



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

## 2014 PERFORMANCE REPORT

The National Labor Relations Commission's 2014 Accomplishment Report provides the results of the agency's performance in the arbitration and adjudication of labor cases, and demonstrates to the public the commitment to its mission and accountability over the promotion of industrial peace based on social justice through an effective enforcement and economically-viable dispute settlement machinery.

The table below presents CY 2014 case disposition vis-à-vis the target on the following:

- (a) **Project Speedy and Efficient Delivery of Labor Justice (SpeED)**, with a target of disposing all cases within the prescribed period; and,
- (b) **Major Final Output (MFO)** per Office Performance Indicator Framework (OPIF) as required by the DBM under the National Expenditure Program (NEP):

PROJECT SPEEDY & EFFICIENT DELIVERY OF LABOR JUSTICE (SpeED) <i>(To dispose cases within the prescribed period of disposition:            9 months for RABs and 6 months for Commission)</i>			
Level	Target cases to be disposed within the prescribed period	Actual cases disposed within the prescribed period	%
<b>Regional Arbitration            Branches            (Original Cases)</b>	32,194	31,649	98%

Commission Proper (Appealed Cases)	10,874	10,858	99.85%
Grand Total	43,068	42,507	99%

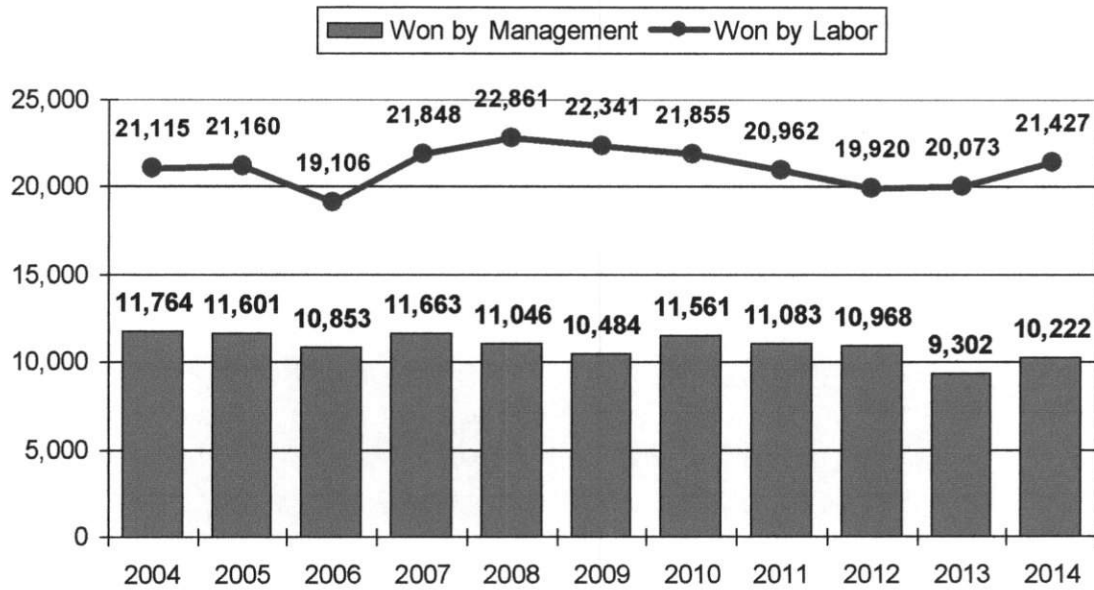
2014 MAJOR FINAL OUTPUT			
Performance Indicators	Target	Actual	%
Quantity: Number of Cases Settled and/ or Decided:			
• Regional Arbitration Branches:	35,000	43,549	124%
(a) Settled and Decided thru Compulsory Arbitration		31,649	
(b) Settled thru SEnA		11,900	
• Commission Proper:			
(a) Decided	13,500	10,858	80%
Grand Total	48,500	42,507	88%
		54,407 (w/ SEnA)	112% (w/ SEnA)

In 2014, the NLRC posted an overall case output for compulsory arbitration of **42,507**, **31,649** are disposed of by the Regional Arbitration Branches (RABs), and **10,858** are disposed of by the Commission Proper.

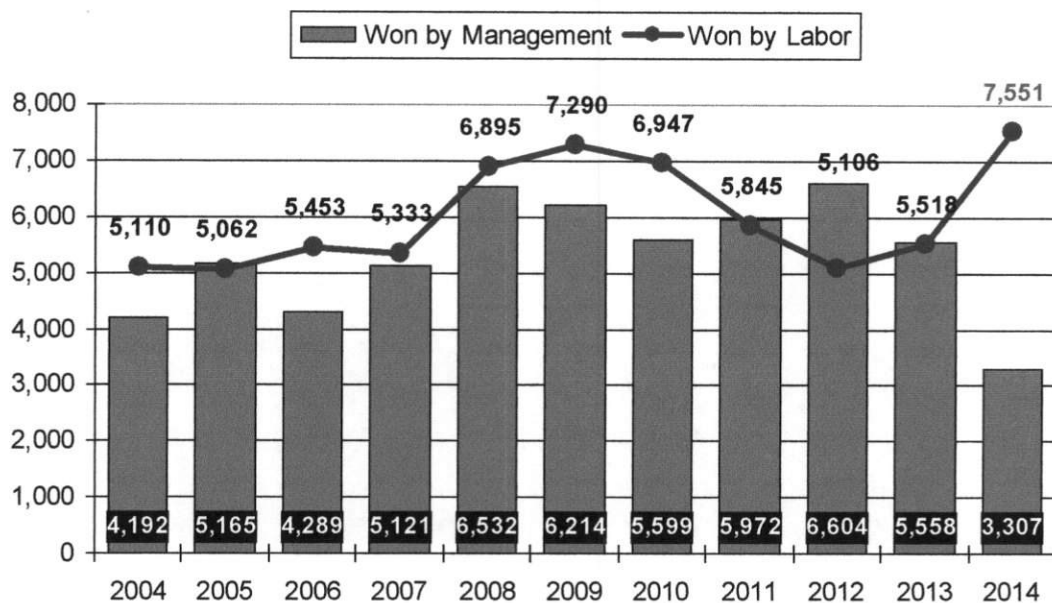
Of **31,649** disposed of by the Regional Arbitration Branches through compulsory arbitration, **68%** were resolved in favor of labor, and **32%** in favor of the management. On appealed cases, the Commission Proper disposed **10,858**, **70%** are resolved in favor of labor, and **30%** in favor of the management, as shown in the table below:

Level	Case Disposition			Case Disposition in Favor of:			
	Target	Actual	%	Labor (Employee)	%	Management (Employer)	%
RABs	35,000	31,649	90%	21,427	68%	10,222	32%
Commission	13,500	10,858	80%	7,551	70%	3,307	30%
TOTAL	48,500	42,507	88%	28,978	68%	13,529	32%

### Regional Arbitration Branches



### Commission Proper

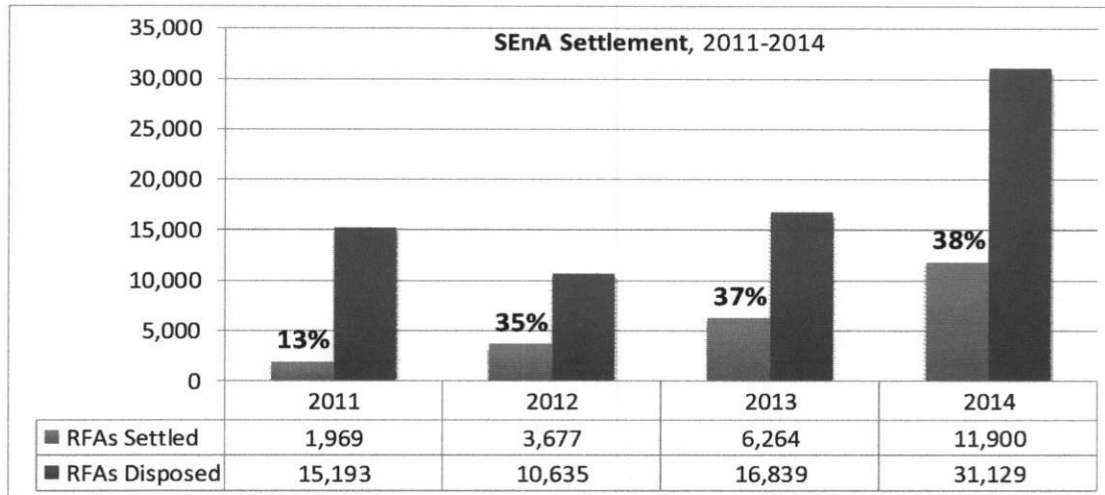


Under the ***“Double-Barreled (Two-Cycle) Conciliation-Mediation Program”*** (a program wherein venue for settlement of all labor disputes is done and exhausted through the following: (a) mandatory conciliation-mediation prior to compulsory arbitration pursuant to the Single-Entry Approach (SEnA) Rules 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 **62,778** labor disputes, **24,647** through settlement, benefitting a total of **33,593** workers, and judgment award of **P3,547,130,845.83**.

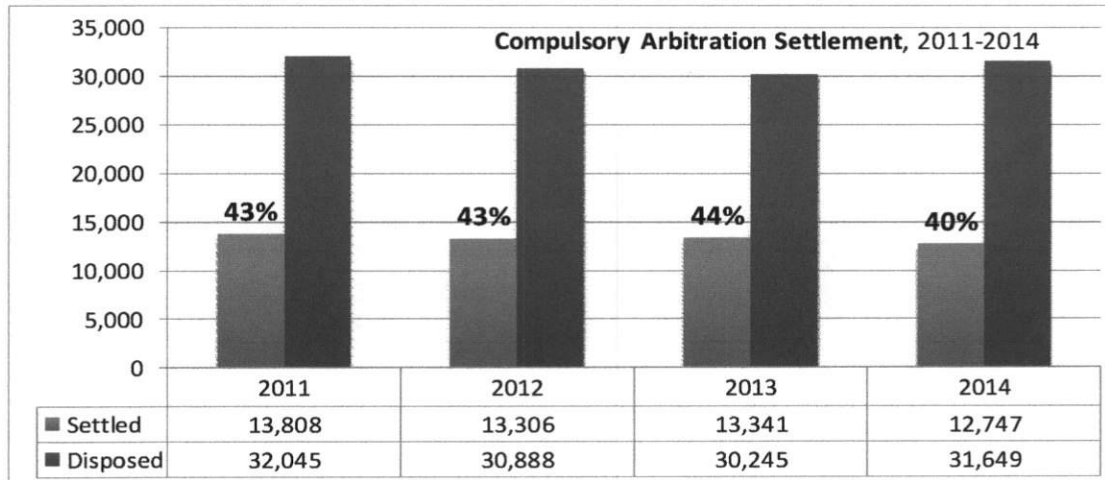
<b>2014 DOUBLE-BARRELED (TWO-CYCLE) CONCILIATION-MEDIATION PROGRAM</b>				
<b>Regional Arbitration Branches (RABs)</b>	<b>No. of Disposed Labor Disputes</b>	<b>No. of Settled Labor Disputes</b>	<b>No. of Workers Benefitted</b>	<b>Judgment Award</b>
<b>Mandatory conference under the SEnA</b>	<b>31,129</b>	<b>11,900</b>	<b>11,237</b>	<b>931,008,512.68</b>
<b>Mandatory conference under the Compulsory Arbitration</b>	<b>31,649</b>	<b>12,747</b>	<b>22,356</b>	<b>2,616,122,333.15</b>
<b>TOTAL</b>	<b>62,778</b>	<b>24,647</b>	<b>33,593</b>	<b>3,547,130,845.83</b>

All efforts were exerted towards amicable settlement of labor disputes during the SEnA and compulsory arbitration processes. As a result, settlement efforts have been successful to a substantial degree every year. The table below presents the trend of settlement of labor disputes at the NLRC under the "Double-Barreled (Two-Cycle) Conciliation-Mediation Program": (a) Single-Entry Approach (SEnA) settlement from 2011-2014; and (b) Compulsory Arbitration settlement share from 2011-2014.

## SEnA Settlement



## Compulsory Arbitration Settlement



In 2014, of the total number of cases handled for compulsory arbitration, the NLRC Regional Arbitration Branches and Commission Proper posted an overall case output of **42,507**. At the end of 2014, the Regional Arbitration Branches and the Commission Proper had newly-filed pending cases of **9,530** original cases, and **1,108** appealed cases, respectively.

COMPULSORY ARBITRATION SERVICES (EXCLUDING CASES SETTLED IN SENa)						
Level	Beginning Balance (2014)	Total Cases Received regardless of age (2014)	Cases Handled (2014)	Cases Disposed (2014)	%	Ending Caseload (2014)
RABs	8,489	32,690	41,179	31,649	77%	9,530
Commission	1,286	10,680	11,966	10,858	91%	1,108
<b>Total</b>	<b>9,775</b>	<b>43,370</b>	<b>53,145</b>	<b>42,507</b>	<b>80%</b>	<b>10,638</b>

By the end of 2014, the RABs ending caseload is **9,530**, and **1,108** in the Commission Proper. Of **9,530** ending caseload of the RABs, **8,985** or **94%** are newly-filed cases ("current" cases) or cases filed from April to December 2014 pursuant to the 9-month process cycle time of original cases. At the Commission Proper, of **1,108** ending caseload, **1,076** or **97%** are newly-filed cases ("current" cases) or cases filed from July to December 2014 pursuant to the 6-month process cycle time of appealed cases.

### Regional Arbitration Branches

<b>Regional Arbitration Branches (RABs) (NCR to RAB XIII) AGE OF ENDING CASELOAD</b>		
<b>9-Month Process Cycle Time</b>	<b>Actual</b>	<b>%</b>
1-3 months old (Oct. to Dec. 2014)	4,711	49%
4-6 months old (Jul. to Sep. 2014)	2,906	31%
7-9 months old (Apr. to Jun. 2014)	1,368	14%
10 months old & above (Mar. 2014 & earlier)	545	6%
Total	9,530	100%

### Commission Proper

<b>Commission Proper (1<sup>st</sup> to 8<sup>th</sup> Divisions) AGE OF ENDING CASELOAD</b>		
<b>6-Month Process Cycle Time</b>	<b>Actual</b>	<b>%</b>
1-3 months old (Oct. to Dec. 2014)	945	85%
4-6 months old (Jul. to Sep. 2014)	131	12%
7 months old & above (Jun. 2014 & earlier)	32	3%
Total	1,108	100%

Amount of judgment awards at the RABs reached **P5.162B**, benefiting **36,769** workers. Of the total amount awarded and workers benefitted, **P2.616B** were awarded through settlement, benefitting **22,356** workers, and **P2.546 Billion**, through cases of merit (decided), benefitting **14,413** workers. At the Commission Proper, **P2.324B** was awarded, benefitting a total of **9,070** workers. The total judgment award is **P7.486B** benefitting **45,839** workers.

Level/Mode	Amount Awarded	No. of Workers Benefitted
<b>Regional Arbitration Branches</b>		
- Settlement thru Compulsory Arbitration	2,616,122,333.15	22,356
- Decision on the Merits thru Compulsory Arbitration	2,546,159,816.06	14,413
<b>Commission Proper</b>	2,324,666,071.10	9,070
<b>TOTAL</b>	<b>7,486,948,220.31</b>	<b>45,839</b>

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