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## Research Article

### Problems and Concerns at the Sheriff's Office of the National Labor Relations Commission – National Capital Region Arbitration Branch (Nlrc-Ncrab) with the Writ of Execution

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#### ABSTRACT

This study aims to address the encountered problems and concerns of the National Labor Relations Commission – National Capital Region Arbitration Branch (NLRC-NCRAB) Sheriffs in implementing the writ of execution. A quantitative and descriptive research approach was used, with a survey questionnaire as the research instrument tool. 29 active sheriffs in the NLRC-NCRAB were the respondents of this study. Findings show that most of the incumbent sheriffs at the NLRC-NCRAB are 51-65 years old, have been in the service for at least 6-10 years, and are college graduates. A substantial number received more or less 11-20 writs of execution in a month; a more significant number satisfied an average of 1-10 writs. It was concluded that among the problems and concerns at the Sheriff's Office regarding the issuance of the writ is the "non-issuance of the break-open, contempt order, and show-cause order" being the top compared to other raised issues encountered by them ( $M=3.93$ ). It also reveals that parties' compliance relative to the writ, a predominant calculated mean of 3.86, points to the "no coordination by the prevailing parties with the sheriff assigned to the case" and is considered similarly "serious." Correlatively, the results reveal that in terms of writ implementation, the "non-provision of bonded warehouse and towing vehicles" exhibited the most rated among the enumerated issues and was interpreted "very serious" problem being encountered by the NLRC-NCRAB Sheriffs with a determined mean average of 4.28.

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## Introduction

The court decision is an essential document of justice aimed at protecting the rights and legitimate interests of the parties to the conflict, thereby, becomes the ultimate reason to implement the core substance of the decision and other equal aspects of the case without prejudice to safeguard the interests of both parties in obedience with the law without any obstruction.

SB Goldberg, 2020 emphasized that negotiation is the most common form of dispute resolution. This is where the parties settle and allow a common ground to resolve their disputes. If the parties cannot resolve their differences and agree to have a neutral third party with the power to impose a solution by rendering a decision, it becomes an arbitration.

The National Labor Relations Commission (NLRC), an attached agency to the Department of Labor and Employment (DOLE), is a quasi-judicial body tasked to promote and maintain industrial peace by resolving labor and management disputes involving both local and overseas workers through compulsory arbitration and alternative modes of dispute resolution. Arbitration is a legal technique for the resolution of disputes outside courts. In arbitration, parties agree to submit their issues to be decided by a Labor Arbiter that will be processed under substantive and procedural laws. Consequently, the Labor Arbiter comes up with a decision that needs to be enforced to be of value, especially to the winning party/ies. The Labor Arbiter will then issue a Writ of Execution once there is already a finality of the case. Writ of Execution refers to an order directing the Sheriff to enforce, implement, or satisfy the judgment. The judgment is about establishing the parties' rights and obligations, and the enforcement implies the actual fulfillment of the parties' rights stipulated in the decisions and other enforceable titles. Thus, the execution of the judgment award matters a lot as it is the fruit of the long agony of waiting, sleepless nights, mental and emotional torment, and economic battle in defense of what the right

parties want to prove in a dispute. But the enforcement of judgment awards may or may not be easy. It is a combined effort of the Sheriff and the complainant to meet the full satisfaction of the award. The search and hunt for funds and assets of the losing party in aid to satisfy judgment awards have more often been a struggle for an authorized officer like the Sheriff. Each NLRC - NCRAB Sheriff is assigned to two or three Labor Arbiters.

Since the NLRC, in the practice of its mandate, delivers decisions, it is deemed valuable to have a view of how the execution proceedings take place. The execution proceedings in the National Labor Relations Commission, as stated in 2011 NLRC Rules of Procedure upon the issuance of writ *motu proprio* or upon motion, is a decision or order that has become final and executory. In executing a decision, resolution, or order, the Sheriff or other authorized officer of the Commission shall serve the writ within three (3) days from receipt. A notice of the order by the sheriff accompanying the writ will then be served by registered mail or the agency's authorized courier while simultaneously serving the notice of garnishment. As a result, the sheriff's hunts begin. The National Labor Relations Commission – National Capital Region Arbitration Branch (NLRC – NCRAB) has a total of 30 plantilla positions for sheriffs. Currently, there are twenty-nine (29) sheriffs who are individually assigned to two or three Labor Arbiters.

In search for available funds and/or property/ies in instances where the losing party needs to provide such information to satisfy the awards, different problems are encountered by the sheriffs. The 2011 NLRC rules provide that in the immediate compensation of awards, the following are the sources of funds that the sheriff may look into 1) cash bonds, 2) bank deposits, 3) surety bonds (in appealed cases), and 4) personal and real property/ies. In all of these, the cooperation of the winning party/ies is much needed so as not to cause a delay in the execution of awards. More winning party/ies have been uncooperative in providing

information; consequently, all searching and locating jobs are tediously left to the assigned sheriff. It could have been easier if the debtor had been obliged to compile a list of its assets beforehand or during the proceedings to attain a higher successful execution rate (J. Valdhans et al. 2017). But on the contrary, M. L. Galperin (2018) reiterated that there were some recognized measures by law in the enforcement proceedings which were not technically considered measures of responsibility on the part of the debtor because they may be self-incriminating in some ways. Although, it can be given credence given some criteria of responsibility and in-depth treatment based on the implementation process.

I. Simonovic, 2019, also stated that time significantly affects the satisfaction of awards. According to him, time was a legal fact that can exert considerable influence upon legal relations and procedures that can produce numerous repercussions. The impact of time can either be creative or destructive that could arise independently from human will and directly based on law. In the same effect, the longer the search for property/ies that will settle the payment of arbitrary awards, the longer the agony of waiting by the winning party/ies to end the case at hand and enjoy the fruit of their victory.

In view of the preceding importance of effective implementation of the writ of execution as cited in the early paragraph, the researchers deemed it necessary to explore the problems and concerns at the sheriff's office of NLRC - NCRAB about a writ of execution of arbitral awards to recommend possible solutions.

## **Methods**

### **Research Design**

The researchers employed quantitative and descriptive methods in this study. Quantitative research encompasses a range of methods that involve systematic investigation using statistical or numerical data. Hence, quantitative research involves measurement and assumes that the study can be measured (Roger, 2015). Descriptive research aims to accurately and systematically describe a population (McCombes, 2022). A qualitative approach is used to determine the current frequency and

percentage in terms of demographic. The descriptive design describes the current situation of Sheriffs and their various problems and concerns.

### **Population and Sampling Respondents of the Study**

There were currently twenty-nine (29) sheriffs in NLRC-NCRAB, and all were chosen as respondents in this study. The profiling of the sample respondents included the age, years in service as sheriff, highest educational attainment, the average number of writs received, and the number of satisfied writs, both monthly.

### **Research Instrument**

This research used a survey questionnaire that was distributed to the intended respondents. The first part included the demographic profile of respondents in terms of age, years in service as sheriff, highest educational attainment, the average number of writs assigned monthly, and the number of satisfied writs. The second part contained the problems and concerns at the Sheriff's office with the writ of execution and questions pertaining to this study's subject. The third part dealt with the recommendations to improve the implementation of the writ of execution which, in effect, may enhance the rate of satisfaction of the judgment award.

### **Validity and Reliability**

The researcher-made instrument undergoes validity and reliability testing. For content validity, three experts in the field were chosen who approved the content of the items included in the questionnaire. Computations on the instrument's reliability were computed and recorded a Cronbach's alpha of .78. According to Monsour, as mentioned in the study of Taber (2017), through a pilot study, Cronbach's coefficient was used to figure out the internal consistency coefficients of the items on a questionnaire. The reliability analysis will distinguish between groups well enough.

### **Data Gathering Procedure**

The researchers conducted a survey through questionnaires that were distributed

personally to the intended respondents. They were given ample time, about a day before said questionnaires were retrieved and collected. Thereafter, collected data were consolidated, tabulated, and interpreted.

**Statistical Treatment of Data**

Using IBM SPSS v.29.0, the data are processed following the presentation in the statement of the problem.

Demographic profile of respondents in terms of age, length of service, educational attainment, writs of execution received, and writs of execution satisfied monthly employed frequency, percentage distributions, and ranking.

Level of the seriousness of the problems/concerns of the sheriff's office at National Labor Relations Commission – National Capital Region Arbitration Branch (NLRC-NCRAB) with the writ of execution in terms of issuance of the writ, writ compliance, and writ implementation utilized mean scores and standard deviation.

Recommendations to improve the implementation of the writ of execution to enhance the satisfaction employed the mean scores and standard deviation.

**Result and Discussion**

This section presents the analysis and interpretation of results from the data gathered

in the course of the research concerning the general problems of the study as indicated in the statement of the problems as well as the objective for the conduct of this study. More importantly, this research aimed to address the problems and concerns at the sheriff's office in relation to the writ of execution and further sought recommendations to improve the implementation of the writ of execution.

Consequently, the data were tabulated and analyzed. For clarity of discussion, the data obtained from the respondents were categorized and presented in three (3) parts.

Part I describes the sheriff's profile in terms of age, length of service as sheriff, educational attainment, number of writs of execution received, and writs of execution satisfied, both on a monthly basis.

Part II enumerated the problems and concerns at the sheriff's office, which were categorized into three aspects; a) issuance of the writ, b) compliance of parties to the writ, and c) writ implementation.

Part III itemized the recommendations to improve the implementation of the writ of execution, which consisted of five (5) indicators.

The demographic profiles of the twenty-nine (29) full representation of respondents and the tables are presented hereunder:

*Table I. Frequency, Percentage Distribution, and Ranking of the Profile of Respondents in Terms of Age*

AGE	FREQUENCY	PERCENTAGE	RANK
21 - 25	1	3.4	5
26 - 30	2	6.9	4
31 - 35	2	6.9	4
36 - 40	5	17.2	3
41 - 45	6	20.7	2
46 - 50	6	20.7	2
51 - 65	7	24.1	1
TOTAL	29	100	

Table I reveals that the majority of incumbent sheriffs are between the ages of 51 and 65, ranking first at 24.1%. Ages 41-45 and 46-50 are placed second (20.7%), while ages 31-40 are ranked third (17.5%). In addition, both the

26-30 and 31-35 age groups rank fourth with a percentage ranking of 6.9%, and the 21-25 age group ranks fifth with a percentage ranking of 3.4% and last in the table.

According to Daniel C. et al. (2008), age was not pertinent to an individual's main task performance and inventiveness. On the contrary, age plays a great factor in functioning as sheriff, especially in conducting the service of writs of execution to responding companies whose security officers guard and enter company premises while levying their personal properties.

Younger sheriffs in age lack the confidence to execute the writs or orders of the Labor Arbiters because they are not yet bold enough to enforce the writ, besides the fact that security guards or other company personnel consider them young enough to be obeyed and overpower their superiority complex.

Table 2. Frequency, Percentage Distribution and Ranking of the Profile of Respondents in Terms of Years in Service

YEARS IN SERVICE	FREQUENCY	PERCENTAGE	RANK
1 – 5	4	13.8	3
6 – 10	14	48.3	1
11 – 15	2	6.9	4
16 – 20	7	24.1	2
21 – 25	2	6.9	4
26 – 30	0	0	5
TOTAL	29	100	

Table II demonstrates that the majority of sheriffs in the NLRC-NCRAB have served between 6 and 10 years, with 48.3%, followed by 16 to 20 years, with 24.1% as the second-highest proportion and ranking. The third rank falls within 1-5 years of service, or 13.8%, while two (2) ranks resulted in the same fourth rank, 11-15 and 21-25 years of service, and none have yet achieved 26-30 years of service.

A study by Chau, Ph.D., et al. (2013) revealed that it was at risk when younger and has shorter lengths of service for various types of injuries because of materials/equipment/objects handling. Contradictory to this, the older and longer lengths a sheriff in the service, the more confident, knowledgeable, and unyielding they become, which is a must-have quality in the performance of a sheriff.

Table 3. Frequency, Percentage Distribution and Ranking of the Profile of Respondents in Terms of Educational Attainment

EDUCATIONAL ATTAINMENT	FREQUENCY	PERCENTAGE	RANK
2 YEARS IN COLLEGE	2	6.9	3
COLLEGE GRADUATE	21	72.4	1
LAW GRADUATE	2	6.9	3
MASTERS GRADUATE	4	13.8	2
TOTAL	29	100	

Regarding their educational attainment, Table III shows that the majority of NLRC-NCRAB sheriffs hold a bachelor's degree (72.4%), ranking first, while four of them hold a master's degree (13.0%), ranking second. Thirdly, those who have completed two (2) years of college and "Law Graduate" with a 6.9% are ranked equally.

The above findings are bolstered by the study of B. D. Kasika (2015). His study concluded that an individual's educational qualification and attainment greatly affect work performance. The higher educational attainment one has, the more intellectual ability to comprehend, cope and adapt to the ever-changing technology he can do to increase the outcome of job performance. Implicitly, as one person

ages, he also learns from his various experiences; thus, the inseparability of how one ages while he gains his educational attainment goes hand in hand as he adds up to his level of experiences through his length of service and his various exposure into different jobs seriously influenced his job performance. This is relatively true in this case because, although there was a minimum qualification standard for the sheriff's position, higher educational level really contributed a lot in dealing with the different kinds of professional people from the external clientele of NLRC, especially the lawyers from various law firms, company presidents, managers and other professional figures in our society.

It was further supported by N.G Daniel et al. (2009), when they proved that educational

level was related to one's capability to become more creative and behaviorally positive in the discharge of duties and functions; in effect, one becomes more patient and mature that eventually increases his productivity because his intellectual capacity to logically understand situation also expands. Though enough to justify the necessity of it, as a sheriff, one must possess maximum tolerance in interacting and attending to the different kinds of problematic complainants who come to NLRC, who understand why they became arrogant and impatient because they lost their source of income to support their families and sought help through Sheriffs. But oftentimes, they tend to be more inconceivable in treating the handling of sheriffs in their case when they make case follow-ups.

Table 4. Frequency, Percentage Distribution and Ranking of the Profile of espondents in Terms of Numbers of Writ of Execution Received in a Month Basis

WRIT RECEIVED	FREQUENCY	PERCENTAGE	RANK
1 – 10	6	20.7	3
11 – 20	13	44.8	1
21 – 30	8	27.6	2
31 – 40	2	6.9	4
TOTAL	29	100	

Similarly, Table IV displays the results on the monthly number of execution writs received by sheriffs. Thirteen (13), or 44.8%, receive 11-20 writs, followed by 21-30 writs, which account for 27.6%. Following that, six (6)

sheriffs with 1-10 writs or 20.7% are ranked third, and the fourth-ranked sheriff receives between 31 and 40 writs every month from their assigned Labor Arbiters.

Table 5. Frequency, Percentage Distribution and Ranking of the Profile of Respondents in Terms of Numbers of Writ Satisfied in a Month Basis

WRIT SATISFIED	FREQUENCY	PERCENTAGE	RANK
1 – 10	20	69.0	1
11 – 20	8	27.6	2
21 – 30	1	3.4	3
TOTAL	29	100	

Similarly, Table V displays the number of writs satisfied from among those they have received. Clearly, the majority has satisfied 1-10 writs every month, which accounts for 69% of

the ranking. In addition, 27.6% of 11-20 ranked as number two. In contrast, the third-ranked has satisfied between 21 and 30 writs, or 3.4%.

Table 6. Frequency and Percentage Distribution on the Seriousness of the Problems and Concerns at the Sheriff's Office in Terms of Issuance of Writ

Indicator	5	4	3	2	1	Mean	Descriptive Value
<b>A. Issuances of writ</b>							
1. Unable to furnish the losing parties with the writ in 3 days	4	11	5	6	3	3.24	S
2. Delay in the response of the company/ies served with notice of garnishment	4	10	13	1	1	3.52	MS
3. Insufficient relevant information/s regarding the property/ies of the losing party/ies	6	8	12	12	1	3.55	MS
4. Typographical error pertaining to details of parties, case number, awards and fees	3	4	6	15	1	2.76	S
5. Non-issuance of break-open, contempt order and show-cause order	11	8	7	3	0	3.93	MS
Total Mean						3.40	S

Legend: 1.00-1.80 NS- Not Serious 1.81-2.60 LS- Less Serious 2.61-3.40 S- Serious 3.41-4.20 MS- Much Serious 4.21-5.00 VS- Very Serious

On the other hand, Table VI displays how serious are the problems and concerns at the sheriff's office concerning the issuance of the writ. It shows that most of the sheriffs answered that the "non-issuance of break-open, contempt order and show-cause order" is their top concern/problem, showing a mean of 3.93. The "Insufficient relevant information/s follow it regarding the property/ies of the losing party/ies which has a computed mean of 3.55. Moreover, a computed mean of 3.52 for the "delay in the response of the company/ies served with notice of garnishment" and comes as 3rd scored highest. Not only that, the 4th highest problem raised by the sheriffs is the "unable to furnish the losing parties with the writ in 3 days" which has a computed mean of 3.24, and lastly the least identified problem concerning the issuance of the writ is "typographical error about details of parties, case number, awards and fees" that generated a computed mean of 2.76.

The test instruments blatantly disclosed that concerning the issuance of writs of execu-

tion, the majority of the National Labor Relations Commission – National Capital Region Arbitration Branch (NLRC-NCRAB) sheriffs considered this as "S or Serious" problem that cropped up while performing their duties in the execution stage, and this is braced by the computed mean average of 3.40. This is practically verifiable. After writs of execution have been served to both parties, these indicators surfaced and became hindrances to expediting the full execution and satisfaction proceedings. If the findings cited above, which were considered "Serious" by the sheriffs concerning the issuance of the writ, will not be remedied, whatever just and equitable application of the law is embedded and applied in the decisions, the same will remain to be futile. Similarly, whatever desire, ability, and knowledge a sheriff may have to expedite the execution proceedings, his hands will remain inoperative because of these affecting and uncontrolled outside factors. Consequently, that can only be called a "paper victory".

Table 7. Frequency and Percentage Distribution on the Seriousness of the Problems and Concerns at the Sheriff's Office in Terms of Compliance of Parties Relative to Writ

Indicator	5	4	3	2	1	Mean	Descriptive Value
<b>B. Compliance of parties relative to writ</b>							
6. Parties not compliant	3	6	13	6	1	3.14	S
7. Failure/absence/delay in the response of the company/ies/banks served with notice of garnishment	4	8	13	4	0	3.41	MS
8. No coordination by the prevailing party/ies with the sheriff assigned to the case	9	10	7	3	0	3.86	MS
9. Resistance by the losing party/ies to allow entrance inside the subject company premises	5	12	10	2	0	3.69	MS
10. Failure/absence and delay in the response on inquiries from other government agencies	5	12	10	2	0	3.69	MS
Total Mean						3.56	MS

Legend: 1.00-1.80 NS- Not Serious 1.81-2.60 LS- Less Serious 2.61-3.40 S- Serious 3.41-4.20 MS- Much Serious 4.21-5.00 VS- Very Serious

In another equally important note, Table VII also illustrates that pertinent to compliance of parties to the writ, the highest score by the responding sheriffs in the NLRC-NCRAB is “No coordination by the prevailing party/ies with the sheriff assigned to the case” with a computed mean of 3.86. There are two (2) second highest rated concerns with a mean of 3.69 respectively, that is “resistance by the losing party/ies to allow entrance inside the subject company premises and “failure/absence and delay in response to inquiries from other government agencies”. Consequently, a mean of 3.41 was generated for the next indicator “failure/absence/delay in the response of the company/ies/banks served with notice of garnishment,” and finally, as the last and 4th rated with a computed mean of 3.14 is the “parties not compliant”.

Additionally, the findings of the study conducted by D. Legashivili et al. (2015) attested to two relatively important results and the responsibilities which are essential for the participants or parties to the case in the enforcement proceedings, namely, the obligation to provide information and the obligation of cooperation of both in the successful implementation of the execution.

The obligation to provide relevant information to the case is a must from the complainant/s. Since the complainant/s are the ones employed in the company being complained of and for the logical reasons that they have firsthand knowledge regarding the assets of the company they are working for. Therefore, they must provide the handling Sheriff with the necessary information to start with to proceed with the implementation of the writ of execution with no delay at all. Information can include bank deposits, receivables, personal, and real properties. Additionally, the obligation of cooperation of both is also important for the speedy satisfaction of the monetary judgment award as required by the subject writ of execution. In a similar application, the same findings are required from the case complainants being attended to by the sheriff.

In terms of compliance of the parties to the issued writs, a visible result mean of 3.56 was computed and fell within the descriptive value of “S or Serious” also. It is normal as a reaction of the losing party to protect their assets, whether cash, real or personal property. It is not practically easy for the losing party to surrender and use these as payments for the huge obligations to the prevailing party/ies because



you lost in the case simply because of human empirical pieces of evidence and logical reasoning. However, as stated by M.L. Galperin (2018), the identified participation of the debtor in the expeditious execution and satisfaction of writs was highly necessitated.

Additionally, in another study by C. Marumoagae et al. (2019), it was crucial to lay down the sheriff's duty to find or indicate if there are no ascertainable assets in the return or the extent the sheriff should go in order to

find other property to satisfy the judgment award. In opposition to this, in the current procedure being implemented in the National Labor Relations Commission (NLRC), the prevailing parties are expected to cooperate with the assigned sheriff to the case to assist in finding possible garnishable assets of the company to expedite the certainty of where the property can be located or to be found to save time and effort.

Table 8. Frequency and Percentage Distribution on the Seriousness of the Problems and Concerns at the Sheriff's Office in Terms of Writ Implementation

Indicator	5	4	3	2	1	Mean	Descriptive Value
<b>C. Writ Implementation</b>							
11. Inaccurate informations provided by the prevailing party/ies	4	10	12	3	0	3.52	MS
12. Non-compliance to settle the judgement awards	8	8	12	1	0	3.79	MS
13. Negative results/findings by the alleged depository banks	3	12	14	0	0	3.62	MS
14. Outside settlement made by the party/ies	9	10	7	3	0	3.86	MS
15. Non provision of bonded warehouse and towing vehicles	15	8	5	1	0	4.28	VS
Total Mean						3.81	S

Legend: 1.00-1.80 NS- Not Serious 1.81-2.60 LS- Less Serious 2.61-3.40 S- Serious 3.41-4.20 MS- Much Serious 4.21-5.00 VS- Very Serious

Similarly, the data in Table VIII, also the last problem/concern at the sheriff's office, discusses that in the opinion of the respondents in assessing the seriousness of problems/concerns in terms of writ implementation revealed that "non-provision of bonded warehouse and towing vehicles" was ranked highest with a mean of 4.28, followed by a mean of 3.86 for the "outside settlement made by the party/ies." Meanwhile, "non-compliance to settle the judgement award" cropped up to be the 3rd rated highest with a computed mean of 3.79, and "negative results/findings by the alleged depository banks" emerged as no. 4 ranked in the table, garnering a mean of 3.62, and last but not least, with a computed mean of 3.52 disclosed that "inaccurate pieces of information provided by the prevailing party/ies" was minimally rated by the total of twenty-nine (29) sheriffs

in the National Labor Relations Commission – National Capital Region Arbitration Branch (NLRC-NCRAB).

Moreover, on the third concern raised, the writ implementation, it was drawn through the findings that the NLRC-NCRAB sheriffs' rated the same as "Serious" as proved by the computed mean of 3.81. An indication that they commonly encountered the variables enumerated therein. The inaccuracy of the information provided by the prevailing party greatly impacts the impediment to the successful satisfaction of writ implementation. According to M.L. Galperin (2018), identifying liabilities, such as the losing party's participation in providing information, necessitates this study's findings. Similarly, although this would be in no way possible, it would be a huge help if the losing party would voluntarily assist in identifying

and giving information to expedite the implementation of the writ.

On top of that, in another study by M.L. Galperin (2018), he concluded that other enforcement measures are not technically acknowledged by law as responsibility measures by the debtor. In concurrence with his findings and the current enforcement procedure in NLRC, the company/employer is not obligated to disclose company assets if it is to be treated as "responsibility measures" to the employee/s who filed a case against them for purposes of future execution proceedings primarily because it will be self-incriminating on their part and still premature to concede

because that would insinuate that they committed infractions against the complainant.

If not properly addressed, all the variables above or indicators will definitely cause delays, as what A.A. Abwunza et al. (2020) did in their study relating to users of construction arbitration. According to him, delays were ascribed to the dereliction by the tribunals' to simplify the proceedings when the process tends to lean in favor of one party. To compare, delay in the successful writ implementation by the sheriffs can be attributed to the enumerated indicators like the provision of inaccurate information by the prevailing and others, which will surely result in prolonged execution proceedings.

Table 9. Frequency and Percentage Distribution on the Recommendation to Improve the Implementation of the Writ of Execution

Indicator	5	4	3	2	1	Mean	Descriptive Value
1. Provision of bonded warehouse.	19	8	2	0	0	4.59	VR
2. Require the prevailing party to coordinate with their assigned sheriff.	14	12	3	0	0	4.38	VR
3. Establish strong coordination with other law enforcement agency/ies.	12	12	4	1	0	4.21	VR
4. Provision of towing and service vehicle	13	12	4	0	0	4.31	VR
5. Filing of civil case to the losing party to the regular court if writ was not satisfied	7	7	9	3	3	3.41	HR
Total Mean						4.18	HR

Legend: 1.00-1.80 NR- Not Recommended 1.81-2.60 SR- Slightly Recommended 2.61-3.40 R- Recommended 3.41-4.20 HR- Highly Recommended 4.21-5.00 VR- Very Highly Recommended

To further analyze, the full representation of twenty-nine (29) sheriffs in the National Labor Relations Commission – National Capital Region Arbitration Branch (NLRC-NCRAB) collectively rated the above five (5) indicators reflected in Table IX concerning the enumerated recommendations shown in the data therein, which revealed that "provision of bonded warehouse" was ranked highest with a mean of 4.59, followed by a generated mean of 4.38 for the "require the prevailing party to coordinate with their assigned sheriff." Meanwhile, "provision of towing and service vehicle" cropped up to be the 3rd rated highest with a mean of 4.31, and "establish strong coordination with other law enforcement agency/ies" emerged as no. 4

ranked in the table with 4.21 mean average and last but not least, a computed mean average of 3.41 disclosed that "filing of a criminal case to the losing party to the regular court if the writ was not satisfied" was minimally rated by the total of twenty-nine (29) sheriffs in the NLRC-NCRAB.

**Conclusion**

1. It can be concluded that most sheriffs belong to the highest age range, stay in the service for 6-10 years, and are usually college graduates. They receive 11-20 writs of execution in a month and satisfy 1-10 writs of execution monthly.

2. It was concluded that the problems and concerns of National Labor Relations Commission - National Capital Region Arbitration Branch Sheriffs regarding the Issuance of Writ, the non-issuance of break open, contempt order, and show-cause order is their top problem. Regarding Writ Compliance, the top concern was the lack of coordination by the prevailing party with the sheriff assigned to the case. Moreover, when it comes to Writ Implementation, the Sheriffs' top concern is the non-provision of bonded warehouses and towing vehicles.
3. It was revealed that there is no existing warehouse for the sheriffs to store the levied properties. Hence, to improve the execution and to enhance the satisfaction of the writ, it was recommended by the sheriffs to provide a bonded warehouse and towing vehicles to store levied properties of the losing party.

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