

DE LA SALLE UNIVERSITY

A RETROSPECTIVE STUDY ON THE
PLANNING, CONDUCT AND RESOLUTION
OF A STRIKE

A Thesis
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ABSTRACT

The study aims to find out the processes involved in staging a strike, the factors leading to the laborers' organization's strike and the advantages and disadvantages derived in staging a strike. The study is descriptive in nature, using the case study method. Data for the study were obtained from in-depth interview techniques. The study consisted of eight key informants, one representing the management, two labor organization leaders and five members of the said labor organization.

The findings of the study can be summarized as follows: first, the major factors that have led a laborers' organization to stage a strike are low wages, demand for additional benefits and poor working conditions. Second, the stages undertaken in the planning, conduct and resolution of a strike are the following: first, a strike vote of at least majority of the union members must be obtained in favor of the strike, then a notice of strike must be filed to the DOLE wherein conciliation meetings immediately follows in order to prevent the occurrence of a strike. If an agreement has not been reached, then the strike is permitted to take place after the thirty or fifteen days cooling-off period. During the strike, negotiations between management and laborers take place with or without the assistance of the DOLE until they reach a suitable agreement that will resolve the strike. Third, the major advantages derived by the workers in staging a strike are: the possibility of their demands being granted such as higher wages, additional benefits and better working conditions. The disadvantages are the following: workers' risking their jobs, the risk of possible injuries on the workers because of harassments and worse of all, the risk of losing one's life.



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