



## **2024 (1<sup>st</sup> QUARTER) STATUS OF IMPLEMENTATION & EVALUATION/ASSESSMENT**

The National Labor Relations Commission submits its (1<sup>st</sup>) quarter performance reports under its Labor Arbitration Program.

### **1. Target vs. Actual**

<b>Due process in resolving labor disputes ensured</b>		
<b>MFO</b>	<b>TARGET</b>	<b>ACTUAL</b>
Percentage increase in cases resolved through conciliation-mediation	54%	57%
Percentage of original/appealed cases processed within nine (9) months or 270 days / six (6) months or 180 days	84%	95%
Percentage of decisions affirmed by a higher court	96%	99%
Percentage of cases resolved within three (3) months from filing of case	44%	63%



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As to inflow versus outflow, the table below shows the comparative data:

**1. Inflow vs. Outflow (Cases Received vs. Cases Disposed)**

<b>INFLOW VS. OUTFLOW</b> <b>1<sup>st</sup> Quarter</b>				
<b>LEVEL</b>	<b>2023</b>		<b>2024</b>	
	<b>Cases Received</b>	<b>Cases Disposed</b>	<b>Cases Received</b>	<b>Cases Disposed</b>
Regional Arbitration Branches	7,476	7,551	5,156	4,645
Commission Proper	3,285	2,503	2,059	1,568

**2. Workers Benefitted**

<b>WORKERS BENEFITTED</b> <b>1<sup>st</sup> Quarter</b>		
<b>LEVEL</b>	<b>2023</b>	<b>2024</b>
Regional Arbitration Branches	9,855	5,734
Commission Proper	2,129	1,353



### 3. Won by Labor & Won by Management

As to whether the decisions are rendered in favor of labor and/or management, the comparative data can be gleaned from the table below:

<b>WON BY LABOR &amp; WON BY MANAGEMENT</b>				
<b>1<sup>st</sup> Quarter</b>				
<b>LEVEL</b>	<b>2023</b>		<b>2024</b>	
	<b>Won by Labor</b>	<b>Won by Mgt.</b>	<b>Won by Labor</b>	<b>Won by Mgt.</b>
Regional Arbitration Branches	<b>4,963</b>	<b>2,588</b>	<b>3,175</b>	<b>1,470</b>
Commission Proper	<b>1,870</b>	<b>633</b>	<b>1,173</b>	<b>395</b>

### 4. Judgment Award

<b>JUDGMENT AWARD</b>		
<b>1<sup>st</sup> Quarter</b>		
<b>LEVEL</b>	<b>2023</b>	<b>2024</b>
Regional Arbitration Branches	<b>P1,402,078,901</b>	<b>P1,155,408,572.45</b>
Commission Proper	<b>P539,330,026</b>	<b>P415,478,725.00</b>

For the first (1<sup>st</sup> quarter) of 2023, the NLRC posted an overall case output of **6,213**, **4,645** were disposed of by the Regional Arbitration Branches (RABs), and **1,568** were disposed of by the Commission Proper.



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Of **4,645** disposed of by the Regional Arbitration Branches through compulsory arbitration, **3,175 (68%)** were resolved in favor of labor, and **1,470 (32%)** in favor of the management.

On the other hand, the Commission Proper disposed **1,568** appealed cases, comprising of **1,173 (75%)** were resolved in favor of labor and **395 (25%)** in favor of the management.

Level	Case Disposition	Case Disposition in favor of:			
		Labor (Employee)	%	Management (Employer)	%
<b>RABs</b>	<b>4,645</b>	<b>3,175</b>	<b>68%</b>	<b>1,470</b>	<b>32%</b>
<b>Commission Proper</b>	<b>1,568</b>	<b>1,173</b>	<b>75%</b>	<b>395</b>	<b>25%</b>
<b>TOTAL</b>	<b>6,213</b>	<b>4,348</b>	<b>70%</b>	<b>1,865</b>	<b>30%</b>

The amount of judgment awards of the total number of cases at the RABs reached **1.16B**, benefitting **5,734** workers. Of the total amount awarded and workers benefitted, **P361M** was awarded through settlement, benefitting **2,596** workers, and **P794M** was awarded through cases decided on the merits, benefitting **3,138** workers. At the Commission level, the judgment award amounted to **P415M**, benefitting **1,353** workers.



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Under the **“Mandatory Conciliation-Mediation Program”** wherein 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 2011 NLRC Rules of Procedure, as amended), the NLRC disposed a total of **14,698** labor disputes, **7,042** through settlement, benefitting a total of **6,141** workers, with a judgment award of **P495,940,852.22**.

<b>2024 (1<sup>st</sup> Quarter) MANDATORY CONCILIATION-MEDIATION PROGRAM</b>				
<b>Regional Arbitration Branches (RABs)</b>	<b>No. of Disposed Labor Disputes</b>	<b>No. of Settled Labor Disputes</b>	<b>No. of Workers Benefitted</b>	<b>Monetary Award</b>
<b>Mandatory conference under SEnA</b>	<b>10,053</b>	<b>4,415</b>	<b>3,545</b>	<b>P134,828,897.40</b>
<b>Mandatory conference under Compulsory Arbitration</b>	<b>4,645</b>	<b>2,627</b>	<b>2,596</b>	<b>P361,111,954.82</b>
<b>TOTAL</b>	<b>14,698</b>	<b>7,042</b>	<b>6,141</b>	<b>P495,940,852.22</b>

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