	**964**	**1,288**	**849**	**437**
Total	**9,386**	**11,009**	**20,395**	**8,852**	**11,543**

3. Inflow vs. Outflow (Cases Received vs. Cases Disposed)

INFLOW VS. OUTFLOW 1st Quarter				
LEVEL	**2025**		**2026**	
	Cases Received	**Cases Disposed**	**Cases Received**	**Cases Disposed**
Regional Arbitration Branches	7,005	**6,513**	8,275	**6,956**
Commission Proper	2,987	**2,399**	2,734	**1,896**
OA	1,659	1,249	1,770	1,047
MR	1,328	1,150	964	849

4. Cases Disposition in favor of Labor and Management

Of the **6,956** disposed of by the RABs, 4,617 **(66%)** were resolved in favor of labor, and 2,339 **(34%)** in favor of the management.

On the other hand, of the **1,896** appeal and motion for reconsideration resolved by the Commission, 1,340 **(71%)** were resolved in favor of labor and 556 **(29%)** in favor of the management.

Level	**Case Disposition**	**Case Disposition in favor of:**			
		Labor (Employee)	**%**	**Management (Employer)**	**%**
RABs	**6,956**	4,617	66%	2,339	34%
Commission Proper	**1,896**	1,340	71%	556	29%
TOTAL	**8,852**	5,957	67%	2,895	33%

Comparative Table: First Quarter 2025 and 2026

WON BY LABOR & WON BY MANAGEMENT 1st Quarter				
LEVEL	**2025**		**2026**	
	Won by Labor	**Won by Mgt.**	**Won by Labor**	**Won by Mgt.**
Regional Arbitration Branches	**4,423**	**2,090**	**4,617**	**2,339**
Commission Proper	**1,796**	**603**	**1,340**	**556**

5. Workers Benefitted

WORKERS BENEFITTED 1st Quarter		
LEVEL	**2025**	**2026**
Regional Arbitration Branches	**8,261**	**8,305**
MALE	6,298	5,911
FEMALE	1,963	2,394
Commission Proper	**1,794**	**1,641**
MALE		1,185
FEMALE		456

6. Judgment Award

At the RABs, the total monetary awards reached **₱1.576B**, benefiting **8,305** workers. **₱434M** was awarded through settlement, benefitting **4,634** workers, and **₱1.142B** was awarded through cases decided on the merits, benefitting **3,671** workers.

At the Commission level, the judgment award amounted to **₱420M**, benefitting **1,641** workers.

JUDGMENT AWARD 1st Quarter		
LEVEL	**2025**	**2026**
Regional Arbitration Branches	**P1,725,396,479.50**	**P1,576,152,407.99**
Commission Proper	**P444,909,171.59**	**P420,087,436.79**

C. EXECUTION PROGRAM

GAA Targets and Actual Accomplishment

Performance Indicator	GAA Target	Actual Accomplishment (within the process cycle time)	Percentage Rating
Percentage of writs of execution issued within thirty (30) days	11%	412	37.42%
Percentage of writs of execution implemented within six (6) months	22%	917	99.57%
Percentage of Judgment successfully executed within three (3) months	11%	857	85.96%

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