

[EXECUTIVE ORDER NO. 51, May 04, 2018]

**IMPLEMENTING ARTICLE 106 OF THE LABOR CODE OF THE
PHILIPPINES, AS AMENDED, TO PROTECT THE RIGHT TO
SECURITY OF TENURE OF ALL WORKERS BASED ON SOCIAL
JUSTICE IN THE 1987 PHILIPPINE CONSTITUTION**

*Adopted: 01 May 2018
Date Filed: 04 May 2018*

WHEREAS, Section 18, Article II of the Constitution provides that the State affirms labor as a primary social economic force, and shall protect the rights of workers and promote their welfare;

WHEREAS, Section 3, Article XIII of the Constitution mandates that the State shall afford full protection to labor, local and overseas, organized and unorganized, and promote full employment and equality of employment opportunities for all; that the State shall guarantee the rights of all workers to self- organization, collective bargaining and negotiations, and peaceful concerted activities, including the right to strike in accordance with law; and, that workers shall be entitled to security of tenure, humane conditions of work, and a living wage, and shall participate in policy and decision-making processes affecting their rights and benefits as may be provided by law;

WHEREAS, Article 3 of the Labor Code of the Philippines, as amended, provides that the State shall afford protection to labor, promote full employment, ensure equal work opportunities regardless of sex, race or creed, and regulate the relations between workers and employers, and shall assure the rights of workers to self-organization, collective bargaining, security of tenure, and just and humane conditions of work;

WHEREAS, consistent with Article 106 of the Labor Code, as amended, appropriate regulations may be issued to protect the rights of workers;

WHEREAS, pursuant to Article 128 of the Labor Code, as amended, the Secretary of Labor and Employment or his duly authorized representatives shall have the power to issue compliance orders to give effect to the labor standards provisions of the Labor Code of the Philippines, as amended, and other labor legislations; and

WHEREAS, it is the declared policy of the government to protect the worker's right to security of tenure by eradicating all forms of abusive employment practices through the strict implementation of the provisions of the Labor Code, as amended;

NOW, THEREFORE, I, RODRIGO ROA DUTERTE, President of the Philippines, by virtue of the powers vested in me by the Constitution and existing laws, do hereby