



2024 4th QUARTER STATUS OF IMPLEMENTATION & EVALUATION/ASSESSMENT

The National Labor Relations Commission submits its (4th) quarter performance reports under its Labor Arbitration Program.

1. Target vs. Actual Accomplishment

Due process in resolving labor disputes ensured		
MFO	2024 TARGET	ACTUAL (as of December 2024)
Percentage increase in cases resolved through conciliation-mediation	54%	56%
Percentage of original/appealed cases processed within nine (9) months or 270 days / six (6) months or 180 days	84%	97%
Percentage of decisions affirmed by a higher court	96%	99%
Percentage of cases resolved within three (3) months from filing of case	44%	65%

2. Inflow (Cases Received) and Outflow (Cases Disposed)

INFLOW VS. OUTFLOW 4th Quarter				
LEVEL	2023		2024	
	Cases Received	Cases Disposed	Cases Received	Cases Disposed
Regional Arbitration Branches	11,313	11,828	10,099	11,237
Commission Proper	3,976	4,180	4,004	4,665



3. Workers Benefitted

WORKERS BENEFITTED 4 th Quarter		
LEVEL	2023	2024
Regional Arbitration Branches	15,311	16,288
Commission Proper	3,366	3,680

4. Won by Labor & Won by Management

WON BY LABOR & WON BY MANAGEMENT 4 th Quarter				
LEVEL	2023		2024	
	Won by Labor	Won by Mgt.	Won by Labor	Won by Management
Regional Arbitration Branches	8,019	3,809	7,738	3,499
Commission Proper	3,107	1,073	3,293	1,372

5. Judgment Award

JUDGMENT AWARD 4 th Quarter		
LEVEL	2023	2024
Regional Arbitration Branches	P3,133,906,584.53	P11,039,248,205.67
Commission Proper	P719,542,435.61	P1,598,241,349.02

For 2024 4th Quarter, the NLRC disposed a total of **15,902 cases**, 11,237 of which were disposed by the Regional Arbitration Branches (RABs), and **4,665** were disposed by the Commission Proper.



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Of the **11,237** cases disposed by the RABs, 7,738 (69%) were resolved in favor of labor, and 3,499 (31%) in favor of management.

On the other hand, the Commission Proper disposed **4,665** appealed and motion for reconsideration cases, with 3,293 (71%) resolved in favor of labor and 1,372 (29%) in favor of management.

Level	Case Disposition	Case Disposition in favor of:			
		Labor (Employee)	%	Management (Employer)	%
RABs	11,237	7,738	69%	3,499	31%
Commission Proper	4,665	3,293	71%	1,372	29%
TOTAL	15,902	11,031	69%	4,871	31%

For the same quarter, the judgment awards reached **P11.039B**, benefitting **16,288** workers. Out of the **P11.039B**, **P1.144B** was awarded through settlement, benefitting **7,930** workers, while **P9.895B** was awarded through decisions on the merits, benefitting **8,358** workers.

At the Commission level, the judgment award amounted to **P1.598B**, benefitting **3,680** workers.

Mandatory Conciliation-Mediation Program

Under the **“Mandatory Conciliation-Mediation Program,”** labor disputes are settled through:

- (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 NLRC facilitated the settlement under SEnA 4,128 RFAs, benefitting **4,453** workers, with settlement amount of **P95.705M**.

On the other hand, the RABs facilitated the Settlement under Compulsory Arbitration of 1,865 cases, benefitting 7,930 workers with the settlement award of **P1.144B**.



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2024 4th Quarter MANDATORY CONCILIATION-MEDIATION PROGRAM				
Regional Arbitration Branches (RABs)	Number of Disposed Labor Disputes	Number of Settled Labor Disputes	Number of Workers Benefitted	Settlement Award
SEnA	8,351	4,128	4,453	P95,705,529.19
Compulsory Arbitration	11,237	1,865	7,930	P1,144,041,385.21
TOTAL	19,588	5,993	12,383	P1,239,746,914.40