

The Worker Before the Court of Industrial Relations

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SUBJECT(S): LABOR LAW, RIGHTS OF WORKERS AND WELFARE

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This Article discusses the impact of the Court of Industrial Relations (CIR) on the plight of the Filipino worker, 15 years after its creation. Created for the purpose of protecting worker's rights, it has also protected the welfare of employers and that of the public. The Article discusses the requisites needed for the CIR to acquire jurisdiction and to settle a labor dispute, emphasizing that such Court acts without regard to rigid technicalities of procedure; nevertheless, it is quick to point out that such does not mean a total disregard of the elements of due process.

With respect to the issue of delays in the settling of labor cases, the Article concedes that sometimes, delays are inevitable no matter what the amount of diligence the Court, parties and counsel may exert. Hence the Article concludes with specific recommendations that the Court may take into consideration in improving its composition, procedure and sphere of competence.