

## BOOK REVIEWS

THE LAW GOVERNING LABOR DISPUTES IN THE PHILIPPINES.  
1954 Edition. By Vicente J. Francisco. *The East Publishing Co.* Manila. 1061 pages. P35.45.

The long-unsatisfied need for an authoritative and comprehensive compilation of the existing jurisprudence on labor-management relations in the Philippines has inspired the author to publish the present book. Entitled "The Law Governing Labor Disputes in the Philippines", this work might mislead the reader into believing that it is restricted in scope to actual and pending labor disputes. It is, however, much more comprehensive than its title suggests. It includes laws passed by the Philippine Legislature and the present Congress in pursuance of the policy that the state should not confine its attention to merely settling actual and imminent labor disputes, but should pass laws to regulate the relationship between Capital and Labor so as to bring about industrial peace and harmony and thus minimize the danger of labor disputes, by striking at the very roots of the problem before it has a chance to show its menacing head.

The author has used judicious care in the selection and arrangement of his material. In his treatment of every statute, he has included a discussion of American jurisprudence where our Philippine courts have not made an interpretation of particular provisions of the law. This is especially helpful to both the student and the practitioner in the case of the Industrial Peace Act (Rep. Act 875). "Said act has been

adopted from parallel labor laws in the United States such as the Wagner Act, the Norris-La Guardia Injunction Act and the Taft-Hartley Act, and decisions of the United States Supreme Court, the Circuit Court of Appeals, as well as decisions, orders and awards of the National Labor Relations Board which are at least of persuasive influence in this country, have been cited and can be relied upon to serve as a starting point for the lawyer in his determination of a choice of remedy or course of action under the Act."

The author has given special attention to a discussion of the more important labor laws such as the Minimum Wage Law (Rep. Act 602, as amended), the new Women and Children Labor Law (Rep. Act 679, as amended), Rep. Acts Nos. 772 and 889, amending the Workmen's Compensation Act, the National Employment Service Act (Rep. Act 761), and the Blue Sunday Law (Rep. Act No. 946). A special feature of this work is the inclusion of various rules and regulations, interpretative bulletins and rules of procedure of the Secretary of Labor, Wage Administration Service and the Court of Industrial Relations, respectively. These should prove very helpful in the interpretation of terms used in the law which have been given a special meaning by the administrative agencies concerned.

In the arrangement of his material, the author has very wisely made use of a topic index at the beginning of every chapter. This device, together with the use of bold letters for the sub-titles, will surely facilitate the location of any subject-matter desired and aid the reader in gaining a broader comprehension of the general outline of the chapter.

Another distinctive feature of this work is the author's compilation of all information and data necessary for an understanding of the different statutes. In Part I, the author discusses the various jurisprudence, such as "Wages", "Salary", "Lockout", "Strike", "Closed Shop", "Feather-bedding devices", "Yellow-dog Contract". After reading the first part, it is an easier matter for the student to understand the provisions of the statutes given in the rest of the book.

In view of the increasing interest being given by the government towards the enforcement of labor laws, this book will prove to be an invaluable help to practitioners, businessmen, employees, labor officials and the public in general.