



2022 (4th QUARTER) STATUS OF IMPLEMENTATION & EVALUATION/ASSESSMENT

The National Labor Relations Commission's 2022 (4th) Quarter Accomplishment Report provides the results of the agency's performance in the disposition 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 2022 (4th) Quarter Accomplishment Report presents the summary of the performance of the Commission Proper and the Regional Arbitration Branches (RABs) over case disposition vis-à-vis its target under the National Expenditure Program (NEP) of the Department of Budget and Management (DBM).

The accomplishments for third (4th) quarter 2022 are summarized as follows:

A. Labor Arbitration Program

1. Target vs. Actual

Due process in resolving labor disputes ensured		
MFO	TARGET	ACTUAL
Percentage increase in cases resolved through conciliation-mediation	50%	50%
Percentage of original/appealed cases processed within nine (9) months or 270 days / six (6) months or 180 days	80%	80%
Percentage of decisions affirmed by a higher court	94%	94%
Percentage of cases resolved within three (3) months from filing of case	40%	40%



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

B. COMPARATIVE DATA: Compulsory Arbitration

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

INFLOW VS. OUTFLOW				
4th Quarter				
LEVEL	2021		2022	
	Cases Received	Cases Received	Cases Received	Cases Disposed
Regional Arbitration Branches	10,070	11,890	10,676	12,633
Commission Proper	3,254	3,724	4,424	5,340

The table below captures the number of workers benefited:

2. Workers Benefitted

WORKERS BENEFITTED		
4th Quarter		
LEVEL	2021	2022
Regional Arbitration Branches	12,750	14,582
Commission Proper	4,340	5,473



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

3. Won by Labor & Won by Management

WON BY LABOR & WON BY MANAGEMENT				
4th Quarter				
LEVEL	2021		2022	
	Won by Labor	Won by Mgt.	Won by Labor	Won by Mgt.
Regional Arbitration Branches	6,098	5,792	7,554	5,079
Commission Proper	2,946	778	3,778	1,562

Finally, the judgment awards are as follows:

4. Judgment Award

JUDGMENT AWARD		
4th Quarter		
LEVEL	2021	2022
Regional Arbitration Branches	P1,962,151,368.62	P3,129,917,071.13
Commission Proper	P854,379,323.79	P1,124,528,043.63

In 2022 (4th quarter), the NLRC posted an overall case output of **17,973**, **12,633** were disposed of by the Regional Arbitration Branches (RABs), and **5,340** were disposed of by the Commission Proper.



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Of **12,633** disposed of by the Regional Arbitration Branches through compulsory arbitration, 60% were resolved in favor of labor, and 40% in favor of the management.

On appealed cases, the Commission Proper disposed **5,340**, 71% were resolved in favor of labor, and 29% in favor of the management as shown in the table below:

Level	Case Disposition	Case Disposition in favor of:			
		Labor (Employee)	%	Management (Employer)	%
RABs	12,633	7,554	60%	5,079	40%
Commission Proper	5,340	3,778	71%	1,562	29%
TOTAL	17,973	11,332	63%	6,641	37%

Amount of judgment awards at the RABs reached **P3.13B**, benefiting **14,582** workers. Of the total amount awarded and workers benefitted, **P582M** were awarded through settlement, benefitting **5,846** workers, and **P2.548B**, through cases of merit (decided), benefitting **8,736** workers. **P1.125B** was awarded at the Commission Proper, benefitting a total of **5,473** workers. The total judgment award was **P4.254B** benefitting **20,055** workers.

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 **23,743** labor disputes, **9,036** through settlement, benefitting a total of **9,760** workers, and judgment award of **P948,298,432.05**.



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2022 (4th Quarter) DOUBLE-BARRELED (TWO-CYCLE) CONCILIATION-MEDIATION PROGRAM				
Regional Arbitration Branches (RABs)	No. of Disposed Labor Disputes	No. of Settled Labor Disputes	No. of Workers Benefitted	Monetary Award
Mandatory conference under SEnA	11,110	2,373	3,914	P365,925,566.74
Mandatory conference under Compulsory Arbitration	12,633	6,663	5,846	P582,372,865.31
TOTAL	23,743	9,036	9,760	P948,298,432.05

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