

# NATIONAL LABOR RELATIONS COMMISSION

## PERFORMANCE REPORT 2020

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The National Labor Relations Commission's 2020 Accomplishment Report provides the agency's performance in the arbitration and adjudication of labor cases, and demonstrates to the public its commitment to its mission, and accountability on 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 efforts to settle the case amicably during the 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 Eighth Divisions, handle cases from the Visayas and Mindanao, respectively.

The Chairman, aided by the Executive Clerk of Court, 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 whose 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.



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# LABOR ARBITRATION PROGRAM

In 2020, the National Labor Relations Commission posted an overall case output for compulsory arbitration of 21,181 in the Regional Arbitration Branches (RABs). On appealed cases, the Commission Proper disposed 6,835. Of 96% overall target, the Regional Arbitration Branches (RABs) and Commission Proper were able to dispose 23,907 or 85% accomplishment rate. The NLRC's failure to achieve its targets may be attributable to the work suspension due to the national health emergency and the suspension of face-to-face hearings in accordance with the national health and safety protocols.

*The table below presents the case disposition of Regional Arbitration Branches and the Commission Proper for CY 2020 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%	17,983	85%
Percentage of original cases processed within nine (9) months or 270 days				
•Commission Proper:		96%	5,924	87%
Percentage of appealed cases processed within six (6) months or 180 days				
Quality: Percentage increase in cases resolved through conciliation mediation:				
•Regional Arbitration Branches:		61%	11,219	53%
Timeless: Percentage of cases resolved within three (3) months from filing/receipt:				
•Regional Arbitration Branches:		69%	7,662	36%
•Commission Proper		69%	4,513	66%

# CASELOAD and DISPOSITION

For 2020, 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 posted an overall output for compulsory arbitration of **28,016** cases, **21,181** as original cases from the Regional Arbitration Branches (RABs), and **6,835** as appealed cases from the Commission Proper. In terms of inflow versus outflow of cases, of the **20,108** original cases received for the current year, **21,181** or 95% are disposed of by the Regional Arbitration Branches (RABs).

On the other hand, of the **6,588** appealed cases received for the current year, **6,835** or 96% are disposed of by the Commission Proper.

## REGIONAL ARBITRATION BRANCHES



**20,108**

CASES RECEIVED



**21,181**

CASES DISPOSED

## COMMISSION PROPER



**6,588**

CASES RECEIVED



**6,835**

CASES DISPOSED

# DOUBLE-BARRELED (Two-Cycle) CONCILIATION-MEDIATION PROGRAM

05

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:

- mandatory conciliation-mediation prior to compulsory arbitration pursuant to the Single-Entry Approach (SEnA) Rules of Procedure; and,
- mandatory conciliation-mediation during compulsory arbitration pursuant to the 2011 NLRC Rules of Procedure, as amended, the Regional Arbitration Branches settled 15,876 labor disputes, benefitting a total of 25,239 number of workers involved, with settlement award of ₱ 1,648,785,510.18.

## 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
Conciliation-Mediation under SEnA	4,657	13,514	₱ 233,882,050.56
Mandatory conference under the Compulsory Arbitration	11,219	11,725	₱ 1,414,903,459.62
<b>TOTAL</b>	<b>15,876</b>	<b>25,239</b>	<b>₱ 1,648,785,510.18</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.

### SENA SETTLEMENT



**4,657**

SETTLED



**24,424**

DISPOSED

### COMPULSORY ARBITRATION



**11,219**

SETTLED



**21,181**

DISPOSED

At the end of 2019, the RABs and the Commission Proper had total pending of 11,201 original cases, and 1,223 appealed cases, respectively. By December 31, 2020, said numbers stood at 10,087 original cases, and 1,004 appealed cases, a decrease of 1,114 pending original cases, and a decrease of 229 pending appealed cases.

## ENDING CASELOAD



**10,087**

**REGIONAL ARBITRATION  
BRANCHES**



**1,004**

**COMMISSION**

The RABs beginning caseload of 11,201 has now come to an ending caseload of 10,087, while in the Commission Proper, from 1,233 to 1,004 ending caseload. Of 10,087 remaining original cases at the RABs, 7,252 or 72% are newly filed cases (“current cases”) or cases filed from April to December 2020 pursuant to the 9-month process cycle time. At the Commission Proper, of the 1,004 remaining appealed cases, 969 or 97% are newly filed cases (“current cases”) or cases filed from July to December 2020 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 2020)	5,481	54%
4-6 months (July to September 2020)	1,706	17%
7-9 months old (April to June 2020)	65	1%
10 months old and above (March 2020 and Earlier)	2,835	28%
<b>TOTAL</b>	<b>10,087</b>	<b>100%</b>

### Commission Proper AGE OF ENDING CASELOAD

9 Month Process Cycle Time	Actual	%
1-3 months old (Oct to Dec 2020)	865	85%
4-6 months (July to September 2020)	111	11%
7-9 months old and above (June 2020 and earlier)	35	4%
<b>TOTAL</b>	<b>1,004</b>	<b>100%</b>



At the RABs, 61% of the total cases were disposed of in favor of labor (workers), while 39% in favor of management (employer). On appealed cases, the Commission Proper disposed of 74% in favor of labor, and 26% in favor of management .

## REGIONAL ARBITRATION BRANCHES



**12,822**

LABOR



**8,359**

MANAGEMENT

## COMMISSION PROPER



**5,034**

LABOR



**1,801**

MANAGEMENT

Amount of judgment awards at the RABs reached ₱ 5.087 Billion, benefiting 27,972 workers. Of the total amount awarded and workers benefitted, ₱1.415 Billion were awarded through settlement, benefitting 11,725 workers, and ₱ 3.673 Billion, through cases of merit (decided), benefitting 16,247 workers. At the Commission Proper, ₱ 1.314 Billion was awarded, benefitting a total of 6,650 workers.



**5.087 Billion**

REGIONAL ARBITRATION  
BRANCHES



**1.314 Billion**

COMMISSION  
PROPER

Of the total judgment award in 2020, the RABs on regular (local) cases awarded ₱ 360,459,539.65 by way of settlement and ₱ 2,875,028,084.59 by way of decisions on the merits.

## LOCAL CASES



**₱ 360,459,539.65**

SETTLED



**₱ 2,875,028,084.59**

DECIDED

For OFW cases, ₱ 1,054,443,919.97 was awarded through settlement and ₱ 797,518,541.52 through decision on the merits.

## OFW CASES



**₱ 1,054,443,919.97**

SETTLED



**₱ 797,518,541.52**

DECIDED