



HOUSE OF REPRESENTATIVES

H. No. 6685

BY REPRESENTATIVES BONOAN-DAVID, BELLO, ONG, PALMONES AND
VILLARICA, PER COMMITTEE REPORT NO. 2465

AN ACT STRENGTHENING TRIPARTISM, AMENDING FOR THE
PURPOSE ARTICLE 275 OF PRESIDENTIAL DECREE NO. 442,
AS AMENDED, OTHERWISE KNOWN AS THE LABOR CODE OF
THE PHILIPPINES

*Be it enacted by the Senate and House of Representatives of the Philippines in
Congress assembled:*

1 SECTION 1. Article 275 of the Labor Code is hereby amended to read
2 as follows:

3 “ART. 275. *TRIPARTISM, [AND] TRIPARTITE CONFERENCES,*
4 *AND TRIPARTITE INDUSTRIAL PEACE COUNCILS.* — (a) Tripartism
5 in labor relations is hereby declared a State policy. Towards this
6 end, workers and employers shall, as far as practicable, be
7 represented in decision and policy-making bodies of the
8 government.

9 “(b) The Secretary of Labor and Employment or his duly
10 authorized representatives may from time to time call a national,
11 regional, or industrial tripartite conference of representatives of

1 government, workers and employers, AND OTHER INTEREST
2 GROUPS AS THE CASE MAY BE, for the consideration and adoption
3 of voluntary codes of principles designed to promote industrial
4 peace based on social justice or to align labor movement relations
5 with established priorities in economic and social development. In
6 calling such conference, the Secretary of Labor and Employment
7 may consult with accredited representatives of workers and
8 employers.

9 “(C) TRIPARTITE INDUSTRIAL PEACE COUNCILS IN THE
10 NATIONAL, REGIONAL, OR INDUSTRY LEVEL SHALL BE
11 ESTABLISHED WITH REPRESENTATIVES FROM GOVERNMENT,
12 WORKERS AND EMPLOYERS TO SERVE AS A CONTINUING FORUM
13 FOR TRIPARTITE ADVISEMENT AND CONSULTATION IN AID OF
14 STREAMLINING THE ROLE OF GOVERNMENT, EMPOWERING
15 WORKERS' AND EMPLOYERS' ORGANIZATIONS, ENHANCING
16 THEIR RESPECTIVE RIGHTS, ATTAINING INDUSTRIAL PEACE AND
17 IMPROVING PRODUCTIVITY.

18 “THE SECRETARY OF LABOR AND EMPLOYMENT SHALL
19 HEAD THE NATIONAL TRIPARTITE INDUSTRIAL PEACE COUNCIL
20 (NTIPC) WITH TWENTY (20) REPRESENTATIVES EACH FROM THE
21 LABOR AND EMPLOYERS SECTORS TO BE DESIGNATED BY THE
22 PRESIDENT AT REGULAR INTERVALS. FOR THIS PURPOSE, A
23 SECTORAL NOMINATION, SELECTION AND RECALL PROCESS
24 SHALL BE ESTABLISHED BY THE DEPARTMENT OF LABOR AND
25 EMPLOYMENT IN CONSULTATION WITH THE SECTORS
26 OBSERVING THE 'MOST REPRESENTATIVE' ORGANIZATION
27 CRITERIA OF INTERNATIONAL LABOUR ORGANIZATION (ILO)
28 CONVENTION NO. 144.

1 “THE TRIPARTITE INDUSTRIAL PEACE COUNCIL (TIPC)
2 SHALL HAVE THE FOLLOWING FUNCTIONS:

3 “(1) MONITOR THE FULL IMPLEMENTATION AND
4 COMPLIANCE OF CONCERNED SECTORS WITH THE PROVISIONS
5 OF ALL TRIPARTITE INSTRUMENTS, INCLUDING INTERNATIONAL
6 CONVENTIONS AND DECLARATIONS, CODES OF CONDUCT, AND
7 SOCIAL ACCORDS;

8 “(2) PARTICIPATE IN NATIONAL, REGIONAL OR
9 INDUSTRY-SPECIFIC TRIPARTITE CONFERENCES WHICH THE
10 PRESIDENT OR THE SECRETARY OF LABOR AND EMPLOYMENT
11 MAY CALL FROM TIME TO TIME;

12 “(3) REVIEW EXISTING LABOR, ECONOMIC AND SOCIAL
13 POLICIES AND EVALUATE LOCAL AND INTERNATIONAL
14 DEVELOPMENTS AFFECTING THEM;

15 “(4) FORMULATE, FOR SUBMISSION TO THE PRESIDENT
16 OR TO CONGRESS, TRIPARTITE VIEWS, RECOMMENDATIONS AND
17 PROPOSALS ON LABOR, ECONOMIC AND SOCIAL CONCERNS,
18 INCLUDING THE PRESENTATION OF TRIPARTITE POSITIONS ON
19 RELEVANT BILLS PENDING IN CONGRESS;

20 “(5) ADVISE THE SECRETARY OF LABOR AND
21 EMPLOYMENT IN THE FORMULATION OR IMPLEMENTATION OF
22 POLICIES AND LEGISLATION AFFECTING LABOR AND
23 EMPLOYMENT;

24 “(6) SERVE AS A COMMUNICATION CHANNEL AND A
25 MECHANISM FOR UNDERTAKING JOINT PROGRAMS AMONG
26 GOVERNMENT, WORKERS, EMPLOYERS AND THEIR
27 ORGANIZATIONS TOWARD ENHANCING LABOR-MANAGEMENT
28 RELATIONS; AND

1 “(7) ADOPT ITS OWN PROGRAM OF ACTIVITIES AND
2 RULES, CONSISTENT WITH DEVELOPMENT OBJECTIVES.

3 “ALL REGIONAL TRIPARTITE INDUSTRIAL PEACE
4 COUNCILS (RTIPCS) AND THEIR SUBCOMMITTEES AND ALL
5 INDUSTRY-WIDE TRIPARTITE COUNCILS, WHETHER NATIONAL,
6 REGIONAL OR LOCAL, SHALL BE AN INTEGRAL PART OF THE
7 ORGANIZATIONAL STRUCTURE OF THE NTIPC.

8 “(D) THE OPERATIONS OF ALL TRIPARTITE INDUSTRIAL
9 PEACE COUNCILS AND INDUSTRY TRIPARTITE COUNCILS SHALL
10 BE FUNDED FROM THE REGULAR BUDGET OF THE DEPARTMENT
11 OF LABOR AND EMPLOYMENT.”

12 SEC. 2. *Implementing Rules and Regulations.* – The Secretary of
13 Labor and Employment shall promulgate the necessary rules and regulations to
14 implement the provisions of this Act.

15 SEC. 3. *Repealing Clause.* – Presidential Decree No. 442, otherwise
16 known as the Labor Code of the Philippines, as amended, and all other acts,
17 laws, presidential issuances, rules and regulations inconsistent herewith are
18 hereby repealed, amended or modified accordingly.

19 SEC. 4. *Effectivity Clause.* – This Act shall take effect fifteen (15)
20 days after its complete publication in the *Official Gazette* or in at least two (2)
21 newspapers of national circulation.

Approved,

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