



NATIONAL LABOR RELATIONS COMMISSION

PERFORMANCE REPORT 2018

The National Labor Relations Commission's 2018 Accomplishment Report provides the results of the agency's performance in the arbitration and adjudication 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.

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 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 Eight Divisions, cases from the Visayas and Mindanao, respectively.

The Chairman, aided by the Executive Clerk of the Commission, 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 which 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.

SUMMARY TABLE OF PERFORMANCE

The summary table below presents the CY 2018 case disposition per target on the Major Final Output (MFO), to wit:

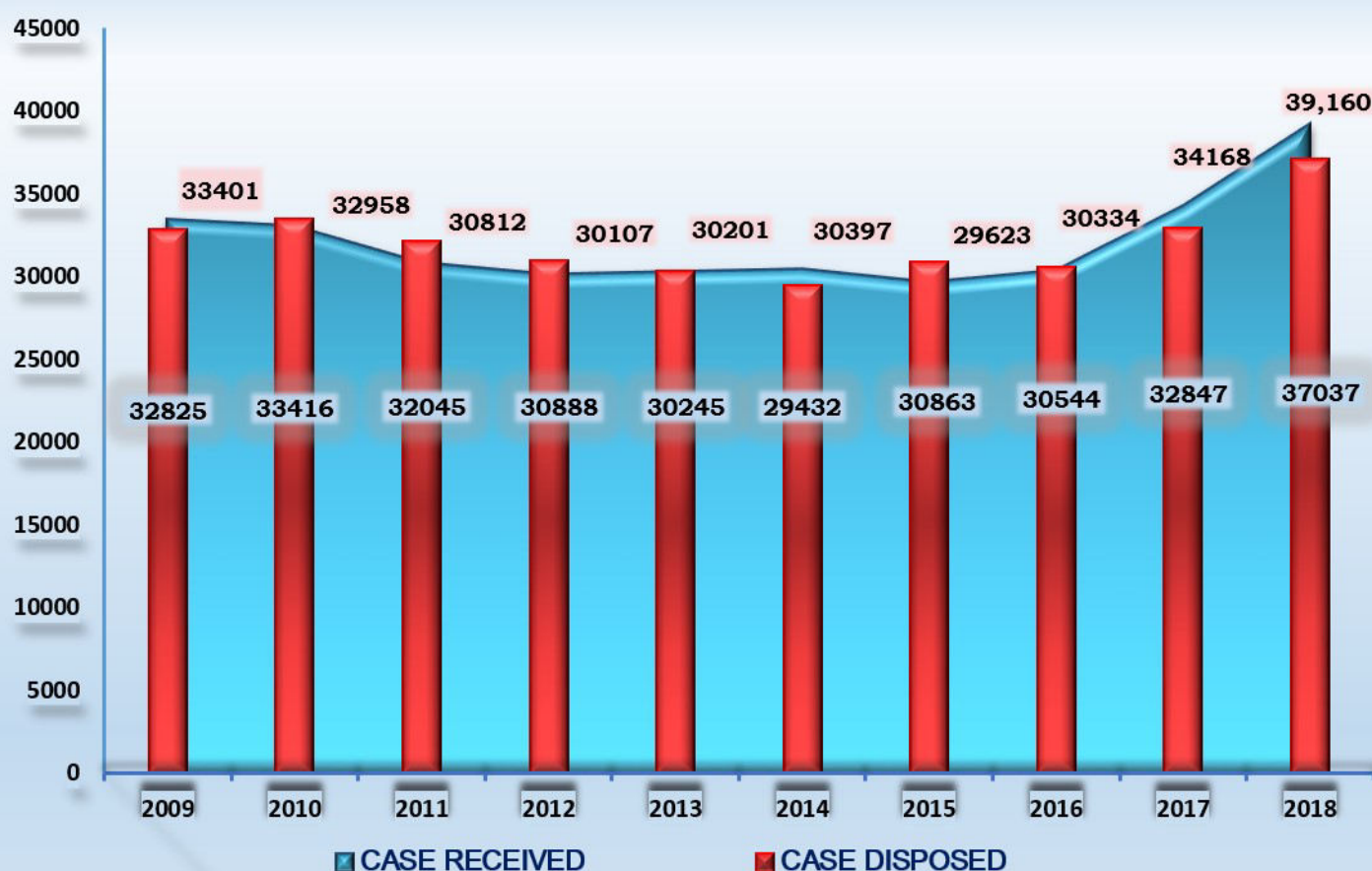
| MFO: LABOR DISPUTE RESOLUTION SERVICES (Per FY 2018 GAA) | | | |
|--|------------|---------------|------------|
| PERFORMANCE INDICATORS | TARGET | ACTUAL | % |
| Quantity: Percentage of original appealed cases processed within nine (9) months or 270 days/ six (6) months or 180 days: *Regional Arbitration Branches: Number of Cases Settled and/or Decided | 94% | 34,336 | 93% |
| Quantity: Percentage of appealed cases processed within six (6) months or one hundred eighty (180) days. * Commission Proper: Number of Cases Settled and/or Decided (a) Decided by Commissioner (Appeal) | 94% | 11,633 | 99% |
| Quality: Percentage increase in cases resolved through conciliation-mediation: * Regional Arbitration Branches: | 59% | 23,129 | 62% |
| Timeless: Percentage of cases resolved within three (3) months from filing/receipt: * Regional Arbitration Branches | 66% | 23,365 | 63% |
| * Commission Proper | 66% | 10,667 | 91% |

CASELOAD AND DISPOSITION

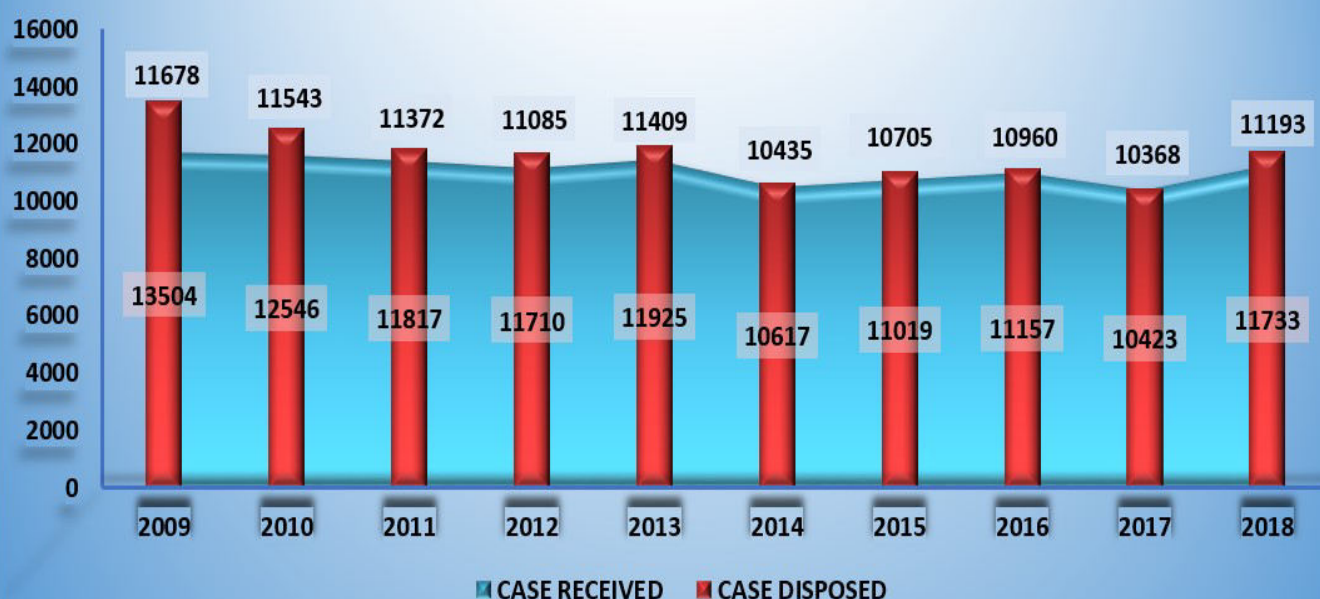
For 2018, the NLRC was able to maintain a higher level of disposition of cases, and posted gains in reducing the number of pending cases. The NLRC posted an overall output for compulsory arbitration of **48,770** cases, **37,037** as original cases from the Regional Arbitration Branches (RABs), and **11,733** as appealed cases from the Commission Proper. In terms of inflow versus outflow of cases, of the **39,160** original cases received for the current year, **37,037** or **95%** are disposed of by the Regional Arbitration Branches (RABs). On the other hand, of the **11,193** appealed cases received for the current year, **11,733** or **1.05%** are disposed of by the Commission Proper.

Based on a ten (10)-year trend, from 2009-2018, the outflow or the cases disposed of outnumbered the in flow or the cases received by the RABs and the Commission Proper as shown in the graphs below:

REGIONAL ARBITRATION BRANCHES



COMMISSION PROPER



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 settled a total of **38,196** labor disputes, benefitting a total of **50,530** workers with monetary benefits of **P 5,404,716,796.16**.

2018 DOUBLE-BARRELED (TWO CYCLE) CONCILIATION-MEDIATION PROGRAM (Settled Labor Disputes)

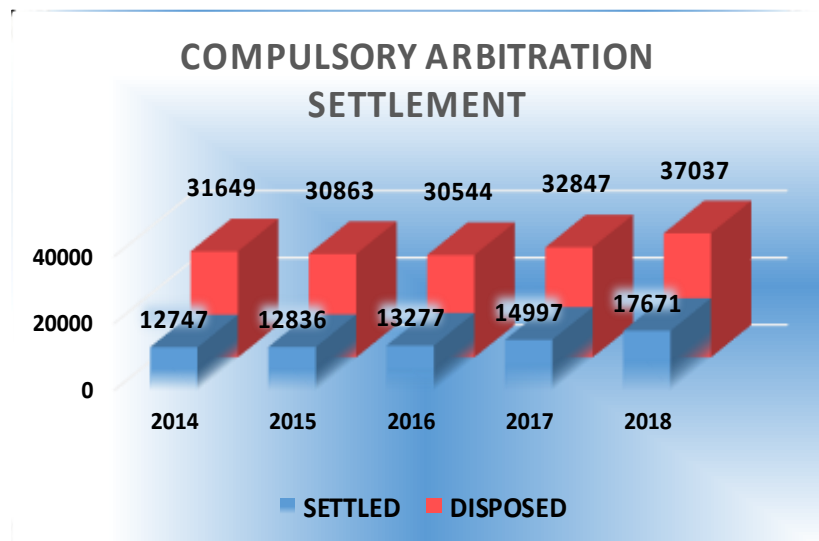
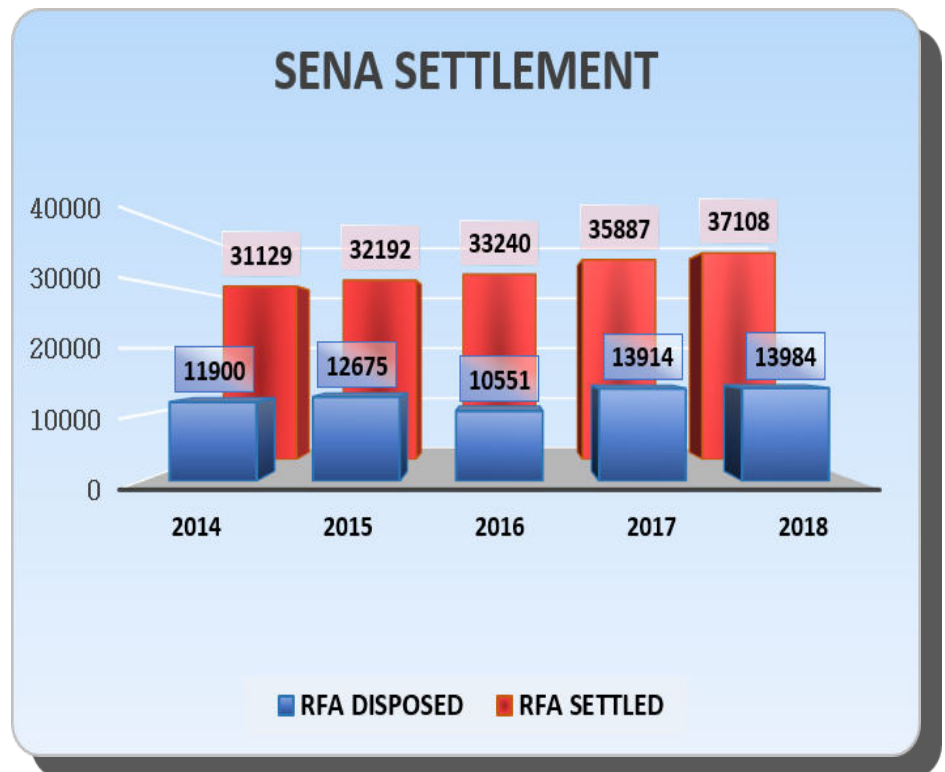
| Regional Arbitration Branches (RABs) | No. of Settled Labor Disputes | No. of Workers Benefitted | Judgment Award |
|---|-------------------------------|---------------------------|-------------------------|
| Mandatory conference under SEnA | 15,067 | 21,867 | 1,408,100,261.15 |
| Mandatory conference under the Compulsory Arbitration | 23,129 | 28,663 | 3,996,616,535.01 |
| TOTAL | 38,196 | 50,530 | 5,404,716,796.16 |

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.

The table presents the trend of settlement of labor disputes at the NLRC under the “Double-Barreled (Two-Cycle) Conciliation-Mediation Program”:

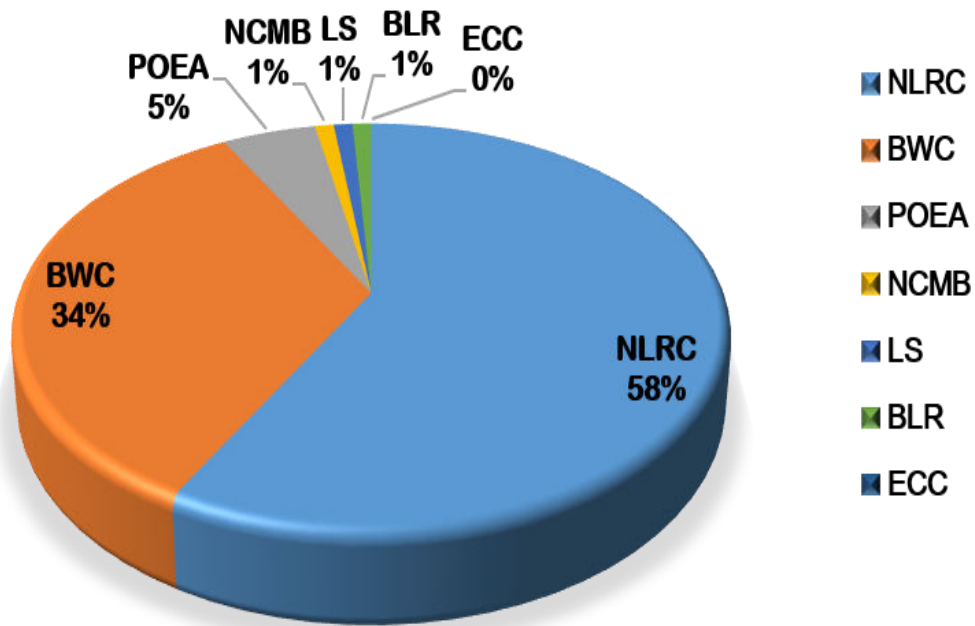
- (a) Single-Entry Approach (SEnA) settlement from 2014-2018; and
- (b) Compulsory Arbitration settlement share from 2014-2018.



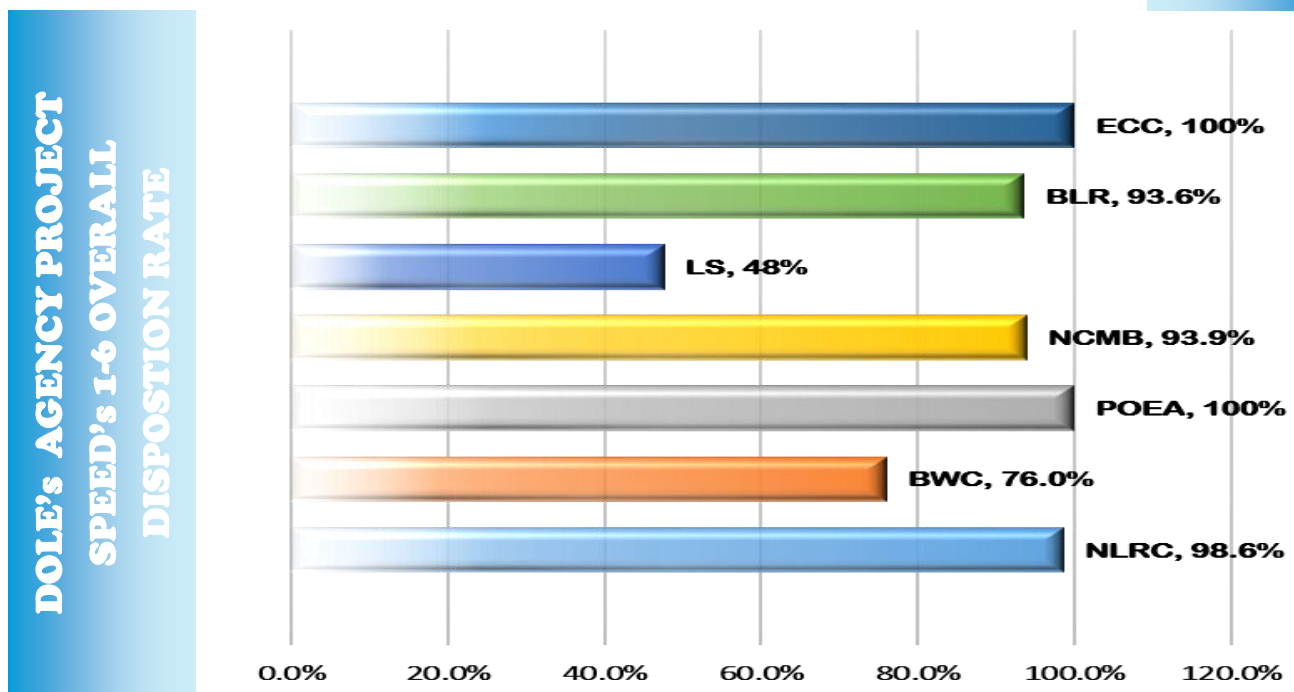
PROJECT AND EFFICIENT DELIVERY OF LABOR JUSTICE

(SPEED)

One of the institutional reforms of the NLRC is to pursue responsive public service delivery and efficient use of resources through speedy and efficient delivery of labor justice through the Project SpeED (Speedy and Efficient Delivery of Labor Justice), which aims to reduce case backlog and to ensure that case dockets remain current (Agenda No. 6 of 22-Point Philippine Labor and Employment Agenda). The table below captures the Project SpeED accomplishments:



DISTRIBUTION OF CASES
HANDLED IN
PROJECT SPEED BY AGENCY



DOLE'S AGENCY PROJECT
SPEED'S 1-6 OVERALL
DISPOSITION RATE

ENDING CASELOAD

At the end of 2017, the RABs and the Commission Proper had total pending of **9,538** original cases, and **637** appealed cases, respectively. By December 31, 2018, said numbers stood at **11,787** original cases, and **823** appealed cases, an increase of **2,249** pending original cases, and **186** pending appealed cases.

The graph shows the reduction of ending caseload every year.



| REGIONAL ARBITRATION BRANCHES (RABs) (NCR to RAB XIII) | | |
|--|---------------|-------------|
| AGE OF ENDING CASELOAD | | |
| 9-Month Process Cycle Time | Actual | % |
| 1-3 months old (Oct. to Dec. 2018) | 7,093 | 60% |
| 4-6 months old (Jul. to Sep. 2018) | 2,645 | 22% |
| 7-9 months old (Apr. to Jun. 2018) | 1,367 | 12% |
| 10 months old & above (Mar.2018 & Earlier) | 682 | 6% |
| TOTAL | 11,787 | 100% |

| Commission Proper (1 st to 8 th Divisions) | | |
|--|------------|-------------|
| AGE OF ENDING CASELOAD | | |
| 6-Month Process Cycle Time | Actual | % |
| 1-3 months old (Oct. to Dec. 2017) | 759 | 92% |
| 4-6 months old (Jul. to Sep. 2017) | 61 | 7% |
| 7 months old & above (Mar.2017 & Earlier) | 3 | 1% |
| TOTAL | 823 | 100% |

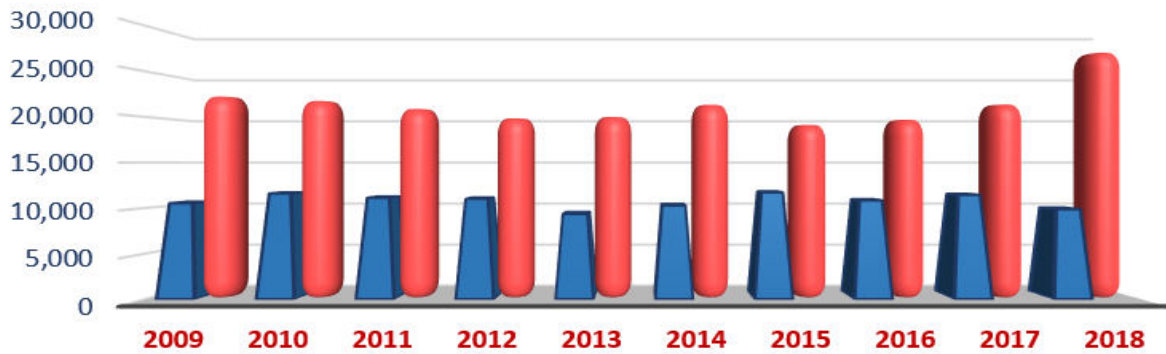
The RABs beginning caseload of **9,583** has now come to an ending caseload of **11,787**, while in the Commission Proper, from **637** to **823** ending caseload. Of **11,787** remaining original cases at the RABs, **10,751** or **91%** are newly filed cases ("current cases") or cases filed from April to December 2018 pursuant to the 9-month process cycle time. At the Commission Proper, of **823** remaining appealed cases, **820** or **99%** are newly filed cases ("current cases") or cases filed from July to December 2018 pursuant to the 6-month process cycle time.

JUDGMENT: LABOR AND MANAGEMENT

At the RABs, **73%** of the total cases were disposed of in favor of labor (workers), while **27%** in favor of management (employer). On appealed cases, the Commission Proper disposed of **68%** in favor of labor, and **32%** in favor of management .

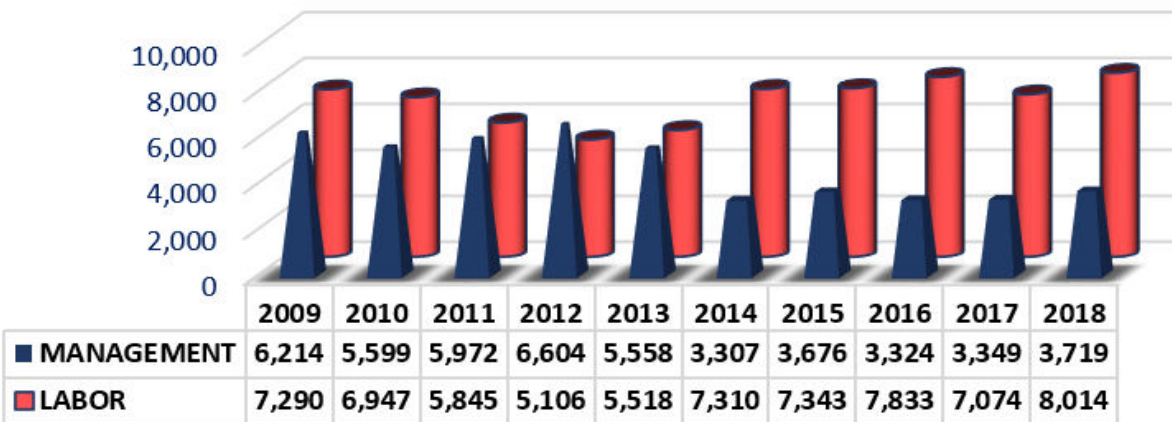
The table below presents the 10-year trend of disposition in favor labor and/or management:

REGIONAL ARBITRATION BRANCHES



| | 2009 | 2010 | 2011 | 2012 | 2013 | 2014 | 2015 | 2016 | 2017 | 2018 |
|------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| MANAGEMENT | 10,484 | 11,561 | 11,083 | 10,968 | 9,302 | 10,222 | 11,676 | 10,785 | 11,395 | 9,816 |
| LABOR | 22,341 | 21,855 | 20,962 | 19,920 | 20,073 | 21,427 | 19,187 | 19,759 | 21,452 | 27,221 |

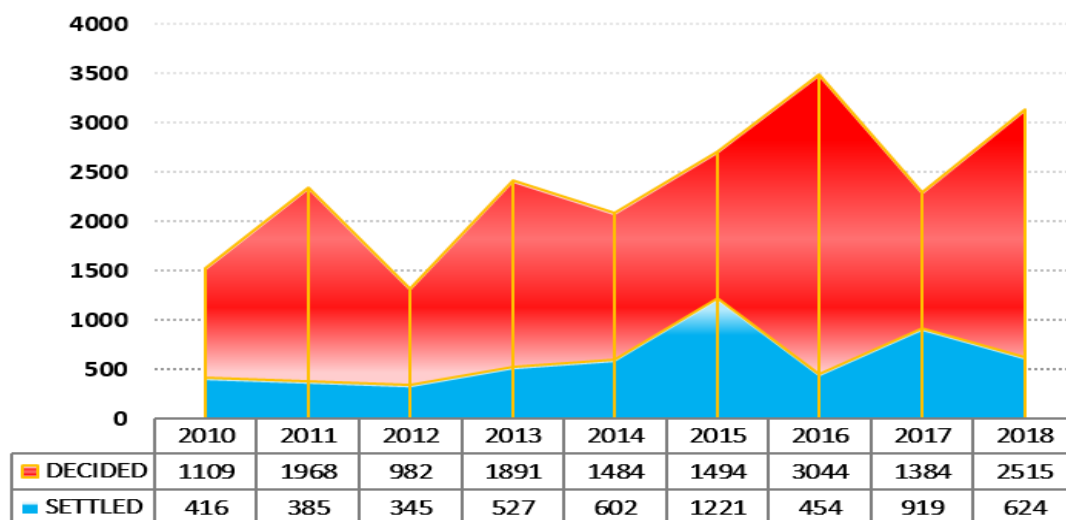
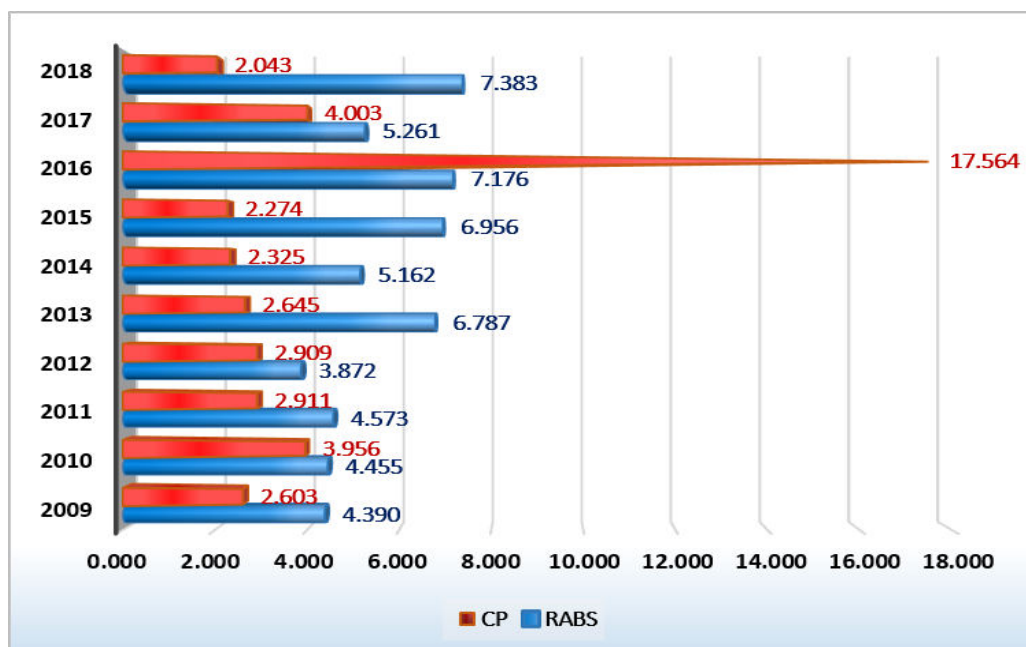
COMMISSION PROPER



| | 2009 | 2010 | 2011 | 2012 | 2013 | 2014 | 2015 | 2016 | 2017 | 2018 |
|------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| MANAGEMENT | 6,214 | 5,599 | 5,972 | 6,604 | 5,558 | 3,307 | 3,676 | 3,324 | 3,349 | 3,719 |
| LABOR | 7,290 | 6,947 | 5,845 | 5,106 | 5,518 | 7,310 | 7,343 | 7,833 | 7,074 | 8,014 |

JUDGMENT: MONETARY AWARDS

Amount of judgment awards at the RABs reached **P7.383 Billion**, benefiting **49,449** workers. Of the total amount awarded and workers benefitted, **P3.997B** were awarded through settlement, benefitting **28,663** workers, and **P3.396** Billion, through cases of merit (decided), benefitting **20,786** workers. At the Commission Proper, **P2.043 Billion** was awarded, benefitting a total of **10,566**



Of the total judgment award in 2018, the RABs on regular (local) cases awarded **P624,576,656.23** by way of settlement and **P2, 515,129,950.77** by way of decisions on the merits.

For OFW cases, **P3,372,039,878.70** was awarded through settlement and **P881,235,519.64** through decision on the merits.

| YEAR | SETTLED | DECIDED |
|------|------------------|----------------|
| 2018 | 3,372,039,878.70 | 881,235,519.64 |
| 2017 | 2,348,841,422.03 | 608,971,005.54 |
| 2016 | 2,691,013,655.38 | 985,571,869.42 |
| 2015 | 3,281,782.54 | 958,713,256.00 |
| 2014 | 2,013,945.49 | 1,062,416.60 |
| 2013 | 3,054,883.40 | 1,314,169.59 |
| 2012 | 1,575,386.27 | 969,644,376 |
| 2011 | 1,314,563.82 | 905,128,971 |
| 2010 | 1,444,335.14 | 1,485,805.13 |

