

[EXECUTIVE ORDER NO. 895, May 01, 1983]

**CREATING EMPLOYEE-MANAGEMENT COMMITTEES IN ALL
GOVERNMENT-OWNED AND CONTROLLED CORPORATIONS AND
AN EMPLOYEE-MANAGEMENT CONSULTATIVE COUNCIL IN THE
CIVIL SERVICE COMMISSION**

WHEREAS, labor relations in the government-owned or controlled corporations are governed within the framework established by the Civil Service Law, rules and regulations;

WHEREAS, there is a need to improve the existing framework to make it more responsive in expeditious settlement of the grievances and in providing for a forum for regular and meaningful dialogue between employees and management in government-owned or controlled corporations.

NOW, THEREFORE, I, FERDINAND E. MARCOS, President of the Republic of the Philippines, by virtue of the powers vested in me by the Constitution, do hereby order the creation of Employee-Management Committees in every government-owned or controlled corporation, and an Employee-Management Consultative Council in the Civil Service Commission.

Section 1. Composition

a. The Employee-Management Committee shall be composed of as many representatives of management and of the employees as may be deemed adequate for the furtherance of the purposes of this Order, provided that both parties shall have equal representation in the said Committee.

b. The Employee-Management Consultative Council shall be composed of permanent representatives from the Civil Service Commission and the Ministry of Labor and Employment, representatives from the Employee-Management Committee which has elevated a grievance to the Council, and a representative from the Ministry/Agency to which the corporation involved is attached. The Civil Service Commission in coordination with the Ministry of Labor and Employment may provide, through the implementing rules the system of representation in the Council for the Committees and for the Ministries/Agencies concerned where more than one corporation or Ministry/Agency may be involved in the matter brought before the Council.

Section 2. General Guidelines for the Operation of the Committee and the Council

a. Grievances shall refer to physical working conditions, placement of employees, work distribution, performance appraisal, arbitrary actions, lay-offs and transfers, selection and promotion, and other matter that gives rise to employee dissatisfaction.