

September 14, 1997

**MEMORANDUM OF UNDERSTANDING ON LABOR AND
MANPOWER DEVELOPMENT BETWEEN THE GOVERNMENT OF THE
REPUBLIC OF THE PHILIPPINES AND THE GOVERNMENT OF THE
STATE OF KUWAIT**

THE GOVERNMENT OF THE REPUBLIC OF THE PHILIPPINES AND THE GOVERNMENT OF THE STATE OF KUWAIT (hereinafter referred to as the "Parties")

CONFIRMING the existing fraternal ties between the Governments and peoples of the two Parties;

DESIRING to strengthen the existing bonds of friendship between them and support bilateral cooperative relations based on equality and mutual benefit;

WISHING to support cooperation and enhance coordination in the field of labor and manpower development;

HAVE AGREED AS FOLLOWS:

ARTICLE 1

Both Parties shall undertake to strengthen cooperation in labor and manpower development.

ARTICLE 2

Both Parties shall provide the necessary and relevant facilities for the fulfillment and promotion of such cooperation within the framework of existing rules and regulations of each country.

ARTICLE 3

Both Parties shall undertake to facilitate the mobilization and deployment of manpower between the two countries, within the framework of existing and applicable laws, rules, and regulations of each country.

ARTICLE 4

Both parties shall exchange visits and undertake consultations to share knowledge and experience on job creation and generation.

ARTICLE 5

The basic conditions for the rights, duties, and terms of employment, applicable to both the employer and the employee shall be set out in a mutually agreed individual contract of employment which conforms with the relevant laws, rules, and regulations of both countries.

ARTICLE 6

In the settlement of labor disputes arising from employee-employer relationships, the government authorities concerned of both parties, in accordance with their