

**News Release**  
**Department of Labor and Employment**  
**Bureau of Working Conditions**  
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**DOLE welcomes officers of the Malaysian Embassy in Manila for a sit-down meeting**

The Department of Labor and Employment welcomes First Secretary Nor Ayu Zie and Second Secretary Ahmad Salman Bin Mansor of the Malaysian Embassy in Manila for a sit-down meeting on the policies governing the employment of Filipino workers by Malaysian-owned companies and the diplomatic community in the Philippines.

Assistant Secretaries Ma. Teresita Cucueco and Alice Visperas jointly presided the meeting. Also present are NCR Regional Director Sarah Buena Mirasol, BWC-PPDD Chief Mr. Nicanor Bon, and BLE-ESPRD Chief Rosalinda Pineda.

Mr. Nicanor Bon presented the minimum standards required by the Labor Code of the Philippines and other labor laws and social legislation governing the employment of Filipino workers in the country. This includes wage, mandatory leave benefits, social welfare benefits, and other benefits, among others.

With respect to employment of Filipino workers by the diplomatic community such as the Malaysian Embassy, Mr. Bon clarified that “as a rule, a foreign embassy, under the principle of extra-territoriality, is deemed an extension office of the state it represents. Therefore, as a rule, what will govern is your laws [the state being represented by the embassy].”

“The exception is an express waiver, a written contract, that you will apply Philippine laws,” Mr. Bon added.

Meanwhile, Mr. Jerome Lucas, BLE-ESPRD Supervising LEO discussed the DOLE’s various employment facilitation services.

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