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The Official Newsletter of the Embassy of the Philippines in Timor-Leste

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PHILIPPINE AMBASSADOR CALLS ON TIMOR-LESTE PRIME MINISTER



Philippine Ambassador to Timor-Leste Evelyn D. Austria-Garcia called on the Prime Minister of Timor-Leste, H.E. Dr. Rui Maria de Araújo, last May 2.

During the meeting, both officials conveyed the commitment of both the Philippines and Timor-Leste to strengthen bilateral ties, as well as deepen the friendship between their countries and peoples.

Ambassador Austria-Garcia took the opportunity to brief Prime Minister Araújo on pending bilateral initiatives in the areas of defense, health and teacher training that both sides could pursue together. For his part, the Timorese senior official assured that his government will seriously look into the Philippine-initiated proposals.

The Ambassador reaffirmed the Philippine Government's support for Timor-Leste's accession to ASEAN. She also sought the support of Timor-Leste for the candidature of Ambassador Rosario G. Manalo to the Committee on the Elimination of Discrimination Against Women (CEDAW) for the term 2017-2020, as well as the Philippines' bid for the United Nations Educational, Scientific and Cultural Organization (UNESCO) Executive Board for the term 2017-2021.

The Ambassador also informed the Prime Minister on the developments in the West Philippine Sea/South China Sea (WPS/SCS) issue, particularly on the ongoing arbitration case filed by the Philippines against China in The Hague. She underscored the Philippines' position that the decision of the arbitral tribunal will guide the way forward in managing and ultimately resolving the various claims in the WPS/SCS.

Prime Minister Araújo was accompanied during the meeting by Mr. Alex Tilman, an adviser from the Office of the Prime Minister. Joining Ambassador Austria-Garcia was Third Secretary and Vice Consul Maurice A. Tiempo.

POLITICAL DIPLOMACY

**EMBASSY OFFICIAL MEETS WITH
TIMOR-LESTE VICE FOREIGN MINISTER**



In his capacity as the Embassy's Chargé d' Affaires (CDA), *a.i.*, Third Secretary and Vice Consul Maurice A. Tiempo called on Vice Minister of Foreign Affairs and Cooperation Roberto Sarmento de Oliveira Soares last April 27.

The meeting was held as part of the preparations for the projected meeting between Vice Minister Soares and Philippine Foreign Affairs Undersecretary for Policy and ASEAN Regional Forum Senior Official Meeting (ARF SOM) Leader Enrique A. Manalo.

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The Editorial Board thanks the Filipino community in Timor-Leste for its continued support and participation in Embassy activities. MABUHAY!

DEFENCE COOPERATION

**TIMOR-LESTE PARTICIPATES IN
BALIKATAN 2016 EXERCISE**



Upon the invitation of the Armed Forces of the Philippines and the United States Pacific Command, Captain José Augusto França Sarmento Martins of the Falintil-Forças de Defesa de Timor-Leste (F-FD'TL) participated as observer in this year's Balikatan Exercise which was held in the Philippines on 4-15 April 2016.

Balikatan is an annual bilateral exercise between Philippine and U.S. military forces that focuses on partnership, humanitarian assistance and disaster relief capabilities, Philippine capability development, and military modernization.

Prior to his departure for the Philippines, Captain Martins called on Philippine Ambassador to Timor-Leste Evelyn D. Austria-Garcia last March 25.

Captain Martins' participation in the 2016 Balikatan Exercise is in line with the Philippine Government's ongoing efforts to strengthen defense and security relations with Timor-Leste.



Courtesy call of Timorese participants to the ASEAN Regional Forum Inter-Sessional Meeting on Maritime Security (29 March 2016). The Timorese delegation was comprised of Mr. Lino da Silva Saldanha, Commandant, Maritime Police Unit; and Mr. Lourenço dos Reis Amaral, National Director for Fisheries

ECONOMIC DIPLOMACY**PHILIPPINE AMBASSADOR CALLS ON MINISTER OF PLANNING AND STRATEGIC INVESTMENT**

In line with the Embassy's unwavering commitment to further enhance the economic partnership between the Philippines and Timor-Leste, Philippine Ambassador to Timor-Leste Evelyn D. Austria-Garcia called on Mentoring Minister and Minister for Planning and Strategic Investment Kay Rala Xanana Gusmão last January 28.

During the meeting, Ambassador Austria-Garcia briefed the Minister on the outcomes of the networking meetings of Minister for Foreign Affairs and Cooperation Hernani F. Coêlho da Silva with the Philippine private sector when the latter visited the Philippines in December 2015.

For his part, Minister Gusmão underscored that Timor-Leste welcomes Philippine private sector participation in practically all areas relevant to the country's development. He also provided substantive inputs on how the proposed initiatives of Filipino entrepreneurs, who are interested to do business in Timor-Leste, could be brought to fruition. The areas of interest cited were health, education, agri-industry, finance, and air transport, among others.

Minister Gusmão is the first President and later Prime Minister of Timor-Leste. In the incumbent coalition government, he has been tasked to head the central government body responsible for the design, execution, coordination and evaluation of policy for the promotion of Timor-Leste's economic and social development.

PHILIPPINE EMBASSY IN DILI PARTICIPATES IN THE FIRST CPLP GLOBAL ECONOMIC FORUM



The Philippine Embassy participated in the First Global Economic Forum of the Comunidade dos Pais de Lingua Portuguesa (CPLP) countries which was held in Dili on 25 to 27 February 2016. Timor-Leste is the chairman of the CPLP until the end of 2016. The Forum was participated in by government officials and businessmen from twenty (20) different countries, namely: Angola, Brazil, Cape Verde, Guinea-Bissau, Equatorial Guinea, Mozambique, Portugal, Sao Tome and Principe, Timor-Leste, Spain, Japan, China, South Korea, Australia, New Zealand, Fiji, Malaysia, Singapore, Indonesia and the Philippines.

The Economic Forum is more than a conference or a seminar. Businesses from all over CPLP, ASEAN, and other Pacific Regions converged in Dili and showcased their products and services, and explored potential partnership. The Forum also developed a scheduled Business to Business (B2B) meetings for the participants.

Mr. Michael Angelo Genato, the Managing Director of Global Medical Technologies, and Ms. Shirley J. Songco, Assistant Manager of Relationship Management and Business Development Department of The Medical City, represented the Philippine business delegation and met with other businessmen from other CPLP countries.

Through its participation, the Philippine Embassy took the opportunity to inform the participants about the Philippines and the investment opportunities that abound in the country. Mr. Reynold D. Banda, Officer-in-Charge of the embassy, provided a twenty (20) minute audio-visual presentation on Philippine medical tourism and Invest Philippines.

The Forum was attended by several businessmen from CPLP countries and Spain. Ms. Aurelia Da Silva, wife of the Vice President of the Timor-Leste Parliament, was special guest during the PHL presentation.

After the presentation, Mr. Banda was approached by participants from Brazil, who said that "By watching the promotional tourism video, we learned that the Philippines has a lot to offer in terms of tourism". The presentation brought a positive outlook of the country.

TIMORESE OFFICIALS ATTEND COURSE ON CENTRAL BANKING PRINCIPLES



Photo Credit: Foreign Service Institute

Two senior officials from the Central Bank of Timor-Leste, namely, Jose Augusto Maria and Francisco de Deus Maia attended the Course on Fundamentals of Central Banking which was held in Manila on 22-24 February 2016.

Jointly organized by the Bangko Sentral ng Pilipinas and the Foreign Service Institute of the Philippines, the objective of the training course was to build the capacity of central bank officials from Timor-Leste and other developing countries from the Asia and the Pacific region on monetary policy formulations and macroeconomic stability, monetary policy implementation, currency management, macroeconomic modeling and forecasting, financial stability and payments and settlements system.

Since the establishment of its formal relations with Timor-Leste on 20 May 2002, the Philippines has been providing the latter with modest development assistance using the framework of technical South-South cooperation.

CULTURAL DIPLOMACY**PHILIPPINE AMBASSADOR AND TIMOR-LESTE MINISTER OF
EDUCATION DISCUSS WAYS OF STRENGTHENING
COOPERATION IN EDUCATION**

Philippine Ambassador to Timor-Leste Evelyn D. Austria-Garcia called on Minister of State, Coordinator for Social Affairs, and Minister of Education António da Conceição last February 2.

Both officials used the opportunity to discuss and exchange views on ways to further strengthen the existing relations between the Philippines and Timor-Leste in the field of education.

As an indication of Timor-Leste's continuing interest in the Philippine educational system, Minister da Conceição disclosed his plan to visit the Philippines this year. In response, Ambassador Austria-Garcia stated the readiness of the Embassy to extend appropriate assistance to ensure that the Minister would have a pleasant and fruitful visit to the Philippines.

Education constitutes one of the major pillars of the bilateral partnership between the Philippines and Timor-Leste. As an offshoot of the Memorandum of Agreement on Academic Cooperation which the two countries signed in 2008, the Timor-Leste Government began deploying Timorese scholars to pursue tertiary education in the Philippines the following year. The two countries also signed a Memorandum of Understanding on Teacher Training in June 2013.

SEMINAR ON PHILIPPINE CULTURE AND ARTS



The Philippine Embassy in Dili reported that it organized a lecture on Philippine arts and culture at the Embassy Chancery last Sunday, February 21.

The Embassy tapped the expertise of Mr. Edwin V. Antonio, PhD., to conduct the lecture. Aside from being the founder and President of Katutubo Exchange Philippines (KXP), an organization of youth and cultural workers who advocate the promotion of Philippine traditional arts and indigenous cultures, he is also a member of the National Advisory Board of the National Commission for Culture and the Arts (NCCA) under the Office of the President.

In his presentation, Dr. Antonio shared the rich cultural tapestry of indigenous peoples of the Philippines such as the Ivatans of Batanes, the Aytas of Bataan/Zambales and the Isnags of Apayao.

The lecture, which lasted for two hours, was able to draw an enthusiastic crowd comprising of Filipino educators in Dili.

The event was capped with the usual Filipino salo-salo.

The lecture is in keeping with the vigorous efforts of the Embassy to foster among the Filipinos in Timor-Leste a greater sense of appreciation for their Filipino heritage and identity.

PHILIPPINE EMBASSY CONDUCTS BRIEFING FOR TIMORESE STUDENTS



As part of its public diplomacy efforts, the Philippine Embassy in Dili, Timor-Leste conducted a short briefing for eleven (11) students from the *Universidade de Dili* (Dili University) last May 24.

Third Secretary and Vice Consul Maurice A. Tiempo gave an overview of Philippine foreign policy. He also shared some notes on the history of and recent developments in the bilateral relations between the Philippines and Timor-Leste.

The lecture was followed by an open forum during which the students asked questions on a variety of topics, such as, but not limited to the arbitral proceedings on the West Philippine Sea, the Mindanao peace process, the Philippine initiatives in ASEAN, and the strategies and approaches of the Philippines to promote economic diplomacy.

The students conveyed their appreciation to the Embassy for its openness to engage with them. They also expressed their optimism that Timor-Leste's bilateral relations with the Philippines will continue to grow in the years to come.

COMMUNITY ENGAGEMENT

**PHILIPPINE EMBASSY IN DILI HOLDS DIALOGUE
WITH FILIPINO COMMUNITY LEADERS**



The Philippine Embassy in Dili held an informal dialogue with the leaders and sectoral representatives of the Filipino community in Timor-Leste last March 31.

Third Secretary and Vice Consul Maurice A. Tiempo moderated the discussions which focused on issues affecting the community, as well as the projected activities of the Embassy for 2016.

The Embassy also took the opportunity to enlist the help of the leaders and representatives in encouraging registered Filipino voters in Timor-Leste to cast their votes for this year's National Elections.

During the meeting, both sides acknowledged the critical role of the Filipino community in further enhancing the cultural and people-to-people linkages between the Philippines and Timor-Leste.

The dialogue is in keeping with the Embassy's vigorous efforts to promote transparent, accountable and participatory governance.

OVERSEAS VOTING BEGINS IN TIMOR-LESTE



The Philippine Embassy in Dili reported that the month-long overseas voting period for the 2016 Philippine National Elections has formally begun in Timor-Leste on April 9.

The first two Filipinos who cast their votes were Messrs. Delfin A. Gurra, Jr. and Jose Vergilio Y. Jaquilmac who are both engaged in Timor-Leste's construction sector. Eager to participate in this year's elections, they arrived at the Embassy as soon as the polling precinct was opened to the public at 8:00 a.m.

A total of twenty-three (23) voters cast their ballots at the Embassy on the first day of the overseas elections.

The Embassy is strongly encouraging registered Filipino voters in Timor-Leste to exercise their right of suffrage as guaranteed by fundamental laws and enshrined under the Philippine Constitution.

"We appeal to our *kababayans* to participate in state-building by choosing the national leaders who will steer our nation towards prosperity and success," Philippine Ambassador to Timor-Leste Evelyn D. Austria-Garcia said.

From 10 April to 8 May 2016, the Embassy will be open for voting from 9:00 a.m. to 5:00 p.m. On 9 May 2016, the last day of the elections, voting will be from 9:00 a.m. to 6:00 p.m. (Dili, the capital of Timor-Leste, is 1 hour ahead of Manila).

The registered voters are encouraged as well to vote early and avoid the last-minute rush. For their convenience, they may wish to make an appointment with the Embassy either through the Embassy's landline (3310407) or 24/7 hotline (77928092).

The conduct of the OAV elections in Dili is a one-country team effort with the Embassy's attached agency, the Office of the Defense and Armed Forces Attaché (ODAF), augmenting the lean staff complement of the Embassy.

EMBASSY APPEALS TO FILIPINO VOTERS IN TIMOR-LESTE

Halfway through the ongoing Philippine overseas (OV) elections, the Philippine Embassy in Dili has tapped the potent power of media to increase voter participation in Timor-Leste.

On his live interview for UNTV on 25 April 2016, Third Secretary and Vice Consul Maurice A. Tiempo, who also serves as the Chair of the Special Board of Election Inspectors at the Embassy, appealed to registered Filipino voters in Timor-Leste to participate in nation-building by choosing the next national leaders of the Philippines.

“Humag po nating sayangin ang pagkakataon na ibinigay sa atin na lumahok sa demokratikong proseso ng pagpili sa mga susunod na pinuno ng Pilipinas. Sabi nga nila, nakasalalay sa ating mga boto ang kinabukasan ng ating Ynangbayan,” Mr. Tiempo said.

The interview, which was conducted by UNTV field correspondent Robert Navoa, also touched on the strategies and approaches of the Embassy to entice Filipinos to participate in this year’s OV elections.

The Embassy gently reminds registered Filipino voters in Timor-Leste, who have not yet voted, that they can come to the Embassy to cast their ballots until 9 May 2016. During that period, the Embassy will be open daily (including Saturdays and Sundays), from 9 a.m. to 5 p.m. (no lunch breaks), for purposes of the OV elections. On the last day of the elections, 9 May 2016, the voting hours at the Embassy will be extended until 6 p.m.

OVERSEAS VOTING CONCLUDES IN TIMOR-LESTE



The 2016 Philippine overseas elections in Timor-Leste officially ended on 10 May 2016 with an impressive voter turnout of 52.99%.

Philippine Ambassador to Timor-Leste Evelyn D. Austria-Garcia, who also served as the Chair of the Embassy's Special Board of Canvassers, welcomed the positive outcome of the elections.

Ambassador Austria-Garcia said, "I commend the Filipino community in Timor-Leste for heeding the Embassy's call to participate in nation-building by choosing the next national leaders of the Philippines. This goes to show that Filipinos in Timor-Leste are responsible and patriotic citizens."

During the month-long elections which began on April 9, a total of 425 Filipinos out of the 802 registered overseas voters in Timor-Leste exercised their right to suffrage. This was a dramatic increase from the 31.58% voter turnout in Timor-Leste during the overseas elections held in 2013.



PHILIPPINE EMBASSY IN DILI CONDUCTS GENDER AND DEVELOPMENT SEMINAR



As part of its gender and development (GAD) mainstreaming efforts, the Philippine Embassy in Dili held a briefing on women's health issues for the members of the Filipino community last May 1.

Dr. Francis G. Saison, a noted Filipino obstetrician and gynecologist based in Timor-Leste, delivered the lecture which focused on the following reproductive health issues of women: 1) cervical and breast cancer awareness; 2) osteoporosis; 3) menopause; and 4) sexually transmitted infections (STI) affecting women.

In her welcome remarks, Philippine Ambassador to Timor-Leste Evelyn D. Austria-Garcia thanked Dr. Saison for volunteering his time and expertise. She also encouraged Filipinos in Timor-Leste to keep an eye on their health.

The audience, who were mostly women, were very appreciative of the briefing.

The Embassy plans to roll out other GAD projects and initiatives for the remainder of 2016.





MALACAÑAN PALACE
MANILA

MESSAGE

I greet with great pride and joy the entire Filipino nation, including our kababayans overseas, as we commemorate the **118th Anniversary of the Proclamation of Philippine Independence**.

More than a hundred years ago, Filipinos laid down their lives for the sovereign Philippines of the present. It was a long and bloody struggle as our forebears, through their words and deeds, fought against those who suppressed our freedom and violated our rights. Our heroes emerged triumphant because of their solidarity, courage, and passion; they broke the shackles of abuse, inequality, and violence that once terrorized our people, so that we may all enjoy the liberty, dignity, and hope we possess today.

This occasion coincides with our nation's celebration of another victory: Our journey on the Daang Matuwid has allowed us to reap the gains of reform. Six years have passed and we are well on our way towards resurgence: I call on all of you to engage deeper in nation-building, remain steadfast on the path of morality and justice, and always protect the weak and marginalized, as we transition to the next chapter of our country's narrative.

Again, may we all have a happy and meaningful Philippine Independence Day.



BENIGNO S. AQUINO III

MANILA
12 June 2016

THE PRESIDENT OF THE PHILIPPINES



DEPARTMENT OF FOREIGN AFFAIRS
KAGAWARAN NG UGNAYANG PANLABAS

MESSAGE

**118th Commemoration of the Anniversary of the
Proclamation of Philippine Independence**

One hundred eighteen years ago, bound by the desire for liberty, equality and justice, our forefathers valiantly took a collective stand to break free and fight for self-rule, and triumphed with the birth of the Filipino nation and our people's independence.

To this day, we continue to walk the path of our heroes. Against every difficulty, we always have come together as a people, united by our selfless love for the country and the strong sense of duty to our fellow Filipinos.

In the past six years, the administration of President Benigno S. Aquino III has worked tirelessly to deepen the meaning of our freedom to each and every Filipino. Bold structural reforms were taken to successfully deliver on our renewed hopes for better lives.


With the conviction that transparent, open and streamlined processes allow for greater growth, programs were directed to broaden civic engagement and participation in governance, and to fortify the highest standards of integrity, accountability, and trustworthiness in the country's public leadership.

As a result, the Philippines is now widely acknowledged for its steady rise as a dynamic economic growth hub with sustainable inclusive development, a vital and responsible member of the global community committed to uphold and abide by the rule of law, and as a stronghold for democracy with its constituent values that places primacy on the dignity and worth of the human being.

In celebrating 118 years of Philippine Independence, the Department of Foreign Affairs remains resolute and determined to serve, defend, and advance our fundamental interests in the diplomatic frontlines: the peace and security of the nation, the growth of the economy, and the rights and welfare of our people overseas and even those at home.

It has been often said that for us to build the future, we must honor the past. In keeping with this year's theme of "*Kalayaan 2016: Pagkakaisa, Pag-aambagan at Pagsulong*," our celebration of our freedom is a powerful reminder of the true measure of our strength as a country; that is how we can bravely seize the challenges, and together - as one people passionately driven by a shared vision of greatness - we can prevail.

Mabuhay ang Kalayaan at ang Sambayanang Pilipino!


JOSE RENE D. ALMENDRAS
Secretary of Foreign Affairs

12 June 2016, Pasay City

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**PHILIPPINE EMBASSY IN DILI HOLDS
PHILIPPINE INDEPENDENCE DAY
FLAG-RAISING CEREMONY**



The Philippine Embassy in Dili organized a flag-raising ceremony at the Embassy grounds last June 12 to commemorate the 118th Anniversary of the Proclamation of Philippine Independence.

The commemorative event was held at the Philippine Embassy grounds and was attended by more than 200 Filipinos currently based in Timor-Leste.

The ceremony started with the reading of the Independence Day messages of President Benigno S. Aquino III and Foreign Affairs Secretary Jose Rene D. Almendras by Philippine Defense and Armed Forces Attaché Col. Emilio T. Hulipas.

Mr. Angelo Salazar, a Filipino volunteer of the Every Nation Ministries, made the event more meaningful with his rousing a cappella rendition of the Philippine national anthem and *Pilipinas Kong Mahal*.



Expounding on this year's theme of *Kalayaan 2016: Pagkakaisa, Pag-aambagan at Pagsulong*, Third Secretary and Vice Consul Maurice A. Tiempo stressed that the toil of building the Philippine nation is a shared responsibility of each and every Filipino.

Mr. Tiempo also urged the members of the Filipino community in Timor-Leste to be inspired by the country's heroic past, and use their willpower, wisdom and creative energies to contribute towards the realization of a more inclusive and progressive Philippines.

Filipinos were treated to a sumptuous Filipino breakfast immediately after the flag-raising ceremony.

The event provided an excellent opportunity for the members of the Filipino community in Timor-Leste to foster greater camaraderie, as well as renew their collective commitment to make the vision of a stable, peaceful and prosperous Philippines a reality.

CONSULAR PAGE**PHILIPPINE EMBASSY HOSTS
CONSULAR LUNCHEON MEETING**

As part of its vigorous efforts to forge robust linkages with the diplomatic corps in Timor-Leste, the Philippine Embassy in Dili hosted an informal luncheon meeting with consular officers of other foreign missions in Timor-Leste last March 30.

The meeting was attended by consular heads or point persons from the Embassies of Australia, Brunei Darussalam, Indonesia, Japan, Malaysia, Portugal and Thailand.

The meeting also provided an excellent opportunity for the consular corps in Dili to exchange vital information on consular services, as well as developments in the host country.

The consular officers who attended the meeting were treated to a Filipino-inspired menu consisting of *lumpiang shanghai*, *chicken adobo*, *chop suey*, *buko-pandan gelatin* and *turon*.

CONSULAR ADVISORY

It has come to the attention of the Embassy that some Filipinos in Timor-Leste are engaged or involved in the practice of using the Philippine passport as collateral for personal loans.

The Embassy would like to stress that such practice is illegal and in direct violation of pertinent provisions of Republic Act No. 8239, otherwise known as the Philippine Passport Act of 1996. The said law states that the Philippine passport remains at all times the property of the Philippine Government, and not of the individual. Hence, passports held as guarantee or collateral for loans/obligations are automatically cancelled upon notice by the concerned passport holders.

The Embassy further notes that Filipinos are unwittingly compromising their status in the host country if they surrender their passports to another person or entity. In the Philippine context, the passport is the ultimate proof of identity and citizenship.

As a matter of policy, the Embassy does not intercede on private loan transactions.

KNOW YOUR RIGHTS

This section zeroes in on pertinent laws and regulations that would have significant bearing or impact on the stay or employment of Filipinos in Timor-Leste.

For this issue, the Embassy has decided to present the salient provisions of the Labor Code, with particular emphasis on the rights and other entitlements of migrant workers in Timor-Leste.

The Embassy thanks Ms. Joy Cabrillas, former HR Officer of World Vision Timor-Leste, for preparing the following summary brief:

Impact on Contractual Agreements

- Article 77 – A foreign worker is entitled to the same rights and subject to the same obligations as those applicable to national workers.
- Article 11 – Duration of employment contract
 - A contract may be open ended (does not stipulate a specific duration) or fixed.
 - Applicable rules for fixed term contracts:
 - Duration, including renewals, may not exceed 3 years
 - Shall be considered open ended when this has been entered into with the same worker and same reasons and before 90 days have elapsed between the end of the first contract and start of the second contract
 - When declared as open ended, length of service is from time of employment commencement
- Article 14 – Probationary period
 - Either party may terminate without giving prior notice or grounds for dismissal, there being no entitlement to compensation unless there is a written agreement to the contrary.
 - Probationary period shall not exceed 8 days if contract is 6 months or less –
 - Said period shall not exceed 15 days if contract is more than 6 months

- Article 15 – Suspension of contract or reduction of normal hours
 - May be done due to market related, technological or structural reasons or calamities or force majeure
 - Duration shall not exceed 2 months
 - The worker should be notified in writing at least 15 days prior to expected date of suspension or reduction
 - At end of the period of suspension, employer and employee may agree to terminate the employment contract in which case the worker shall be entitled to payment of compensation pursuant to Article 55 of the law.

Working Hours – Articles 25 to 30

- Working hours shall not exceed 8 hours per day or 44 hours per week.
- After 5 hours of work, employee is entitled to at least 1 hour break period.
- Overtime shall be paid 50% of the normal hourly rate while work on rest day and holiday shall be paid an additional 100% of the hourly rate.
- Work on rest day/holiday shall not exceed 8 hours.
- Overtime shall be not more than 4 hours per day or 16 hours per week.
- Hours worked from 9 p.m. to 6 a.m. of the following day shall be compensated at the normal hourly rate + 25%.
- Weekly paid period of rest of at least 24 hours.
- Shift work allowed.

Remuneration

- Article 42 - Deductions from salaries should not exceed 30% of the total amount of remuneration.
- Article 44 – A worker is entitled to an annual bonus of not less than 1 month, payable not later than the 20th of December.
- Article 56 - Regardless of the grounds, in case of termination of the employment, the worker is entitled to compensation for length of service, the amount of which is equivalent to 1 month salary for each 5-year period.

Leaves

- Annual Leave shall not be less than 12 working days per year, or prorated when one year is not completed.
- Three (3) days justified leave for reasons of marriage, bereavement, community or religious event.
- 12 days justified leave in case of sickness/accident when substantiated by medical certificate (payment scheme: 6 days – 100% and the other 6 days at 50%).
- Paid maternity leave of 12 weeks, 10 weeks of which shall be taken after childbirth.
- In the case of miscarriage, a woman worker is entitled to 4 weeks leave.
- Paternity Leave of 5 working days.
- A woman worker is entitled to nursing breaks to breastfeed or bottle feed her child until the latter reaches the age of six months.
- Workers who have children below 10 years old are entitled to a maximum 5 days off per year to provide emergency essential care for their children in case of illness or accident. This privilege requires documentary proof and is considered unpaid.

Disciplinary Action and Dispute Resolution

- Article 24 provides for disciplinary process.
- Article 55 talks about reinstatement and compensation ranging from 1 month to 6 months salary, depending on the length of employment contract
- Article 97 provides for dispute resolution which could be in the form of: 1.) conciliation; 2.) mediation; and 3.) voluntary arbitration

PHILIPPINE GOVERNMENT ADVISORIES

From the Bangko Sentral ng Pilipinas

**RULES ON BRINGING PHILIPPINE PESOS AND/OR
FOREIGN CURRENCIES INTO OR OUT OF THE PHILIPPINES**

1. For Philippine pesos (which include legal tender Philippine notes and coins, checks, money order and other bills of exchange drawn in pesos against banks operating in the Philippines:
 - a. A person may bring into or out of the Philippines or electronically transfer Philippine pesos not exceeding PHP10,000 without prior approval from the Bangko Sentral ng Pilipinas (BSP).
 - b. For amounts in excess of PHP10,000, prior BSP authorization is required.
2. For foreign currency and other foreign currency-denominated bearer instruments:
 - a. A person bringing in or taking out of the Philippines in excess of US\$10,000 or its equivalent in other currencies shall declare the same in writing using the Foreign Currency and Other FX-Denominated Bearer Monetary Instruments Declaration Form. The form is available at the Bureau of Customs desk at the arrival/departure areas of international airports and seaports. It may also be downloaded from the BSP website (Annex K of the Manual of Regulations on Foreign Exchange Transactions).
3. The above rules are applicable to a child traveling with his/her parent/guardian provided that (a) the child is physically present with the parent/guardian upon Customs inspection; (b) the total amount allocated per person, inclusive of the allotment for the child/children, should not average more than PHP10,000; and (c) allocation of the pesos or foreign currency is explained to the authorities by the parent/guardian.

From the Department of Health

ADVISORY ON THE ZIKA VIRUS

Key facts

- Zika virus infection is a vector-borne disease caused by a flavivirus.
- This occurs in tropical countries with large mosquito population.

Transmission

- Zika virus is transmitted to people through the bite of an infected mosquito from the Aedes genus, mainly Aedes aegypti in tropical regions.
- Mosquitoes that spread Zika bite aggressively during the day.
- This is the same mosquito that transmits Dengue and Chikungunya.

Signs and Symptoms

- Common symptoms include fever, rash, joint pain or conjunctivitis.
- Other symptoms include muscle pain, headache, pain behind the eyes and vomiting.
- The illness is usually mild with symptoms lasting for 2-7 days.

Complication

- The baby inside the womb of a pregnant mother may develop abnormality in the size of its head due to incomplete brain development called *microcephaly*.

Prevention and Treatment

- Avoid infection by preventing mosquito bites.
 - Use insect repellants.
 - Use window and door screens.
 - Wear long-sleeved shirts and long pants or permethrin-treated clothing.
 - Once a week, empty and scrub, turn over, cover or throw out items that hold water, such as tires, buckets, planters, toys or trash containers.
- People sick with Zika virus should get plenty of rest, drink enough fluids, and treat pain and fever with common medicines.
- If symptoms worsen, they should seek medical care and advice immediately to the nearest health facility.

DIPLOMATIC LINKAGES

PHILIPPINE AMBASSADOR MEETS WITH ASEAN HEADS OF MISSION IN TIMOR-LESTE TO DISCUSS 2016 ASEAN ACTIVITIES



Philippine Ambassador to Timor-Leste Evelyn D. Austria-Garcia hosted a dinner for ASEAN heads of missions in Timor-Leste on 29 January 2016.

Those who were present during the dinner were Indonesian Ambassador Primanto Hendrasgoro and his spouse Madam Peni Windarti Hendrasgoro, Malaysian Ambassador-Designate Chitra Devi Remiah and her spouse Rasli Earnest Sanmugam, Thai Chargé d' Affaires, a.i. (CDA) Chusak Kulvatdhanaporn, and Bruneian CDA Hilmy Zainal.

Over dinner, Ambassador Austria-Garcia and her counterparts had an exchange of views on how the ASEAN group in Dili could further establish cordial ties with the Timor-Leste Government, as well as support the community-building efforts of ASEAN.

To formally kick off ASEAN's 50th Founding Anniversary in 2017 which the Philippines is set to chair, Ambassador Austria-Garcia proposed that the group organize this year an ASEAN flag-raising ceremony and an ASEAN Family Day. The Ambassador's proposal was positively received by her counterparts.

The evening ended on a positive note, with the group agreeing to meet on a regular basis.

LINKAGES WITH GOVERNMENT OFFICIALS AND THE DIPLOMATIC CORPS

To lay the foundations for the long-term and sustainable bilateral partnership between the Philippines and Timor-Leste, Ambassador Evelyn D. Austria-Garcia has been establishing friendly ties with Timorese government officials and members of the diplomatic corps in Timor-Leste.



Meeting with Mr. Ipolito da Costa, National Director for Agriculture and Fisheries (18 January 2016)



Lunch with Ms. Idelta Maria Rodrigues and Mr. Filipe da Costa, advisers from the Office of the President (10 February 2016)



Dinner hosted for the Ambassadors of Brazil, Japan and South Korea and their respective spouses (18 February 2016)



Dinner hosted for the Ambassadors of Australia and New Zealand and their spouses (22 March 2016)

*Good News Philippines***PHILIPPINE AMBASSADOR WINS SEAT IN UN TREATY BODY ON GENDER EQUALITY AND WOMEN'S RIGHTS**

Philippine Ambassador Rosario G. Manalo won a seat in the Committee on Elimination of Discrimination Against Women (CEDAW) in elections held at the United Nations Headquarters in New York on 22 June 2016. Ambassador Manalo, one of the Philippines' most accomplished diplomats, was among 25 candidates vying for 11 seats in CEDAW for the term 2017-2020.



The Philippines' victory is a testament to the country's active advocacy and leadership on women's rights.

CEDAW is a body of independent experts that monitors implementation of the Convention on the Elimination of All Forms of Discrimination against Women. Adopted in 1979 by the UN General Assembly, the Convention is often described as an international bill of rights for women. It defines what constitutes discrimination against women and sets up an agenda for action to end such discrimination.

Ambassador Manalo served as Chairperson of CEDAW in 2005-2006 and the UN Commission on the Status of Women (CSW) in 1984-1986, which became the Preparatory Committee for the 1985 Nairobi Third World Conference on Women.

After her previous stint in CEDAW, she brought the Convention's concepts to the Association of Southeast Asian Nations (ASEAN).

"The human condition and the human spirit of the women in this lovely corner of the world will have to cross, sooner than later, to achieve a better life for the people of Southeast Asia. Let us in the Philippines start this journey and lead ASEAN to greater heights in peace, in equality, in prosperity and in the exercise of social justice," Ambassador Manalo said.

A graduate of the University of the Philippines, where she obtained her Bachelor of Laws and Master of Arts in Public Administration; and Long Island University in Brooklyn, New York, where she earned her Master of Arts in International Relations and Diplomacy, Ambassador Manalo became the first Filipina to pass the Philippines' career foreign service officers examinations.

She has an unbeatable 57-year record of service in the Department of Foreign Affairs performing in various capacities in multilateral fora and bilateral relations.

Ambassador Manalo was assigned to her first diplomatic posting as Ambassador to the European Community in Brussels (1979-1987). She later served as concurrent Ambassador to the Kingdom of Belgium and the Grand Duchy of Luxembourg (1985-1987). After a two-year secondment (1988-1990) as adviser to the Director-General of the UN Educational, Scientific and Cultural Organization (UNESCO) in Paris, she was named Philippine Ambassador to the French Republic (1990-1994), with concurrent jurisdiction to Portugal. She was also Ambassador and Permanent Delegate to UNESCO. From 1994 to 1997, Ms. Manalo was Philippine Ambassador To Sweden and the Nordic States, and the Baltic States.

Ambassador Manalo was Undersecretary of Foreign Affairs from 1997 to 2002, in charge of International Economic Relations. She was concurrently Secretary-General of the UNESCO National Commission of the Philippines.

She currently teaches at the Ateneo de Manila University, De La Salle University-College of St. Benilde, Miriam College, Philippine Women's University, University of Asia and the Pacific, National Defense College of the Philippines, the Foreign Service Institute, and the University of the Philippines.

The other 10 candidates who also won a seat in CEDAW were from Bahamas, China, France, Ghana, Lebanon, Lithuania, Mauritania, Nepal, Nigeria, and Norway.

Source: Department of Foreign Affairs' Office of Public Diplomacy

PH SEEN TO OUTPERFORM ANEW IN 2016

The Philippines is again expected to be one of the fastest growing economies in Asia in 2016. It is seen to remain in a sweet spot, as robust growth will still likely come along modest inflation.

The government has set its economic growth target for 2016 at a range of 6.8 – 7.8 percent, faster than the 5.8 percent registered last year.

Inflation is targeted to settle within a band of 2.0 – 4.0 percent, with the latest estimate from the Bangko Sentral ng Pilipinas showing that average for the year will likely stand at 2.1 percent.

The World Bank projects the economy's growth for 2016 at 6.4 percent, while the International Monetary Fund sets its forecast at 6 percent.

Growth of the Philippines for this year will be driven by “robust private consumption,” which will be fueled by “low inflation,” and election spending, the World Bank said.

The IMF said that the economy will stay on as “one of the strongest in the region,” citing firm domestic demand, ample foreign-exchange reserves, and flexibility to adjust fiscal and monetary policies if needed.

Last year, the Philippines grew by 5.8 percent even on the back of weak global demand and volatile financial markets worldwide. This was the fourth fastest growth rate among major Asian economies.

Moreover, inflation remained modest last year at 1.4 percent.

Meantime, with the economy growing by 6.3 percent in the fourth quarter of 2015, the Philippines posted its 68th consecutive quarter of economic growth.

The economy had consistently grown following the Asian financial crisis of the late 1990s.

Source: June 2016 issue of ECONOMYPH, the newsletter of the Investor Relations Office

**Special Feature – Know our HOST
Dili, Timor- Leste**

Let's learn Tetum

ENGLISH	Lia-Tetun (Tetum)
Welcome	Bemvindu
Hello (General Greeting)	Elo Hi
Good Morning (Morning Greeting)	Bondia Dader diak
Good Afternoon (Afternoon Greeting)	Botarde Lorokraik diak
Good Evening/Good Night (Evening Greeting)	Bonoite Kalan diak
Goodbye	Hau ba lai Adeus
Good luck	Sorti diak Boasorte
Yes	Sin
No	Lae
Sorry	Deskulpa!
Please	Favór ida
How are you?	Diak ka lai? O di'ak ka lae?
Thank You	Obrigadu (said by male) Obrigada (said by female)
Excuse Me	Kolisensa Deskup pelici
Help!	Ajuda!
Stop!	Para!
Call the police	Bolu Polisia

CRISTO REI, Dili, Timor-Leste



CRISTO REI or Christ the King of Dili stands 88.6 ft. or 27 meters on top of a globe in Dili, Timor-Leste's capital. Designed by Mochamad Syailillah, the state of Jesus Christ was officially unveiled by then Indonesian President Suharto in 1996 as a gift of the Indonesian Government to the people of Timor-Leste. The status has become one of the main tourist sites in the country.

The statue and the globe on which it rests face out to the Banda Sea and can be reached by climbing around five hundred (500) steps. It took almost a year to create the body of the statue, which costs more than US\$ 559,000 to build.

The Cristo Rei statue has become a landmark of Dili.

Source: 2016 Gigantic Statues.com