



2023 (1st QUARTER) STATUS OF IMPLEMENTATION & EVALUATION/ASSESSMENT

The National Labor Relations Commission's 2023 (1st) 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 2023 (1st) 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 first (1st) quarter 2023 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	52%	59%
Percentage of original/appealed cases processed within nine (9) months or 270 days / six (6) months or 180 days	82%	94%
Percentage of decisions affirmed by a higher court	95%	98%
Percentage of cases resolved within three (3) months from filing of case	42%	59%



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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 1st Quarter				
LEVEL	2022		2023	
	Cases Received	Cases Disposed	Cases Received	Cases Disposed
Regional Arbitration Branches	3,858	4,118	7,476	7,551
Commission Proper	1,508	807	3,285	2,503

The table below captures the number of workers benefited:

2. Workers Benefitted

WORKERS BENEFITTED 1st Quarter		
LEVEL	2022	2023
Regional Arbitration Branches	4,910	9,855
Commission Proper	654	2,129



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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				
1st Quarter				
LEVEL	2022		2023	
	Won by Labor	Won by Mgt.	Won by Labor	Won by Mgt.
Regional Arbitration Branches	2,122	1,996	4,963	2,588
Commission Proper	598	209	1,870	633

Finally, the judgment awards are as follows:

4. Judgment Award

JUDGMENT AWARD		
1st Quarter		
LEVEL	2023	2022
Regional Arbitration Branches	P761,763,090.77	P1,402,078,901
Commission Proper	P138,971,405.87	P539,330,026

In 2023 (1st quarter), the NLRC posted an overall case output of **10,054, 7,551** were disposed of by the Regional Arbitration Branches (RABs), and **2,503** were disposed of by the Commission Proper.



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Of **7,551** disposed of by the Regional Arbitration Branches through compulsory arbitration, **66%** were resolved in favor of labor, and **34%** in favor of the management.

On appealed cases, the Commission Proper disposed **2,503**, **75%** were resolved in favor of labor, and **25%** in favor of the management as shown in the table below:

Level	Case Disposition	Case Disposition in favor of:			
		Labor (Employee)	%	Management (Employer)	%
RABs	7,551	4,963	66%	2,588	34%
Commission Proper	2,503	1,870	75%	633	25%
TOTAL	10,054	6,833	68%	3,221	32%

Amount of judgment awards at the RABs reached **1.4B**, benefitting **9,855** workers. Of the total amount awarded and workers benefitted, **P433M** was awarded through settlement, benefitting **4,886** workers, and **P969M** was awarded decision of cases based on merit, benefitting **4,969** workers. **P539M** was awarded at the Commission Proper, benefitting a total of **2,129** workers. The total judgment award was **P1.9B** benefitting **11,984** 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 **13,553** labor disputes, **6,159** through settlement, benefitting a total of **7,877** workers, and judgment award of **P576,126,878.67**.



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2023 (1st 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	Judgment Award
Mandatory conference under SEnA	6,002	1,709	2,991	P143,188,749
Mandatory conference under Compulsory Arbitration	7,551	4,450	4,886	P432,938,129.67
TOTAL	13,553	6,159	7,877	P576,126,878.67

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