

DIRECTING THAT LABOR AND MANAGEMENT BE ENCOURAGED TO CONCLUDE "SOCIAL COMPACTS" AND CODE OF ETHICS TO GOVERN THEIR RELATIONSHIP

LETTER OF INSTRUCTIONS NO. 1235, May 01, 1982

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TO:

THE MINISTER OF LABOR AND EMPLOYMENT

WHEREAS, it is imperative for labor, management and government to aim for improvements in productivity and the quality of life within the context of the national development of government;

WHEREAS, unnecessary disputes between labor and management can be minimized or avoided and replaced by collaborative and productive endeavors without sacrificing basic rights in the interest of the general welfare particularly in these trying times when many countries are confronted with economic problems brought about by factors beyond their immediate control;

WHEREAS, harmonious and contractual labor-management relations can be enhanced through the formulation of "social compacts" to govern their relations in line with the principles of free collective bargaining;

NOW, THEREFORE, I, FERDINAND E. MARCOS, President of the New Republic of the Philippines, do hereby order and direct the Minister of Labor and Employment to actively encourage labor and management to conduct conferences and dialogues with the view to the conclusion of "social compacts" and the establishment of voluntary codes of ethics to govern the relationships between labor and management in all industries particularly those which are vital to the national economy through the machinery of industry-wide collective bargaining. The "social compacts" and the code of ethics governing labor relations shall complement supplementary to collective agreements between labor and management.

DONE in the City of Manila, this 1st day of May, in the year of Our Lord, Nineteen Hundred and Eighty Two.

(Sgd.) FERDINAND E. MARCOS
President of the Philippines

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