

Abstract of Workplace Dispute Resolution in Philippines

Disini, Jr., D. P. (2002). Labor dispute settlement in the Philippines. *IDE Asian Law Series: Dispute Resolution Mechanisms in the Philippines*, 65-110. Retrieved from http://d-arch.ide.go.jp/idedp/IAL/IAL001100_011.pdf

Abstract

The paper provides a thorough description of the labor dispute settlement system in the Philippines, detailing the method of dispute resolution, the mechanism mandated to settle disputes, and the concept of speedy justice. As excerpted from the author, “the State endorsed voluntarism in dispute settlement, which was reflected in the law. However, compulsory arbitration can be used in the case of resolving a labor dispute relating a national interest. The jurisdiction to settle disputes lies with both the administrative bodies, such as government agencies or administrative tribunals exercising quasi-judicial functions, and the Appellate Courts of the judicial system. In addition, the State regulates a process of speedy justice, which requires quasi-judicial administrative bodies to engage in a speedy and objective ascertainment of facts, without regard to the technicalities of laws. Overall, the government minimized its intervention in the dispute settlement process and stressed on voluntary arbitration, which is being widely accepted by management and labor.

A review of history shows that the country’s policy has moved from active intervention to one of minimum intervention in dispute settlement. By and large, the system has been accepted. There is, however, a noticeable delay in settlement of labor disputes due to the slow process in government agencies. The system of voluntary arbitration has gained growing acceptance and may be the wave of the future.”

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