



# National Labor Relations Commission

## PERFORMANCE REPORT 2019

The National Labor Relations Commission's 2019 Accomplishment Report provides the results of the agency's performance in the arbitration and adjudication 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.

### ORGANIZATION

The National Labor Relations Commission (NLRC) is a quasi-judicial agency attached to the Department of Labor and Employment (DOLE) for program and policy coordination only. It was created under Presidential Decree No. 442, otherwise known as the Labor Code of the Philippines, as amended, which took effect on November 1, 1974. It took over the functions of the Court of Industrial Relations and the Ad Hoc NLRC created under Presidential Decree No. 21.

The NLRC is the principal government agency that hears and decides labor-management disputes. It is tasked to promote and maintain industrial peace by resolving labor and management disputes involving both local and overseas workers through compulsory arbitration after mandatory conciliation-mediation conferences failed. This is in consonance with the mission of the NLRC to resolve labor disputes in the fairest, quickest, least expensive and most effective way possible.

The Commission Proper of the NLRC is tripartite in representation. Under R.A. No. 9347, the Commission Proper has eight (8) Divisions, each is composed of three (3) members with the Presiding Commissioner representing the government sector and the other two members representing the workers' and the employers' sectors.

Of the eight (8) Divisions, the First, Second, Third, Fourth, Fifth and Sixth Divisions handle cases coming from the National Capital Region and other parts of Luzon, and the Seventh and Eight Divisions, cases from the Visayas and Mindanao, respectively.

The Chairman, aided by the Executive Clerk of the Commission, has exclusive administrative supervision over the NLRC, its regional arbitration branches and all its personnel, including the Labor Arbiters.

The Commission Proper sits en banc only for purposes of promulgating rules and regulations governing the hearing and disposition of cases, and formulating policies affecting its administration and operations.

The Commission Proper sitting en banc may, on temporary or emergency basis, allow cases within the jurisdiction of any Division to be transferred to and be heard and decided by any other Division which docket may allow additional workload and such transfer will not expose litigants to unnecessary additional expense.

The Commission Proper through its Divisions have exclusive appellate jurisdiction over all cases decided by Labor Arbiters at the Regional/Sub-Regional Arbitration Branches.

The First, Second, Third, Fourth, Fifth, and Sixth Divisions have their respective offices in the National Capital Region, while the Seventh and Eighth Divisions in the cities of Cebu and Cagayan de Oro, respectively.

The Chairman is the Presiding Commissioner of the First Division. In case of the effective absence or incapacity of the Chairman, the Presiding Commissioner of the Second Division shall be the Acting Chairman.

# LABOR ARBITRATION PROGRAM

In 2019, the National Labor Relations Commission posted an overall case output for compulsory arbitration of 41,690. On appealed cases, the Commission Proper disposed 11,602. Of 96% overall target, the Regional Arbitration Branches (RABs) and Commission Proper were able to dispose 51,348 or 100% accomplishment rate.

*The table below presents the Regional Arbitration Branches and the Commission Proper for CY 2019 case disposition vis-a-vis the target:*

## MFO: LABOR ARBITRATION PROGRAM

Performance Indicators	Target	Actual	%
Percentage of original/ appealed cases processed within nine (9) months or 270 days/ six (6) months or 180 days:  ●Regional Arbitration Branches:	96%	39,814	96%
Percentage of original cases processed within nine (9) months or 270 days  ●Commission Proper:	96%	11,534	99%
Percentage of appealed cases processed within six (6) months or 180 days			
Quality: Percentage increase in cases resolved through conciliation mediation:  ●Regional Arbitration Branches:	60%	25,521	61%
Timeless: Percentage of cases resolved within three (3) months from filing/receipt:  ●Regional Arbitration Branches:	68%	25,639	61%
●Commission Proper	68%	10,379	89%

## Caseload and Disposition

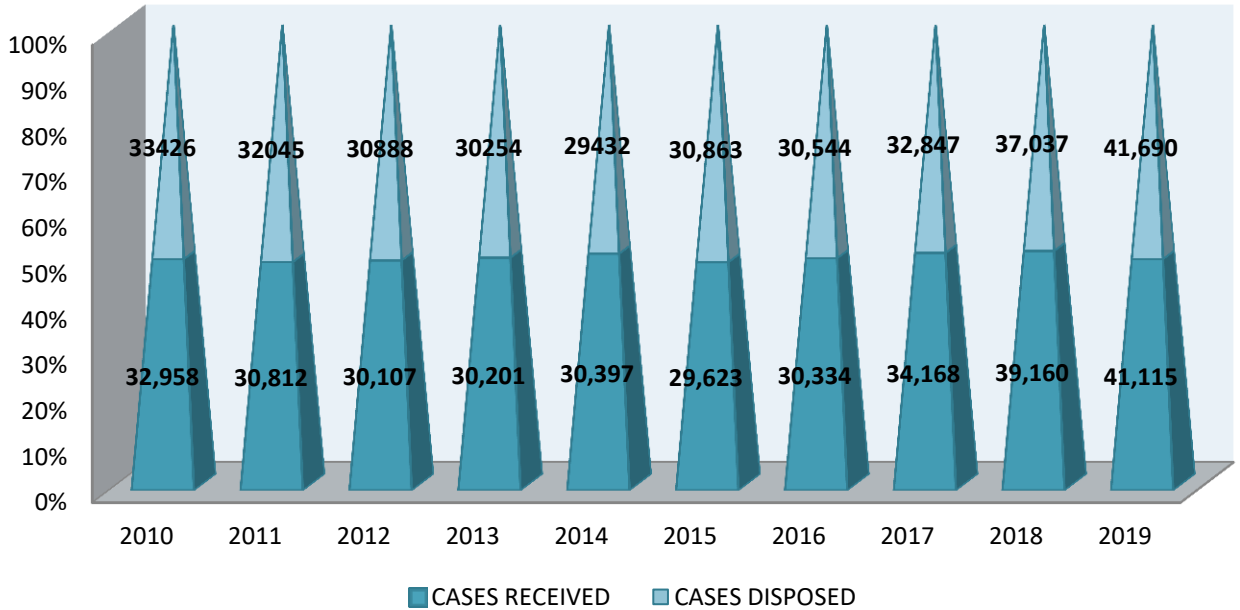
For 2019, the NLRC was able to maintain a higher level of disposition of cases, and posted gains in reducing the number of pending cases.

The NLRC posted an overall output for compulsory arbitration of **53,292** cases, **41,690** as original cases from the Regional Arbitration Branches (RABs), and **11,602** as appealed cases from the Commission Proper. In terms of inflow versus outflow of cases, of the **41,115** original cases received for the current year, **41,690** or 101% are disposed of by the Regional Arbitration Branches (RABs).

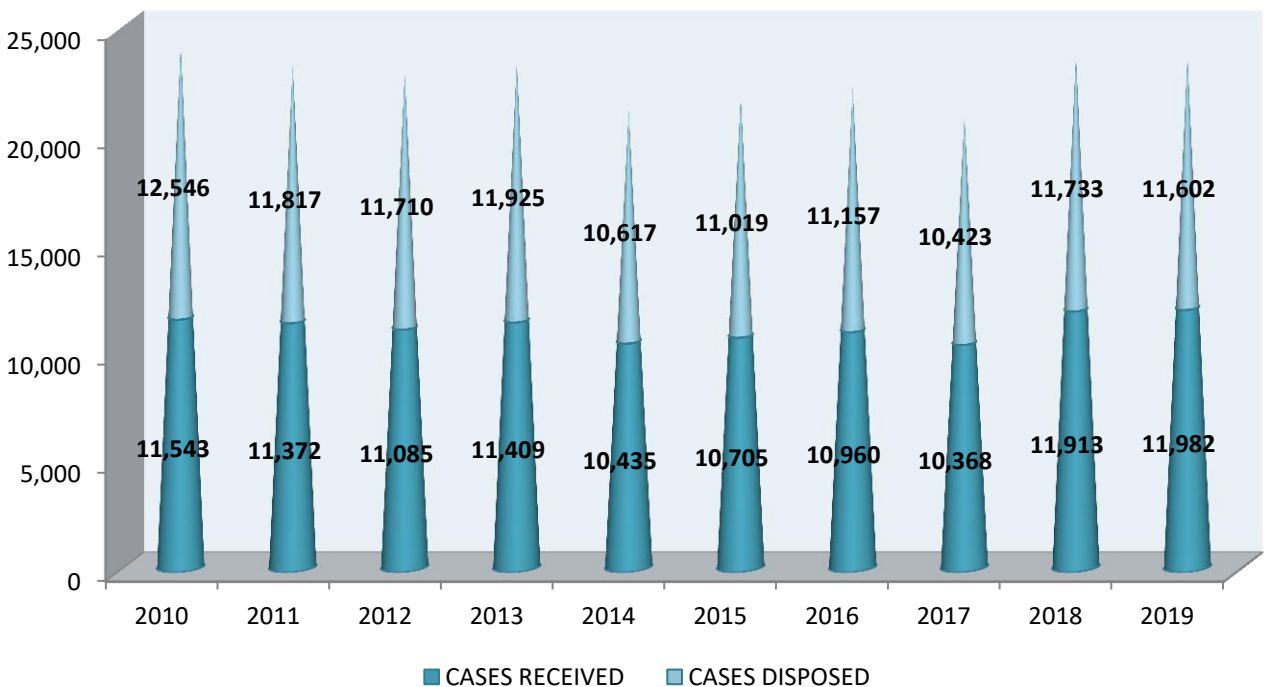
On the other hand, of the **11,982** appealed cases received for the current year, **11,602** or 97% are disposed of by the Commission Proper.

Based on a ten (10)-year trend, from 2010-2019, the outflow or the cases disposed of outnumbered the in flow or the cases received by the RABs and the Commission Proper as shown in the graphs below:

## REGIONAL ARBITRATION BRANCHES



## COMMISSION PROPER



## Double-Barreled (Two-Cycle) Conciliation-Mediation Program

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 Regional Arbitration Branches settled 38,976 labor disputes, benefitting a total of 51,884 number of workers involved, with settlement award of 4,234,827,833.88.

### DOUBLE-BARRELED (TWO-CYCLE) CONCILIATION MEDIATION PROGRAM (Settled Labor Disputes)

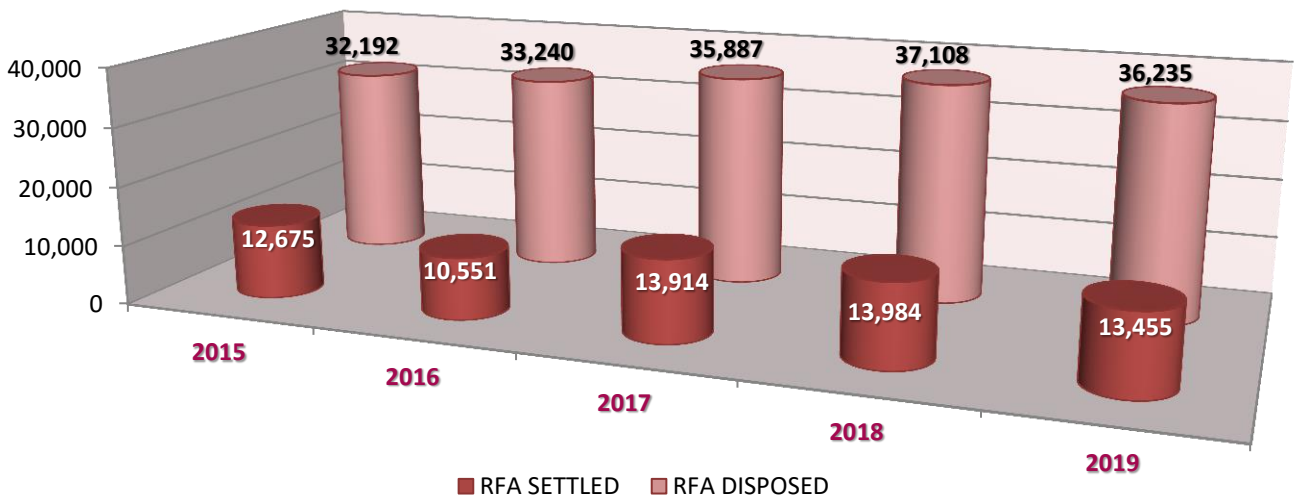
Regional Arbitration Branches (RABs)	No. of Settled Labor Disputes	No. of Workers Benefitted	Judgment Award
Mandatory conference under the SEnA	13,455	19,264	510,039,997.08
Mandatory conference under the Compulsory Arbitration	25,521	32,620	3,724,787,836.80
<b>TOTAL</b>	<b>38,976</b>	<b>51,884</b>	<b>4,234,827,833.88</b>

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.

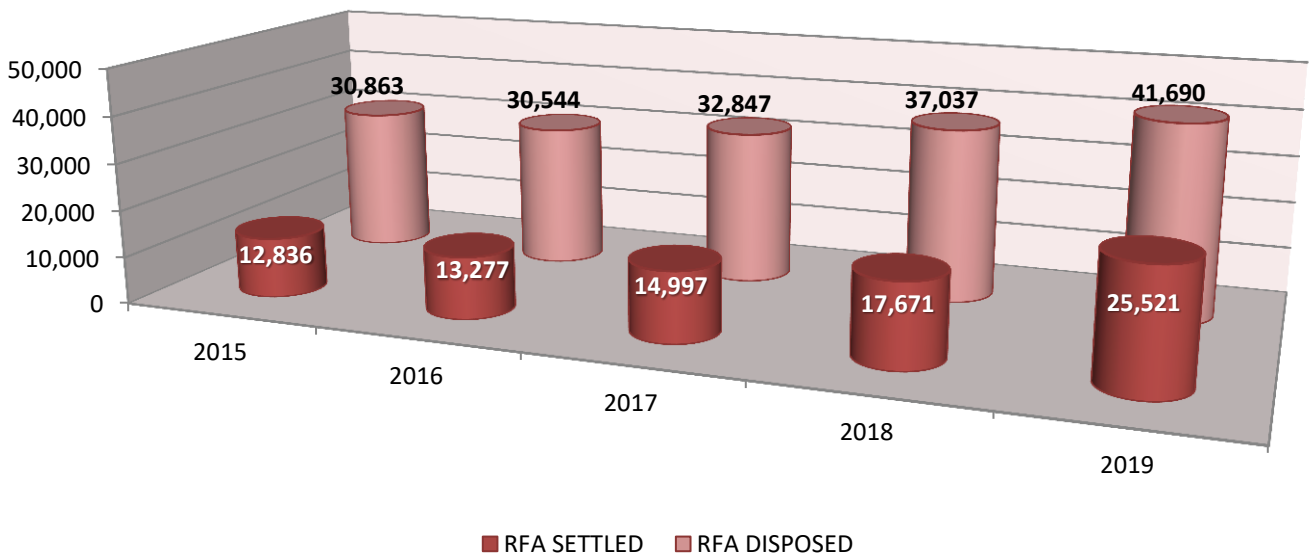
The table presents the trend of settlement of labor disputes at the NLRC under the Double-Barreled (Two-Cycle) Conciliation-Mediation Program”:

Single-Entry Approach (SEnA) settlement from 2015-2019; and Compulsory Arbitration settlement share from 2015-2019.

## SEnA SETTLEMENT



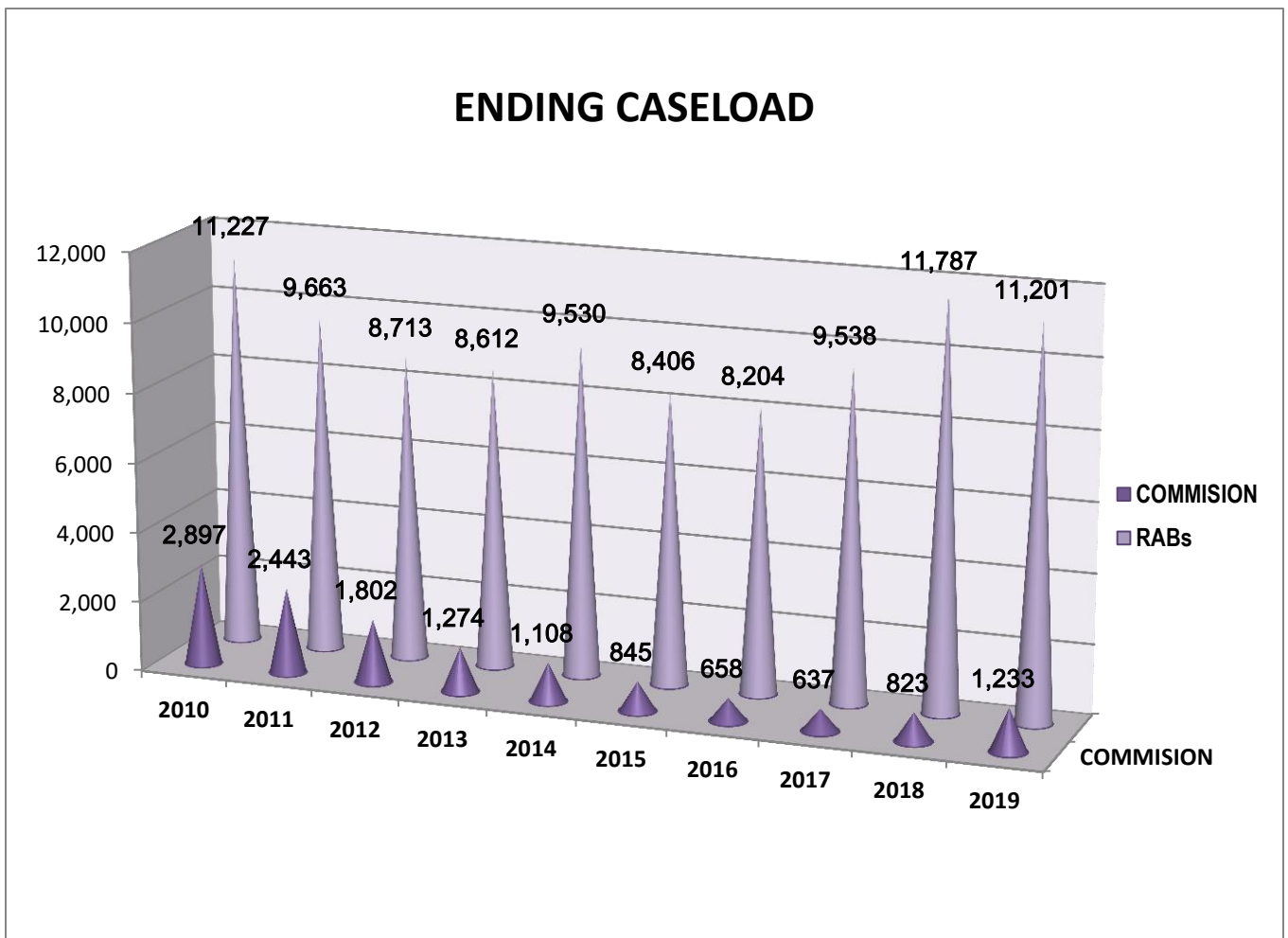
## COMPULSORY ARBITRATION



# ENDING CASELOAD

At the end of 2019, the RABs and the Commission Proper had total pending of 11,787 original cases, and 823 appealed cases, respectively. By December 31, 2019, said numbers stood at 11,201 original cases, and 1,233 appealed cases, a decrease of 586 pending original cases, and an increase of 410 pending appealed cases.

*The graph shows the reduction of ending caseload every year.*



## ENDING CASELOAD

The RABs beginning caseload of 11,787 has now come to an ending caseload of 11,201, while in the Commission Proper, from 823 to 1,233 ending caseload. Of 11,201 remaining original cases at the RABs, 10,723 or 96% are newly filed cases (“current cases”) or cases filed from April to December 2018 pursuant to the 9-month process cycle time. At the Commission Proper, of 1,233 remaining appealed cases, 1,226 or 99% are newly filed cases (“current cases”) or cases filed from July to December 2018 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 to Dec 2019)	5,905	53%
4-6 months (July to September 2019)	3,232	29%
7-9 months old (April to June 2019)	1,586	14%
10 months old and above (March 2019 and Earlier)	478	4%
<b>TOTAL</b>	<b>11,201</b>	<b>100%</b>

### Commission Proper AGE OF ENDING CASELOAD

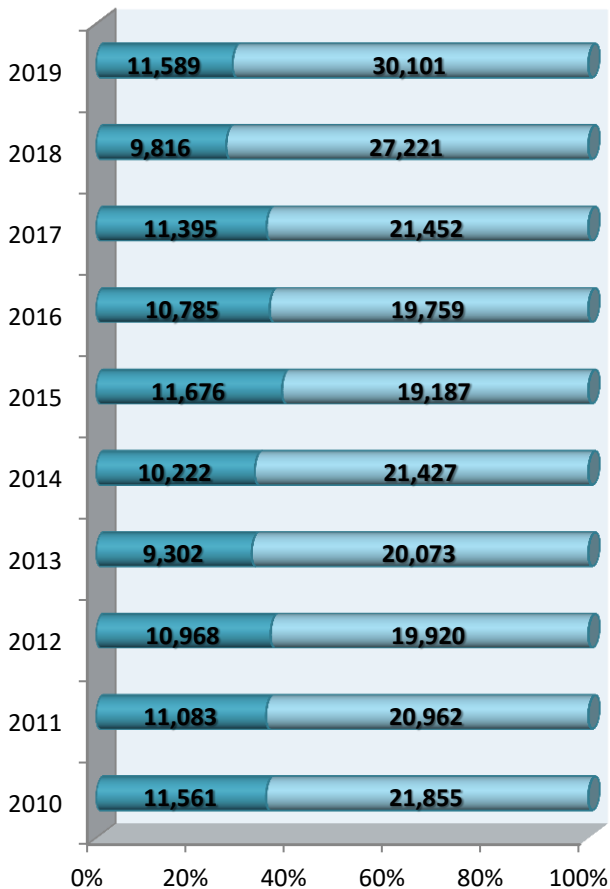
9 Month Process Cycle Time	Actual	%
1-3 months old (Oct to Dec 2019)	981	80%
4-6 months (July to September 2019)	245	19%
7-9 months old and above (June 2019 and earlier)	7	1%
<b>TOTAL</b>	<b>1,233</b>	<b>100%</b>

## JUDGMENT: LABOR AND MANAGEMENT

At the RABs, 72% of the total cases were disposed of in favor of labor (workers), while 28% in favor of management (employer). On appealed cases, the Commission Proper disposed of 72% in favor of labor, and 28% in favor of management .

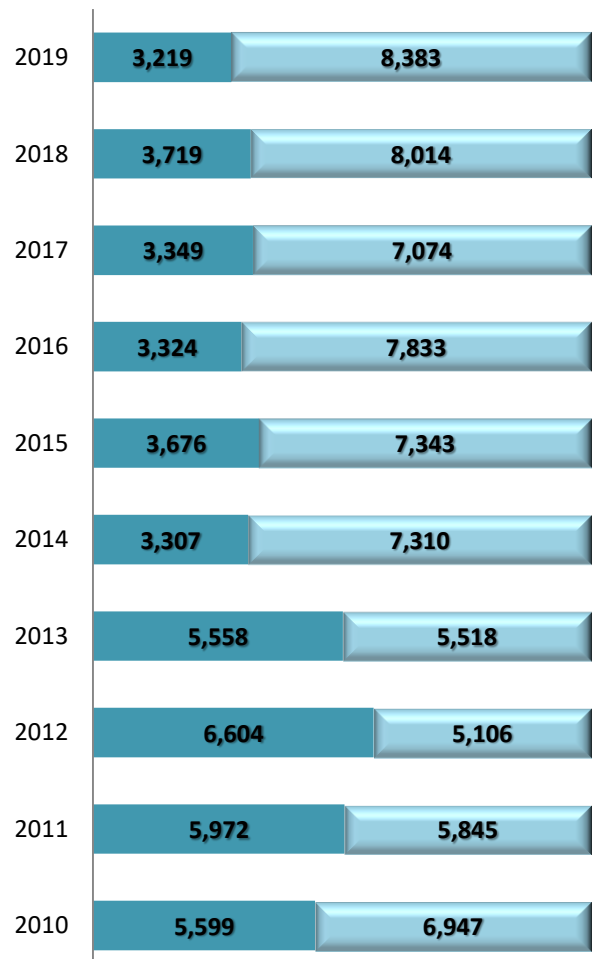
### REGIONAL ARBITRATION BRANCHES

■ MANAGEMENT ■ LABOR



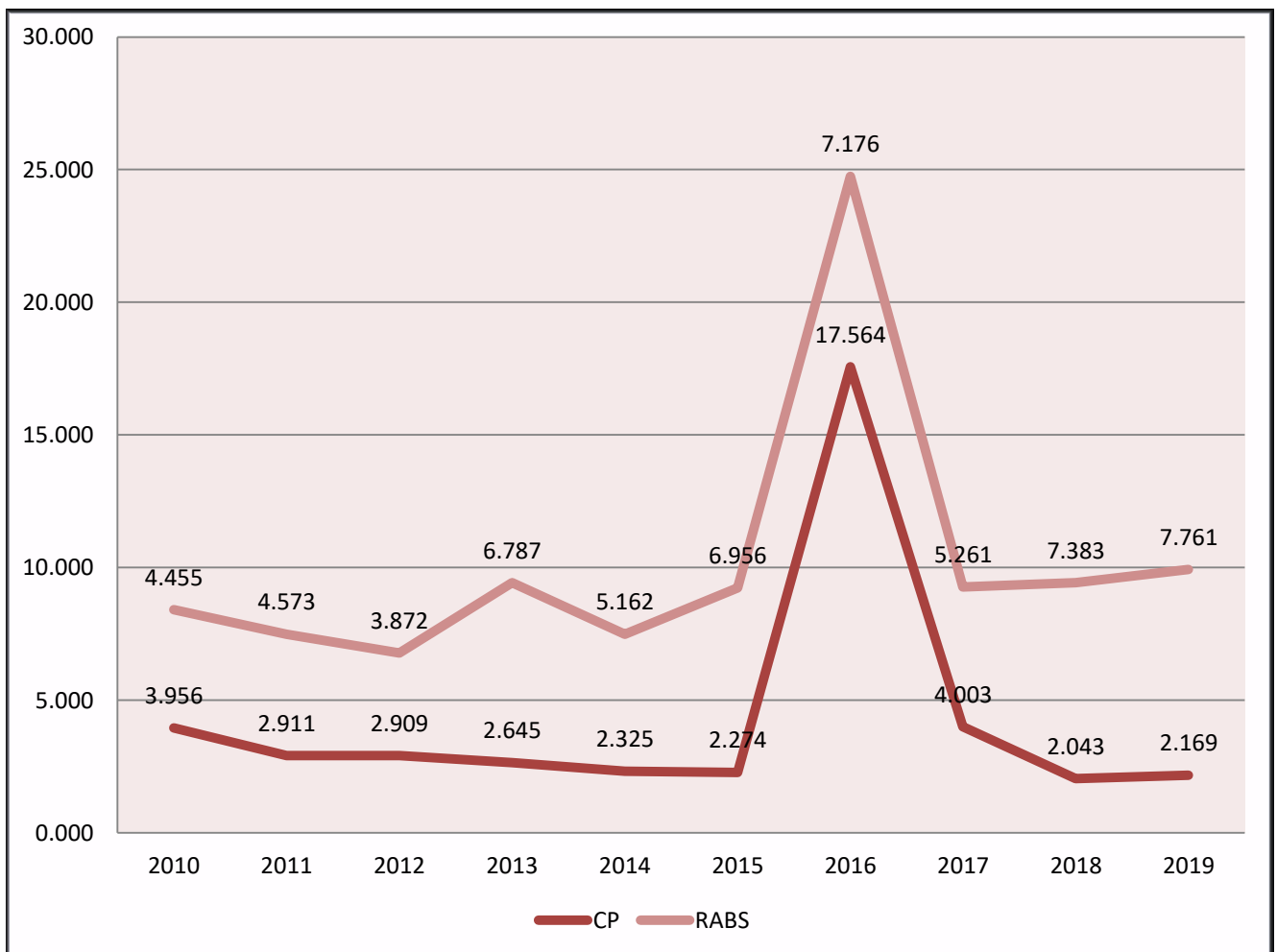
### COMMISSION PROPER

■ MANAGEMENT ■ LABOR



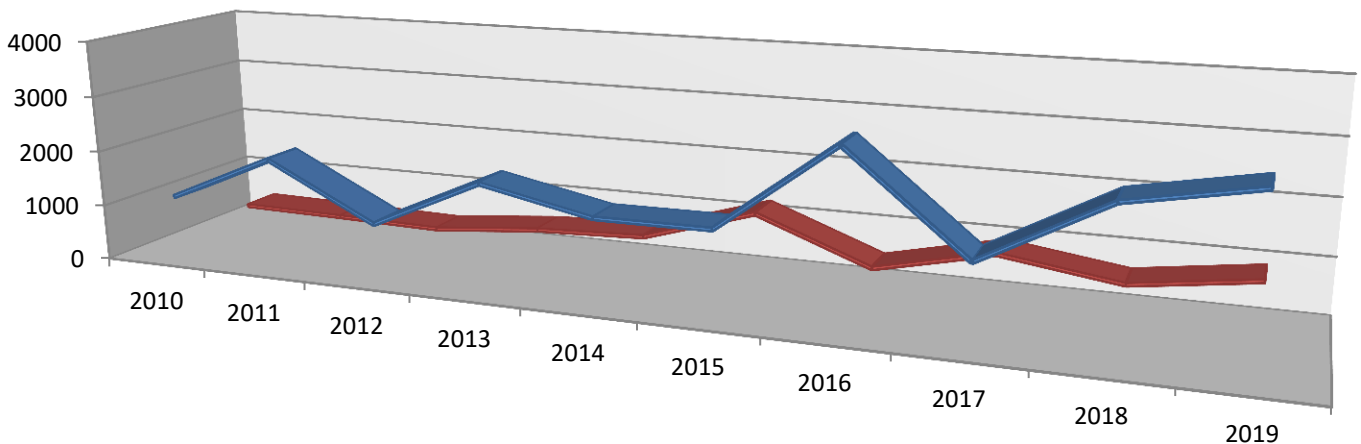
## JUDGMENT: LABOR AND MANAGEMENT

Amount of judgment awards at the RABs reached **P7.761 Billion**, benefiting **58,921** workers. Of the total amount awarded and workers benefitted, **P3.725B** were awarded through settlement, benefitting **32,620** workers, and **P4.036 Billion**, through cases of merit (decided), benefitting **26,301** workers. At the Commission Proper, **P2.169 Billion** was awarded, benefitting a total of **10,483** workers.



## JUDGMENT: LABOR AND MANAGEMENT

Of the total judgment award in 2019, the RABs on regular (local) cases awarded P910,908,949.65 by way of settlement and P2,902,853,383.60 by way of decisions on the merits.



	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
■ DECIDED	1109	1968	982	1891	1484	1494	3044	1384	2515	2903
■ SETTLED	416	385	345	527	602	1221	454	919	624	911

YEAR	SETTLED	DECIDED
2019	2,813,878,887.15	1,133,053,194.01
2018	3,372,039,878.70	881,235,519.64
2017	2,348,841,422.03	608,971,005.54
2016	2,691,013,655.38	985,571,869.42
2015	3,281,782.54	958,713,256.00
2014	2,013,945.49	1,062,416.60
2013	3,054,883.40	1,314,169.59
2012	1,575,386.27	969,644,376
2011	1,314,563.82	905,128,917
2010	1,444,355.14	1,485,805.13

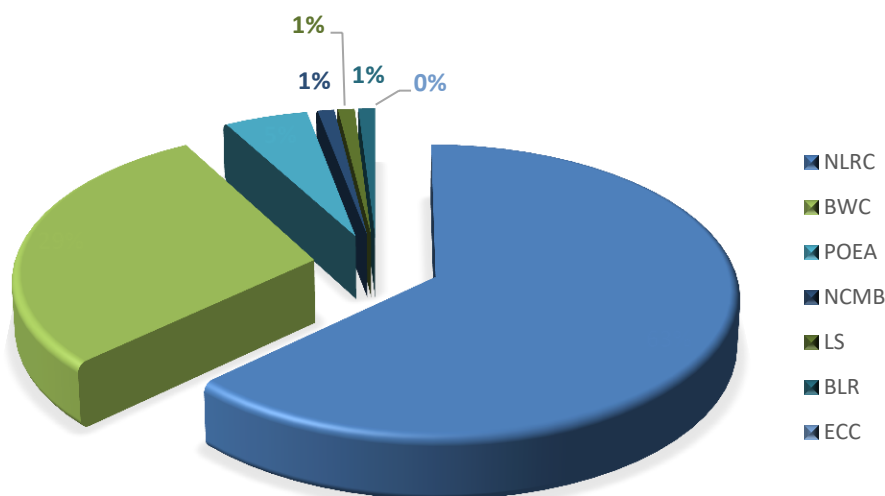
For OFW cases, P2,813,878,887.15 was awarded through settlement and P1,133,053,194.01 through decision on the merits.

## PROJECT AND EFFICIENT DELIVERY OF LABOR JUSTICE

One of the institutional reforms of the NLRC is to pursue responsive public service delivery and efficient use of resources through speedy and efficient delivery of labor justice through the Project SpeED (Speedy and Efficient Delivery of Labor Justice), which aims to reduce case backlog and to ensure that case dockets remain current (Agenda No. 6 of 22-Point Philippine Labor and Employment Agenda). The table below captures the Project SpeED accomplishments:

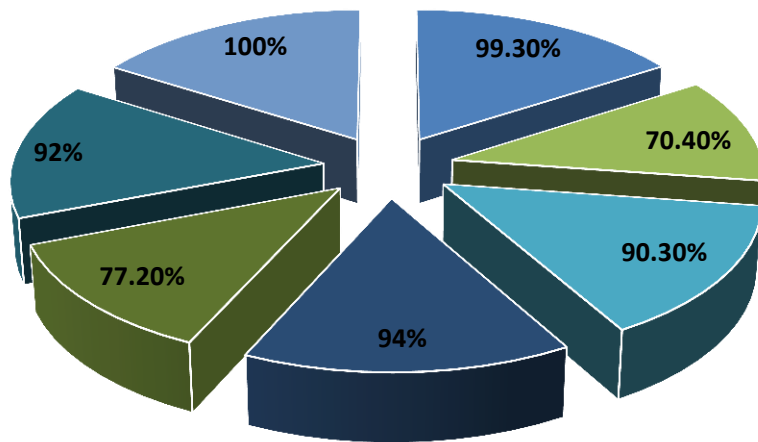
### DISTRIBUTION OF CASES HANDLED IN PROJECT SPEED BY AGENCY

AGENCY	2019
NLRC	63%
BWC	29%
POEA	5%
NCMB	1%
LS	1%
BLR	1%
ECC	0%



# PROJECT AND EFFICIENT DELIVERY OF LABOR JUSTICE

## DOLE'S AGENCY SPEED'S 1-6 OVERALL DISPOSITION RATE



AGENCY	2019
NLRC	99.3%
BWC	70.4%
POEA	90.3%
NCMB	94%
LS	77.2%
BLR	92%
ECC	100%

■ NLRC ■ BWC ■ POEA ■ NCMB ■ LS ■ BLR ■ ECC