



## **2021 (3<sup>rd</sup> QUARTER) STATUS OF IMPLEMENTATION & EVALUATION/ASSESSMENT**

The National Labor Relations Commission's 2021 (3<sup>rd</sup>) 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 2021 (3<sup>rd</sup>) 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 third (3<sup>rd</sup>) quarter 2021 are summarized as follows:

### **A. Labor Arbitration Program**

#### **1. Target vs. Actual**

| <b>Due process in resolving labor disputes ensured</b>                                                          |               |               |
|-----------------------------------------------------------------------------------------------------------------|---------------|---------------|
| <b>MFO</b>                                                                                                      | <b>TARGET</b> | <b>ACTUAL</b> |
| Percentage increase in cases resolved through conciliation-mediation                                            | 61%           | 58%           |
| Percentage of original/appealed cases processed within nine (9) months or 270 days / six (6) months or 180 days | 96%           | 85%           |
| Percentage of decisions affirmed by a higher court                                                              | 98%           | 99%           |
| Percentage of cases resolved within three (3) months from filing of case                                        | 69%           | 46%           |



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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)**

| <b>INFLOW VS. OUTFLOW</b>     |                       |                       |                       |                       |
|-------------------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| <b>3<sup>rd</sup> Quarter</b> |                       |                       |                       |                       |
| <b>LEVEL</b>                  | <b>2020</b>           |                       | <b>2021</b>           |                       |
|                               | <b>Cases Received</b> | <b>Cases Disposed</b> | <b>Cases Received</b> | <b>Cases Disposed</b> |
| Regional Arbitration Branches | 2,428                 | <b>2,556</b>          | 4,838                 | <b>4,323</b>          |
| Commission Proper             | 1,420                 | <b>1,795</b>          | 1,241                 | <b>1,639</b>          |

The table below captures the number of workers benefitted:

**2. Workers Benefitted**

| <b>WORKERS BENEFITTED</b>     |              |              |
|-------------------------------|--------------|--------------|
| <b>3<sup>rd</sup> Quarter</b> |              |              |
| <b>LEVEL</b>                  | <b>2020</b>  | <b>2021</b>  |
| Regional Arbitration Branches | <b>3,204</b> | <b>5,181</b> |
| Commission Proper             | <b>2,301</b> | <b>1,538</b> |



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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**

| <b>WON BY LABOR &amp; WON BY MANAGEMENT</b> |                     |                    |                     |                    |
|---------------------------------------------|---------------------|--------------------|---------------------|--------------------|
| <b>3<sup>rd</sup> Quarter</b>               |                     |                    |                     |                    |
| <b>LEVEL</b>                                | <b>2020</b>         |                    | <b>2021</b>         |                    |
|                                             | <b>Won by Labor</b> | <b>Won by Mgt.</b> | <b>Won by Labor</b> | <b>Won by Mgt.</b> |
| Regional Arbitration Branches               | <b>1,971</b>        | <b>585</b>         | <b>2,359</b>        | <b>1,964</b>       |
| Commission Proper                           | <b>1,343</b>        | <b>452</b>         | <b>1,259</b>        | <b>380</b>         |

Finally, the judgment awards are as follows:

**4. Judgment Award**

| <b>JUDGMENT AWARD</b>         |                        |                        |
|-------------------------------|------------------------|------------------------|
| <b>3<sup>rd</sup> Quarter</b> |                        |                        |
| <b>LEVEL</b>                  | <b>2020</b>            | <b>2021</b>            |
| Regional Arbitration Branches | <b>P394,155,883.23</b> | <b>P627,790,488.16</b> |
| Commission Proper             | <b>P329,871,129.81</b> | <b>P312,488,532.27</b> |

In 2021 (3<sup>rd</sup> quarter), the NLRC posted an overall case output of **5,962, 4,323** are disposed of by the Regional Arbitration Branches (RABs), and **1,639** are disposed of by the Commission Proper.



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Of **4,323** disposed of by the Regional Arbitration Branches through compulsory arbitration, 55% were resolved in favor of labor, and 45% in favor of the management. At the National Capital Region (NCR) Arbitration Branch, 48% in favor of labor, and 52% in favor of management. On appealed cases, the Commission Proper disposed **1,639**, 77% are resolved in favor of labor, and 23% in favor of the management. The 1<sup>st</sup> to 6<sup>th</sup> Divisions (Luzon Divisions), 73% in favour of labor and 27% in favor of management, as shown in the table below:

| Level             | Case Disposition | Case Disposition in favor of: |            |                       |            |
|-------------------|------------------|-------------------------------|------------|-----------------------|------------|
|                   |                  | Labor (Employee)              | %          | Management (Employer) | %          |
| RABs              | 4,323            | 2,359                         | 55%        | 1,964                 | 45%        |
| Commission Proper | 1,639            | 1,259                         | 77%        | 380                   | 23%        |
| <b>TOTAL</b>      | <b>5,962</b>     | <b>3,618</b>                  | <b>61%</b> | <b>2,344</b>          | <b>39%</b> |

Amount of judgment awards at the RABs reached **P628M**, benefiting **5,181** workers. Of the total amount awarded and workers benefitted, **P162M** were awarded through settlement, benefiting **2,071** workers, and **P465M**, through cases of merit (decided), benefiting **3,110** workers. At the Commission Proper, **P312M** was awarded, benefiting a total of **1,538** workers. The total judgment award is **P940M** benefiting **6,719** 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 **6,933** labor disputes, **3,069** through settlement, benefiting a total of **3,051** workers, and judgment award of **P200,500,912.21**.



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| <b>2021 (3<sup>rd</sup> Quarter) DOUBLE-BARRELED (TWO-CYCLE)<br/>CONCILIATION-MEDIATION PROGRAM</b> |                                                   |                                                  |                                          |                         |
|-----------------------------------------------------------------------------------------------------|---------------------------------------------------|--------------------------------------------------|------------------------------------------|-------------------------|
| <b>Regional Arbitration<br/>Branches (RABs)</b>                                                     | <b>No. of<br/>Disposed<br/>Labor<br/>Disputes</b> | <b>No. of<br/>Settled<br/>Labor<br/>Disputes</b> | <b>No. of<br/>Workers<br/>Benefitted</b> | <b>Judgment Award</b>   |
| <b>Mandatory conference<br/>under SEnA</b>                                                          | <b>2,610</b>                                      | <b>652</b>                                       | <b>980</b>                               | <b>P38,144,858.73</b>   |
| <b>Mandatory conference<br/>under Compulsory<br/>Arbitration</b>                                    | <b>4,323</b>                                      | <b>2,417</b>                                     | <b>2,071</b>                             | <b>P162, 356,053.48</b> |
| <b>TOTAL</b>                                                                                        | <b>6,933</b>                                      | <b>3,069</b>                                     | <b>3,051</b>                             | <b>P200,500,912.21</b>  |

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