

**PHILIPPINES**  
**GCM Thematic Consultation 6**  
**Panel II: Decent work and labour mobility**

Mister Moderator,

Thank you for giving the Philippines this opportunity to deliver its intervention.

Allow us to start by recalling that *Standards and Rights at Work* is one of the four pillars of SDG No. 8, that is *Decent Work and Economic Growth*, which is relevantly incorporated in Thematic Area No. 6 of the Global Compact on Migration, and now the subject of Panel 2.

One of the most basic and fundamental right at work is the right to wages, that is the right to be paid one's compensation after a day's toil. The Philippines has chosen to put forward this very specific issue because among the several challenges being faced by Filipino migrant workers, the issue of non-payment or delayed payment of wages, including overtime pay for work performed beyond working hours and on rest days and holidays, is on top of our list.

It is worthy to mention that the subject of wage protection was discussed during the **ILO Tripartite Inter-regional Consultation on Labour Migration and Mobility from Asia/Africa to the Middle East** held early this month in Beirut in which meeting the Philippine government was a participant.

Mr. Moderator, the Philippines wishes to put forward the following points aimed at ensuring timely payment of wages of workers of all categories:

1. Institutionalize payment of workers' wages, **including domestic workers**, through bank transfer to the worker's account. We wish to cite the Wage Protection System of the United Arab Emirates which monitors whether workers' wages have been paid, is a good practice that can be emulated by other destination countries.
2. Strengthen labor laws by imposing or increasing penalties, including interest on delayed payment of salaries, against employers who fail to pay migrant workers wages within a prescribed period.
3. In cases of sub-contracting arrangements, payment of migrant workers' wages when they become due must be guaranteed through an agreement between the principal contractor and the sub-contractor.

4. Improve access to labor justice and effective legal remedies, including conciliation and mediation and summary proceedings in resolving non-payment of wages disputes.

Thank you, Mr. Moderator.