



2025 FIRST QUARTER

STATUS OF IMPLEMENTATION AND EVALUATION/ASSESSMENT

The National Labor Relations Commission submits its First Quarter (Q1) 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%	97%
Percentage of decisions affirmed by a higher court	97%	99%
Percentage of cases resolved within three (3) months from filing of case	46%	60%

2. Cases Received, Handled, Disposed and Ending Caseload

For the First Quarter (Q1) of 2025, the National Labor Relations Commission handled 13,895 cases, 7,005 of which are newly filed cases. For the first three months, the Regional Arbitration Branches (RABs) disposed 6,513 cases, while the Commission resolved 1,249 appealed cases and 1,150 motion for reconsideration.



Level	Beginning Balance (2025)	Total Cases Received	Cases Handled	Cases Disposed	Ending Caseload
Regional Arbitration Branches					
Regional Arbitration Branch	6,890	7,005	13,895	6,513	7,382
Commission					
Appeal	951	1,660	2,610	1,249	1,361
Motion for Reconsideration	282	1,331	1,610	1,150	460
Total	1,233	2,991	4,220	2,399	1,821

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

INFLOW VS. OUTFLOW				
1st Quarter				
LEVEL	2024		2025	
	Cases Received	Cases Disposed	Cases Received	Cases Disposed
Regional Arbitration Branches	5,156	4,645	7,005	6,513
Commission Proper	2,059	1,568	2,987	2,399

4. Cases Disposition in favor of Labor and Management

Of the **6,513** disposed of by the RABs, 4,423 (68%) were resolved in favor of labor, and 2,090 (32%) in favor of the management.

On the other hand, of the **2,399** cases resolved by the Commission, 1,796 (75%) were resolved in favor of labor and 603 (25%) in favor of the management.



Level	Case Disposition	Case Disposition in favor of:			
		Labor (Employee)	%	Management (Employer)	%
RABs	6,513	4,423	68%	2,090	32%
Commission Proper	2,399	1,796	75%	603	25%
TOTAL	8,912	6,219	70%	2,693	30%

Comparative Table: First Quarter 2024 and 2025

WON BY LABOR & WON BY MANAGEMENT				
1st Quarter				
LEVEL	2024		2025	
	Won by Labor	Won by Management	Won by Labor	Won by Management
Regional Arbitration Branches	3,175	1,470	4,423	2,090
Commission Proper	1,173	395	1,796	603

5. Workers Benefitted

WORKERS BENEFITTED		
1st Quarter		
LEVEL	2024	2025
Regional Arbitration Branches	5,734	8,261
Commission Proper	1,353	1,794



6. Judgment Award

At the RABs, monetary awards reached **₱1.725B**, benefiting **8,261** workers. **₱627M** was awarded through settlement, benefitting **3,998** workers, and **₱1.098B** was awarded through cases decided on the merits, benefitting **4,263** workers.

At the Commission level, the judgment award amounted to **₱444M**, benefitting **1,794** workers.

JUDGMENT AWARD 1st Quarter		
LEVEL	2024	2025
Regional Arbitration Branches	₱1,155,408,572.45	₱1,725,396,479.50
Commission Proper	₱415,478,725.00	₱444,909,171.59

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%	444	36%
Percentage of writs of execution implemented within six (6) months	20%	1035	99%
Percentage of Judgment successfully executed within three (3) months	10%	1040	77%



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 **5,148** labor disputes, benefitting **6,316** workers with settlement award of **₱694,375,887.54**.

Regional Arbitration Branches (RABs)	No. of Disposed Labor Disputes	No. of Settled Labor Disputes	No. of Workers Benefitted	Monetary Award
Mandatory conference under SEnA	3,165	1,415	2,053	P67,092,547.34
Mandatory conference under Compulsory Arbitration	6,513	3,733	4,263	P627,283,340.20
TOTAL	9,678	5,148	6,316	P694,375,887.54

-oOo-