

# [ PRESIDENTIAL DECREE No. 1921, May 01, 1984 ]

## FURTHER AMENDING CERTAIN PROVISIONS OF TITLE II, BOOK IV OF THE LABOR CODE OF THE PHILIPPINES

**WHEREAS**, the Employee's Compensation Commission in pursuance its objectives to achieve labor justice for victim of employment-related contingencies, must constantly keep pace with and remain responsive to challenges of emerging concepts of employees compensation in particular and social security in general, and the changing patterns of social and economic development;

**WHEREAS**, as a result of discussions and consultations with the GSIS and PMCC, it is necessary to harmonize simplify and correlate provisions of the Labor Code of the Philippines with other laws, decrees and issuances administered and implemented by administering agencies of the Employees' Compensation Program;

**WHEREAS**, the present economic crisis requires the Government to institute emergency and extraordinary measures toward providing further protection and financial relief to workers and their families, to help mitigate the harsh effects of inflation on their living expenses; and

**WHEREAS**, Through judicious management of the State Insurance Fund that the Social Security System and the Government Service Insurance System administer for the private sector and the public service, respectively, the Fund has accumulated enough reserves to enlarge the benefit structure of covered employees without the need for additional premium contributions from employers.

**NOW, THEREFORE, I, FERDINAND E. MARCOS**, President of the Republic of the Philippines, by virtue of the powers vested in me by law and the Constitution, do hereby order and decree:

**SECTION 1.** Paragraph (i), (j), (k), and (ee) of Article 167 of the Labor Code of the Philippines (PD 442, Amended) are hereby amended further to read as follows:

**'Article 167. Definition of Terms.**—As used in this Title, unless the context indicates otherwise:

"(i) 'Dependents' means the legitimate, legitimated, legally adopted or acknowledged natural child who is unmarried, not gainfully employed, and not over twenty-one years of age or over twenty-one years of age provided he is incapable of self-support due to a physical or mental defect which is congenital or acquired during minority; the legitimate spouse living with the employees; and the parents of said employee wholly dependent upon him for regular support."

"(j) 'Beneficiaries' means the dependent spouse until he remarries and dependent children, who are the primary beneficiaries. In their absence, the dependent parents and, subject to the restrictions imposed on dependent children and legitimate descendants who are the secondary beneficiaries.. Provided, that the dependent acknowledged natural child shall be considered a primary beneficiary when there are no other