



2020 (4th QUARTER) STATUS OF IMPLEMENTATION & EVALUATION/ASSESSMENT

The National Labor Relations Commission's 2020 (4th) Quarter Accomplishment Report provides the results of the agency's performance in the disposition 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.

The 2020 (4th) Quarter Accomplishment Report presents the summary of the performance of the Commission Proper and the Regional Arbitration Branches (RABs) over case disposition vis-à-vis its target under the National Expenditure Program (NEP) of the Department of Budget and Management (DBM).

The accomplishments for fourth (4th) quarter 2020 are summarized as follows:

A. Labor Arbitration Program

1. Target vs. Actual

Due process in resolving labor disputes ensured		
MFO	TARGET	ACTUAL
Percentage increase in cases resolved through conciliation-mediation	61%	55%
Percentage of original/appealed cases processed within nine (9) months or 270 days / six (6) months or 180 days	96%	77%
Percentage of decisions affirmed by a higher court	98%	100%
Percentage of cases resolved within three (3) months from filing of case	69%	39%



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As to inflow versus outflow, the table below shows the comparative data:

B. COMPARATIVE DATA: Compulsory Arbitration

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

INFLOW VS. OUTFLOW 4th Quarter				
LEVEL	2019		2020	
	Cases Received	Cases Disposed	Cases Received	Cases Disposed
Regional Arbitration Branches	9,666	10,318	7,621	8,124
Commission Proper	2,584	2,947	2,289	2,570

The table below captures the number of workers benefited:

2. Workers Benefitted

WORKERS BENEFITTED 4th Quarter		
LEVEL	2019	2020
Regional Arbitration Branches	14,648	11,470
Commission Proper	2,441	2,356



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As to whether the decisions are rendered in favor of labor and/or management, the table below captures the comparative data:

3. Won by Labor & Won by Management

WON BY LABOR & WON BY MANAGEMENT 4 th Quarter				
LEVEL	2019		2020	
	Won by Labor	Won by Mgt.	Won by Labor	Won by Mgt.
Regional Arbitration Branches	7,381	2,937	3,290	4,834
Commission Proper	2,182	765	1,857	713

Finally, the judgment awards are as follows:

4. Judgment Award

JUDGMENT AWARD 4 th Quarter		
LEVEL	2019	2020
Regional Arbitration Branches	P2,018,272,148.04	P1,787,860,015.82
Commission Proper	P471,046,711.40	P597,806,756.33

In 2020 (4th quarter), the NLRC posted an overall case output of **10,694, 8,124** are disposed of by the Regional Arbitration Branches (RABs), and **2,570** are disposed of by the Commission Proper.



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Of **8,124** disposed of by the Regional Arbitration Branches through compulsory arbitration, **40%** were resolved in favor of labor, and **60%** in favor of the management.

On appealed cases, the Commission Proper disposed **2,570**, **72%** are resolved in favor of labor, and **28%** in favor of the management as shown in the table below:

Level	Case Disposition	Case Disposition in favor of:			
		Labor (Employee)	%	Management (Employer)	%
RABs	8,124	3,290	40%	4,834	60%
Commission Proper	2,570	1,857	72%	713	28%
TOTAL	10,694	5,147	48%	5,547	52%

Amount of judgment awards at the RABs reached **1,788B**, benefiting **11,470** workers. Of the total amount awarded and workers benefitted, **P635M** was awarded through settlement, benefitting **4,314** workers, and **1.152B**, through cases of merit (decided), benefitting **7,156** workers. At the Commission Proper, **598M** was awarded, benefitting a total of **2,356** workers. The total judgment award is **P2.386B** benefitting **13,826** workers.

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 NLRC disposed a total of **13,128** labor disputes, **8,008** through settlement, benefitting a total of **12,957** workers, and monetary award of **P779,022,835.18**.



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2020 (4th Quarter) DOUBLE-BARRELED (TWO-CYCLE) CONCILIATION-MEDIATION PROGRAM				
Regional Arbitration Branches (RABs)	No. of Disposed Labor Disputes	No. of Settled Labor Disputes	No. of Workers Benefitted	Monetary Award
Mandatory conference under SEnA	5,004	1,371	8,643	P143,621,949.13
Mandatory conference under Compulsory Arbitration	8,124	6,637	4,314	P635,400,886.05
TOTAL	13,128	8,008	12,957	P779,022,835.18

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