



2025 FOURTH QUARTER

STATUS OF IMPLEMENTATION AND EVALUATION/ASSESSMENT

The National Labor Relations Commission submits its Fourth Quarter (Q4) 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% | 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% | 67% |

2. Cases Received, Handled, Disposed and Ending Caseload

As for the Fourth Quarter (Q4) of 2025, the Regional Arbitration Branches (RABs) handled 13,908 cases, 7,018 of which are newly filed cases. The RABs disposed of 6,221 cases.

For the same period, the Commission handled 2,036 Appeal and 1,119 Motion for Reconsideration, 1,085 Appeal and 837 Motion for Reconsideration of which are newly filed cases. The Commission resolved 1,558 appealed cases and 966 motion for reconsideration.



| Level | Beginning Balance (2025) | Newly Filed Cases | Cases Handled | Cases Disposed | Ending Caseload |
|--------------------------------------|--------------------------|-------------------|---------------|----------------|-----------------|
| Regional Arbitration Branches | | | | | |
| Regional Arbitration Branch | 6,890 | 7,018 | 13,908 | 6,221 | 7,687 |
| Commission | | | | | |
| Appeal | 951 | 1,085 | 2,036 | 1,558 | 478 |
| Motion for Reconsideration | 282 | 837 | 1,119 | 966 | 153 |

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

| INFLOW VS. OUTFLOW 4th Quarter | | | | |
|--|-----------------------|-----------------------|-----------------------|-----------------------|
| LEVEL | 2024 | | 2025 | |
| | Cases Received | Cases Disposed | Cases Received | Cases Disposed |
| Regional Arbitration Branches | 10,099 | 11,237 | 7,018 | 6,221 |
| COMMISSION PROPER | | | | |
| OA | 1,222 | 1,735 | 1,085 | 1,558 |
| MR | 952 | 1,106 | 837 | 966 |



4. Cases Disposition in favor of Labor and Management

Of the **6,221** disposed of by the RABs, 4,389 (**71%**) were resolved in favor of labor, and 1,832 (**29%**) in favor of the management.

On the other hand, of the 1,558 appealed cases and 966 motion for reconsideration by the commission, 1,793 (**71%**) were resolved in favor of labor and 731 (**29%**) in favor of the management.

| Level | Case Disposition | Case Disposition in favor of: | | | |
|--------------------------|------------------|-------------------------------|------------|-----------------------|------------|
| | | Labor (Employee) | % | Management (Employer) | % |
| RABs | 6,221 | 4,389 | 71% | 1,832 | 29% |
| Commission Proper | 2,524 | 1,793 | 71% | 731 | 29% |
| TOTAL | 8,745 | 6,182 | 71% | 2,563 | 29% |

Comparative Table: Fourth Quarter 2024 and 2025

| WON BY LABOR & WON BY MANAGEMENT | | | | |
|---|--------------|-------------------|--------------|-------------------|
| 4th Quarter | | | | |
| LEVEL | 2024 | | 2025 | |
| | Won by Labor | Won by Management | Won by Labor | Won by Management |
| Regional Arbitration Branches | 7,738 | 3,499 | 4,389 | 1,832 |
| Commission Proper | 3,293 | 1,372 | 1,793 | 731 |



5. Workers Benefitted

| WORKERS BENEFITTED 4th Quarter | | | |
|--|-------------|-------------|---------------|
| LEVEL | 2024 | 2025 | |
| | | MALE | FEMALE |
| Regional Arbitration Branches | 16,288 | 5,731 | 2,261 |
| Commission Proper | 3,680 | 2,098 | 756 |

6. Judgment Award

At the RABs, monetary awards reached **₱1.796B**, benefiting **7,992** workers. **₱444M** was awarded through settlement, benefitting **4,222** workers, and **₱1.351B** was awarded through cases decided on the merits, benefitting **3,770** workers.

At the Commission level, the judgment award amounted to **₱915M**, benefitting **2,854** workers.

| JUDGMENT AWARD 4th Quarter | | |
|--|---------------------------|--------------------------|
| LEVEL | 2024 | 2025 |
| Regional Arbitration Branches | ₱11,039,248,205.67 | ₱1,796,138,954.59 |
| Commission Proper | ₱1,598,241,349.02 | ₱915,258,724.28 |



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% | 446 | 47% |
| Percentage of writs of execution implemented within six (6) months | 20% | 819 | 99% |
| Percentage of Judgment successfully executed within three (3) months | 10% | 967 | 82% |

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 **7,189** labor disputes, benefitting **8,517** workers with settlement award of **₱685,914,740.82**.

| Regional Arbitration Branches (RABs) | No. of Disposed Labor Disputes | No. of Settled Labor Disputes | No. of Workers Benefitted | Monetary Award |
|--|--------------------------------|-------------------------------|---------------------------|------------------------|
| Mandatory conference under SEnA | 7,388 | 3,615 | 4,295 | P241,276,775.88 |
| Mandatory conference under Compulsory Arbitration | 6,221 | 3,574 | 4,222 | P444,637,964.94 |
| TOTAL | 13,609 | 7,189 | 8,517 | P685,914,740.82 |

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