



2021 (4th QUARTER) STATUS OF IMPLEMENTATION & EVALUATION/ASSESSMENT

The National Labor Relations Commission's 2021 (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 2021 (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 2021 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%	58%
Percentage of original/appealed cases processed within nine (9) months or 270 days / six (6) months or 180 days	98%	86%
Percentage of decisions affirmed by a higher court	98%	99%
Percentage of cases resolved within three (3) months from filing of case	69%	42%



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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	2020		2021	
	Cases Received	Cases Disposed	Cases Received	Cases Disposed
Regional Arbitration Branches	7,621	8,124	10,070	11,890
Commission Proper	2,289	2,570	3,254	3,724

The table below delineates the number of workers benefitted:

2. Workers Benefitted

WORKERS BENEFITTED 4th Quarter		
LEVEL	2020	2021
Regional Arbitration Branches	11,470	12,750
Commission Proper	2,356	4,340



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As to whether the decisions were rendered in favor of labor and/or management, the comparative data can be gleaned from the table below:

3. Won by Labor & Won by Management

WON BY LABOR & WON BY MANAGEMENT 4 th Quarter				
LEVEL	2020		2021	
	Won by Labor	Won by Mgt.	Won by Labor	Won by Mgt.
Regional Arbitration Branches	3,290	4,834	6,098	5,792
Commission Proper	1,857	713	2,946	778

Finally, the judgment awards are as follows:

4. Judgment Award

JUDGMENT AWARD 4 th Quarter		
LEVEL	2020	2021
Regional Arbitration Branches	P1,787,860,015.82	P1,962,151,368.62
Commission Proper	P597,806,756.33	P854,379,323.79

In 2021 (4th quarter), the NLRC posted an overall case output of **15,614, 11,890** were disposed of by the Regional Arbitration Branches (RABs), and **3,724** were disposed of by the Commission Proper.



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Of **11,890** disposed of by the Regional Arbitration Branches through compulsory arbitration, **51%** were resolved in favor of labor, and **49%** in favor of the management.

On appealed cases, the Commission Proper disposed **3,724**, **79%** were resolved in favor of labor, and **21%** in favor of the management as shown in the table below:

Level	Case Disposition	Case Disposition in favor of:			
		Labor (Employee)	%	Management (Employer)	%
RABs	11,890	6,098	51%	5,792	49%
Commission Proper	3,724	2,946	79%	778	21%
TOTAL	15,614	9,044	58%	6,570	42%

Amount of judgment awards at the RABs reached **1.962B**, benefitting **12,750** workers. Of the total amount awarded and workers benefitted, **P493M** was awarded through settlement, benefitting **5,437** workers, and **1.468B** was the awarded decision of cases based on merit, benefitting **7,313** workers. **854M** was awarded at the Commission Proper, benefitting a total of **4,340** workers. The total judgment award was **P2.816B** benefitting **17,090** 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 **23,663** labor disputes, **8,519** through settlement, benefitting a total of **7,794** workers, and monetary award of **P725,318,088.14**.



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2021 (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	11,773	1,616	2,357	P231,414,712.36
Mandatory conference under Compulsory Arbitration	11,890	6,903	5,437	P493,903,375.78
TOTAL	23,663	8,519	7,794	P725,318,088.14

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