



UNITED NATIONS  
ECONOMIC  
AND  
SOCIAL COUNCIL



Distr.  
GENERAL

E/1978/8/Add.4  
28 December 1977

ORIGINAL: ENGLISH

IMPLEMENTATION OF THE INTERNATIONAL COVENANT ON  
ECONOMIC, SOCIAL AND CULTURAL RIGHTS

Reports submitted in accordance with Council resolution 1988 (LX)  
by States Parties to the Covenant concerning rights covered by  
articles 6 to 9

THE PHILIPPINES

[3 October 1977]

ARTICLE VI

THE RIGHT TO WORK

- A. Principal laws, administrative regulations and collective agreements  
designed to promote and safeguard the right to work as defined in  
this article

Kindly refer to the following materials (under other related materials) for a detailed description of the above:

1. Chapter 17, Tables, 17.1 to 17.6, Yearbook of Labor Statistics, 1975 for collective bargaining agreements;
2. Articles 3.6, and 12 of the Labor Code of the Philippines;
3. Title VII. Labor Code; and
4. Sample of collective bargaining agreement form.

B. Information on

1. The right of everyone to gain his living by work which he freely chooses or accepts, with particular reference to freedom from compulsion in the choice of employment and guarantees against discrimination in regard to access to employment

As enunciated in Section Nine of the New Constitution of the Philippines and the Labor Code of the Philippines, it is the basic policy of the State to

promote full employment by securing for every person desiring to work locally or overseas, the best possible terms and conditions of employment. The State shall facilitate a full choice of available employment for persons seeking work in conformity with national interests and ensure equal work opportunities regardless of sex, race or creed. The State shall also regulate relations between workers and employers by assuring the former of the right to self-organization, collective bargaining, security of tenure and just and humane conditions of work (refer to articles 3.6 and 12 of the Labor Code).\*

The right to work also applies to non-resident aliens. However, an employment permit, obtained from the Department of Labor, may be issued only after determining the non-availability of a Filipino, competent and willing to perform the services for which the alien is desired (articles 40 and 42).

2. Measures to ensure the best possible organization of the employment market, with particular reference to manpower planning procedures, the collection and analysis of employment statistics and the organization of an employment service

Articles 43 to 54 of the Labor Code refer to the National Manpower Development Program and the development of human resources by establishing training institutions and formulating plans and programs to ensure efficient allocation, development and utilization of national manpower.

The National Manpower and Youth Council (NMYC) formulates the long-term national manpower plan which is revised annually and submitted to the President for approval (refer to annex 1) and the Interim Manpower Plan, FY 1974-1977 (annex 2).

3. Technical and Vocational Guidance and Training Programs

Articles 47 to 52 of the Labor Code state the role of the NMYC with respect to instructor training, entrepreneurship development, training in vocations, trades and other fields of employment. For a general description of the NMYC's ongoing and completed training program, please refer to the following materials:

- (a) Annex 3;
- (b) The NMYC Calendar Year Report 1976 (annex 4);
- (c) Manpower Quarterly Magazine of the NMYC (annex 5); and
- (d) Vocational-Technical Education in the Philippines, NMYC (annex 6).

In addition to the NMYC, the Bureau of Apprenticeship had by the end of 1975, trained approximately 50,000 workers. In the same year, it ratified roughly 12,000 apprenticeship programs while the number of graduated apprentices increased by 240 per cent in 1975 relative to 1974.

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\* Articles alluded to in the text refer to those in the Labor Code of the Philippines.

4. Protection against arbitrary termination of employment and unemployment

In case of regular employment, an employer may not terminate for an indefinite period the services of an employee except for just cause (article 280). The just causes referred to are listed in article 283. Termination of employment due to the installation of labor-saving devices, redundancies and similar causes entitles the employee to separation pay (article 284). An employee is also entitled to separation pay in the event termination of employment is due to disease or ill-health (article 285). Suspension of a business operation/undertaking for a period not exceeding six (6) months or the fulfilment by the employee of military/civic duties shall not allow termination of employment provided the employee indicates the desire to resume work not later than one month after the resumption of business operations or the accomplishment of the military/civic duty (article 287).

Any employee may be retired upon reaching the retirement age and shall be entitled to retirement benefits (article 288).

C. Statistical and other available information on the level of employment and extent of unemployment and underemployment in the country

Kindly refer to the Department of Labor's Yearbook of Labor Statistics (tables 3.1 to 4.10), 1975, (in other related materials) and the Workers' Rights Series, Primer No. 1 (annex 9).

ARTICLE VII

THE RIGHT TO JUST AND FAVOURABLE CONDITIONS OF WORK

A. Remuneration

1. Principal laws and administrative regulations designed to promote and safeguard the right to fair remuneration in its various aspects

Kindly refer to the following materials for details:

- (a) Workers' Rights Series Primer No. 2 (annex 10);
- (b) Wages in the Philippines, by the Wage Commission (annex 11);
- (c) Major Labor Reforms (in other related materials), Presidential Decree (P.D.) No. 525 (in appendix B, Labor Code), P.D.'s 626, 850, 865-A and 891 (in Employees' Compensation and State Insurance Fund, annex 12), P.D. 928 (in appendix E, Labor Code) and P.D. 1123 (annex 14);
- (d) Letter of Instructions No. 533 (annex 15);

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- (e) Title II, chapters I to VI, articles 97 to 129 of the Labor Code;
  - (f) Presidential Decree No. 973 (annex 13); and
  - (g) Primer on the Rights of Women and Minors (annex 16).
2. Principal methods used for fixing wages (minimum wage fixing machinery, collective bargaining, statutory regulations, etc.); information on the categories and number of workers for whom wages are not yet set by such methods
- (a) Methods of wage-fixing

The Wage Commission, Department of Labor, conducts studies of wage rates in the various agricultural and non-agricultural industries. If after such study, the Commission believes a substantial number of employees in a given industry are receiving less than is sufficient to maintain them in health, efficiency and general well-being, taking into account various aspects of the industry, the Commission shall, upon approval of the Secretary of Labor, proceed to determine whether a wage recommendation shall be issued (article 120). The Commission shall have sixty (60) days to conduct hearings and recommend to the Secretary of Labor the issuance of a wage order establishing the minimum wage in that industry or branches thereof (article 121).

Article 122 gives authority to the Secretary of Labor to approve or reject the minimum wage recommended by the Commission after fifteen (15) days of public hearing. If rejected, the reasons for such action shall be issued. Approval of the recommendation shall be followed by a wage order subject to approval by the President prescribing the minimum wage to be paid to the employees. In the determination of a minimum wage, the Commission shall consider the following key factors enumerated in article 123:

- (i) cost of living;
- (ii) comparable wages and other incomes in the economy;
- (iii) fair return of the capital invested; and
- (iv) the imperatives of economic and social development.

- (b) Those not covered by the above methods of wage determination

Generally speaking, the above-mentioned wage determination process does not apply to the following occupations:

- (i) household or domestic persons in the personal service of another;
- (ii) homeworkers engaged in needlework;

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- (iii) workers employed in any establishment duly registered with the National Cottage Industries and Development Authority in accordance with Republic Act 3470, provided that such workers perform the work in their respective homes;
- (iv) workers in any duly registered cooperative when recommended by the Bureau of Cooperative Development with the approval of the Secretary of Labor; and
- (v) persons in welfare areas who may receive upon authorization of the Secretary of Labor, payment of subminimum wages to provide employment opportunities to residents therein.

The wage remuneration of the above workers appear in articles 141 to 153. For a more comprehensive picture, refer to annex 11, pages 14 to 23, Yearbook of Labor Statistics 1975, Department of Labor, tables 7.1 to 7.15 (in other related materials), and item number seven (7) in other related materials.

3. Information regarding components of workers' remuneration other than regular wages

(a) Overtime work - For overtime work, an additional compensation equivalent to an employee regular wage plus at least 25 per cent thereof is provided for. Work beyond eight (8) hours on holidays or rest days shall entitle an employee to an additional compensation equivalent to the rate of the first eight (8) hours plus 30 per cent thereof. Emergency overtime work also entitles an employee to additional compensation (article 89).

(b) Compensation for work on rest days, Sundays and holiday work

An employee working on a scheduled rest day is entitled to additional compensation of 30 per cent (30%) of his regular wage. This additional compensation is applicable for work on Sundays only when it is an established rest day. In cases where the employee has no regular work or rest day, he/she shall be paid additional compensation of 30 per cent of his/her regular wage. An employee working on a holiday which happens to coincide with his/her scheduled rest day, shall be entitled to additional compensation of 50 per cent of the regular wage. If it is previously agreed that payment of a higher premium pay than that payment of a higher premium pay than that prescribed in article 93 is called for, the employer shall pay that rate.

(c) Right to holiday pay (article 94)

Every worker is entitled to a regular daily wage during holidays except in retail and service establishments regularly employing less than ten (10) workers. An employee shall be paid a compensation equivalent to twice his regular pay.

(d) Right to service incentive leave (article 95)

Every employee with one (1) year of service is entitled to yearly service incentive leave of five (5) days with pay.

(e) Service charges (article 96)

All service charges collected by hotels, restaurants, and similar establishments shall be distributed at the rate of 85 per cent for all covered employees and 15 per cent for management.

(f) Employees Compensation and State Insurance Fund (articles 166 to 184 and annex 12)

Articles 166 to 175 authorize the State to promote and develop a tax-exempt compensation programme for employees and their beneficiaries in the event of work-connected disability or death. The State Fund is liable for compensation to the employee or his dependants except in specific cases (article 172). The coverage of the State Insurance Fund shall be compulsory upon all employers and employees not over sixty (60) years of age subject to certain provisions (article 168). The Employees' Compensation Commission is responsible for the rationalization and co-ordination of the Employees Compensation Program (State Insurance Fund) in addition to ensuring adequate coverage of Filipino employees employed abroad (article 170). The Philippine Government guarantees the above-mentioned benefits and accepts general responsibility for the solvency of the State Insurance Fund (article 184).

(g) Other benefits

Articles 185 to 194 specify the medical, disability, retirement, death and other income benefits. For particulars, refer to annex 12.

(h) Emergency allowances

In Presidential Decree (P.D.) 1123 (annex 14) the President authorized an across-the-board increase of ₱60 pesos (₱) in emergency allowance to be paid to all employees effective 1 May 1977. A 10 per cent across-the-board salary increase was also introduced to all government employees receiving a monthly salary of not more than ₱600.

Presidential Decree No. 525 (appendix B, Labor Code) specifies emergency allowances to employees in the private sector. Also refer to pages 5 to 7 of annex 16, for additional information on emergency allowances.

Those not covered by P.D. 1123 are:

- (i) household or domestic helpers;
- (ii) employers of homeworkers;
- (iii) retail and service establishments employing not more than five (5) workers;
- (iv) NACIDA registered industries;

- (v) export-oriented and labour-intensive enterprises outside Metro-Manila for the first three years of operation;
  - (vi) educational institutions; and
  - (vii) distressed institutions.
4. Statistical data showing the evolution of the level of remuneration (covering in particular minimum wages and average earnings in a representative sample of occupation)

Please refer to page 23 of annex 11 P.D. 928 in appendix E of the Labor Code, the Primer on the Rights of Women and Minors (annex 16) pages 6 to 7 for changes in the cost-of-living allowances, P.D. 1123 (annex 14) and chapter seven of the Yearbook of Labor Statistics, 1975 (in other related materials).

5. Provisions and methods designed to ensure respect for the right to equal pay for equal work of equal value, and to ensure in particular that women are guaranteed work not inferior to those enjoyed by men

Article 101 empowers the Secretary of Labor to regulate payment of wages to ensure the payment of fair and reasonable wage rates. Chapter III of the Labor Code deals with the payment of wages, including the time and place of payment while chapter IV states the prohibitions regarding wages - such as non-interference in disposal of wages (article 112), wage deductions (article 113) and withholding of wages (article 116).

Article 130 (night work prohibition) states that an employed woman shall not be permitted to work with or without compensation in any industrial undertaking between 10 p.m. and 6 a.m.; in any commercial undertaking (excluding agriculture) between midnight and 6 a.m. and in any agricultural activity unless given a consecutive nine-hour rest. The exceptions to these rules are also specified.

Article 135 prohibits an employer from discrimination against women with respect to the terms and conditions of employment. It also states that equal remuneration shall be paid to both men and women for work of equal value. Women employees shall also not be required to remain single in order to be employed or continue employment (article 136) nor shall a woman be discharged from employment due to pregnancy (article 137). Other regulations pertaining to the rights of women-employees are stated in articles 132 to 134.

For additional information, refer to the Primer on the Rights of Women and Minors (annex 16) and the Philippine Labor Review, Third Quarter, 1976 (annex 17).

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6. Difficulties encountered and progress made in extending to all workers measures designed to ensure that they receive fair remuneration providing a decent living themselves and their families in accordance with the provisions of the Covenant

Please refer to the Wage Commission Report, pages 12 to 13 (annex 10) and "Labor and Human Welfare, under the New Society" by Undersecretary Amado G. Inciong (under other related materials).

B. Safe and healthy working conditions

1. Principal laws and administrative regulations, designed to promote and safeguard the right to safe and healthy working conditions in particular sectors or occupations

Please refer to the following materials:

- (a) Title I, Book Four, Labor Code of the Philippines;
  - (b) Primer on the Right to Safe and Healthful Conditions of Work (annex 18);
  - (c) Work Accidents, Department of Labor, 1976 (annex 19); and
  - (d) Tables 15.1 to 15.15, Yearbook of Labor Statistics, 1975, Department of Labor.
2. Principal arrangements and procedures including inspection services and various bodies at the national, industry, local or undertaking level entrusted with the promotion or supervision of health and safety at workplaces

Article 162 stipulates that the Secretary of Labor shall enforce mandatory occupational safety and health standards to eliminate or reduce occupational and health hazards in all workplaces to ensure safe and healthful working conditions in all places of employment.

The Department of Labor conducts continuing studies and research to develop methods, techniques and approaches to deal with occupational and health problems which may exist in the work-environment (article 163). It also implements training programmes to increase the number of competent personnel in the field of occupational safety and industrial health.

The Department of Labor is responsible for the administration and enforcement of occupational safety and health laws, regulations and standards in all establishments and workplaces. The Secretary of Labor may collect fees for the inspection of steam boilers, pressure vessels and pipings as well as the test and approval for safe use of materials and equipment and other safety devices. Chartered cities may also conduct industrial safety inspections of establishments within their respective jurisdictions (article 165).

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Articles 156 to 161 provide for the establishment and maintenance of first aid medicines, equipment, emergency medical/dental services, health programs as well as the determination of the qualifications of employed health personnel. The criteria and qualification for employment of such personnel are established by the Secretary of Labor upon consultation with industrial, medical and occupational safety and health associations.

3. Statistical or other information concerning the number, nature and frequency of occupational accidents and cases of occupational diseases

Please refer to Work Accidents, Department of Labor (annex 19) and chapter 15 of the Yearbook of Labor Statistics, 1975 (in other related materials).

C. Equal opportunity for promotion

Most of the required information for this section can be found in the section on the Right to Work. Specifically, this pertains to the opportunities for employment, training programs and placement policies which appear in Books One and Two of the Labor Code and the annexes of article 6.

D. Rest, leisure, limitation of working hours and holidays with pay

1. Principal laws and administrative regulations designed to promote and safeguard the rights to rest, leisure, reasonable limitation of working hours and periodic holidays with pay

Please refer to the following materials:

- (a) Title I, Book Three, Labor Code;
  - (b) Primer on the Rights to Service Incentive Leave, Weekly Rest Day and Holiday with Pay (annex 20);
  - (c) Primer on the Rights Pertaining to Hours of Work (annex 21); and
  - (d) Tables 6.1 to 6.7, Yearbook of Labor Statistics, Department of Labor.
2. Information on the position, in law and practice in the various sectors of activity, as regards:
    - (i) weekly rest;
    - (ii) normal hours of work and overtime;
    - (iii) holidays with pay; and
    - (iv) remuneration for public holidays.

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Chapters I to III of Title I, Book Three of the Labor Code (articles 82 to 96) provide the necessary information. The right to a weekly rest-day appears in article 91 while exceptions to this right are enumerated in article 92. The normal hours of work shall not exceed eight (8), exclusive of meals as specified in article 83. Compensation for overtime work is provided for in articles 86, 89 and 90. Remuneration for rest-days, Sunday and holiday work is stipulated in article 93 while the right to holiday and service incentive leave are spelled out in articles 94 and 95.

## ARTICLE VIII

### TRADE UNION RIGHTS

- A. Principal laws and administrative regulations designed to promote, safeguard or regulate trade union rights in their various aspects as defined in this article

Please refer to the following materials:

1. Book Five, Labor Code of the Philippines;
2. Presidential Decree No. 21 (annex 22), P.D.s 823, 849, 851 and Letter of Instructions No. 368 which are presented in summary form in Major Labor Reforms (in other related materials), and are presented in their entirety in the pamphlet on Presidential Decrees on Labor and Social Policies and Related Implementing Rules (annex 23);
3. Chapter 16, Yearbook of Labor Statistics, 1975 Department of Labor.

- B. Right to form and join trade unions

1. Indications of the legal or other provisions governing the right to join and form the trade unions of one's choice

All persons employed in commercial, industrial and agricultural enterprises, including religious, charitable, medical or educational institutions operating for profit, shall have the right to self-organization and to form, join or assist labor organizations for purposes of collective bargaining (article 244).

2. Restrictions which are placed upon the exercise of this right, with details of the legal provisions prescribing such restrictions

Security guards and other personnel employed for the protection and security of the person, properties and premises of the employer shall not be eligible for membership in any labor organization. All religious, charitable, medical, educational institutions and other non-profit entities are not allowed to join any labor organization. In addition, managerial employees are not eligible to join, assist or form any labor organization (articles 245-246).

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C. Right of trade unions to federate

Legal or other provisions governing the right of trade unions to join national federations or confederations and the right of the latter to join and form international trade union organizations

Although a formal provision on the above right is not specified in the Labor Code, article 238 of the Code states that a federation or national union may not register to engage in any organizational activity in more than one industry in any area. At present, however, trade unions are not allowed to federate in view of the ongoing "Restructing Program" which seeks to create national unions which are of the one-union for one-industry type.

All aliens and/or foreign organizations are strictly prohibited from engaging directly or indirectly in all forms of trade union activities without prejudice to normal contacts between Philippine trade unions and recognized international labor centers. Foreign individuals, organizations or entities are prohibited from giving donations, grants or other forms of assistance in cash or in kind, directly or indirectly to any labor organization without approval of the Secretary of Labor. This prohibition is also applicable to organizations of farm tenants, rural workers and the like unless permitted by the Secretary of Labor (articles 270, 271 and 272).

D. Right of trade unions to function freely

Conditions under which trade unions may exercise their right to function freely and any limitations to which this right may be subject

The rights and conditions of membership in labor organizations (any union/association of employees existing for purposes of collective bargaining or dealing with employees) appears in articles 242 and 243 of the Labor Code. Limitations to the rights of trade unions and cancellation of the registration of any trade union appear in article 240.

E. Right to strike

Legal or other provisions governing or affecting the exercise of the right to strike

All forms of strikes, pickets and lockouts are prohibited in vital industries such as public utilities, including transportation and communication, companies engaged in the manufacture or processing as well as in distribution of fuel gas, gasoline, and fuel or lubricating oil, companies engaged in production/processing of essential and export commodities, banking establishments, hospitals, schools and colleges (article 264). Furthermore, a legitimate labor union may strike and any employer may lock out an establishment only on grounds of unresolved economic issues in collective bargaining.

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Restrictions on the right to strike may be applied whenever the President or his duly authorized representative, in the public interest, certify any dispute to the National Labor Relations Commission (NLRC) for compulsory arbitration upon failure of the Bureau of Labor Relations to achieve voluntary settlement. Immediately after this the striking employees shall return to work and the employer resume operations.

F. Factors and difficulties affecting the degree of realization of trade union rights in their various aspects

The area of greatest concern with respect to trade unions lies in the effective implementation of the "Restructuring Program" which seeks to combine the various small unions in all industries into a national trade union for each industry. This implies that smaller unions of each industry will become affiliates of the national trade union for that industry. The enhancement of trade union rights and more effective bargaining power will therefore depend to a large extent on the success of this Program.

Other factors related to the above problem and constituting obstacles in themselves to achieve the realization of trade union rights in the Philippines have been mentioned by the Department of Labor. These include:

1. Membership in the trade union

In order to qualify for registration as a trade union, a labor union must show membership of not less than fifty (50) per cent of those employed in a specific working unit. According to Department of Labor officials, this condition may be too stringent and may actually prevent the formation of trade unions.

2. Employer-employee attitudes

Many employees still have a negative attitude towards unionism. At the same time, many of the employed are unaware of the benefits to be gained from joining or forming trade unions. In this connection, the government has embarked upon a program to enlighten workers on the rights and obligations of trade unions.

3. Quality of leadership

The quality of leadership in the various trade unions is another obstacle to effective trade union operations. In many cases, collective bargaining has led to what the Department of Labor calls "sweetheart agreements". These agreements provide only a little over what is provided for in the Labor Code whereas the purpose of collective bargaining is to obtain additional benefits over and above those specified in the Labor Code. Trade union leadership is therefore a crucial factor when it comes to bargaining and implies that union's leaders must not only possess skills in bargaining but also knowledge of the rights already provided for in the Constitution and the Labor Code.

4. Union raiding

The existence of many small unions in a certain industry tends to disrupt the

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employee-employer relationship. If one union is able to achieve a collective bargaining agreement while another union in the same industry questions such an agreement (union raiding), the employer will naturally be forced to decide on which of the two unions is the true representative of the workers. This severely limits the capacity of the unions to bargain and also limits the ability of the employer to provide benefits for all employees.

## ARTICLE IX

### RIGHT TO SOCIAL SECURITY

1. Principal laws, administrative regulations, collective agreements, court decisions and other types of arrangements relating to the social security system including social insurance schemes

Please refer to the following materials:

- (a) Titles II to IV, Book Four of the Labor Code of the Philippines;
  - (b) Employees' Compensation and State Insurance Fund (annex 12);
  - (c) Annexes 24 to 31; and
  - (d) Primer on the Rights of Women and Minors (annex 16).
2. Main features of the schemes in force for each of the branches of social security listed below
- (a) Medical care

It is the duty of all employers to furnish employees in any locality with free medical and dental facilities. The nature and scope of facilities are mentioned in articles 156 to 161. The Social Security System (for private employees) and the Government Service Insurance System (for government employees) shall be responsible for providing medical services subject to an expense limitation prescribed by the Employee's Compensation Commission. Additional elements in the Labor Code pertaining to medical benefits appear in articles 186 to 190. The Philippine Medical Car Plan, R.A. 6111, as amended by P.D. 735, was also created to provide total medical services to the people (annexes 24 and 25).

- (b) Maternity benefits

Any pregnant woman employee who has served at least six (6) months for the last twelve (12) months is entitled to maternity leave of two (2) weeks prior to expected date of delivery and another four (4) weeks after normal delivery or abortion, with full pay based on regular or average weekly wages. Maternity leave shall be paid by the employer only for the first four (4) deliveries by a woman employee (article 133). Refer also to the Primer on the Rights of Women and Minors (annex 16).

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(c) Invalidity benefits

Disability benefits (permanent, partial and temporary) and the corresponding limitations are stated in articles 191 to 193. Employment injury benefits are also included in these articles, with the quantitative remunerations specified. Annex 12 provides a more comprehensive description of these benefits.

(d) Old-age benefits

An employee in case of retirement shall be entitled to retirement benefits as he may have earned under existing laws and collective bargaining or other agreements (article 288).

(e) Death benefits

The Employees' Compensation Commission shall pay the primary beneficiaries upon the death of the covered employee a monthly income benefit equivalent to the monthly income benefit for permanent total disability (article 192) plus 10 per cent (10%) of the basic benefit for each dependent child but not exceeding five (5) beginning with the youngest and without substitution. Limitations to and requirements of this provision are stated in article 194. All questions of relationships and dependency shall be determined at time of death. Please refer to annex 12 for more information as to the nature of death benefits.

(f) Other benefits

Articles 195 to 204, the Employees' Compensation and State Insurance Fund (annex 12) and its primer (annex 27), provide further information on social security benefits. Annex 12 also provides a broad description of the various disability, medical and death benefits. For the latest developments in the social, security/insurance benefits of government employee see annex 31.

3. Factors and difficulties affecting the degree of realization of the right to social security

It is important to note that two difficulties exist in relation to the various social security schemes. These pertain to the education of workers on their rights and how and where employees may claim their benefits. Many employees are unaware of the various benefits which have been described above.

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List of reference materials appended to the report\*

On Article Six: The Right to Work

Part B

1. National Manpower Plan, National Manpower and Youth Council (NMYC) - Annex 1
2. Interim Manpower Plan, FY 1974-1977 - Annex 2
3. Statistical Bulletin, NMYC - Annex 3
4. Calendar Year Report, 1976, NMYC - Annex 4
5. Manpower Quarterly Magazine of the National Manpower and Youth Council - Annex 5
6. Vocational-Technical Education in the Philippines, NMYC - Annex 6
7. Letter of Instructions No. 468 - Annex 7
8. Letter of Instructions No. 518 - Annex 8

Part C

9. Workers' Rights Series, Primer No. 1 - Annex 9

On Article Seven: The Right to Just and Favorable Conditions of Work

Part A

1. Workers' Rights Series, Primer No. 2 - Annex 10
2. Wages in the Philippines, Wage Commission - Annex 11
3. Employees' Compensation and State Insurance Fund (includes Presidential Decrees Nos. 626, 850, 865-A and 891) - Annex 12
4. Presidential Decree No. 973 - Annex 13
5. Presidential Decree No. 1123 - Annex 14
6. Letter of Instructions No. 533 - Annex 15

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\* These reference materials are available for consultation in the files of the Secretariat in their original language as received from the Philippines.

7. Primer on the Rights of Women and Minors -- Annex 16
8. Philippine Labor Review, vol. 1, No. 3, Third Quarter, 1976 -- Annex 17

Part B

1. Primer on the Rights to Safe and Healthful Conditions of Work -- Annex 18
2. Work Accidents, Department of Labor, 1976 -- Annex 19

Part D

1. Primer on the Rights to Service Incentive Leave, Weekly Rest Day and Holiday with Pay -- Annex 20
2. Workers Rights Series, Primer No. 3 -- Annex 21

On Article Eight: Trade Union Rights

Part A

1. Presidential Decree No. 21 -- Annex 22
2. Presidential Decrees on Labor and Social Policies and Related Implementing Rules, Department of Labor -- Annex 23

On Article Nine: Right to Social Security

Part A

1. Republic Act No. 6111 -- Annex 24
2. Presidential Decree No. 735 -- Annex 25
3. Presidential Decree No. 347 -- Annex 26
4. The New Employees' Compensation Program and You -- Annex 27
5. Primer on the Social Amelioration Program -- Annex 28
6. Presidential Decree No. 985 -- Annex 29
7. Presidential Decree No. 1065 -- Annex 30
8. Highlights of Presidential Decree No. 1146 -- Annex 31



Other related materials

1. Labor Code of the Philippines, THIRD OFFICIAL EDITION, Department of Labor
2. Yearbook of Labor Statistics 1975, Department of Labor
3. Sample of items included in a Collective Bargaining Agreement
4. Major Labor Reforms
5. Annual Report on Labor, 1975
6. "Labor and Human Welfare" - Labor Under the New Society, by Amado G. Inciong, Undersecretary of Labor
7. Primers on:
  - (a) The Rights of Househelpers
  - (b) The Rights of Apprentices, Learners and Handicapped Workers