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RIGHTS OF THE FILIPINO WORKER

*A Simplified Outline of Important
Philippine Labor Laws*



Specially prepared for labor unions by the Labor Liaison Office of
the Nacionalista Party.

1961

Name of Labor Union

Office Address

Registration Number

Date Received



President Garcia and Social Justice

The Nacionalista Party, since its inception, has consistently pursued a program of social justice dedicated to the welfare of the common man. Given concrete expression by Presidents Quezon and Osmeña, and implemented with a missionary zeal by President Magsaysay, the attainment of social justice is a motivating force in the administration of President Garcia.

In very specific terms, President Garcia has time and again committed his administration to the fullest implementation of our social justice program. In a very memorable Independence Day speech on July 4, 1959, he said:

“If democracy stands for the welfare of the greatest number, the masses, — the working, sweating, underprivileged millions — must be given their due. This I propose to do even if I have to make those who are better off wait for their turn. This I propose to do by taking away a fair portion from those who have too much. Social justice must begin with the common people. Any economic program with the improvement of their lot. To me that is not only good economics, it is social justice.”

President Garcia has followed up his words with deeds. Only by voting for President Garcia and the straight Nacionalista ticket this coming November 14, 1961 can labor hope that the tradition of social justice which is now an integral part of our national social policy be maintained and enhanced.

NACIONALISTA PARTY
Manila

OFFICE OF THE EXECUTIVE DIRECTOR FOR ORGANIZATIONS

My dear brother in the labor movement:

The need for an informational material that will tell in very simple language about the rights of the Filipino Worker under our labor laws has long been felt by all of us in the labor movement.

We are very happy that with this publication, the above need is going to be satisfied. A knowledge of our rights is a prerequisite for a truly effective effort on our part to assert them, either individually or collectively through our respective labor unions.

There are compelling reasons why the trade union movement should rally behind the Nacionalista Party. Both stand for democratic social and economic reforms. Both are unapologetic in their advocacy of Nationalism and Filipino primacy in their own land.

It was the Nacionalista Party which secured our national independence. It has always been the party upholding our national honor and dignity. Whatever international fame and respect we enjoy today as a nation we owe to the NP and to its unaltered nationalist principle.

But against this immortal principle our friends in the Liberal Party cry their faint, mortal protests.

However, the cause of the NP has found anchorage in the heart of every true Filipino. It is an infinite cause and the finite opposition to it must submit in the end. This is why we in the trade union movement must fight for the Nacionalista Party.

Labor must consider the issues raised in the current campaign from the perspective of national welfare. We have found in the Nacionalista Party a great ally in our own historic mission to raise labor's standard of life and to enrich our heritage both as workers and Filipinos.

I hope that in the light of the past and from the vision of what is to come, we will make our decision.

Fraternally,

ISRAEL BOCOBO
NP Liaison Officer for
Labor Organizations

Statutes Governing Particular Subjects

(Taken from "Compilation of Labor Legislation in the Philippines")

Subject Matter	Statute
Agrarian Relations, Court of	RA 1409
Anti - Slavery	Act 2071
Apprenticeship Law	RA 1826
Blue Sunday Law	CA 946
Capital, Labor Conflict, Cases to Be Given Priority in Courts	RA 279
Children, Employment of	RA 679
	RA 1131
Compensation Re: Employees of the National, Provincial, City or Municipal Killed or Injured in Line of Duty	RA 1232
Conciliation Service	RA 875
Contract of Labor	Act 3688
	RA 386
	RA 602
Contract of Lease	CA 53
Court of Industrial Relations	CA 103
	CA 254
	CA 355
	CA 559
	CA 386
Credits, Classification of	CA 386
Dental and Medical Free Emergency Treatment	RA 1051
Department of Labor, Reorganization of	RA 997
	CA 444
Eight Hour Labor Law	RA 1993
Employers' Liability Act	Act 1874
	2473
Employment Agencies (Private), Activities of	Act 3957
	RA 856
	RA 761
Employment Service Law, National	
Employment of Physicians on Vessels Engaged in Coast-wise Trade	RA 70
Employment of Women and Minors	RA 679
	1131
Failure to Pay Wages	CA 303
	RA 603
Financial Activities of Unions	RA 1942
Forty-Hour (5-day) Work Week, Government	RA 1880
Government Management of Public Utilities in Case of Strike	CA 358
Grievances, Labor (Handling of)	RA 875

Health Benefits of Government Workers	RA	1232
Homeworkers Engaged in Needlework by Hand, Wages	RA	812
Household Servants, (Civil Code)	RA	386
Industrial Peace Act or "Magna Carta of Labor"	RA	875
		1942
Industrial Safety Act	CA	104
Injunction in Labor Disputes	RA	875
Labor Cases Given Priority in Courts	CA	279
Labor Recruiting Law	Act	2486
Labor Organizations, (Legitimate) Defined and Regulated	CA	213
Labor Organizations, Financial Activities of	RA	1942
Labor Organizations, Registration of	RA	875
Labor - Management Advisory Council	RA	875
Labor - Management Conferences	RA	875
Labor Department, Reorganization of	RA	997
		1241
	Executive	
	Order	218
Laborers' Dwelling, Administration of	RA	2618
Legal Holidays	RA	57
Legitimate Labor Organization	CA	213
Magna Carta of Labor (Industrial Peace Act)	RA,	875
Maternity Leave, Government Workers	Act	647
	RA	270
		1564
Medical and Dental Free Emergency Treatment	RA	1054
Metallurgical Establishments, Employment in	CA	104
Mines, Quarries, Metallurgical Operations, Employment in	CA	104
Minimum Wage Law	RA	602
Nature of Payment of Wages	Act	2549
		3958
Needleworkers by Hand (Homeworkers Wages)	RA	812
Overtime and Extra Work Pay for Night Services Re: Postal Employees	RA	483
Physicians for Vessels in Coastwise Trade	RA	70
Piece Work or "Takay" Basis	RA	386
		602
		1374
Picketing, Peaceful	RA	1167
Postal Employees, Overtime Compensation for	RA	483
Priority in the Disposition of Labor Cases	CA	279
Private Employment Agency Law	Act	3957
	RA	856
Prohibition Against Obstruction to Peaceful Picketing	RA	1167

Public Utilities, Government Operation of	CA	358
Public Works	Act	3688
	RA	1374
Public Works, Piece Work or "Takay" Basis	RA	1374
Quarries, Employment in	CA	104
Recruitment of Labor	Act	2486
Reorganization Law	RA	997
		1241
Reorganization, Department of Labor	RA	997
		1241
	Plan 20-A	
	Executive	
	Order	218
Separation Pay Law	RA	1052
		1787
Sick Leave, Government Workers	RA	218
Social Security Act of 1954, as Amended	RA	1161
		1792
Sugar Act of 1952	RA	809
Sunday, Blue Law	RA	946
Tenancy Contracts	CA	53
Termination of Employment	RA	1052
		1787
Termination Pay	RA	1052
	CA	303
	CA	303
Time of Payment	CA	303
Unfair Labor Practices	RA	875
Vacation Leave	RA	218
Vacation and Sick Leave	RA	2625
Venue of Action, Claims of Laborers	RA	1171
Vessels in Coastwise Trade, Physicians for	RA	70
Wages, Payment of	Act	3958
	CA	303
	RA	602
	RA	602
	RA	679
		1131
	RA	2714
	RA	386
Work and Labor	Act	1874
Workmen's Compensation		3428
	CA	210
	RA	772
		889
		1232

SALIENT PROVISIONS OF MAJOR EFFECTIVE LABOR LEGISLATIONS IN THE PHILIPPINES

ACT No. 1874 (EMPLOYERS' LIABILITY ACT)

1. Grants compensation to employees in private enterprise, where the capital is less than P10,000 except if the work is hazardous or deleterious to employee, for injuries sustained or caused while at work.
2. Grants food and medical allowance on application to the Court by the injured party while medical attendance is still necessary by reason of the injury.

ACT No. 3428 as amended by Com. Act No. 210 and Rep. Act No. 772 (WORKMEN'S COMPENSATION ACT)

1. Grants compensation to employees for injuries, death or illness contracted in the performance of their duties.
2. Grants compensation benefits to mounted messengers in the service of the national government and to employees and laborers employed in public works and industrial concerns of the government.
3. Provides the employees with such medical, surgical and hospital services and supplies in case of personal injury or sickness contracted while in the performance of their duties or when the sickness has been aggravated by the nature of the work.
4. Maximum death and disability benefits, P4,000.00.
5. Burial expenses, P200.00.

COMMONWEALTH ACT NO. 303

1. Provides that every employer, including the head of every government office, whether national, provincial or municipal, shall pay the salaries of his employees and laborers at least once every two weeks.
2. Prohibits the forcing, compelling or obliging of any employee or laborer to purchase merchandise, commodities or any other personal property of any kind or nature from such person, firm or corporation.
3. Prohibits the payment of the salaries of an employee or laborer by means of tokens other than the legal tender currency of the Philippines.

COMMONWEALTH ACT No. 444 (EIGHT-HOUR LABOR LAW)

1. Provides that the legal working day for any person employed by another shall be of not more than eight hours daily, except farm laborers, piece-workers, domestic servants, persons in the personal service of another and members of the family of the employer working for gain.



"The NP took the first concrete steps towards the goal of economic emancipation by adopting the Filipino First policy."

2. Prohibits any person, firm or corporation, business establishment or place or center of labor from compelling an employee or laborer to work during Sundays and legal holidays, unless he is paid an additional 25% of his regular remuneration.

3. Provides that for work in excess of 8-hours (overtime work) an employee or laborer is entitled to receive an additional compensation of 25% of his regular remuneration.

REPUBLIC ACT NO. 602 (MINIMUM WAGE LAW)

1. Provides a minimum wage of at least P4.00 a day for commercial and industrial employees including the government and government corporations and at least P2.50 for agricultural employees.
2. Provides fixing of industry minimum wages by wage order upon recommendation of a wage board.
3. Requires direct payment of wages.
4. Prohibits illegal deduction from wages except when authorized by law.
5. Requires keeping of time records and payrolls.
6. Requires payment of wages in legal tender and at intervals not exceeding 16 days.
7. Makes unlawful for any person to discharge or to discriminate against any employee who has filed a complaint under this Act, or has testified or is about to testify in any proceeding, or has served or is about to serve in a Wage Board.

REPUBLIC ACT NO. 679 (WOMAN AND CHILD LABOR LAW) as amended by REPUBLIC ACT NO. 1131

1. Regulates the employment of women and minors.
2. Grants pregnant women six weeks vacation with 60% pay prior to the expected date of delivery and eight weeks after delivery. It also grants half hour twice a day during her working hours to nurse her child.
3. Requires an employer having at least 15 married women in his employ to establish an adequate nursery near the place of work where they may leave their children, under the care of a registered nurse.
4. Requires the employer to allow his women and minor employees at least 60 minutes noon break for them to take their lunch (noon meals).
5. Requires every employer to establish separate toilet rooms and lavatories for men and women and a dressing room for women and children.
6. Prohibits the employment of women in any shop, factory, commercial or industrial establishment or other place or center of labor to perform work which requires the employee to work always standing or involves the lifting of heavy objects; or to work between 10 o'clock at night and 6 o'clock in the morning of the following day.

"THE NP reduced unemployment through absorption in new industries."



REPUBLIC ACT NO. 946 (BLUE SUNDAY LAW)

1. Prohibits labor on Sundays, Christmas Day, New Year's Day, Holy Thursday and Good Friday, unless excepted therefrom by law and by broadening of exemption by the Secretary of Labor.

REPUBLIC ACT NO. 1052 as amended by REPUBLIC ACT NO. 1787 (TERMINATION PAY LAW)

1. Grants compensation benefits to an employee in case of termination of employment without just cause and without the required period of notice, at least one month pay or one-half month for every year of service, whichever is longer.

2. Makes the employee liable for damages in case of termination of employment without just cause and without giving the employer sufficient notice.

REPUBLIC ACT NO. 1054 (FREE EMERGENCY AND MEDICAL AND DENTAL TREATMENT LAW)

1. Requires the owner, lessee, or operator of any shop, factory, estate, or commercial, industrial, or agricultural establishments, or branch thereof, including the government, to furnish free emergency medical and dental treatment to his employees and laborers; — 30 to 200 employees, a stock of emergency medicines under charge of a nurse; 201 to 300 employees, the employer shall employ in addition a retained or permanent physician and dentist; 301 and above employees, the employer in addition to employing permanent dentist and physician shall provide an emergency clinic or hospital.

2. Provides the employees dental and medical examination at least once a year.

SOCIAL SECURITY ACT—Republic Act 1161 as amended

Right to Membership

The workingman is entitled to membership and protection. The law now provides that an employer with only one employee must report that employee for membership in the System. Exceptions are agricultural workers who must work for an uninterrupted period of at least six months in a year for their employer before they are entitled to membership. Share and leasehold tenants are excluded from membership.

Death or Total Disability Benefits

The death or total disability benefit that the System grants to a



“BY CREATING a climate favorable to industrialization, the NP enabled the country to achieve tremendous industrial progress.”

qualified beneficiary, consists of a lump sum payment roughly equivalent to one year's salary.

Entitlement is usually premised on the payment of at least 18 monthly contributions within the 36 month period preceding death or disability but no matter how short a period of time an employee has been a member of the System as long as he has paid at least 80% of the monthly contributions since he became a member, he shall be entitled to full death or disability benefits.

In all cases where the foregoing requirements are not met, the SSS member worker shall receive as death or total disability benefits, no less than the total contributions paid by him and his employer in his behalf to the System.

If the disability is partial but permanent, the benefit shall be such percentage of the full disability benefit as determined by the Social Security Commission and considering the degree of disability.

Retirement Benefits

With certain exceptions based on the age of member-workers, retirement benefits are premised on separation from employment at the age of 60 and the payment of at least 120 monthly contributions. Special rules are applicable to elderly members caught in this transition period of the law and who have paid at least 24 monthly contributions.

The monthly retirement pensions are for life. The basic pension rate is 25% of the first P100 average monthly salary credit plus 15% of the second P100 average monthly salary credit and plus 5% for each succeeding P100 monthly salary credit.

Sickness Benefits

Employers are required to advance to member-employees daily sickness allowances after all sick leaves granted by the employer are exhausted and the seven day waiting period in non-acute ailments has expired. The sickness allowances are advanced every regular pay day or on the fifteenth and last day of each month.

A daily sickness allowance is computed by adding up all the monthly salary credits within the 12 month preceding period, dividing the total by 300 and getting 30% of the result. A daily sickness allowance is however never less than P1.50 nor more than P7.00 a day. A member worker is entitled to 120 days of allowances in each calendar year.

Other Services Granted by the Act

The SSS is authorized to grant direct housing loans to employees.
(Continued on page 16)

“THE NP continued to promote the welfare of the masses through the expansion of social services.”



PROGRESS IN LABOR

1957-1960

A Report of the Department of Labor

It is with mixed feelings of pride and humility—but most of all—with a deep sense of gratitude to all of you who made these possible, that I report on the progress achieved by the government in the administration of labor during my four years as Secretary of Labor. Be it far for me to provide the standards with which to measure my performance. That I leave to the better judgment of the nation to whom I am making this report.

General Administration —

Consistent with the growing responsibility of a sensitive agency as the Department of Labor to provide for the continuing welfare of an ever-increasing working force, the Department of Labor has been greatly expanded with the creation of several new agencies. The regional offices were increased from eight to twelve, extending the protecting arm of the Department over a larger number of workers. The constitutional mandate of affording special protection to working women and minors has at last been met with the organization of a Women and Minors Bureau. A revitalized apprenticeship program administered by the newly-born Office of Apprenticeship is now providing our developing industrial economy with badly needed workers skilled in various industrial arts and trades. Initial steps have been taken to organize the labor market with the inclusion of an expanded statistical program intended to furnish vital statistics on characteristics of labor supply and demand — indispensable tools of intelligent national development programming and private investment planning.

Commensurate with the broadening activities of the Department were the budgetary increases it obtained during the last four years. From an appropriation of P2,314,413.00 in 1957, the Department is currently operating on a fund of P3,728,900.00 — an increase of almost P1.5 million over a period of four years. In other words we are now spending approximately forty centavos for the welfare and protection of each member of the country's work force of almost nine million.

Enforcement of Labor Laws —

With greatly enhanced facilities, the Department effectively coped with its responsibility of affording protection to the working masses thru the enforcement of laws providing for fair working standards and employment security. This is a function which will continue to receive

emphasis as long as the bargaining position of workers is weakened by problems of unemployment and underemployment. Thus, thru its regional offices, the Department's inspectorate covered over 90,000 establishments employing some 1,300,000 workers over a period of four years. And every year the inspectors noted a declining rate of violations—33.6 percent of inspected establishments in 1957; 27.3 percent in 1958; 24.7 percent in 1959; and 23.4 percent in 1960—pointing to the effectiveness of the Department's enforcement program.

The prosecution of violators continued at an unabated in fact increased-pace resulting in the adjudication of 42,621 cases involving money claims from 1957 to 1960. Of these, almost 25,000 cases were settled in favor of more than 44,000 worker-claimants who received cash settlements amounting to P5,230,429.75. This amount, effected over a period of four years, represent almost two-thirds of the ten-year total of P8,914,581.41, that is, P5.2 million in four years against only P3.6 million in six years.

With such a record it is indeed unfortunate that the Supreme Court recently found the quasi-judicial powers granted the Department of Labor illegal. Now workers will have to undergo long, tedious and expensive litigations for the recovery of badly needed claims. However, the omission that gave rise to the decision can be cured by appropriate legislation. The necessary steps to cure the defect are already being taken.

This decision did not affect the Department's authority to pass upon claims for compensation arising from death or injuries suffered in the course of employment. The Department continues to exercise this power. During the last four years achievements in this area are reflected in the 18,155 workmen's compensation cases settled by the regional offices and the Bureau of Workmen's Compensation. Awards totalled P8,389,145.92, or half of the nine-year (1952-1960) record of P16,788,230.46.

Based on these payments alone, the yearly average cost of industrial accidents runs to almost P2 million. The estimate does not include incidental costs arising from losses in time on the part of other workers ranging from P400 to P1,200 per accident. All factors considered, (including unreported accidents), the annual accident bill paid by the economy could easily reach P3,000,000.00.

The cost factor becomes insignificant when we consider that the real factors involved in industrial accidents are human lives and the livelihood of workers. In its proper perspective, therefore, the prevention of industrial accidents takes precedence over accident compensation. After all, how much is life?

It is in this perspective that the Department of Labor, thru the Bureau of Labor Standards, has been carrying out an extensive and intensive accident prevention campaign. The objectives are to instill

"THE NP launched the movement to strengthen cultural and commercial ties with our Asian neighbors."



"THE NP increased the prestige and standing of the Philippines in the international community through its vigorous sponsorship of measures designed to promote world peace."



safety consciousness among workers and employers and to establish safe practices in places of employment. The campaign is being waged from plant to plant and on a nation-wide scale in cooperation with various civic government institutions. Achievements in this area are difficult to measure. In fact, we may even expect a numerical increase in industrial accidents consistent with our growing industrial economy, which would only emphasize the importance of this activity. Suffice it to say that we would derive more pleasure in lower accident compensation payments if this were accompanied by a declining incidence of industrial accidents. More is gained in a life saved than in a life paid for.

The Promotion of Industrial Peace —

Enforcement functions and disproportionately high budgetary outlays in this activity will be necessary for as long as workers are in a weak bargaining position. Legislators should take special note of this. Now, in protecting those unable to protect themselves, the government inevitably interferes in the management of labor relations. This is of particular concern to employers. The situation thus gives rise to a conflict of principles as the government is compelled to participate to a greater degree than it should in the determination of working conditions.

Apparently the best thing that could happen to the government, employers and workers, under this situation is to substitute collective bargaining for governmental supervision. Collective bargaining implies the existence of strong, responsible and free trade unions. Unionism would strengthen the bargaining position of workers. It would reduce government protection to a minimum. It would leave the determination of working conditions to employers and workers. The government becomes a better government because it would then govern less.

Where are we in this respect? We have the Industrial Peace Act, or the Magna Carta of Labor which established voluntary arbitration in lieu of compulsory arbitration. Since its enactment in 1953 the number of unions have increased from about 500 to more than 2,000. During the last four years alone, union registrations numbered 1,462; registered collective bargaining contracts, 757. The number of union members is unknown, though estimates range from half a million to a million. There are about three million wage and salary workers in the country, not counting tenants.

These are landmarks in our progress towards self-determination in labor-management relations. The scenery, it is true, has been marred by disputes and strikes. But contrary to the common impression that more unions mean more strikes, walkouts have consistently declined during the last five years. From a peak of 77 strikes in 1956, staged by 21,322 workers for a loss of 745,875 mandays, only 59 strikes were report-



"THE NP strengthened our internal and external security."
"THE NP created more schools and classes than any other administration."

ed for each of the following three years. Last year there were only 43 walkouts involving 15,000 workers and 277,000 mandays of idleness. A sad commentary is that many of these strikes involved disputes between labor and management and among unions over the recognition of the appropriate bargaining unit.

All other factors being equal, strikes will diminish as labor and management gain respect for each other's rights. Instrumental to better understanding in employer-employee relations were the series of labor-management conferences held between 1958 and 1960. The 1958 National Labor-Management Congress brought together representatives of workers and employers to discuss a common problem—unemployment. Last year ten regional labor-management conferences were held in as many regions of the country. Ideas were exchanged on how labor and management can work together. Towards social and economic security and progress. These regional meetings culminated in the Third National Labor-Management Congress of May 1961. This year also saw the first industry labor-management conference when sugarcane planters and plantation workers, sugar millers and their employees met in Bacolod City to appraise the socio-economic problems of the industry.

In all these meetings managers, employers, supervisors and laborers proposed, argued and agreed on equal grounds. The government stayed in the background. One salient fact was evident in all these meetings—that labor and management are well aware of the identity of their interests. What could be a better starting point for agreement? for industrial peace?

Soon we hope to see the culmination of all these efforts in the establishment of voluntary arbitration in place of the present mixed system of settling differences in labor relations. Towards this end, a special agency, charged with preventive mediation, was recently organized in the Bureau of Labor Relations.

Manpower Services —

Standards of employment and industrial peace are problems related to employment security. They serve directly those who are employed. What of the unemployed? Nowadays getting a job is more of a problem than staying on a job. And so it is not seldom that we are asked: What is the Department of Labor doing about the unemployment problem?

The question would be appropriate if the Department of Labor were an agency that creates job opportunities, since the solution to the problem is to create enough jobs for the jobless. But jobs are created for a purpose: production. That brings us to the real problem of which unemployment is but a symptom, the problem of increasing production. This is an undertaking that involves not only the government but more so private enterprise. To be brief, unemployment is therefore

"THE NP has an unsurpassed record in the eradication of venalities in the public service."



a national problem.

The Department of Labor does have a responsibility to perform in this national undertaking, that of organizing the labor market. This function involves, essentially, familiarity with characteristics of the demand for and supply of labor; facilities to assist both jobseekers and employers, and occupational training.

In 1958 the Department of Labor received a no-peso-counterpart grant of \$326,000 from the Asian Economic Development Fund. The amount was used in expanding the statistical services of the Department and in establishing ten regional labor market information offices. The project came to be known as Labor Market Information and Statistics Services Project. In its three years of existence the Project succeeded in training the technical staff which today is engaged in maintaining a still-limited nation-wide labor statistics program. The activity, which was integrated into the regular budget of the Department, is now furnishing government planners and private industry with useful information on the changing nature and characteristics of the Philippine labor market.

Direct employment services are rendered the jobseekers and employers by the Office of Manpower Services. Originally envisioned to operate a chain of employment service offices throuout the country, it has, still, but one such office servicing Metropolitan Manila. Perhaps the best argument for expanding this service is the number of jobseekers who have utilized the limited facilities of the Manila office. During the last four years some 21,000 prospective workers applied for jobs in this office for 3,500 registered job openings. The OMS was able to fill 2,760 of these vacancies from among the registered jobseekers. There are jobless workers all over the country, and surely there must be job openings too. Perhaps not one opening for every jobseeker but an employment service system would still be an effective tool in facilitating the search for jobs and workers.

Too often the problem involved in filling job vacancies involves skills. Ours was—and still is—an agricultural economy. The shift towards an industrial economy has created, among others, the problem of finding workers skilled in the industrial processes that are being introduced into the country. There were no antecedent efforts to build up a supply of industrial skills. The lack of adequate manpower planning, sad to say, is still evident in current development plans.

As the need became acute, Congress passed the National Apprenticeship Act in 1957. It was finally implemented in 1958. That same year the Department obtained a three-year grant of \$98,000, also from the Asian Economic Development Fund. Greatly enhanced, an extensive promotional campaign was waged leading to the amendment of the apprenticeship law in 1960 and the organization of the Office of Appren-



"THE NP created more schools and classes than any other administration."

ticeship. Last fiscal year alone, this office registered 186 apprenticeship agreements in metal, mechanical, printing, and other trades.

The Department's responsibility in the area of manpower development will grow heavier with the coming years of heightened economic activity. It is fortunate that we have already laid the foundation for expanded operations in this area.

International Labor Affairs —

Despite the problems at home the Department has not neglected to keep in touch with its neighbors, for whatever it could learn and for whatever it could contribute. The Philippines, thru this Department, participated in all annual conferences of the International Labour Organization. Two Labor Attachés are in the United States — one in Washington, the other in San Francisco. Soon after they arrived, negotiations for the employment of Filipino farm workers in California farms were revived. It has had some degree of success as it has been announced that the United States Government has agreed in principles to employ an initial batch of 125 Filipino farm hands.

But the milestone in Philippine international labor relations was the First Conference of Asian Labor Ministers held in Manila early this year. Dubbed as the "little ILO", this meeting established the objective of the Conference, which is the promotion of closer ties among Asian nations thru, among others, the exchange of experiences and practices in the public administration of labor and mutual consultation on common problems. Future conferences, which were assured by the reception given to the initial meeting and the promise of the Pakistan delegation to sponsor the next conference, will most probably take up a common undertaking of nations—the eradication of mass poverty.

The Outlook —

While problems of unemployment and underemployment plague our economy, the Department will be called upon to exercise a high degree of vigilance lest the unscrupulous take advantage of the weak bargaining position of workers. As the economy develops, and these problems are gradually met, the need will be for the adjustment of existing labor standards consistent with the changing requirements of a progressive society.

A shift in emphasis from enforcement to the promotion of industrial peace should also be expected. A militant labor movement is in the making. It is a good omen. It must be viewed as a test of our ability to survive as a democracy.

That all these should occur as we develop socially and economically all the more points to the importance of labor as a factor of progress.

"The NP achieved self-sufficiency in the staple cereals, rice and corn, for the first time since we became independent."



The Recommendations —

While foundations are here, particularly in the progressive labor laws we already have, there are still gaps to be bridged thru the following:

1. establish the jurisdiction of the Department of Labor to adjudicate money claims cases arising from non-compliance with certain labor laws;
2. budgetary increases to strengthen the enforcement arms of the Department for as long as workers continue to occupy a weak bargaining position;
3. adjustment of existing standards of employment, such as hours and wages, commensurate with the degree of our economic development. Even now there is a necessity to revitalize the Wage Board function of the Department to anticipate industrial conflict due to economic demands;
4. organization of the labor market thru the establishment of employment service offices;
5. establishment of an integrated labor statistics program to supplement manpower development planning and utilization;
6. special provisions for plantation workers, such as "sacadas" and other special groups as fishermen, journalists, etc.
7. amendment of the Workmen's Compensation Law to provide for compulsory insurance;
8. nationalization of labor;
9. mass workers' education; and
10. a Department of Labor building including a House of Safety.

Salient Provisions . . .

(Continued from page 11)

members of the System, giving priority to the low income groups. Members may apply for housing loans by writing the SSS.

The SSS is authorized to provide facilities for short term salary loans to SSS member-employees. The implementation of this authority will be done soon.

The SSS is authorized to construct hospitals, institutions for the aged, sick, and infirm member-workers and the immediate members of their families. It may also construct housing projects for low salaried member-workers.



"THE NP gained added respect for the country through the policy of respectable independence based on legitimate assertion of the national sovereignty."

THE NP POWERHOUSE TICKET FOR THE 1961 SENATORIAL ELECTIONS



DOMOCAO ALONTO
Lone Muslim Senator, former Governor and Congressman for Lanao. Outstanding advocate of Mindanao development, unity and understanding between Christian Filipinos and the minorities. Son of another famous Muslim Senator.



ANGEL CASTAÑO
Secretary of Labor and former Manila Congressman. Staunch supporter of worker's rights, nationalizing retail trade, and resale of Tondo fore-shore to tenants. Picked "Asian Bloc Spokesman" by International Labor Organization.



PACITA M. GONZALEZ
Topnotcher of 1955 Senatorial elections. Sponsor of laws on social security, cultural minorities, women and child labor. As Social Welfare Administrator, focused national attention on rural areas, low-income group.



QUINTIN PAREDES
Distinguished record of public service: Solicitor General, Secretary of Justice, Representative of Abra (7 terms), First Commonwealth Resident Commissioner to the U.S. Senator (3 terms) and many other accomplishments.



DECOROSO ROSALES
Chosen Legislator of the Year 1960 for achievements in encouraging local autonomy. Proved remarkable leadership as chairman, 1957 Nacionalista Convention and League of Governors and City Mayors.



JOSE J. ROY
Only member of Congress consistently among Ten Best Congressmen chosen since 1946 by the Congressional Press Club. Author of important economic, social and financial measures, delegate to United Nations, World Bank, etc.



PEDRO SABIDO
Former Ambassador and 17 years Albay Congressman. Helped secure Philippine Independence Law, champion of women's suffrage, full employment, full production and equitable distribution of national income.



LORENZO SUMULONG
Famous for brilliance and integrity, a former Congressman and a Senator since 1949. Headed committee which investigated notorious Liberal Party scandals, also of Blue Ribbon Committee created to stamp out graft and corruption.

The Nacionalista Party is the Party of the Filipino Workingman



Carlos P. Garcia
for *PRESIDENT*

"Filipino WORKER First"

Gil J. Puyat

for *VICE PRESIDENT*

*"Economic Prosperity for
the Filipino WORKER"*



For SENATORS:

- | | | |
|-------------|------------|-------------|
| 1. ALONTO | 4. PAREDES | 7. SABIDO |
| 2. CASTAÑO | 5. ROSALES | 8. SUMULONG |
| 3. GONZALEZ | 6. ROY | |

For CONGRESSMAN: