



## 2025 SECOND QUARTER

### **STATUS OF IMPLEMENTATION AND EVALUATION/ASSESSMENT**

The National Labor Relations Commission submits its Second Quarter (Q2) performance reports under its Labor Arbitration Program and Execution Program.

#### **A. LABOR ARBITRATION PROGRAM**

##### **1. GAA Targets vs. Actual Accomplishment**

<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	56%	58%
Percentage of original/appealed cases processed within nine (9) months or 270 days / six (6) months or 180 days	86%	98%
Percentage of decisions affirmed by a higher court	97%	99%
Percentage of cases resolved within three (3) months from filing of case	46%	68%

##### **2. Cases Received, Handled, Disposed and Ending Caseload**

For the Second Quarter (Q2) of 2025, the National Labor Relations Commission handled 12,778 cases, 5,888 of which are newly filed cases. For the first six months, the Regional Arbitration Branches (RABs) disposed of 6,296 cases, while the Commission resolved 1,407 appealed cases and 988 motion for reconsideration.



Level	Beginning Balance (2025)	Total Cases Received	Cases Handled	Cases Disposed	Ending Caseload
<b>Regional Arbitration Branches</b>					
<b>Regional Arbitration Branch</b>	<b>6,890</b>	<b>5,888</b>	<b>12,778</b>	<b>6,296</b>	<b>6,482</b>
<b>Commission</b>					
Appeal	<b>951</b>	<b>1,374</b>	<b>2,325</b>	<b>1,407</b>	<b>918</b>
Motion for Reconsideration	<b>282</b>	<b>898</b>	<b>1,180</b>	<b>988</b>	<b>192</b>
<b>Total</b>	<b>8,123</b>	<b>2,272</b>	<b>3,505</b>	<b>2,395</b>	<b>1,110</b>

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

<b>INFLOW VS. OUTFLOW</b>				
<b>2<sup>nd</sup> Quarter</b>				
<b>LEVEL</b>	2024		2025	
	<b>Cases Received</b>	<b>Cases Disposed</b>	<b>Cases Received</b>	<b>Cases Disposed</b>
Regional Arbitration Branches	8,777	<b>9,346</b>	5,888	<b>6,296</b>
Commission Proper	3,487	<b>3,629</b>	2,272	<b>2,395</b>



#### 4. Cases Disposition in favor of Labor and Management

Of the **6,296** disposed of by the RABs, 4,317 (69%) were resolved in favor of labor, and 1,979 (31%) in favor of the management.

On the other hand, of the **2,395** cases resolved by the Commission, 1,764 (74%) were resolved in favor of labor and 631 (26%) in favor of the management.

Level	Case Disposition	Case Disposition in favor of:			
		Labor (Employee)	%	Management (Employer)	%
<b>RABs</b>	<b>6,296</b>	4,317	69%	1,979	31%
<b>Commission Proper</b>	<b>2,395</b>	1,764	74%	631	26%
<b>TOTAL</b>	<b>8,691</b>	6,081	70%	2,610	30%

#### Comparative Table: Second Quarter 2024 and 2025

<b>WON BY LABOR &amp; WON BY MANAGEMENT</b>				
<b>2<sup>nd</sup> Quarter</b>				
LEVEL	2024		2025	
	Won by Labor	Won by Management	Won by Labor	Won by Management
Regional Arbitration Branches	<b>6,384</b>	<b>2,962</b>	<b>4,317</b>	<b>1,979</b>
Commission Proper	<b>2,585</b>	<b>1,044</b>	<b>1,764</b>	<b>631</b>

#### 5. Workers Benefitted

<b>WORKERS BENEFITTED</b>			
<b>2<sup>nd</sup> Quarter</b>			
LEVEL	2024	2025	
		Male	Female
Regional Arbitration Branches	<b>12,730</b>	7,144	2,238
Commission Proper	<b>3,326</b>	2,353	



## 6. Judgment Award

At the RABs, monetary awards reached **₱1.597B**, benefiting **9,382** workers. **₱510M** was awarded through settlement, benefitting **4,433** workers, and **₱1.087B** was awarded through cases decided on the merits, benefitting **4,949** workers.

At the Commission level, the judgment award amounted to **₱693M**, benefitting **2,353** workers.

<b>JUDGMENT AWARD 2<sup>nd</sup> Quarter</b>		
<b>LEVEL</b>	<b>2024</b>	<b>2025</b>
Regional Arbitration Branches	<b>P2,565,642,499.47</b>	<b>P1,597,971,895.83</b>
Commission Proper	<b>P853,569,213.95</b>	<b>P693,287,523.35</b>

## B. EXECUTION PROGRAM

### GAA Targets and Actual Accomplishment

<b>Performance Indicator</b>	<b>GAA Target</b>	<b>Actual Accomplishment</b>	<b>Percentage Rating</b>
Percentage of writs of execution issued within thirty (30) days	10%	497	41%
Percentage of writs of execution implemented within six (6) months	20%	1047	100%
Percentage of Judgment successfully executed within three (3) months	10%	1050	81%



### C. 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 2011 NLRC Rules of Procedure, as amended).

The RABs marked a total settlement of **7,182** labor disputes, benefitting **7,032** workers with settlement award of **₱645,840,834.22**.

<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>	9,939	3,549	3,483	P135,341,263.58
<b>Mandatory conference under Compulsory Arbitration</b>	6,296	3,633	3,549	P510,499,570.64
<b>TOTAL</b>	<b>16,235</b>	<b>7,182</b>	<b>7,032</b>	<b>P645,840,834.22</b>

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