

National Labor Relations Commission



2022

PERFORMANCE REPORT



Message from the *Chairman*



Gerardo C. Nograles
Chairman of NLRC

In the pursuit of promoting and maintaining industrial PEACE, the NLRC adheres to the mandate provided by the Constitution. As we recognize the vital role of labor and industries in the growth of our economy, it is thus important to safeguard both sectors and promote equal opportunities for all which includes the regulation of relationship between employers and workers. By setting parameters and standards, disputes involving local and overseas workers are resolved with the deepest sense of commitment and always under the rule of law.

In line with the programs of the DOLE, the NLRC fulfills the promotion of the Labor agenda of President Ferdinand "Bongbong" Romualdez Marcos. Among of which are directed on pressing issues such as the vigilant preservation of integrity towards public service, rationalized and modernized procedures to keep up with the new normal and reinforcement of the system of arbitration and adjudication. Despite animosities and controversies, the NLRC is firm in the performance of our duties and responsibilities.

As another year unfolds, we look forward in pursuing the best interests of our stakeholders. Embarking into the new normal was never easy but it is not impossible either. By crafting policies and guidelines to establish a more effective and efficient delivery of service, we could not be more proud of what we have accomplished. Expect a more innovative and progressive NLRC that will provide excellence in our service in the years to come.

Caseload and Disposition

For 2022, the NLRC was able to maintain a high level of disposition of cases, and posted gains in reducing the number of pending cases.

The NLRC accumulated an overall output of 41,154 cases for **compulsory arbitration** comprising of 30,365 as original cases from the Regional Arbitration Branches (RABs), and 10,789 as appealed cases from the Commission Proper. In terms of inflow versus outflow of cases, 26,460 original cases were received for 2022, 30,365 or 115% of which were disposed of by the Regional Arbitration Branches (RABs).

On the other hand, of the 10,967 appealed cases received for the current year, 10,789 or 98% were disposed of by the Commission Proper.

Regional Arbitration Branches



Commission Proper



Mandatory Conciliation-Mediation Program

The "Mandatory Conciliation-Mediation Program"* , endeavors to settle all labor disputes through:

- Mandatory conciliation-mediation prior to compulsory arbitration, pursuant to the Single-Entry Approach (SEnA) under R.A. No. 10396 (s. 2013); and,
- Mandatory conciliation-mediation during compulsory arbitration pursuant to the 2011 NLRC Rules of Procedure, as amended.

MANDATORY CONCILIATION MEDIATION PROGRAM (Settlement of Labor Disputes)

REGIONAL ARBITRATION BRANCHES (RABS)	Number of Settled Labor Disputes	Number of Workers Benefitted	Judgment Award
Conciliation-Mediation under SEnA	4,754	7,248	₱ 633,969,830.94
Mandatory conference under the Compulsory Arbitration	16,496	13,915	₱ 1,299,910,843.77
TOTAL	21,250	21,163	₱ 1,933,880,675.00

All efforts are exerted towards amicable settlement of labor disputes during the SEnA and compulsory arbitration processes. As a result, settlement efforts have been successful to a substantial degree every year.

For this year 2022, The Regional Arbitration Branches settled 19,864 labor disputes, benefitting 20,014 workers involved, with a total settlement award of ₱ 1,822,014,245.00.

SEnA Settlement

Settled	4,754
Disposed	23,991

Compulsory Arbitration

Settled	16,496
Disposed	30,365

*Formerly called the "Double-Barreled Conciliation-Mediation Program"

Ending Caseload

At the end of 2022, the RABs and the Commission Proper had a total pending of 9,032 original cases, and 1,086 appealed cases, respectively. By December 2022, said numbers stood at 8,417 original cases, and 1,079 appealed cases.



Regional Arbitration Branches

9,032



Commission Proper

1,086

The RABs beginning caseload of 12,938 has now come to an ending caseload of 9,032, while in the Commission Proper, from 885 to 1,086 ending caseload. Of the 9,032 remaining original cases at the RABs, 8,416 or 93% are newly filed cases ("current cases") or cases filed from April to December 2022 pursuant to the 9-month process cycle time. At the Commission Proper, of the 1,086 remaining appealed cases, 1,079 or 99% are newly filed cases ("current cases") or cases filed from July to December 2022 pursuant to the 6-month process cycle time.

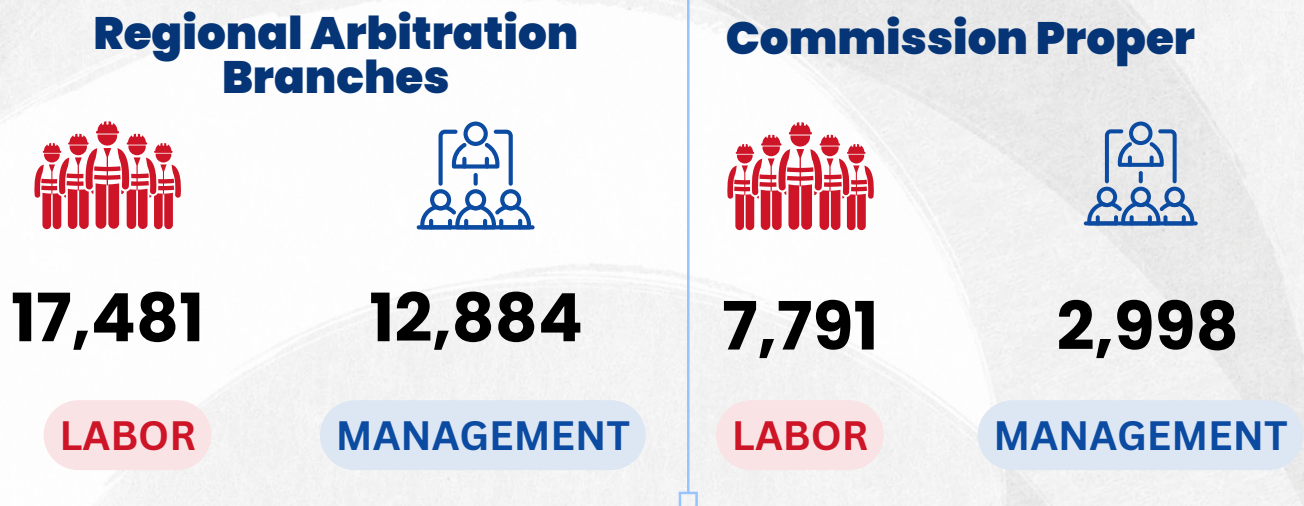
REGIONAL ARBITRATION BRANCHES		
AGE OF ENDING CASELOAD		
9 Month Process Cycle Time	Actual	%
1-3 Months old (Oct-Dec 2022)	4,437	49
4-6 Months old (July-Sept 2022)	2,705	30
7-9 months old (Apr-June 2022)	1,275	14
10 months old and above (Feb 2022 and earlier)	615	7
TOTAL	9,032	100

COMMISSION PROPER		
AGE OF ENDING CASELOAD		
9 Month Process Cycle Time	Actual	%
1-3 Months old (Oct to Dec 2022)	783	72
4-6 Months old (July to Sept 2022)	296	27
7 above old (June 2022 & earlier)	7	1
TOTAL	1,086	100

Judgment: Labor and Management

At the RABs, 58% of the total cases were disposed of in favor of labor (workers), while 42% in favor of management (employer).

On appealed cases, the Commission Proper disposed of 72% in favor of labor, and 28% in favor of management .



The amount of judgment awards at the RABs reached ₱ 5.8 Billion, benefitting 32,249 workers. Of the total amount awarded, ₱1.188 Billion were awarded through settlement, benefitting 12,766 workers, and ₱4.601 Billion, through cases of merit (decided), benefitting 19,483 workers. At the Commission Proper, ₱ 1.875 Billion was awarded, benefitting a total of 9,007 workers.



₱ 6.3 Billion

REGIONAL ARBITRATION
BRANCHES (RABS)



₱ 2.140 Billion

COMMISSION PROPER

Judgment: Labor and Management

Of the total judgment award in 2022, the RABs on regular (local) cases awarded ₱ 400,552,496.68 by way of settlement and ₱ 3,504,805,814.63 by way of decision on the merits.

For OFW cases, ₱ 899,358,347.09 was awarded through settlement and ₱ 1,459,415,361.28 through decision on the merits.



LOCAL CASES

₱400,552,496.68



SETTLED

₱ 3,504,805,814.63



DECIDED



OFW CASES

₱ 899,358,347.09



SETTLED

₱ 1,459,415,361.28



DECIDED

Financial Performance Report

The NLRC was provided with a Specific Budget of ₱1,305,324,000.00 and an Automatic Appropriation for Retirement and Life Insurance Premiums (RLIP) of ₱67,769,000.00 for FY 2022 General Appropriations Act (GAA). During the year, the Agency received additional budget of ₱141,519,099.00 for Personnel Benefits, ₱2,180,505.00 for RLIP from the FY 2022 Unappropriated Income, and ₱363,216,318.00 for the Pension and Gratuity Fund (PGF). Out of ₱1,305,324,000.00 Agency-Specific Budget, ₱678,224.78 was realigned to RLIP. Total allotments received for the year is ₱1,880,008,922.00 and total obligations incurred is ₱1,880,006,221.78, leaving an unexpended allotment of ₱2,700.22 which translates to a 99.99% utilization rate.

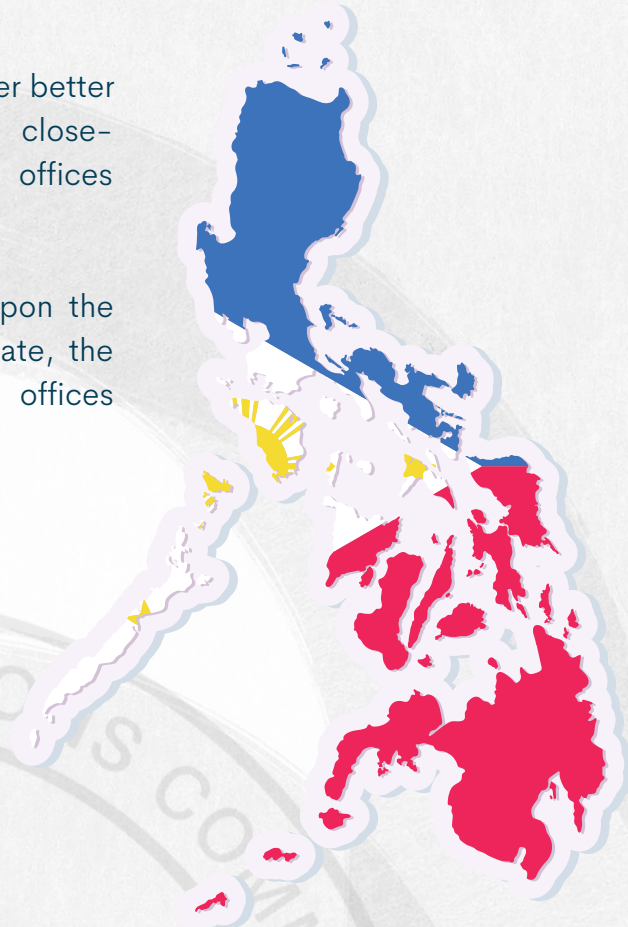
2022 CURRENT APPROPRIATIONS (In Thousands)

Allotment Class	Allotment Received	Obligations Incurred	Balance	Utilization Rate
Personnel Services (PS)	1,633,954	1,633,954	0	100.00%
Maintenance and Other Operating Expenses (MOOE)	174,127	174,125	2	99.99%
Capital Outlay (CO)	1,300	1,299	1	99.92%
Sub-total	1,809,381	1,809,378	3	99.99%
Retirement and Life Insurance Premiums (RLIP)	70,628	70,628	0	100.00%
Total	1,880,009	1,880,006	3	99.99%

NLRC SATELLITE OFFICES

In order to expand access to the agency and offer better services to its stakeholders, the NLRC, in close-cooperation with the DOLE established satellite offices where its services are most exigent.

Also some satellite offices were established upon the request and with the help of certain LGUs. To date, the NLRC currently operates twelve (12) satellite offices nationwide.



NCR

MunTaParLas Satellite Office

3DOLE MUNTIPARLAS FIELD OFFICE No.263
Valenzuela Bldg., 263 Alabang-Zapote Road,
Pamplona III, Las Piñas City

nlrcnrmuntaparas@gmail.com

Tel No. 0969-627-0481

RAB 1

Vigan Satellite Office

2nd Floor, Felmar Bldg., Bonifacio St., Vigan City,
Ilocos Sur

rab1query@gmail.com

Tel No. (077) 604-9250

RAB 3

Tarlac Satellite Office

DOLE-Tarlac Provincial Field Office, 2nd Flr., MAQ's
Bldg., Mc Arthur Highway, San Rafael, Tarlac City

rab3query@gmail.com

CP No. (0999) 670 7124

RAB 2

Nueva Vizcaya Satellite Office

2nd Floor, Lotus Building, Diversion Road, Santa
Rosa, Nueva Vizcaya

nlrc_rab2@yahoo.com

Tel No. (0927) 361 3902

RAB 4

Palawan Satellite Office

DOLE Palawan Puerto Princesa Government Center,
South National Highway corner Rafols Road, Brgy. Sta.
Monica, PPC, Palawan

nlrcrab4query@gmail.com

CP No. (0905) 165 8332 / (0960) 848 1140

NLRC SATELLITE OFFICES

RAB 5

Daet Satellite Office

DOLE Camarines Norte Provincial Field Office, 2/F,
Tanzo Bldg., National Diversion Road Junction, Brgy.
Itomang, 4602 Talisay, Camarines Norte

subrab5query@gmail.com

CP No. (0946) 397 4325 Tel. No. (054) 881-8719

RAB 5

Masbate Satellite Office

MASBATE Satellite Office, DOLE Provincial Office, 2/F
Sanchez Bldg., Crossing, Quezon St., Masbate City

nlrcmasbate@gmail.com / rab5query@gmail.com

CP No. (0966) 534 4412

RAB 6

Aklan Satellite Office

Aklan Satellite Office, ABL Sports Complex,
Capitol Grounds 0466 G. Pastrana St., Kalibo, Aklan

subrab6query@gmail.com

Tel No. (036) 268-5421

RAB 10

Bukidnon Satellite Office

2nd Floor, National and Provincial Offices Building,
Provincial Capitol Compound, San Victoros St.,
Malaybalay City, Bukidnon

rab10_nlrc@yahoo.com | rab10query@gmail.com

CP No. (0909) 443 2463 / (0917) 305 9554

RAB 11

Digos Satellite Office

2nd Floor, Old City Hall Bldg. (Beside Lingap Office)
Jose Abad Santos St., Digos City, Davao del Sur

rab11query@gmail.com

CP No. (+63) 951-4535-611 / (083) 293-3490

RAB 11

Tagum Satellite Office

G/F CJT Bldg., Bonifacio St., Poblacion Maguipo,
Tagum City

tagumcity.nlrcxi@gmail.com

CP No. (0909) 443 2463 / (0917) 305 9554

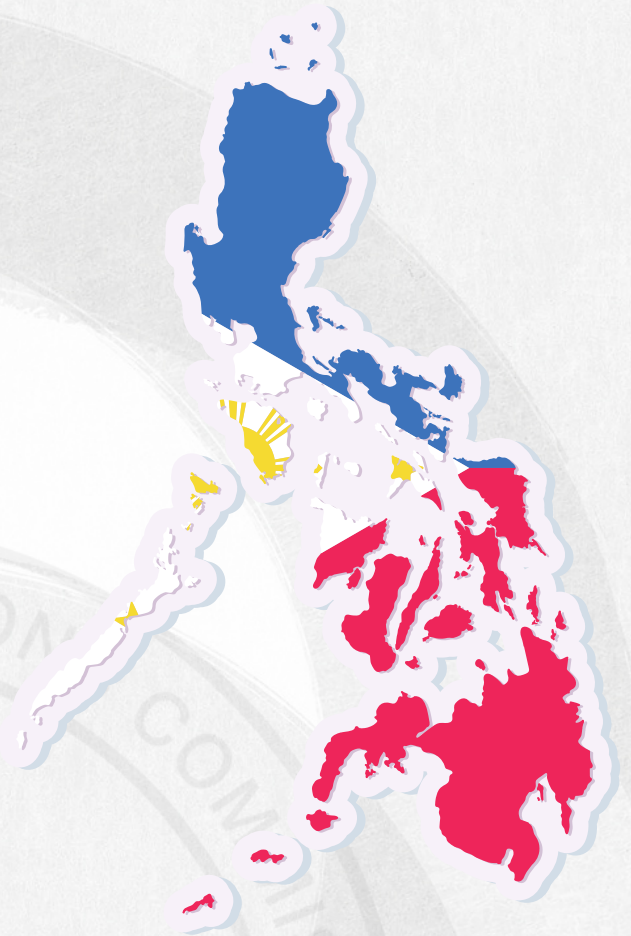
RAB 12

North Cotabato Satellite Office

DOLE XII North Cotabato Field Office, 2/F Roma
Bldg., Quezon Boulevard, Kidapawan City

rab12query@gmail.com

CP No. (0933) 333 4053 / (0917) 502 5564



Relaunching of Public Attorney's Office

The NLRC re-opened the Public Attorney's Office (PAO) at its new site in the PPSTA Building No. 5 which previously housed the Commission's Central Office. Working together for twenty (20) years, PAO and NLRC have maintained a good working relationship for the benefit of our stakeholders. The Commission, through the initiative of Chairman Gerardo C. Nograles, transferred the PAO offices to a bigger, safer, and more convenient site. The historic occurrence took place during the NCRAB's flag ceremony on August 22, 2022.



Memorandum of Agreement Signing

On November 10, 2022, the IBP-Quezon City Chapter and the Commission signed a Memorandum of Agreement. This historic agreement aims to establish the IBP legal aid center in the NLRC building. This MOA marks the beginning of a partnership between our institutions, in line with our commitment to the orderly dispensation of labor justice. We are optimistic that this positive step will open further partnerships and collaborations for our Regional Arbitration Branches nationwide, including our satellite offices, and the chapters of the IBP within their respective jurisdictions.



Groundbreaking Ceremony

In celebration of the 48th Founding Anniversary of the Commission, a groundbreaking ceremony was held on November 4, 2022 heralding the start of construction on the NLRC building. This project will be a significant step forward in terms of improvement, innovation, and cost-efficiency. It will save the government money on rental payments and create a better working environment for NLRC officials and employees.

This benefit our stakeholders by providing a convenient and well-ventilated environment that will give them ease and comfort while transacting with the Commission.

With the possibility of housing other DOLE and POEA (now DMW) offices, the new building will provide an avenue for our stakeholders to have a one-stop shop, eliminating the hassle of transferring and traveling from one building to another - a significant step forward in NLRC's thrust in overcoming challenges for a more efficient delivery of service to our stakeholders.

