



Republic of the Philippines  
Department of Labor and Employment  
**NATIONAL LABOR RELATIONS COMMISSION**  
Quezon City



## **2023 (4<sup>th</sup> QUARTER) STATUS OF IMPLEMENTATION & EVALUATION/ASSESSMENT**

The National Labor Relations Commission submits its fourth (4<sup>th</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	52%	57%
Percentage of original/appealed cases processed within nine (9) months or 270 days / six (6) months or 180 days	82%	95%
Percentage of decisions affirmed by a higher court	95%	99%
Percentage of cases resolved within three (3) months from filing of case	42%	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>4<sup>th</sup> Quarter</b>				
<b>LEVEL</b>	<b>2022</b>		<b>2023</b>	
	<b>Cases Received</b>	<b>Cases Disposed</b>	<b>Cases Received</b>	<b>Cases Disposed</b>
Regional Arbitration Branches	10,676	12,633	11,313	11,828
Commission Proper	4,424	5,340	3,976	4,180

2. Workers Benefitted

<b>WORKERS BENEFITTED</b> <b>4<sup>th</sup> Quarter</b>		
<b>LEVEL</b>	<b>2022</b>	<b>2023</b>
Regional Arbitration Branches	14,582	15,311
Commission Proper	5,473	3,366



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**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>4<sup>th</sup> Quarter</b>				
<b>LEVEL</b>	<b>2022</b>		<b>2023</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>7,554</b>	<b>5,079</b>	<b>8,019</b>	<b>3,809</b>
Commission Proper	<b>3,778</b>	<b>1,562</b>	<b>3,107</b>	<b>1,073</b>

**4. Judgment Award**

<b>JUDGMENT AWARD</b> <b>4<sup>th</sup> Quarter</b>		
<b>LEVEL</b>	<b>2022</b>	<b>2023</b>
Regional Arbitration Branches	<b>P3,129,917,071.13</b>	<b>P3,133,906,584.53</b>
Commission Proper	<b>P1,124,528,043.63</b>	<b>P719,542,435.61</b>
Total	<b>P4,254,445,114.76</b>	<b>P3,853,449,020.14</b>

For the fourth (4<sup>th</sup>) quarter of 2023, the NLRC posted an overall case output of **16,008**, comprising of **11,828** disposed of by the Regional Arbitration Branches (RABs), and **4,180** disposed of by the Commission Proper.



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Of the **11,828** disposed of by the Regional Arbitration Branches through compulsory arbitration, **8,019 (68%)** were resolved in favor of labor, and **3,809 (32%)** in favor of management.

On the other hand, the Commission Proper disposed **4,180** appealed cases, comprising of **3,107 (74%)** in favor of labor and **1,073 (30%)** in favor of management.

Level	Case Disposition	Case Disposition in favor of:			
		Labor (Employee)	%	Management (Employer)	%
RABs	11,828	8,019	68%	3,809	32%
Commission Proper	4,180	3,107	74%	1,073	26%
<b>TOTAL</b>	<b>16,008</b>	<b>11,126</b>	<b>70%</b>	<b>4,882</b>	<b>30%</b>

The amount of judgment awards of the total number of cases on the RABs, reached **P3.134B**, benefiting **15,311** workers. Of the total amount awarded and workers benefitted, **P875M** were awarded through settlement, benefitting **7,719** workers, and **P2.259B** awarded through cases decided on the merits, benefitting **7,592** workers. At the Commission level, total judgment awarded amounted to **P720M**, benefitting **3,366** workers.

Under the **“Mandatory Conciliation-Mediation Program”** wherein labor disputes are settled through the following: (a) conciliation-mediation prior to compulsory arbitration 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 **24,440** labor disputes, **10,424** through settlement, benefitting a total of **12,951** workers, with a judgment award of **1,744,110,915.4**.



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<b>2023 (4th 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>12,612</b>	<b>3,681</b>	<b>5,232</b>	<b>P868,954,418.42</b>
<b>Mandatory conference under Compulsory Arbitration</b>	<b>11,828</b>	<b>6,743</b>	<b>7,719</b>	<b>P875,156,496.98</b>
<b>TOTAL</b>	<b>24,440</b>	<b>10,424</b>	<b>12,951</b>	<b>P1,744,110,915.4</b>

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