

Mapping of Laws



4 CHAPTER

Desktop research was conducted to gather the international conventions, laws, policies, issuances, memorandum circulars, and ordinances.

The mapping consists of (a) international laws, conventions, agreements; (b) ASEAN/Asian laws; (c) GCC laws; (d) Philippine laws; and (e) bilateral agreements. The international laws consist of multilateral treaties, conventions, agreements, and legal instruments, particularly from the United Nations, ILO and WHO.

The ASEAN and Asian laws consist of laws from Brunei Darussalam, Malaysia, Singapore, Thailand and Vietnam, Hong Kong SAR, Japan, Korea and Taiwan. The Gulf Cooperation Council (GCC) laws consist of laws from Bahrain, Kuwait, Oman, Saudi Arabia and United Arab Emirates. The Philippine laws consist of laws, policies, Memorandum Circulars, Ordinances and issuances from national line agencies (e.g. OWWA, POEA), and key executive departments (ministries) like the Department of Migrant Workers (DMW), Department of Foreign Affairs (DFA), Department of the Interior and Local Government (DILG), as well as local government units (LGUs). Sample bilateral agreements between the Philippines and some countries of destination are also given. The Table below shows some of the specific laws, policies and issuances.

Table 2. International Conventions and Philippine Laws, Policies, Issuances, Ordinances, MOAs/MOUs Related to Migrant Health

Scope	International Conventions & Instruments / Philippine Laws, Policies, Issuances, Ordinances, MOAs/MOUs
International conventions, agreements, normative instruments	Key United Nations and ILO Conventions, Agreements and Instruments Related to Migrant Health • Universal Declaration of Human Rights • International Covenant on Economic, Social and Cultural Rights, 1966 [ratified by PHL] • Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), 1979 [ratified by PHL] • International Convention on the Protection of the Rights of All Migrant Workers and Members of their Families, 2003 [ratified by PHL] • UN High Commissioner for Human Rights / World Health Organization. The Right to Health (Fact Sheet No. 31) • 2030 Agenda for Sustainable Development, and the Sustainable Development Goals (SDGs), 2015 • UN Global Compact for Safe, Orderly and Regular Migration, 2018 • ILO C19 - Equality of Treatment (Accident Compensation) Convention, 1925 [ratified by PHL] • C29 - Forced Labour Convention, 1930 [ratified by PHL] • P29 - Protocol of 2014 to the Forced Labour Convention, 1930 • C155 - Occupational Safety and Health Convention, 1981 • P155 - Protocol of 2002 to the Occupational Safety and Health Convention, 1981 • C187 - Promotional Framework for Occupational Safety and Health Convention, 2006 [ratified by PHL] • C189 - Domestic Workers Convention, 2011 [ratified by PHL] • C190 - Violence and Harassment Convention, 2019 [ratified by PHL]

Scope	International Conventions & Instruments / Philippine Laws, Policies, Issuances, Ordinances, MOAs/MOUs
	Other Relevant ILO Conventions Not Ratified by the Philippines as of December 2023 • C115 - Radiation Protection Convention, 1960 • C121 - Employment Injury Benefits Convention, 1964 [Schedule I amended in 1980] • C130 - Medical Care and Sickness Benefits Convention, 1969 • C148 - Working Environment (Air Pollution, Noise and Vibration) Convention, 1977 • C161 - Occupational Health Services Convention, 1985 • C167 - Safety and Health in Construction Convention, 1988 • C174 - Prevention of Major Industrial Accidents Convention, 1993 • C181 - Private Employment Agencies Convention, 1997 • C183 - Maternity Protection Convention, 2000 • C184 - Safety and Health in Agriculture Convention, 2001 • C188 - Work in Fishing Convention, 2007 • C191 - Safe and Healthy Working Environment (Consequential Amendments) Convention, 2023
ASEAN and Asian countries	ASEAN Conventions and Instruments • ASEAN Consensus on the Protection and Promotion of the Rights of Migrant Workers (2017) • ASEAN Convention Against Trafficking in Persons, Especially Women and Children (ACTIP, 2015) • ASEAN Declaration on Strengthening Social Protection (2013) Brunei Darussalam • Employee Trust Act Established under Tabung Amanah Pekerja Board Order, 2016 • Workplace Safety and Health Order 2009 / 2014 • Workmen's Compensation and Health Insurance 1984 Malaysia • Workmen's Compensation Act 1952 (Act 273) Revised 1982 • Health Insurance Scheme for Foreign Workers (SPIKPA) 2011 • Employment Act 1955 • Occupational Safety and Health Act 514 (1994) Singapore • Occupational Safety and Health Act 514 (1994) • Work Injury Compensation Act, 2009 • Employment Act, 1968 • Healthcare Services Act 2020 • Mental health Care and treatment Act 2008 (revised 2020) • Employment of Foreign Manpower Act 1990, 2009 • Workplace Safety and Health Act 2006 2020 Revised Ed.

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	Thailand • Working of Alien Act 2008 • Workmen's Compensation Act 1994 • Constitution of the Kingdom of Thailand, 2016/2017 Vietnam • Workmen's Compensation Act 1994 • Law on Occupational Safety and Health (Law No. 84/2015/QH13) Hong Kong SAR • Prevention and Control of Disease Ordinance (Cap. 599) • Occupational Safety and Health Ordinance (Cap. 509) Japan • Medical Care Act 1948, 1985, 1993, 1997, 2000, 2006, 2014 • Immigration Control and Refugee Recognition Act 2006 • Industrial Safety and Health Act 1972 • Health Care System Reform Law 2015 • National Labor Law (Employment Act) - Amendments to the Act, Apr 2019 Taiwan • National Health Insurance • Labor Standards Act 2020 • Occupational Safety and Health Act 2019
Gulf Cooperation Council	Bahrain • Labor Law Kuwait • Kuwait Domestic Worker Law • Administrative Decision No. 156 (2022) • Ministry of Social Affairs and Labor Ministerial Decision No. (198 /L) 2010 • Ministerial Resolution No. 204/L of 2011 • Law No. 68 on Domestic Workers and Ministerial Decision No. 2194 of 2016 • Article 93 and Article 94 of Law No. 6/2010 Concerning Labour in the Private Sector • Law No. 1 1999 on Alien Health Insurance and the Imposition of Fees Against Medical Services Oman • Royal Decree No. 72/91 Promulgating the Social Insurance Law • Ministerial Degree No. 286 / 2008 on Occupational Safety and Health

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	Saudi Arabia • Cooperative Health Insurance Law • Health and Safety in the Work Environment • Labor and Workmen Law • Royal Decree No. (M / 51) dated 23/08/1426AH United Arab Emirates • Federal Decree-Law Regarding the Regulation of Employment Relationship • Occupational Health and Safety
Bilateral agreements related to labour or health (Philippines and countries of deployment)	Bahrain Memorandum of Agreement between the Philippines and the Kingdom of Bahrain on Health Services Cooperation, 2007 Qatar Agreement between the Philippines and the State of Qatar. 1997 Saudi Arabia Agreement on Domestic Worker Recruitment Kuwait Memorandum of Understanding between the Philippines and the State of Kuwait on Labor and Manpower Development, 1997 United Arab Emirates Memorandum of Agreement between the Philippines and the Government of United Arab Emirates in the Field of Manpower, 2007 Korea, Republic of Memorandum of Understanding between the Department of Labor and Employment of the Philippines and the Ministry of Labor of the Republic of Korea on the Sending of Workers to the Republic of Korea, 2004 Japan Memorandum of Understanding between POEA and Japan International Corporation on Welfare Services on the Deployment and Acceptance of Filipino Candidates, 2009 Lao People's Democratic Republic Memorandum of Understanding between the Philippines and Lao People's Democratic Republic on Technical Cooperation and Employment Cambodia Memorandum of Agreement between the Philippines and Kingdom of Cambodia Concerning the Cooperation in the Field of Labour

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	Indonesia Memorandum of Understanding between the Philippines and Indonesia Concerning Migrant Workers Norway Transnational Cooperation for Recruiting Professionals from the Health Sector to Positions in Norway, 2001 United Kingdom Memorandum of Understanding on Healthcare Cooperation
Philippine national laws related to migrants and health	• Philippine Constitution, 1987 • Labor Code of the Philippines, 1974 (as amended) • Republic Act (RA) No. 1082 - Rural Health Unit Act, 1954 • RA No. 1891 - Health and Dental Services in the Rural Areas, 1957 (amending RA 1082 of 1954) • RA No. 6425 - Dangerous Drugs Act of 1972 • Batas Pambansa Blg. 79 - Creating the Commission on Filipinos Overseas (CFO), 1980 • RA No. 6675 - Generics Act of 1988 (amended by RA 9502 of 2008) • RA No. 7111 - Overseas Workers' Investment (OWI) Fund Act, 1991 • RA No. 7157 - Philippine Foreign Service Act of 1991 • RA No. 7875 - National Health Insurance Act of 1995 (amended by RA No. 9241 of 2004, RA 10606 of 2013) • RA No. 7877 - Anti-Sexual Harassment Act of 1995 • RA No. 8042 - Migrant Workers and Overseas Filipinos Act of 1995 (amended by RA 9422 of 2007, RA 10022 of 2009, RA 11227 of 2018, RA 11299 of 2019) • RA No. 8972 - Solo Parents' Welfare Act of 2000 (amended by RA No. 11861 of 2022) • RA No. 9165 - Comprehensive Dangerous Drugs Act of 2002 • RA No. 9189 - Overseas Absentee Voting Act of 2003 • RA No. 9208 - Anti-Trafficking in Persons (ATIP) Act of 2003 (amended by RA 10364 of 2012) • RA No. 9262 - Anti-Violence against Women and their Children Act of 2004 • RA No. 9422 - Strengthening the Regulatory Functions of POEA, 2007 (amending RA 8042 of 1995) • RA No. 9502 - Universally Accessible Cheaper and Quality Medicines Act of 2008 (amending RA 6675 of 1988) • RA No. 9710 - Magna Carta of Women of 2009 • RA No. 10022 - Migrant Workers Act of 2009 (amending RA 8042 of 1995) • RA No. 10354 - Responsible Parenthood and Reproductive Health Act of 2012 • RA No. 10364 - Expanded Anti-Trafficking in Persons Act of 2012 (amending RA 9208 of 2003) • RA No. 10606 - National Health Insurance Act of 2013 (amending RA 7875 of 1995)

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	• RA No. 10801 - Overseas Workers Welfare Administration (OWWA) Act of 2016 • RA No. 11036 - Mental Health Act of 2018 • RA No. 11166 - Philippine Comprehensive Policy on HIV and AIDS, 2018 • RA No. 11223 - Universal Health Care Act of 2018 • RA No. 11227 - Handbook for OFWs Act of 2018 (amending RA 8042 of 1995 as amended) • RA No. 11299 - Office for Social Welfare Attache Act of 2019 (amending RA 8042 as amended) • RA No. 11313 - Safe Spaces Act of 2019 • RA No. 11315 - Community-Based Monitoring System (CBMS) Act of 2019 • RA No. 11332 - Mandatory Reporting of Notifiable Diseases and Health Events of Public Health Concern Act of 2019 • RA No. 11463 - Malasakit Centers Act of 2019 • RA No. 11641 - Department of Migrant Workers (DMW) Act of 2021 • RA No. 11861 - Expanded Solo Parents Welfare Act of 2022 (amending RA 8972 of 2000) • RA No. 11959 - Regional Specialty Centers Act of 2023
Other Philippine national and local policies, issuances, ordinances related to migrants' health	• Occupational Safety and Health Standards (1978), as amended in 1989 – 2020 edition • BARM Executive Order No. 0015 s. 2021 - Expanding BTFAT to BIACAT-VAWC, 20 Dec 2021 • Executive Order No. 273 - Approval of Philippine Plan for Gender Responsive Development (1995-2025), 8 Sept 1995 • Executive Order No. 857 s. 1982 – Governing the regular mandatory remittance of OFWs, 13 Dec 1982 • Executive Order No. 203 - Establishment of an Inter-Agency Committee to develop and implement the Shared Government Information System for Migration (IAC-SGISM), 24 Jan 2000 • Executive Order No. 154 s. 2021 - Establishing the OFW Hospital • Joint Memorandum Circular No. 2017-0001 - Integrated Policy Guidelines and Procedures in the Implementation of the Inter-Agency Medical Repatriation Assistance Program (IMRAP) for Overseas Filipinos; jointly by DOH, DFA, DOLE (OWWA, POEA), DSWD, DILG, Manila International Airport Authority (MIAA), and Philippine Charity Sweepstakes Office (PCSO); signed on 17 June 2017 • DOH Administrative Order No. 2013-0006 - Guidelines on the Role of DOH in the Omnibus IRR of RA 8042/RA 10022, 7 Feb 2013 • DOH Department Memorandum No. 2023-0142 - Establishment of Medical Facilities for Overseas Workers and Seafarers (MFOWS) in DOH Hospitals, 11 Apr 2023 • DOH Department Order No. 2023-0003 - Establishment of Dedicated OFW Wards in Selected DOH Hospitals Nationwide, 10 Jan 2023

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	• PhilHealth Circulars • DFA Memorandum Circular No. 2021 001 • DFA Assistance to Nationals • DFA Department Order (DO) 08-2019, dated 05 April 2019 • DSWD Memorandum Circular (MC) No. 16 s. 2022 - Revised Guidelines on Implementation of Assistance to Individuals in Crisis Situations (AICS), 22 Aug 2022 • DILG Memorandum Circular (MC) No. 2021-015 - Quarantine Protocols of Local Government Units for Returning Overseas Filipinos, 8 Feb 2021 • DILG MC No. 2020-087 - Duties and Responsibilities of Local Government Officials, DILG Regional Directors and Field Officers, PNP and Others Concerned on the Management of Returning OFs and Locally Stranded Individuals, 21 May 2020 • DILG MC No. 2020-075 - Establishment of the DILG OFW Desks and Designation of DILG-OFW Desk Officers at the Regions, Provinces, Highly-Urbanized Cities (HUCs) and Independent Component Cities (ICCs), 23 Apr 2020 • DILG MC No. 2018-62 - LGU's Roles and Responsibilities in the Implementation of the Inter-Agency Medical Repatriation Assistance Program for Overseas Filipinos (IMRAP), 4 May 2018 • DILG MC No. 2020-006 - Guidelines on the Functionality of Local Committees on Anti-Trafficking and Violence Against Women and their Children (LCAT-VAWC), 20 Jan 2020 • Isabela Province Executive Order No. 03 s. 2022 – Organizing the Isabela Provincial Community-Based Monitoring System (CBMS) Coordinating Board, 9 Mar 2022 • Lucena City (Quezon Province) Ordinance No. 2769 s. 2021 – Creating the Lucena City Migrant Resource Center (MRC), 27 Sep 2021 • Lucena City (Quezon Province) Resolution No. 15-103 s. 2010 – Authorizing the MOA between Lucena City Government and OWWA for the Establishment of OFW Help Desk, 4 Oct 2010 • Zamboanga City Executive Order No. BC 570-2020 - Guidelines for Returning Overseas Filipinos and Locally Stranded Individuals (LSIs)/ Inbound Travellers, 5 Jun 2020

See Annexes: A (local laws in 4 lenses), B (international laws in 4 lenses), and C (mapping of the laws)