

**INDUSTRIAL PEACE AND PRODUCTIVITY POLICY
IN CAVITE : AN ASSESSMENT**

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ABSTRACT

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Summary

This research study was conducted primarily to assess the ongoing Industrial Peace and Productivity Policy by the provincial government of Cavite.

The study also tried to answer the following specific questions:

1. What is the Industrial Peace and Productivity Policy of the provincial government of Cavite?
2. How important is this Industrial Peace and Productivity Policy in the industrialization thrust of Cavite as viewed by a) laborers b) management and c) local officials.
3. What is the profile of the laborer-respondents e.g. Sex, Civil Status, Working Status, and Educational Attainment?
4. How do the workers perceive the Industrial Peace and Productivity Policy of the provincial government based on their awareness of the rights of the workers as embodied in the 1987 Philippine Constitution and the Philippine Labor Code?
5. Are there organized unions in the three chosen industrial establishments in Cavite?
6. Are the laborer-respondents willing to join a union if given a chance?
7. What are the courses of actions guaranteed by the provincial/municipal government of Cavite in case of disputes between the laborers and the management?
8. What are the job conditions, e.g., salaries, benefits and exercise of rights in the three industrial establishments concerned?

Findings

On the basis of the gathered data and information by the researchers, the following are revealed:

1. There are officials who claim that they do not have a clear knowledge about the Industrial Peace and Productivity Policy.
2. All the local officials and the two personnel managers share the same opinion that the Industrial Peace and Productivity Policy is a principal ingredient in the industrialization thrust of Cavite.
3. The local officials share different opinions when asked how they understand the Industrial Peace and Productivity Policy.
4. All the local officials describe the labor-management relationship as harmonious.
5. Majority of the laborer-respondents are aware of the presence of the Industrial Peace and Productivity Policy in Cavite.
6. Majority of the laborer-respondent believe that the said policy violates the rights of the workers as embodied in the 1987 Philippine Constitution and Philippine Labor Code.

7. Majority of the laborer-respondents believe that they are discontented with their salaries, that they are afraid to ask for a better wage and more benefits and that they cannot exercise their rights.

Conclusions

Based on the careful analysis of the data and information gathered, the researchers came up with the following conclusions:

1. No uniform definition about Industrial Peace and Productivity Policy was given to the local officials.
2. The importance of the Industrial Peace and Productivity from the point of view of the laborers and local officials plus the two personnel managers do not jibe.
3. There is conflict because as local officials claim that the overall description of the labor-management relation is harmonious, and that there is mutual protection of interests under industrial peace, the laborer-respondents are uncontented with their salaries, afraid to ask for a better wage and more benefits, and that they can't practice their rights.

Recommendations

Based on the foregoing findings and conclusions, the researchers recommend the following:

1. The provincial government of Cavite should re-define the Industrial Peace and Productivity Policy, along with the formulation of a comprehensive guiding principles which would uniformly define the said policy and will provide the municipal government and the management of each companies guidelines for implementation.
2. The Cavite Industrial Peace and Productivity Council should be given a well-defined function and organizational structure that will give the workers feeling of protection and the investors feeling of security.
3. The upliftment of the laborers in Cavite should be given major concern by the local government so as to prove the existence of the Industrial Peace and Productivity Policy in the industrial establishments in Cavite.
4. The academic community of Cavite should serve as vanguards in this policy so as to assure the critical character of the students.
5. Further study the Industrial Peace and Productivity Policy with bigger population and companies involved.

TABLE OF CONTENTS

CHAPTER	PAGE
1 THE PROBLEM AND ITS BACKGROUND	
Introduction	1
Significance of the Problem	2
Statement of the Problem	3
Scope and Delimitation	4
Definition of Terms	4
2 REVIEW OF RELATED LITERATURE	
Foreign Related Literature	6
Local Related Literature	7
3 METHODS AND PROCEDURES	
Research Design	12
Population	12
Research Instruments	13
Procedures	13
Statistical Treatment of Data	13
4 PRESENTATION, ANALYSIS, AND INTERPRETATION OF DATA	
Table 1	15
Table 2	16
Table 3	17
Table 4	18
Table 5	19
Table 6	20
Table 7	21
Bar & Pie Graphs	22
5 SUMMARY, FINDINGS, CONCLUSIONS, AND RECOMMENDATIONS	
Summary	36
Findings	36
Conclusions	37
Recommendations	38
REFERENCES	39
APPENDICES	