

CHARTER OF LABOR & WORKPLACE DIGNITY

A National Framework for the 21st Century Workforce

Preamble: *To ensure that the pursuit of happiness is accessible to all, the Republic recognizes that the workplace must be a site of safety, respect, and fair participation in the fruits of one's labor.*

Article I: Fundamental Protections

1.1 Collective Bargaining: The right of workers to form and join trade unions for the protection of their interests is inviolable.

1.2 Safe Environment: No worker shall be compelled to perform tasks that pose an unmitigated risk to their physical or psychological health.

Article II: Modern Work Standards

2.1 Portability of Benefits: Social protections, including healthcare and pension contributions, shall be portable across all employers and contract types.

2.2 Anti-Discrimination: Protection against harassment and discrimination is guaranteed regardless of employment status or workplace setting.