

MALACAÑANG

RESIDENCE OF THE PRESIDENT
OF THE PHILIPPINES
MANILA

BY THE PRESIDENT OF THE PHILIPPINES

PROCLAMATION No. 243

MAKING PUBLIC CONVENTION 87—CONCERNING FREEDOM OF ASSOCIATION AND PROTECTION OF THE RIGHT TO ORGANIZE; CONVENTION 88—CONCERNING THE ORGANIZATION OF EMPLOYMENT SERVICE; CONVENTION 89—CONCERNING NIGHT WORK OF WOMEN EMPLOYED IN INDUSTRY; CONVENTION 90—CONCERNING THE NIGHT WORK OF YOUNG PERSONS EMPLOYED IN INDUSTRY; CONVENTION 93—CONCERNING WAGES, HOURS OF WORK ON BOARD SHIP AND MANNING (REVISED 1949); CONVENTION 94—CONCERNING LABOUR CLAUSES IN PUBLIC CONTRACTS; CONVENTION 95—CONCERNING THE PROTECTION OF WAGES; CONVENTION 98—CONCERNING THE APPLICATION OF PRINCIPLES OF THE RIGHT TO ORGANIZE AND TO BARGAIN COLLECTIVELY; CONVENTION 99—CONCERNING MINIMUM WAGE FIXING MACHINERY IN AGRICULTURE; AND CONVENTION 100—CONCERNING EQUAL REMUNERATION FOR MEN AND WOMEN WORKERS FOR WORK OF EQUAL VALUE

WHEREAS, the International Labour Conference adopted from 1948 to 1951, the following Conventions:

- (a) Convention 87—concerning Freedom of Association and Protection of the Right to Organize;
- (b) Convention 88—concerning the Organization of Employment Service;
- (c) Convention 89—concerning Night Work of Women Employed in Industry;
- (d) Convention 90—concerning the Night Work of Young Persons Employed in Industry;
- (e) Convention 93—concerning Wages, Hours of Work on Board Ship and Manning (Revised 1949);
- (f) Convention 94—concerning Labour Clauses in Public Contracts;
- (g) Convention 95—concerning the Protection of Wages
- (h) Convention 98—concerning the Application of Principles of the Right to Organize and to Bargain Collectively;
- (i) Convention 99—concerning Minimum Wage Fixing Machinery in Agriculture; and
- (j) Convention 100—concerning Equal Remuneration for Men and Women Workers for Work of Equal Value.

WHEREAS, Article 19 of the Constitution of the International Labour Organization provides, among others, that such Conventions need to be ratified by member States;

WHEREAS, the Senate of the Congress of the Philippines, by its Resolution No. 140 adopted on May 21, 1953, did concur in the ratification of the said Conventions in accordance with the Constitution of the Philippines;

WHEREAS, the Republic of the Philippines has formally ratified the aforesaid Conventions and deposited for registration its instrument of ratification on December 29, 1953 with the Director-General of the International Labour Office;

NOW, THEREFORE, be it known that I, Ramon Magsaysay, President of the Philippines, have caused the said Conventions, copies of which are hereto attached, to be made public to the end that the same and every article and clause thereof may be observed and fulfilled with good faith by the Republic of the Philippines and the citizens thereof.

IN WITNESS WHEREOF, I have hereunto set my hand and caused to be affixed the seal of the Republic of the Philippines.

Done in the City of Manila, this 16th day of January, in the year of Our Lord, nineteen hundred and fifty-six, and of the Independence of the Philippines, the Tenth.

[SEAL]

RAMON MAGSAYSAY
President of the Philippines

By the President:

MARIANO YENKO, JR.
Assistant Executive Secretary

[See *Historical Papers and Documents* for the full texts
of the Conventions]