



2025 THIRD QUARTER

STATUS OF IMPLEMENTATION AND EVALUATION/ASSESSMENT

The National Labor Relations Commission submits its Third Quarter (Q3) performance reports under its Labor Arbitration Program and Execution Program.

A. LABOR ARBITRATION PROGRAM

1. GAA Targets vs. Actual Accomplishment

Due process in resolving labor disputes ensured		
MFO	TARGET	ACTUAL
Percentage increase in cases resolved through conciliation-mediation	56%	57%
Percentage of original/appealed cases processed within nine (9) months or 270 days / six (6) months or 180 days	97%	98%
Percentage of decisions affirmed by a higher court	99%	99%
Percentage of cases resolved within three (3) months from filing of case	64%	67%

2. Cases Received, Handled, Disposed and Ending Caseload

For the 3rd Quarter of 2025, the Regional Arbitration Branches (RABs) handled 13,571 cases, 6,681 of which are newly filed cases. The RABs disposed of 6,302 cases.

For the same period, the Commission handled 3,532 cases, 2,299 of which are newly filed cases (appealed & Motion for Reconsideration). The Commission resolved 1,279 appealed cases and 922 motion for reconsideration.



Level	Beginning Balance (2025)	Newly Filed Cases	Cases Handled	Cases Disposed	Ending Caseload
Regional Arbitration Branches					
Regional Arbitration Branch	6,890	6,681	13,571	6,302	7,269
Commission					
Appeal	951	1,337	2,288	1,279	1,009
Motion for Reconsideration	282	962	1,244	922	322
Total	1,233	2,299	3,532	2,201	1,331

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

INFLOW VS. OUTFLOW 3rd Quarter				
LEVEL	2024		2025	
	Cases Received	Cases Disposed	Cases Received	Cases Disposed
Regional Arbitration Branches	2,028	2,132	6,681	6,302
Commission Proper	977	880	2,341	2,201



4. Cases Disposition in favor of Labor and Management

Of the **14,861** disposed of by the RABs, 10,178 (**68%**) were resolved in favor of labor, and 4,683 (**32%**) in favor of the management.

On the other hand, of the **5,471** cases resolved by the Commission, 4,024 (**74%**) were resolved in favor of labor and 1,447 (**26%**) in favor of the management.

Level	Case Disposition	Case Disposition in favor of:			
		Labor (Employee)	%	Management (Employer)	%
RABs	6,302	4,449	71%	1,853	29%
Commission Proper	2,201	1,573	71%	628	29%
TOTAL	8,503	6,022	71%	2,481	29%

Comparative Table: Third Quarter 2024 and 2025

WON BY LABOR & WON BY MANAGEMENT				
3rd Quarter				
LEVEL	2024		2025	
	Won by Labor	Won by Management	Won by Labor	Won by Management
Regional Arbitration Branches	1,466	666	4,449	1,853
Commission Proper	642	238	1,573	628

5. Workers Benefitted

WORKERS BENEFITTED			
3rd Quarter			
LEVEL	2024	2025	
		Male	Female
Regional Arbitration Branches	2,849	6,036	2,359
Commission Proper	848	2,520	



6. Judgment Award

At the RABs, monetary awards reached **₱1.645B**, benefiting **8,395** workers. **₱702M** was awarded through settlement, benefitting **4,352** workers, and **₱943M** was awarded through cases decided on the merits, benefitting **4,043** workers.

At the Commission level, the judgment award amounted to **₱633M**, benefitting **2,520** workers.

JUDGMENT AWARD 3rd Quarter		
LEVEL	2024	2025
Regional Arbitration Branches	P615,612,880.91	P1,645,377,434.06
Commission Proper	P298,959,969.45	P633,853,119.35

B. EXECUTION PROGRAM

GAA Targets and Actual Accomplishment

Performance Indicator	GAA Target	Actual Accomplishment	Percentage Rating
Percentage of writs of execution issued within thirty (30) days	10%	435	42%
Percentage of writs of execution implemented within six (6) months	20%	948	100%
Percentage of Judgment successfully executed within three (3) months	10%	999	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 **6,942** labor disputes, benefitting **8,534** workers with settlement award of **₱887,500,258.00**.

Regional Arbitration Branches (RABs)	No. of Disposed Labor Disputes	No. of Settled Labor Disputes	No. of Workers Benefitted	Monetary Award
Mandatory conference under SEnA	5,417	3,289	4,182	P185,186,842.18
Mandatory conference under Compulsory Arbitration	6,302	3,653	4,352	P702,313,415.82
TOTAL	11,719	6,942	8,534	₱887,500,258.00

-oOo-