

Responsible Supply Chains in Asia Project Launch

DOCUMENTATION REPORT

Prepared for the International Labor Office (ILO)
Country Office, Philippines

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Hotel Sofitel, Pasay City

I. Objectives of the Project Launch

Responsible Supply Chains in Asia (RSCA) is a three-year European Union (EU)-funded project which seeks to increasingly promote the significance of labor, environment and human rights protection among enterprises, primarily by incorporating responsible business conduct (RBC) in the operations of global supply chain participants. The International Labor Organization (ILO) is co- implementing the project with the Organization for Economic Co-operation and Development (OECD) with the financial support of the European Union. Its components and activities are hinged on the values expressed in the ILO Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy (MNE Declaration 2017) and the OECD Guidelines for Multinational Enterprises (2011).

RSCA is currently operational in six states: China, Japan, Myanmar, Philippines, Thailand and Vietnam. In the Philippines, the project's activities will focus on sector-specific research on the achievements and challenges related to decent work promotion, outreach through stakeholder seminar meetings, policy advocacy focused on labor components of RBC and Corporate Social Responsibility (CSR), and training sessions for key implementors of the MNE Declaration's guidelines.

The Program Launch is intended to introduce the project's goals, objectives and target outputs to its key stakeholders, as well as manage their expectations on their contribution to its success. The Launch has sought to achieve the following objectives:

- a. To officially commence the implementation of the RSCA in the Philippines;
- b. To explain the project's framework, components, plan of action and expected contribution from their key partner-implementors and stakeholders;
- c. To inform and increase awareness about the ILO Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy; and
- d. To clarify expectations and role-sharing of their key partner-implementors and stakeholders.

II. Brief Profile of Participants

For the project launch, participants are carefully selected to ensure that the key stakeholders can attend and contribute valuable inputs in the succeeding activities of RSCA Philippines. Guests come from seven sectors: the Philippine government, international organizations, workers' groups, employers' associations, media, the academe, and other civil society groups. ILO representatives from other projects are also present in the said event.

Table 1. Number of Participants according to Sector

Sector	Number of Participants
Philippine Government	18
International Organizations	7
Workers' Groups	7
Employers' Associations	5
Media	7
Academe	4
Other Civil Society Groups	5
ILO	15
TOTAL	68

Looking into the composition of the government sector, seven out of 18 participants come from the Department of Labor and Employment (DOLE), six from the Board of Investments (BOI), 2 from the Philippine Statistical Research and Training Institute (PSRTI), and 1 each from the Philippine Economic Zone Authority (PEZA), Philippine Trade Training Center (PTTC), National Economic and Development Authority (NEDA) and Department of Environment and Natural Resources (DENR).

III. Summary of Proceedings

The Project Launch starts with the Opening Remarks coming from Mr. Khalid Hassan, Director of the ILO Country Office for the Philippines. He emphasizes that the RSCA Project is a vital component of ILO's advocacy and technical assistance in promoting decent work, United Nations' Sustainable Development Goals (SDGs), and the European Union's policy in promoting the respect for human rights within global supply chains (GSCs). The project continues to support the Philippine government's development goals, specifically in fostering entrepreneurship, job creation, poverty reduction and inclusive growth. As the global economy continues to grow, products—especially fast-moving consumer goods such as chocolates and smartphones—are unknowingly produced under hazardous working conditions, by children, with barely US\$ 2 daily wage rates, and lacking awareness of worker rights, labor association and collective bargaining. Hassan highlights the prevalence of these inhumane working conditions in the agriculture sector, given that about 1.1 million child laborers are hardly included in the labor rights coverage. He ends his address by calling stakeholders to help the implementors in attaining the “high objectives” of the project. This outcome can be achieved through building labor-promoting macro-policies which encourage businesses to adopt RBC best practices, and foster multisectoral collaboration and dialogue in aligning GSC governance and participation with international standards on social-labor policies, environmental conservation and respect for human rights.

DOLE Undersecretary Ciriaco A. Lagunzad III delivers the Keynote Address. He congratulates the ILO, EU and OECD for the project launch, recognizing how this program can help the Philippine government to better capture the global-local dynamics of individual and organizational relationships in GSCs. He expresses several expectations for the project's target outcomes. First, he hopes that the project makes a convincing case for multinational enterprises to become responsible corporate citizens in the Philippines by enabling small and

medium-scale enterprises (SMEs) to generate quality employment and sustain its economic contribution to the local and national economy. He understands how SMEs can be neglected in GSC governance, aside from the obvious vulnerabilities of these businesses to short-term economic shocks, excessive dependence on export markets, and lack of access to local business development services. True collaboration ensures that large enterprises establish “complementarities” with smaller businesses in order to help them move up the value chain, leave their precarious economic state, and improve their labor and output productivity. On this note, he emphasizes that domestic policies, trade investments, industrial development, social justice and social safety nets are not mutually exclusive but complementary: thus, labor rights must not be compromised in the name of economic development. Finally, he proposes that this project can be an opportune time to review the 41-year old Tripartite Declaration of Principles on MNE and Social Policy, as well as OECD Guidelines on decent work conditions, in terms of how it contributes in these four developmental outcomes: (1) economic and social welfare, (2) over-all uplifting of workers’ living standards, (3) direct and spillover creation of employment opportunities, and (4) enjoyment of basic human rights, especially freedom of association and collective bargaining in the country. He ends with DOLE’s commitment to support the project implementors in improving the dignity of work for Filipinos.

Mr. Maurizio Cellini delivers EU Ambassador Franz Jessen’s Message of Support on the RSCA Philippines. The three-year engagement is said to be the first time for the EU to cooperate with the ILO and OECD on a large scale. For the Delegation of the EU to the Philippines, this project is the former’s technical assistance to the country’s implementation of the Generalized System of Preferences Plus (GSP+)—a preferential trade agreement which grants zero duties on two-thirds of the export products to EU especially on agricultural products. Cellini reiterates that the EU—as one of the world’s largest markets—deems that its consumption of products must not undermine human rights, environmental protection, economic opportunity and labor rights. As large-scale consumers, EU takes it as its responsibility to foster coordination in incorporating RBC among enterprises in their partner countries (as in the case of South Korea and Canada, and at the negotiation level, in Vietnam, Singapore and Japan). Cellini mentions that the Philippines can soon aim for such levels of economic partnership; their responsiveness to EU consumers’ expectations at this early stage will make them more competitive in this respect. As an ending note, he underscores the need for form an advocacy network and movement in order to cause paradigm shift among enterprises: corporate social responsibility (CSR) must be seen not only as a philanthropic outlet but also as a real source of competitive advantage and sustainability for businesses’ bottom-line.

After the Opening Session, the organizers hold a photo opportunity period with the ILO, DOLE, EU and workers’ associations as a sign of partnership in this shared goal for RBC in Asia’s major GSCs. The second half of the morning session focuses on ILO representatives’ orientation of the key themes related to the Project Launch: the MNE Declaration 2017 delivered by Mr. Fredy Guayacan, RSCA Programme Manager from the ILO Regional Office for Asia and the Pacific; the project plan for the RSCA Philippines’ implementation explained by Ms. Ruby Bañez, National Project Coordinator under ILO Philippines; and an extensive review of RBC as a concept and practice as discussed by Mr. Hideki Kagohashi, Enterprise Development Specialist from ILO Philippines. After the three presentations, guests are invited to an Open Forum in order to raise their questions to the speakers and level their expectations on the goals of the project.

In the afternoon, the program leads to the, “Panel Presentations and Discussions on Patterns and Challenges of CSR in the Philippines and its Transformation as a Tool in Promoting

Socially Responsible Business Practices”. Four resource persons discuss research findings and organizational experience on how the implementation of CSR practices become a means for companies to realize the significance of practicing RBC. Dr. Dynah Basuil, Professor and Executive Director of the Asian Institute of Management-RVR Sr. Center for Corporate Social Responsibility, discusses how strategic, employee welfare-focused company policies lead to increased loyalty among workers and labor productivity in the organization.

Dr. Melisa Serrano, Associate Professor of the University of the Philippines’ School of Labor and Industrial Relations and Director of the Center for Labour Justice and Center for Labor and Grassroots Initiative, delivers a wide-ranging review of literature on the positive and negative impact of agricultural GSCs on labor rights protection and representation. According to her, GSC participants usually practice contracting and subcontracting, which can be “asymmetrical” in terms of the distribution of benefits across stages of the value chain and—more importantly—in companies’ compliance to RBC. For instance, informal employment, low wages, hazardous working conditions, underemployment and child labor are prevalent in agricultural GSCs, yet majority of the workers have little to no social protection. Next to household workers, agriculture-based labor has the 2nd lowest average basic daily pay despite rising labor productivity in the sector. More importantly, informality and non-regular employment makes these workers twice as likely to be excluded from occupational safety and health protection from government. Most of all, current statistics provide little link on tracing how much of agriculture-based employment is stemming from GSCs.

Ms. Agnes de Jesus, Chief Sustainability Officer of First Philippine Holdings Corporation, shares the Energy Development Corporation’s (EDC) best practices in incorporating RBC in their company’s core functions. EDC is recognized as the largest renewable energy company in the country, producing 21% of the total renewable energy supply in the Philippines. 80% of its production comes from geothermal energy, while the remaining 20% are generated through hydroelectric, solar and wind power plants. Seeing that their main assets are naturally-occurring sources of energy, they focus on improving production efficiency, investing on the people residing within the perimeters of their plant locations, and preserving the natural ecology of the habitat where they conduct their business. She then shares the three overarching initiatives of EDC in the sphere of environmental protection, community development and decent work for their employees, all done while catering to the needs of 15 million households and storing 7.5 million tons of carbon to reduce their carbon footprint. She also identifies 21 out of 47 ILO themes in the SDGs where EDC directly contributes in. Finally, they practice sound corporate governance since 2009 by employing the Global Reporting Initiative framework, and submitting their data to the said organization, where investors can holistically compare EDC’s performance vis-à-vis 31,000 corporations around the world.

Finally, Mr. Alvin Naboya, International Programme Officer of the Danish Trade Union Council for International Development Cooperation, explains their intervention with the Employers’ Confederation of the Philippines and Federation of Free Workers in advocating for the adoption of principles-based CSR among their member-companies, trade unions and even government corporations. Their project has two components: awareness campaign among stakeholders regarding the need to upgrade from merely philanthropic CSR into principles-based one, and pilot testing among willing industry associations and companies. He also identifies challenges and threats to the success of their peer-based system of advocacy, such as difficulties in getting buy-in from both the employers, trade unions, and labor associations; and shattering pre-conceived notions on the time and money costs of employing CSR.

The afternoon session ends with another Open Forum in order to capture the inquiries of participants and engage them in suggesting improvements on how to advocate for RBC in the country. After which, Mr. Guayacan delivers the synthesis of discussions from the whole-day program. He highlights the recurring theme of how to shift stakeholders' perspective from philanthropic into principles-based CSR, as well as the need to coordinate advocacy initiatives through synergistic mechanisms for research and capacity-building. Findings from other countries need to also be adapted into local context, taking into account the current institutional capacities, general business sentiments, and mapping of interests among stakeholders. He says that there is merit in constantly fostering dialogue among concerned parties, especially in sharing best practices and latest trends in CSR and RBC. The project's technical assistance should also include efforts to include SMEs and informal employees in the dialogue, institutionalize CSR principles, operationalize local, RBC-related laws into actionable items, and create more efficient grievance mechanisms for labor disputes. Finally, it is worth investigating the Philippines' version of CSR, which can be found through action research.

The program launch ends with the Closing Remarks from Ms. Caroline Grace Pedragosa, Director of the Philippine Business for Social Progress' Inclusive Business Center. She echoes the speakers' observations on how CSR has been perceived as mere philanthropic activity in the 1970s, a means to avoid reputational risk and build brand competitiveness in the 1990s, and from the 2000s onwards, a case for business sustainability. She stresses Philippine Business for Social Progress' own advocacy to encourage corporate citizenship by including inclusive business models in global value chains, enabling small enterprises to penetrate the GSC and consequently improving their over-all product quality and sustainability as a company, and facilitating knowledge and technology transfer to weaker GSC participants by sharing know-how on Good Agricultural Practices and Good Manufacturing Practices. She ends by underscoring the need to collate best practices and heuristic tools for practicing RBC.

IV. Key Insights and Comments from Project Launch Guests

Coming from the discussions in the morning and afternoon open fora, here are the queries raised by the participants concerning the RSCA's project implementation plans as well as the general discussions on the significance of CSR and RBC.

Morning Session

- **DTI-PTTC:** Have these Tripartite Dialogues already led to concrete programs participated by multinational corporations and SMEs?
 - Ms. Bañez: This stakeholder engagement is the first time to hold this Tripartite Dialogue in the Philippines. The plans for Philippines will commence this year.
 - Mr. Guayacan: A possible example from other countries include the Vietnamese electronics industry, wherein ILO facilitated a dialogue among multinational corporations, trade unions, government, and workers from Vietnam and Japan.
 - Mr. Kagohashi's question: which supply chain should we prioritize? Your inputs will be very valuable to start discussion and meetings on this matter.
- **Mr. Quimpo's concern:** How can EU and ILO engage the government to address human rights, labor and child worker exploitation in the country?
 - These issues may be beyond the scope of the project.

- The Philippines may have policies to prevent these exploitative practices but the micro-level implementation may be wanting. We want to showcase best practices such as the DSWD-DOLE partnership to have child labor-free barangays.
- ILO Country Manager: ILO has many projects to contribute to better working conditions under the Decent Work Country Programme in line with UN Development Framework and Philippine Development Plan. We have to improve systems to prevent child labor to lead to more exploitative conditions; this project is an umbrella initiative to address these violative conditions.
- **How will the non-unionized workers be represented in the Tripartite dialogue?**
- They acknowledge this difficulty. We will work hard to promote inclusion and formalization among non-unionized workers.
- **Mr. Nap Concepcion, BOI:** The Philippine government has accounted for and promote Inclusive Business models, and incentivize those who adopt these models. The choice comes from MNC CEOs so they are working hard to convince the leadership to adopt such models. How is the policy implemented?
- Applicable to agribusiness and tourism facilities
- Granted on a by-project basis
- Company may qualify for 4-6 year tax holiday based on pioneer status
- Company can gain additional year of tax holiday if they adopt IB model
- Policy is still new: they can develop an IB model within the first 3 years of their project, then once the plan approved and implemented in the fourth [to sixth] year, they can earn the additional year of tax holiday.
- Tourism: sourcing of raw materials coming from community (including employment from the supplier community).
- **Ms. Agnes de Jesus from FPHI:** There are silent movements happening in the Philippines which ILO must be involved in.
- amendment of Corporation Code
- Human Rights Action Plan
- **Challenge for self-employed to comply with labor standards**
- **Outcome of the Tripartite agreement given that these are voluntary in nature**
- We can only specialize but we need to collaborate in order to address the interdependent labor issues related to decent work in the country. The project is an opportunity to express these concerns and find areas of action.
- **Federation of Free Workers: Minimum wage must be increased at the national level, not regional level.**
- Let us find synergies to collaborate on these activities.
- **Mr. Alvin Naboya:** Include a CSR coordination activity and evaluation among companies on an annual and national level
- **On organizing informal economy: issue of traceability**
- **Mr. Concepcion from BOI:** use of CSR can be confusing because CSR is different from RBC from the Philippine corporate standpoint. Also, what is the status of the labor-management consultative councils as approach from ILO?
- CSR is RBC in this context, not merely philanthropic CSR
- Consultative councils: must have worker, union and management representation. The worker representative must not be appointed by management but is independent and elected by their fellow employees.
- **Industrial Global Union: what model from other countries can we replicate for this project in the Philippines?**
- It is important to learn from best practices but we cannot completely replicate other country's models. PH's good practices can be showcased to other stakeholders at the local and national level.

- The dialogue can foster mutual learning from other CSR-RBC practitioners.
- **Expectations from participants on the project**
- Improvement in worker conditions and traceability
- Amendments on legislation related to subcontracting

Other expectations communicated via written notes from participants:

- For the research, to come up with indicators to measure the status of decent work in the country.
- Comprehensive review of the status of supply chains in the Philippines and current interventions
- On partnership, project should partner with the Philippine Statistics Authority and National Economic Development Authority in monitoring the progress of the project
- Increase awareness of businesses on their responsibilities in providing decent working conditions to their employees
- Convince employers/locators to volunteer, from mere compliance with international labour standards
- Need to have a clear set of institutional arrangements linked to the main activities and project outcomes

Afternoon Session

- **Mr. Quimpo: How do we address the skills mismatch in the labor market?**
 - Dr. Serrano: There are many causes, such as the lack of coordination with industry demands and educational institutions; inability to meet skills demands due to poor qualifications
 - Ms. De Jesus: company experience of looking for engineers
 - Kananga Institute: technical-vocational skills training
 - Low- to no-skills workers:
 - Farmers encouraged to upgrade their small farmlands into enterprises.
 - Five out of eight federations are success cases of skills upgrading
- **DOLE: Does the tightness of the labor market have any relation to the millennial behavior? Do the millennial sentiments in, especially in relation to their CSR and RBC, have any impact on their work behavior?**
 - Dr. Basuil: Studies are Europe-centric. They link the value of their work in relation to the social impact of their outputs. They can be engaged in RBC. Perhaps, we can do that study in the Philippines.
 - Ms. De Jesus: Based on their company onboarding seminars, the employees' testimonials show that CSR and RBC has an impact on their choice of company. They also used an experiential software which encourage employees to do individual initiatives which affect People, Planet or Profit. It lead to 41 million pesos in terms carbon footprint. Another experiment yielded 600+ million pesos in carbon footprint.
 - Dr. Basuil: Alumni tracer studies in AIM show that more graduates enter social enterprises and start-ups.
- **What are basic stumbling blocks in putting up CSR?**
 - Dr. Serrano: One needs to do effective communication campaigns in relation to their CSR initiatives, as well as training programs related to sustainability at the

management and worker levels. Operationalization of practices and grievance mechanism to settle complaints is also valuable.

When asked for additional comments and suggestions in the program launch's evaluation forms, the participants state the following inputs.

- The participants appreciate the updates they have gained about the government's and ILO's initiatives in promoting decent work and responsible supply chains in the country.
- The Program Launch has become a good venue to not only learn more about new trends in CSR but also build new networks for alliance-building in their shared advocacies.
- Moving forward, the participants want to be invited again to talk about more detailed case studies of successful CSR practices in the Philippines, and learn how to address the MSMEs' need to practice RBC while sustaining their business' viability.

V. Way Forward

Mr. Guayacan has delivered the synthesis of discussions from the whole-day program. He highlights the recurring theme of how to shift stakeholders' perspective from philanthropic into principles-based CSR, as well as the need to coordinate advocacy initiatives through synergistic mechanisms for research and capacity-building. Findings from other countries need to also be adapted into local context, considering the current institutional capacities, general business sentiments, and mapping of interests among stakeholders. There is also merit in collating evidences which substantiate claims of shifting consumption patterns, especially towards more sustainable choices for their product and service needs. MSMEs must also be capacitated to perform RBC, and in order to promote greater inclusivity, the project also acknowledges the importance of engaging the informal labor sector in the decent work advocacy. He says that there is merit in constantly fostering dialogue among concerned parties, especially in sharing best practices and latest trends in CSR and RBC. To ensure that "no one is left behind", the project's technical assistance should also include efforts to institutionalize CSR principles, operationalize local, RBC-related laws into actionable items, and create more efficient grievance mechanisms for labor disputes. Future tripartite dialogue must incorporate other civil society groups which have a stake in RBC, such as the academe. In this regard, most stakeholders will benefit from knowledge-sharing and capacity-building initiatives to discuss CSR principles and practices. Finally, it is worth investigating the Philippines' version of CSR.

Based on these discussions and feedback, Mr. Guayacan explains that the project team conducted a series of small, preliminary discussions to guide their implementation plan and initial research. Agricultural supply chain comes out as a significant sector in which they can pour their technical assistance into, based on the prevalence of informality and underestimated effects of hazardous working conditions on the workers' enjoyment of labor rights and representation. In this regard, they will engage in a deep-dive research to understand the composition of the agricultural supply chain in the Philippines, the level of product and service value in each stage of integration to the larger GSC, and the areas where there are decent work problems. The project will then share the initial results with the participants in order to get additional inputs and eventually pursue immediate programmatic and policy interventions to end these issues.

Stakeholders' contribution is highly essential for the project's success; the implementors then look forward to continuing discussing and working with the participants to reach this goal. Some of the participants can help in training MSMEs and even MNEs on RBC, while

universities and colleges can be partners in training future business leaders on principles-based CSR. Mr. Guayacan ends by thanking all the participants and hoping that they will be partners in the implementation of RSCA in the Philippines.

Annex A: Agenda of the *Responsible Supply Chains in Asia* (RSCA) Project Launch



This project is funded by
the European Union

Responsible Supply Chains in Asia Project Launch and Stakeholders' Engagement

20 November 2018 • Hotel Sofitel, Manila, Philippines

Agenda

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|------------|---|
| 08:30 a.m. | Registration |
| 09:00 a.m. | Opening Session |
| | Opening Address |
| | Mr. Khalid Hassan, Director
International Labour Organization (ILO) Country Office for the
Philippines |
| | Keynote Address |
| | Honourable Undersecretary Ciriaco Lagunzad III
Department of Labor and Employment |
| | Message of Support from His Excellency Franz Jessen, EU
Ambassador |
| | Mr. Maurizio Cellini
Delegation of the European Union to the Philippines |
| 09:50 a.m. | Photo opportunity with the ILO, EU, DOLE and ILO constituents
and project partners |
| 10:00 a.m. | Coffee Break |
| 10:15 a.m. | Overview of the ILO Tripartite Declaration of Principles on
Multinational Enterprises and Social Policy
Mr. Fredy Guayacan, Programme Manager
ILO Regional Office for Asia and the Pacific, Responsible Supply
Chains in Asia |
| 10:30 a.m. | Presentation of the Responsible Supply Chains in Asia Project in
the Philippines
Ms. Ruby Bañez, National Project Coordinator, |

- ILO Country Office for the Philippines, Responsible Supply Chains in Asia-Philippines
- 10:40 a.m. Presentation on Enabling Environment for CSR/Socially Responsible Business Practices
Mr. Hideki Kagohashi, Enterprise Development Specialist
ILO Country Office for the Philippines
- 10:55 a.m. Open Forum
- 12:00 p.m. LUNCH BREAK
- 1:00 – 2:00 p.m. **Panel Presentations and Discussions on Patterns and Challenges of CSR in the Philippines and its Transformation as a Tool in Promoting Socially Responsible Business Practices**
- Panelists:
- Dr. Dynah Basuil – AIM Professor and Executive Director, AIM-RVR Sr.
Center for Corporate Social Responsibility
 - Ms. Melisa Serrano – UP Associate Professor and Director, Center for Labour Justice and Center for Labor and Grassroots Initiative, School of Labor and Industrial Relations, University of the Philippines
 - Ms. Agnes de Jesus – Chief Sustainability Officer, First Philippine Holdings Corporation
 - Mr. Alvin Naboya – International Programme Officer, Danish Trade Union Council for International Development Cooperation
- 2:00 – 3:00 p.m. Open Forum
- 3:00 p.m. Synthesis and Next Steps Forward by Freddie Guayacan
- 3:30 p.m. Closing Remarks
Ms. Caroline Grace Pedragosa, Director, Inclusive Business Center
Philippine Business for Social Progress

**Melo Acuna, Director, CBCP Online Radio, CBCP
Master of Ceremonies and Panel Discussions Moderator**

Annex B: List of Participants

International Labor Organization (ILO)

Name	Designation	Gender	E-mail Address	Mobile Number
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Bañez, Ruby	National Project Officer	F	-	580 9900
Baylon, Bing Cruz	-	-	-	-
Cobolles, Katherine	Admin Assistant	F	-	580 9900
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Kagohashi, Hideki	-	-	-	-
Macapanpan, Maria Lourdes	-	-	-	-
Panzo, Julius Mhil	-	-	-	-
Sardana, Maria Concepcion	-	-	-	-
Soledad, Giovanni	-	-	-	-
Viajar, Verna	-	-	-	-
Yap, Julie	-	-	-	-

Philippine Government

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International Organizations

Name	Designation	Organization	Gender	E-mail Address	Mobile Number
Cellini, Maurizio	-	-	-	-	-
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Yosuico, Therese	Trade Officer	EU Delegation	F	-	-

Workers

Name	Designation	Organization	Gender	E-mail Address	Mobile Number
-	(MASA-ALLWIES) President/ Secretary	MASA-ALLWIES	F	-	0905 566 5306
Casana, Laudica	General Secretary	TF2-KO/Industrial	F	-	-
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Employers

Name	Designation	Organization	Gender	E-mail Address	Mobile Number
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Mendoza, Jhonnell	-	ECOP	-	-	-
Quimpo, Alberto	-	ECOP	-	-	-

Media

Name	Designation	Organization	Gender	E-mail Address	Mobile Number
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Academe and Others

Name	Designation	Organization	Gender	E-mail Address	Mobile Number
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de Jesus, Agnes C.	Chief Sustainability Officer	First Philippine Holdings Corp.	F	dejesuac@energy.com.ph	0917 812 3468
Dungo, Nanette C.	Professor	UA&P	F	nanette.dungo@uap.asia	0917 954 9382
Flores, Arjielyn A.	Senior Manager, Human Resource	Ayala Foundation	F	flores.aa@ayalafoundation.org	0927 926 3665/ 0917 854 6647
Gomez, Joyce Franzly	Secretariat Coordinator (Grow Asia)	Philippine Business for Social Progress	F	secretariat@ppsa-ph.org	0916 387 6954
Martinez, Karen Ann V.	HR Head	Manila Doctors Hospital	F	karmartinez@maniladoctors.com.ph	0917 571 0128

Mirabueno, Jocelyn B.	Faculty	UA&P	F	jocelynmirabueno@gmail.com	0917 800 8284
Sanclaria, Shartyn	Faculty	UA&P	F	shartyn.sanclaria@gmail.com/ shartyn.sanclaria@uap.asia	0907 633 8740
Serrano, Melisa R.	Associate Professor	UP School of Labor & Industrial Relations	F	mrseerrano@up.edu.ph	-

Annex C: PowerPoint Presentations of Presentors

OVERVIEW OF THE ILO TRIPARTITE DECLARATION OF PRINCIPLES ON MULTINATIONAL ENTERPRISES AND SOCIAL POLICY: “Promoting Responsible Business Through Decent Work”

Mr. Fredy Guayacan, Programme Manager

ILO Regional Office for Asia and the Pacific, Responsible Supply Chains in Asia



PROMOTING RESPONSIBLE BUSINESS THROUGH DECENT WORK

Fredy Guayacan

Programme Manager

Responsible Supply Chains in Asia

Manila, 20 November 2018



International Labour Organization (ILO)



- Specialized agency of the United Nations
- Created in 1919
- 187 member States
- Tripartite (governments, employers and workers)
- Decent Work – Social Justice – Sustainable Development Goals
- Standard-setting (International Labour Standards), policy, technical assistance
- Promotion of Sustainable Enterprises

Headquartered in Geneva, Switzerland with approx. 40 field offices



Decent Work and Sustainable Enterprises

- Sustainable enterprises take into account the economic, social and environmental dimension of their business operations – looking at impacts :
 - doing no harm
 - maximizing positive impact to sustainable development
- Decent Work – SDG goals - comes to life in enterprises' workplaces and business relationships
- Decent Work
 - Rights at work
 - Employment opportunities
 - Social protection
 - Social dialogue – management-worker cooperation and collective bargaining
- Business operate within legal frameworks in countries of operations – compliance and respect for international standards and enabling environment



Decent Work and Sustainable Enterprises

- Decent work in companies' own operations and in global supply chains (own operations/ business relationships):
 - **Policies** – commitments to uphold standards and contribute to SDGs
 - **Due diligence process** through which enterprises can identify, prevent, mitigate and account for how they address adverse human rights impacts
 - Identification – through meaningful engagement with potentially affected groups
 - Prevent
 - Mitigate
 - Account for – “Disclosure and transparency”
 - **Sustainability reports, CSR reports**
 - Partnerships and alliances to achieve coherence, scale and maximise impact - multistakeholder initiatives, etc



What is being done to stimulate Decent Work in business operations



- Governments – legislation and policies:
 - National Action Plans on Business and Human Rights (18 countries)
 - Disclosure/Transparency requirements
 - Sustainable public procurement
 - Sustainability chapters in trade and investment agreements (TPP, TITP, EU, US, Canada, Chile)
 - Discussions on legally-binding instrument on business and human rights
- Private Sector
 - Company initiatives
 - Public-private partnerships on SDGs
 - Social dialogue/industrial relations – including international framework agreements

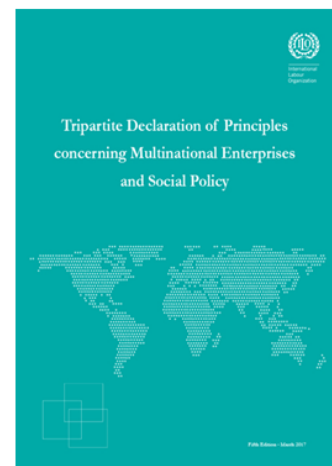


Guidance provided by the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy (March 2017)

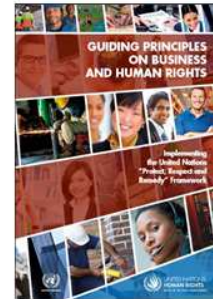


The ILO instrument to encourage enterprises (multinational and national) to contribute to decent work throughout their operations and to stimulate governments to put in place a conducive legislative and policy framework and to stimulate dialogue among all actors.

- Tripartite (including employers)
- Most recently revised in 2017



International frameworks and instruments referenced



MNE Declaration



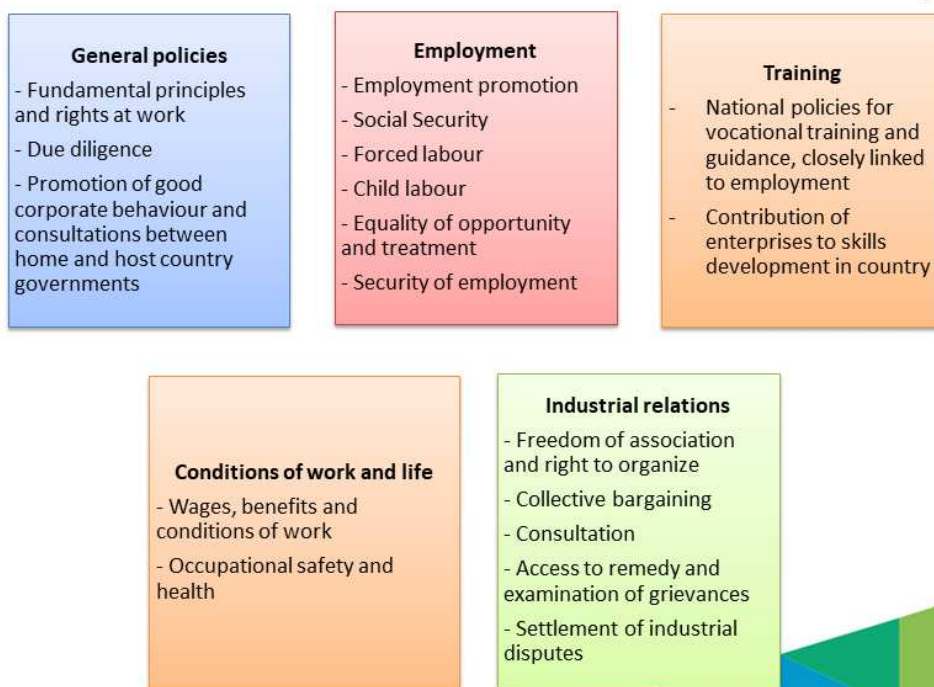
- Declaration of principles contained in international labour standards and the 1998 Declaration on Fundamental Principles and Rights at Work
- First adopted in 1977, amended in 2000, 2006 and most recently in 2017.
- The only ILO instrument that directly addresses companies
- Guidance to **governments (host and home country)**
- Guidance to **multinational and national enterprises**
- Guidance to **social partners (host and home country)**

Different roles
and
responsibilities

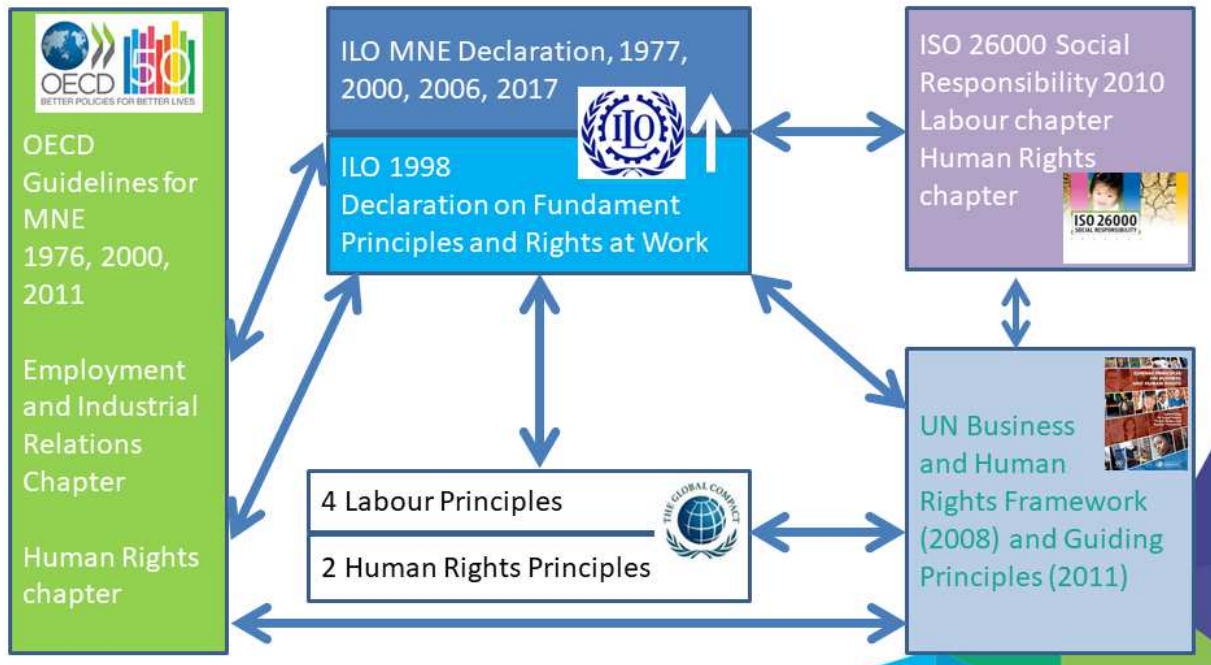
Scope

- The MNE Declaration is placed in the context of policy frameworks which address the private sector to achieve the goals set in the 2030 Agenda, however this is the only instrument to comprehensively address issues related to the world of work.
- Emphasizes that MNE operations impact development not only through investment and trade, but also through the management of their operations.
- It also addresses policy makers, stressing on the need for appropriate and comprehensive institutional frameworks for decent work, benefiting both enterprises and workers.

Recommendations in five areas (for governments and enterprises)



Other guidance instruments and alignment on labour/employment principles



Guidance but also support to enterprises



- ILO Helpdesk for Business on international Labour Standards
 - Confidential advice and guidance
 - Comprehensive website
- Training opportunities for managers (HR, supply chains, sustainability, ...)
- ILO Business Networks
 - Child Labour
 - Forced Labour
 - Disability
 - Youth employment
 - Social security
- Webinars together with the Global Compact
- Public-private partnerships to support decent work
- Engagement at the country level

Direct assistance for business – the ILO Helpdesk for Business on ILS **

[Home](#)
[About the ILO](#)
[Newsroom](#)
[Meetings and events](#)
[Publications](#)
[Research](#)
[Labour standards](#)
[Statistics and databases](#)
[Contact Us](#)

ILO Helpdesk >

- About the Helpdesk >
- Tools and resources >
- Codes of practices and guidance documents >
- Questions and answers >
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[ILO Helpdesk for Business on International Labour Standards](#)

ILO Helpdesk for Business on International Labour Standards

ILO HELPDESK FOR BUSINESS
ASSISTANCE@ILO.ORG

HELPDESK DU BIT POUR LES ENTREPRISES
ASSISTANCE@ILO.ORG

HELPDESK DE LA OIT PARA EMPRESAS
ASSISTANCE@ILO.ORG

What's new

- New! Achieving Decent Work and Inclusive Growth: The Business case for social dialogue
- New! ILO-UN Global Compact Guide for Business on the rights of people with disabilities
- Interview with the expert: How can business promote diversity and inclusion through workplace adjustments?

Operated by the **Multinational Enterprises and Enterprise Engagement Unit >**

Welcome to the ILO Helpdesk for Business, the one-stop shop for company managers and workers on how to better align business operations with international labour standards and build good industrial relations.

The Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy > (MNE Declaration) and the ILO Declaration of Fundamental Principles and Rights at Work > are the main ILO instruments that can provide companies guidance on social policy and responsible labour practices.

The ILO Helpdesk for Business provides information on a wide range of labour topics, all derived from the ILO MNE Declaration. Check out available ILO resources and tools as well as Questions and Answers (Q&As) and useful links on:

- Child labour >
- Collective bargaining >



International
Labour
Organization



The ILO Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy (MNE Declaration, 2017)

- Promoting the employment and labour dimension of CSR/RBC in the 6 EU trading partner countries
 - Socially responsible business and labour practices in line with the MNE Declaration*
- Implemented as an integral part of **ILO Decent Work Country Programmes**
 - ✓ Fostering **synergies** with relevant ILO projects, **Mainstreaming** of activities, **Joint** implementation
- Tripartite mechanisms at the country level ****Government, Employers, and Workers > **“tripartite-plus”**
- Engaging with home countries of MNEs****
 - In Europe: Collaboration with the Japan Business Council in Europe (JBCE) since project formulation stage:
 - >> through the JBCE CSR Committee, EU-Japan Working Group on CSR
 - In Japan: Encouraging the contribution of Japanese MNEs to sustainable development in overseas operations
 - >> Japan as a partner in advancing CSR/RBC in Asia and beyond



Additional information



- www.ilo.org/mnedeclaration
- www.ilo.org/business

E-learning module of the MNE Declaration
www.ilo.org/mnelearning



Additional information



- www.ilo.org/mnedeclaration
- www.ilo.org/business

E-learning module of the MNE Declaration
www.ilo.org/mnelearning



PRESENTATION: RESPONSIBLE SUPPLY CHAINS IN ASIA PROJECT IN THE PHILIPPINES

Ms. Ruby Bañez, National Project Coordinator

ILO Country Office for the Philippines, Responsible Supply Chains in Asia-Philippines



Project on Responsible Supply Chains in Asia

Ruby T. Banez
National Project Coordinator

The Project



- Aims to contribute to an enhanced respect for human rights, labour and environment standards by businesses engaged in supply chains in Asia
- Promotion of CSR/RBC
- Carried out by ILO and OECD with EU financial support
- Guidance from the ILO Tripartite Declaration of Principles concerning MNEs and Social Policy (ILO MNE Declaration, 2017)
- Implemented in China, Japan, Myanmar, the Philippines, Thailand and Vietnam for a period of 3 years (2018-2021)

The MNE Declaration



- The Tripartite Declaration on Multinational Enterprises and Social Policy
- Guide governments, employers' and workers' organization of home and host countries and multinational enterprises in taking measures and actions and adopting social policies to further social progress and decent work.
- Sets out principles in the fields of employment, training, conditions of work and life, and industrial relations which governments, employers' and workers' organizations and MNEs are recommended to observe on a voluntary basis.

The Project



Objectives :

- Promote sustainable and inclusive growth by ensuring that investors and businesses have a better understanding and practical examples of responsible business behavior
- Create policy environment conducive to promoting responsible business conduct
- Increase opportunities for dialogues on challenges and opportunities in CSR/RBC

The Project



Major Activities

1. Research

Research/assessment of selected sector on decent work challenges and demands and labour related CSR/RBC policies in place

The Project



Major Activities

2. Outreach

- Technical seminar meetings
- Awareness raising seminars
- Tripartite-plus dialogues
- EU-ILO-OECD High Level National

The Project



- Major Activities - Policy Advocacy

Technical seminar for policy makers on the labour and employment dimension of CSR/RBC

The Project



- Training

Roll out training courses on CSR to be participated in by constituents, enterprises, and other key stakeholders

Expected Results



- Increased awareness and strengthened capacity of business and public authorities in relation to CSR/RBC
- Enhanced development and dissemination of approaches (including best practices, case studies, tools, lessons learned and documentation) on CSR/RBC in line with internationally agreed principles and guidelines
- Development and/or reinforcement of multi-stakeholder partnerships at sectoral level and sound industrial relations in line with internationally agreed principles and guidelines on CSR/RBC

Expected Results



- Strengthened and sustained information exchange involving all relevant stakeholders in relation to internationally agreed CSR/RBC principles and guidelines
- Enhanced contributions of businesses to decent working conditions, respect for human rights and environmental protection and strengthened coherence with relevant regulatory frameworks



Thank You!

PRESENTATION: ENABLING ENVIRONMENT FOR CSR/SOCIALLY RESPONSIBLE BUSINESS PRACTICES

*Mr. Hideki Kagohashi, Enterprise Development Specialist
ILO Country Office for the Philippines*



**Rise of the Enabling Environment for
Responsible Supply Chains**
recent trends and practices round the globe

20 November 2018

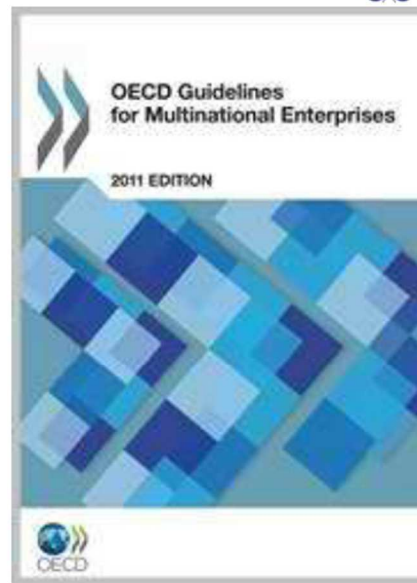
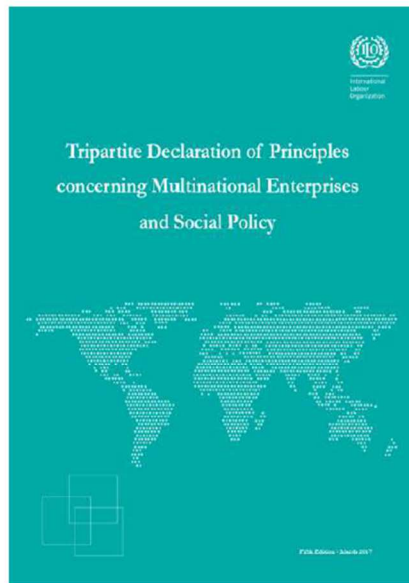
*Responsible Supply Chains in Asia Project Launch and Stakeholders' Engagement
at Hotel Sofitel, Manila, Philippines*

Hideki Kagohashi
Enterprise Development Specialist
International Labour Organization

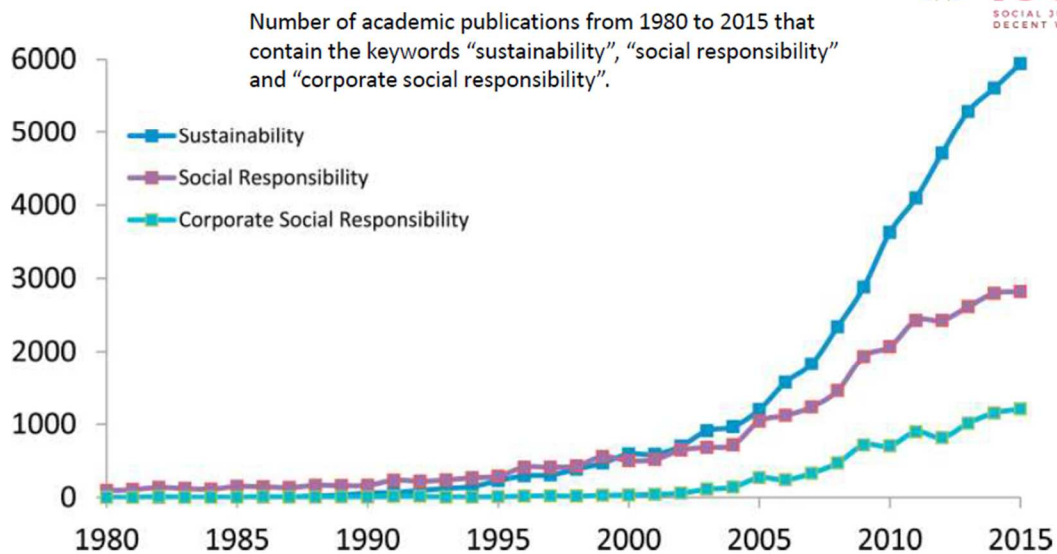


*The global supply chain debate
often talks of
the “lack of international standards”
that can govern the acts of multinationals
across the border*

Two voluntary standards do exist



Growing interests in “sustainability” & social responsibility



9. Socially responsible supply chains in emerging markets: Some research opportunities, Journal of Operations Management, Vol. 57, Jan. 2018

Responsible Supply Chain Conferences global



GLOBAL FORUM ON RESPONSIBLE BUSINESS CONDUCT

2018 OECD Global Forum on Responsible Business Conduct SUMMARY REPORT

20-21 June 2018 – Paris, France



Responsible Supply Chains: the future of trade
(31 Oct-1 Nov 2018)



Responsible Supply Chain Summit Europe
(10-12 Oct 2018)



2018 United Nations Forum on Business and Human Rights Geneva, 26-28 November

Responsible Supply Chain Conferences in Asia



*Promoting Responsible Business Practices in Asian Supply
Chains in Colombo, Sri Lanka (3 - 4 October 2017)*



IN PARTNERSHIP WITH



Ministry of Development Strategies & International Trade
සමාජ සේවා සහ සංරක්ෂණ දෙපාර්තමේන්තුව



Our Services Your Industry About Us Career

Lessons for Brands Looking to Eliminate Forced Labor from Their Supply Chains

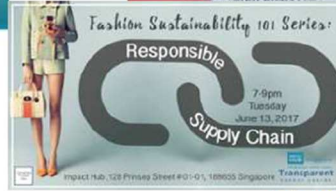
All Sustainability Conference 2018 - Session 1: Critical human rights issues in global supply chains: modern slavery, human trafficking, gender inequality



CSR Asia Summit 2018

28-29 September | Novena Singapore | Inspiring 100 Leaders

TRANSPARENCY. INTEGRITY. IMPACT.



Asia Technology Summit Examines
Ocean Cargo Supply Chain Transparency

Responsible Supply Chain conferences



“Measure and minimise the environmental and social footprint of your value chain”

“Move beyond audits – practical ways to build trust and long-term relationships with your suppliers”

“Human Rights in action – a practical guide to identifying and addressing labour issues in your supply chain”

“Enhance brand reputation through strong sustainability and CSR values”

“Champion sustainability for employee retention and talent acquisition”

G20 discusses GSC, many issues overlap w/ MNE Declaration



Fostering Opportunities for an Inclusive, Fair and Sustainable Future of Work

September 7, 2018, Mendoza, Argentina

Annex 1: Policy principles for promoting labour formalization and decent work in the Future of Work and in the platform economy

Annex 3: Guidelines and Principles for developing comprehensive social protection strategies

Annex 4: G20 principles for the labour market integration of persons with disabilities

Annex 2: G20 Strategy to eradicate child labour, forced labour, human trafficking and modern slavery in the world of work

Accelerating action to eliminate child labour, forced labour and modern slavery, with a particular focus on global supply chains

Follow-up of the IV Conference on the Sustainable Eradication of Child Labour, 14-16 November 2017, Buenos Aires (Argentina),

International Labour Organization

With contributions from UNICEF and the World Bank



Why the responsible supply chain discussion is ever more popular today?

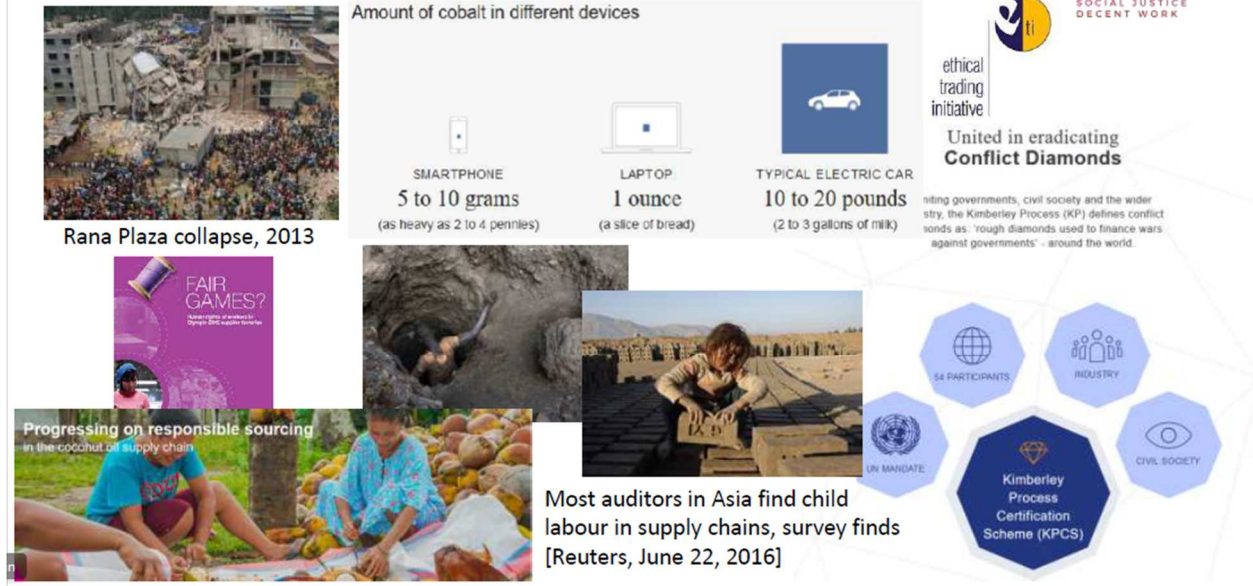
Increasing scrutiny on global supply chains



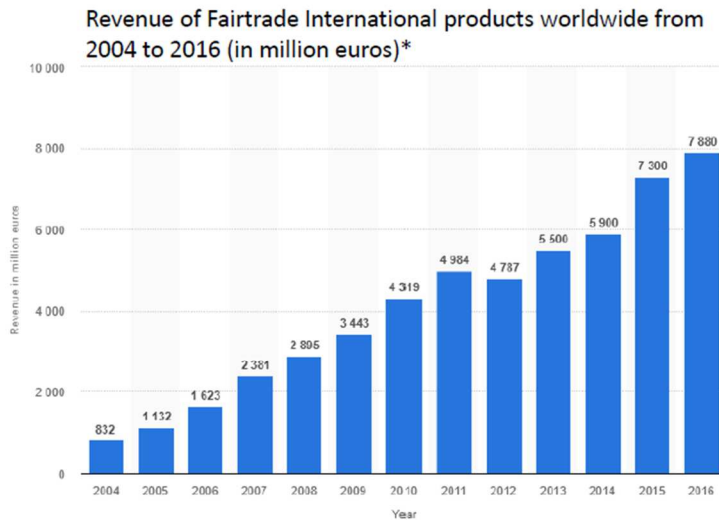
“Pressure is growing for businesses to engage in sustainable practices. Consumer attitude, NGO oversight, government regulation, and shareholder expectation of the social and environmental impact of company supply chains are shifting at varying speeds around the world. The viability of entire industries depends heavily on maintaining social and environmental resources.”



Increasing scrutiny on global supply chains



Expanding fair trade market



AdvertisementData visualized by + a b l e a u

© Statista 2018

Increasing scrutiny on global supply chains



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Smarter With **Gartner**

More measurements/assessments available



DOING GOOD INDEX 2018
Maximizing Asia's Potential

KnowTheChain
Benchmarks

Benchmarks help identify and share leading practices, enabling companies to improve their standards and procedures. The KnowTheChain benchmarks aim to help companies protect the wellbeing of workers by incentivizing companies and identifying gaps in each sector evaluated. KnowTheChain published its first set of benchmarks in 2016, and the second set, covering more than 120 companies, in 2018.

GMAP
Global Map of Environmental & Social
Risks in Agro-Commodity Production

CHRBC
Corporate Human Rights Benchmark

Preventing adverse impacts on workers, communities and consumers is one of the most pressing challenges almost every company faces in today's globalised marketplace. The CHRBC seeks to tap into the competitive nature of the market as a powerful driver for change in confronting this challenge.

2018 Results

The 2018 Corporate Human Rights Benchmark assesses 101 of the largest publicly traded companies in the world on a set of human rights indicators.

2018 Results - Across Industries

Indicator	Score
Human Rights Policy	2.9/10
Human Rights Impact Assessment	5.8/25
Human Rights Training	5.4/15
Human Rights Grievance Mechanism	4.9/20
Human Rights Due Diligence	5.8/30
Human Rights Reporting	3.2/10

IFC
International Finance Corporation
enabling sustainable growth

WWF

ILO explore methodologies for collecting data on MNE contributions to DW in host countries



Measurement of the employment and labour-related impacts of Multinational Enterprises (MNEs)

This report is produced for the International Labour Organisation (ILO) Multinational Enterprises and Enterprise Engagement Unit by Richard Sidebottom. It provides an analysis of how to measure the impact of MNEs, with a particular focus on developing countries in Sub-Saharan Africa (SSA).

13 March 2018

Employment in multinational enterprises in Mexico: Analysis of economic census

The objective of these studies is to stimulate a dialogue among national bodies—principally national statistics offices but also central banks, investment promotion agencies and other entities involved in collecting such data—to identify good practices and how ILO could better support these important efforts.

13 March 2018

Multi-stakeholder initiatives on RSC



A radical new approach to protecting workers' rights

In 1998, a group of UK companies, NGOs and trade union organisations, with the backing of the then Secretary of State for International Development Clare Short, launched a radical approach to protecting workers' rights in global supply chains. Their aim was to build an alliance of organisations that would work together to define how major companies should implement their codes of labour practice in a credible way - and most importantly, in a way that has maximum impact on workers.

The companies that joined ETI in 1998 were ASDA, Premier Brands, The Body Shop, Littlewoods and Sainsbury's. From that handful of pioneers, our [membership](#) now comprises over 90 companies, collectively reaching nearly ten million workers across the globe. Their board is composed of corporate, NGOs and trade union representatives.



A Multi-Stakeholder Approach

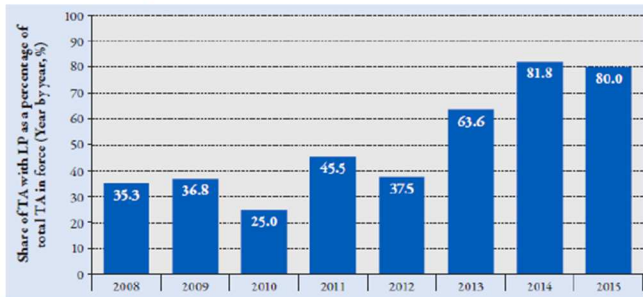
The food supply chain is a dynamic system of multiple entities that should be equally represented to share their needs for improving the system. All voices should be included—growers, farmworkers, retailers and consumers—to ensure that an equitable and sustainable food system brings value to all. Equitable Food Initiative was created and is overseen by leaders from across the food supply chain. The following organizations serve on EFI's Executive Board or the EFI Standards Committee, which develops and oversees the EFI Standards.



Labour provisions in FTAs/PTAs

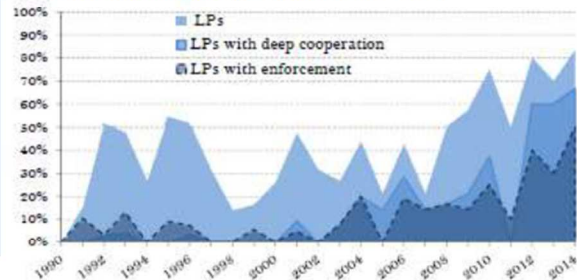


Trade agreements with labour provisions (percentage of total number of agreements entered into force, 2008–15)



Source) WTO RTA-IS database, referred in ILO (2016) Assessment of Labour Provisions in Trade and Investment Agreements

Share of labour provisions in total preferential trade agreements per year, 1990–2014



Source) Labour clauses in trade agreements: worker protection or protectionism? Presentation slides by Damian Raess at "Can trade and investment agreements promote decent work?", ETUI-sponsored event, European Economic and Social Committee, Brussels, 12 Sept. 2017

Trade competitiveness with EU GSP+



Tariff rates on PH exports to EU: pre- and post-EU GSP+

PH Export Product	Regular GSP	GSP Plus
Tunas	20%	0%
Pineapple	15%	0%
Bicycles	10.50%	0%
Textiles and garments	9.60%	0%
Footwear, headwear, umbrellas	9.60%	0%

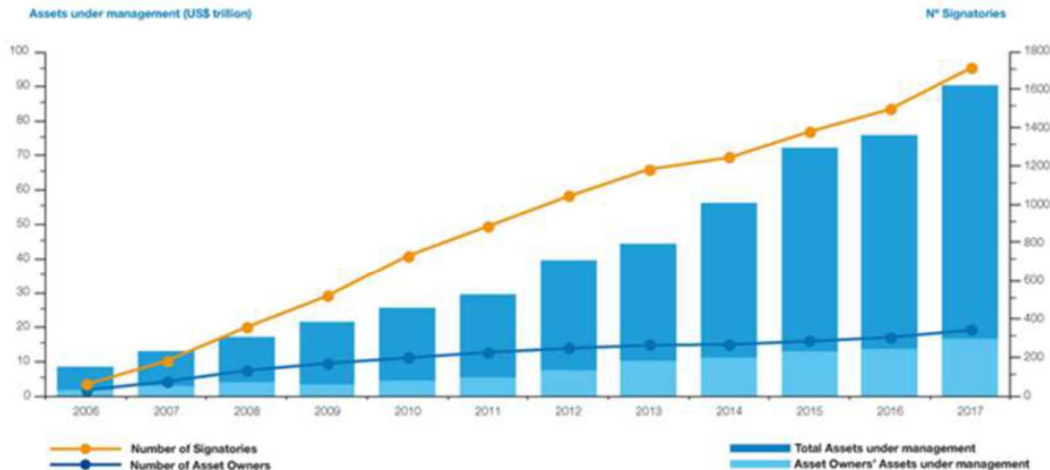
Notes: Thailand, China, Ecuador and Maldives lost their EU GSP privileges in 2015 due to changes in trade policies.

Sources: DTI (<http://www.dti.gov.ph/2016-03-29-02-27-23/eu-gsp>); ASEAN ([http://www.asean.org/wp-content/uploads/images/2013/economic/Annex%202%20\(Tariff%20Schedule\)%20-%20Philippines%20\(AHTN%202012\).pdf](http://www.asean.org/wp-content/uploads/images/2013/economic/Annex%202%20(Tariff%20Schedule)%20-%20Philippines%20(AHTN%202012).pdf))

Responsible investment/finance



The PRI has grown consistently since it began in 2006:



Responsible investment/finance



Performance Standard 2 Labor and Working Conditions

January 1, 2012



Supply Chain

27. Where there is a high risk of child labor or forced labor¹⁵ in the primary supply chain, the client will identify those risks consistent with paragraphs 21 and 22 above. If child labor or forced labor cases are identified, the client will take appropriate steps to remedy them. The client will monitor its primary supply chain on an ongoing basis in order to identify any significant changes in its supply chain and if new risks or incidents of child and/or forced labor are identified, the client will take appropriate steps to remedy them.

28. Additionally, where there is a high risk of significant safety issues related to supply chain workers, the client will introduce procedures and mitigation measures to ensure that primary suppliers within the supply chain are taking steps to prevent or to correct life-threatening situations.

29. The ability of the client to fully address these risks will depend upon the client's level of management control or influence over its primary suppliers. Where remedy is not possible, the client will shift the project's primary supply chain over time to suppliers that can demonstrate that they are complying with this Performance Standard.

"More than 90 banks and financial institutions have voluntarily adopted the [Equator Principles](#), which are based on IFC's Performance Standards."

SDGs and GSCs



Responsible practice as competitiveness in the age of disruption

"Global value chains are continuing to shift, especially from East Asia, but also increasing reshoring... New technologies are disrupting and fostering a technology-based model of production, challenging especially the region's SMEs."

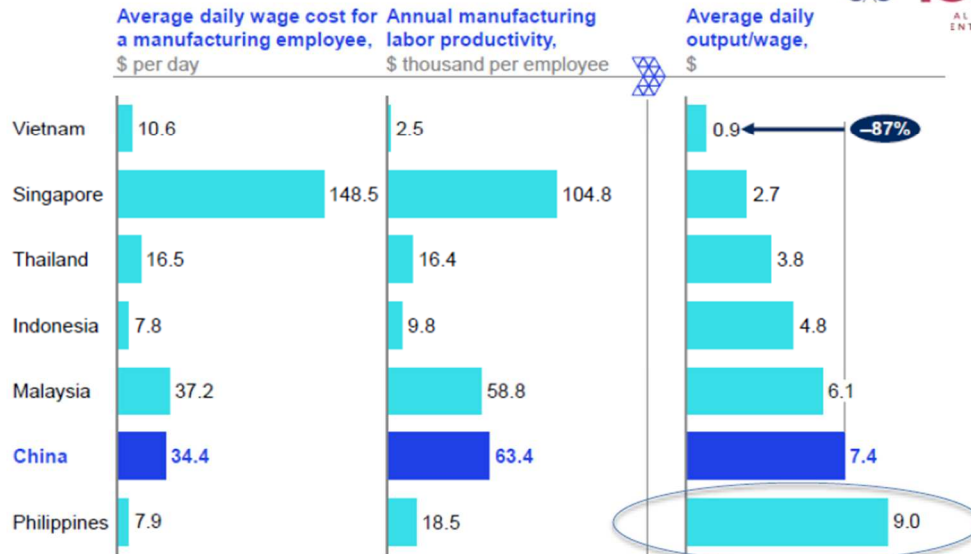
[WEF (Sep. 2018) Shaping ASEAN's Future Readiness]

"Trade war and costs speeding shifts of production to ASEAN and USA"
[Next Big Future, Sep. 21, 2018]

"Can ASEAN Turn Geostrategic and Technological Disruption into Opportunity?"
[Project Syndicate, Sep. 4, 2018]



Philippine manufacturing labour competitive



[McKinsey & Company (2018) Industry 4.0: Reinvigorating ASEAN Manufacturing for the Future]

Blockchain for supply chain traceability

The future of our trust in food: Tracking meat on the blockchain



Only last week The Guardian exposed the vast scale of food hygiene and traceability fraud committed by one of the largest chicken suppliers. The conditions behind the chicken on sale at many of the UK's retailers were revealed to have altered slaughter sell-by dates, repackaged unsold meat and mixed older meat with new, all under poor hygiene standards.

Recognising the significant rise in meat consumption, paired with recent food fraud scandals (2013 horse meat scandal, 2017 chicken hygiene and traceability scandal), a 2017 study looks into how blockchain technology can be adopted for greater sustainability in the meat industry, by increasing transparency and traceability.

BLOCKCHAIN NEWS OCTOBER 12, 2018 09:41 CEST

French Grocery Chain Integrates IBM's Food Trust Blockchain



Blockchain traceability in your smartphone

A grassroots approach to proving fair pay with Fairfood



Arjo Wijaya is one of 55 farmers who took part in a joint effort by Fairfood and Provenance to prove fair pay with blockchain technology.

In the regular sales processes, it's almost impossible to find out what a farmer receives for the goods they produce. Our work with Dutch NGO Fairfood brings greater transparency to the coconut industry, using blockchain to prove fair pay.

Together with Fairfood, we used blockchain technology in creating a grassroots approach for proving fair payment in coconut trade. How did we do this? First, we enabled 55 farmers from Yogyakarta, a town on the Indonesian island of Java, to connect with Provenance software via SMS. We then integrated with Fairfood's platform, designing a proof of payment mechanism to verify and display a visual representation of farmers receiving the Living Income Premium (LIP) for their harvest. The premium is derived from the United Nations formula for living wage, which considers location, family size, and modes of transport, to determine a satisfactory living wage per nut, shown in Euros.



PoP (Proof of Payment) webpage displaying the Living Income Premium verified by Fairfood, and powered by Provenance blockchain technology.

Blockchain for worker rights initiatives



Food Supply Chain

Brewing blockchain: Tracing ethically sourced coffee

Cobalt: blockchain tested in the DRC in an effort to combat child labor



Coca-Cola, U.S. State Dept to use blockchain to combat forced labor

Genesee Cherry Denton

NEW YORK (Reuters) - Coca-Cola Co. (KO) and the U.S. State Department along with two other companies said on Friday they are launching a project using blockchain's digital ledger technology to create a secure registry for workers that will help fight the use of forced labor worldwide.



Introduction: Blockchains for supply chain transparency

The global system of trade and commerce that sits behind our purchases is rarely something we think about, yet it spans the earth and impacts the wellbeing of people and environments. Provenance was established to enable trusted transparency of key social and environmental initiatives along every step of the most complex chains of custody, to incentivize ethical labour practice and environmental preservation, and standards compliance and eradicate fraudulent reporting.

We use blockchain technology, along with mobile and smart tags, to track physical products and verified attributes from origin to point of sale (POS). The first system to use blockchain was a peer-to-peer (P2P) payment system that became (r)Beehive under the name of Bitcoin. On 22nd May 2016, Lando Harwood paid a fellow Bitcoin user 25,000 BTC for two Papa John's pizzas - money transfer that took place on the internet without the need for an institution (e.g. Visa, PayPal) to process the transaction. Six years later on 22nd May 2022, Provenance used the same p2p technology to track a tuna fish caught in Malawi, Indonesia from landing to factory and beyond - demonstrating how blockchain technology can enable supply chain transparency and traceability.

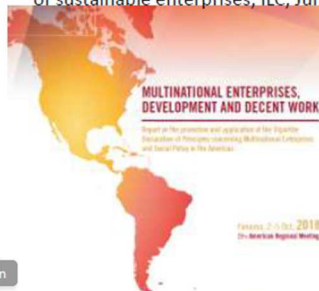


ILO promoting MNE Declaration



Engaging multinational enterprises on more and better jobs

Application of responsible and sustainable workplace practices including principles applicable to all enterprises: *social dialogue and good industrial relations; human resources development; conditions of work; productivity; CSR; corporate governance and business practices* [Conclusions concerning promotion of sustainable enterprises, ILC, June 2007]



Decent Work in Global Supply Chains discussion at ILC 2016

SDGNOTE

ENGAGING THE PRIVATE SECTOR ON DECENT WORK - BUSINESS OPERATIONS AND INVESTMENTS

The ILO MNE for SDGs Notes Series
As a special UN summit in September 2015 world leaders adopted a new vision for global development: "Transforming our world: The 2030 Agenda for Sustainable Development".



ILO Policy Note: Inclusive business practices in Africa's extractive industries



Multinational enterprises and inclusive development:

Harnessing national social dialogue institutions to address the governance gap

The ILO MNE Declaration:

What's in it for Workers?



(I) support the implementation of decent work in global supply chains, including with multinational enterprises [Resolution concerning effective ILO development cooperation in support of SDGs, 8 June 2018]

ILO promoting MNE Declaration in A&P

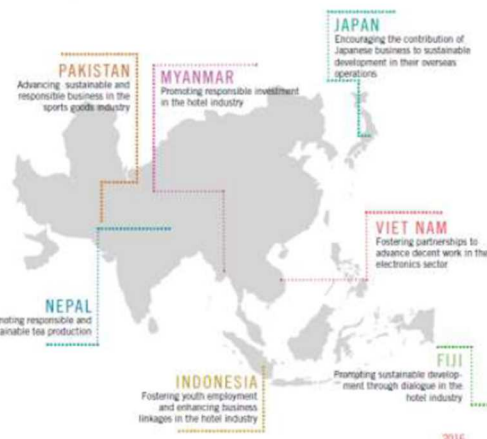


More and Better Jobs through Socially Responsible Labour Practices in the Asia-Pacific Region

Applying the principles of the ILO MNE Declaration



Sialkot sports goods sector promotes a level playing field



Tokyo 2020 and the ILO agree unique partnership to promote Decent Work



Advancing decent work in Vietnam: strengthening dialogue along the global electronics value chain

Relevant ILO case studies



Q) Are we ready for the responsible supply chain in the Philippines?

PANEL PRESENTATIONS: PATTERNS AND CHALLENGES OF CSR IN THE PHILIPPINES AND ITS TRANSFORMATION AS A TOOL IN PROMOTING SOCIALLY RESPONSIBLE BUSINESS PRACTICES

- *Dr. Dynah Basuil – AIM Professor and Executive Director, AIM-RVR Sr. Center for Corporate Social Responsibility*



Dynah A. Basuil, PhD

Professor

LEADERSHIP AND PEOPLE MANAGEMENT

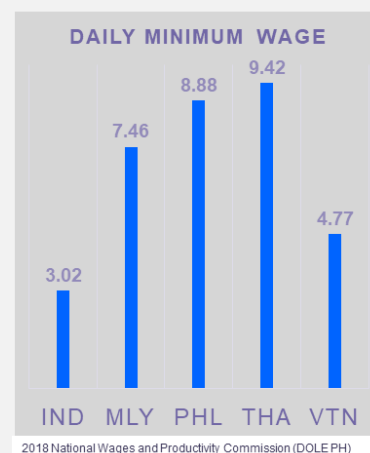
Executive Director

RAMON V. DEL ROSARIO-CV STARR
CENTER FOR CORPORATE RESPONSIBILITY

Compensation: Fiction and fact

FICTION: Labor rate = labor cost

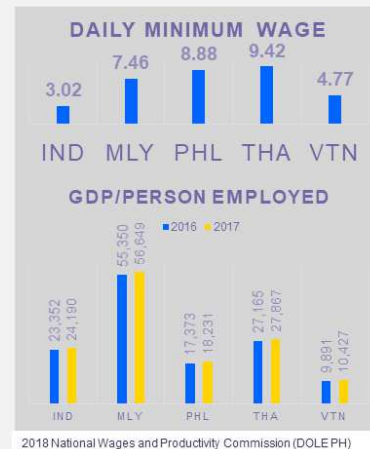
- Labor rates and labor costs are not the same thing.
- **Labor rate:** employees get paid (can be daily or monthly)-important to employees
- **Labor cost:** component of labor on price of products/services-important to businesses



Pfeffer, J. (2001). "Six dangerous myths about pay," *Harvard Business Review On-Point*.

FICTION: Low labor rate → low labor cost

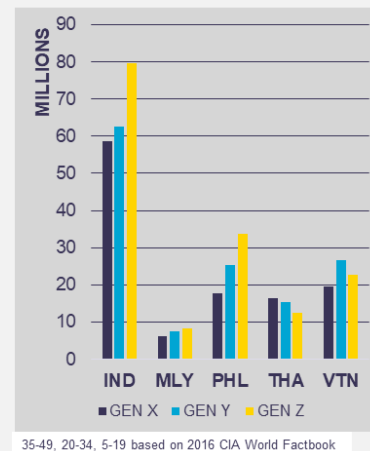
- Factor in output (productivity).
- Lower labor cost by boosting output (productivity).
- Given a fixed labor rate, spreading total labor costs across higher output lowers labor cost per unit.



Pfeffer, J. (2001). "Six dangerous myths about pay," *Harvard Business Review On-Point*.

FICTION: People work (only) for money

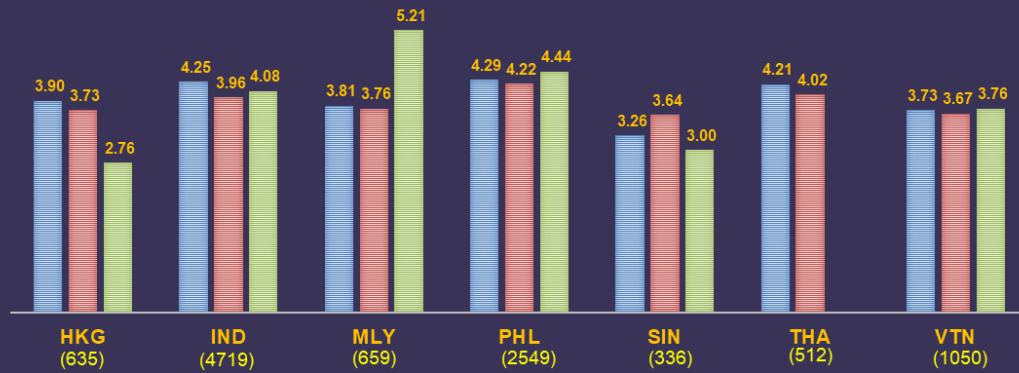
- Generations at work- what do they value?
- Money? Work? Non-work?
- Pay is essential- but how can we make employees commit to the organization?



Pfeffer, J. (2001). "Six dangerous myths about pay," *Harvard Business Review On-Point*.

Commitment to organization

GEN X GEN Y GEN Z



Scale of 1 (Strongly disagree) to 7 (Strongly agree):

1. I would be very happy to spend the rest of my career with this company.
2. I feel a strong sense of belonging at this company.
3. I am emotionally attached to this company.

© Author collaboration with Jobstreet (2016-18)

Benefits: Wish list

YES or NO: I would like to have this benefit.

	BIRTHDAY LEAVE	FAMILY LEAVE	BEREAVE LEAVE	TRANSPO ALLOW.	FOOD ALLOW.	HEALTH INS.	PARENTAL LEAVE	FLEXIBLE HOURS
TOTAL (326)	93.6%	91.1%	90.5%	90.2%	89.6%	96.3%	92.0%	90.2%
GEN X (113)	89.3%	90.3%	89.4%	89.4%	89.4%	99.1%	94.7%	88.5%
GEN Y (213)	95.8%	91.6%	91.1%	90.6%	89.7%	94.8%	90.6%	91.1%

© Author collaboration with Jobstreet (2017)

Effects on commitment

For those that want these benefits

3	Birthday leave	Available	Unavailable	Food allowance	Available	Unavailable
	Gen X	4.21	3.72	Gen X	4.13	3.85
	Gex Y	4.05	3.65	Gex Y	3.97	3.57
1	Family care leave	Available	Unavailable	Health insurance	Available	Unavailable
	Gen X	4.57	3.82	Gen X	3.96	3.77
	Gex Y	4.28	3.61	Gex Y	3.91	3.26
	Bereavement leave	Available	Unavailable	Parental leave	Available	Unavailable
	Gen X	4.01	3.93	Gen X	4.31	3.77
	Gex Y	3.93	3.58	Gex Y	4.02	3.55
	Transpo allowance	Available	Unavailable	Flexible hours	Available	Unavailable
	Gen X	4.05	3.82	Gen X	4.13	3.65
	Gex Y	3.99	3.62	Gex Y	4.12	3.45

Benefits & effects on commitment

Having a more complete picture

	BIRTHDAY LEAVE	FAMILY LEAVE	BEREAVE LEAVE	TRANSPO ALLOW.	FOOD ALLOW.	HEALTH INS.	PARENTAL LEAVE	FLEXIBLE HOURS
TOTAL (326)	93.6%	91.1%	90.5%	90.2%	89.6%	96.3%	92.0%	90.2%
GEN X (113)	89.3% +0.49	90.3% +0.75	89.4% +0.08	89.4% +0.23	89.4% +0.28	99.1% +0.19	94.7% +0.54	88.5% +0.48
GEN Y (213)	95.8% +0.40	91.6% +0.67	91.1% +0.35	90.6% +0.37	89.7% +0.40	94.8% +0.65	90.6% +0.47	91.1% +0.67

Engagement or commitment?



On a final note...

- High wages can lead to low cost- by boosting productivity
- Committed employees are productive employees
- Employees first (HCL, Nayar)
- Employees produce high quality service/product (for higher margins)

EMPLOYEE FIRST!

- ✓ Treating employees, not as cost, but as capital
- ✓ Investing, nurturing, growing employees
- ✓ Fostering a culture of support



- Ms. Melisa Serrano – UP Associate Professor and Director, Center for Labour Justice and Center for Labor and Grassroots Initiative, School of Labor and Industrial Relations, University of the Philippines

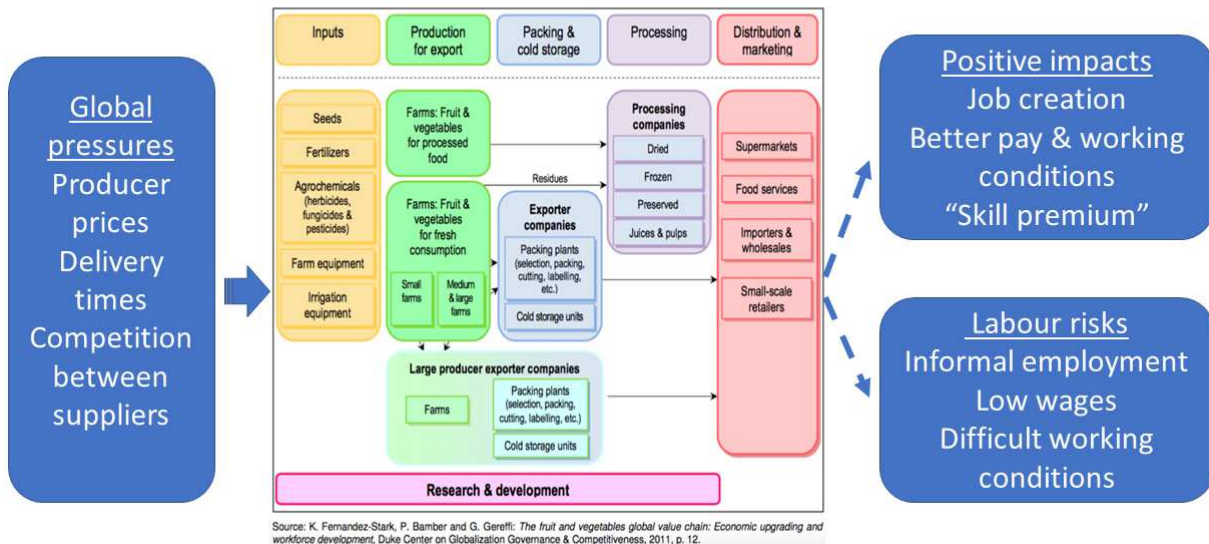
Decent work challenges in agricultural supply chains in the Philippines

Melisa R. Serrano

School of Labor and Industrial Relations
University of the Philippines-Diliman



Employment implications of global supply chains



Decent work challenges in Philippine agriculture

Lowest average daily basic pay; declining average real daily basic pay despite increasing productivity (2001-2015)

Highest underemployment rate (25% in 2001-2015)

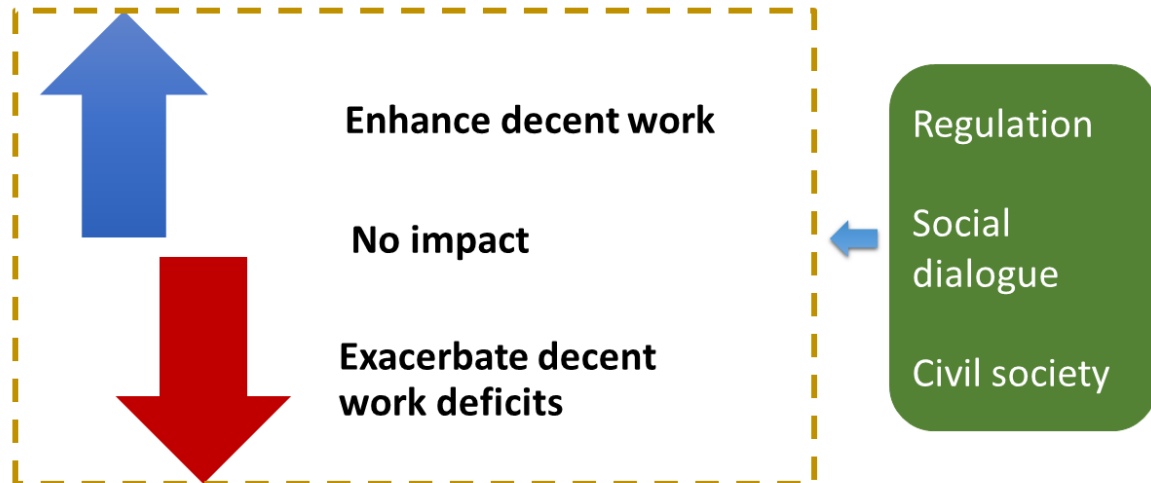
High incidence of informality; 36% in non-regular employment (2016), half are seasonal workers

Majority without social protection

High exposure to OSH risks: workers twice as likely to experience occupational injuries

Lowest share of total union membership across sectors (10.6% of total union membership in 2016)

Impact of GSCs on quality of employment



- *Ms. Agnes de Jesus – Chief Sustainability Officer, First Philippine Holdings Corporation*



PRESENTATION OUTLINE



PROFILE OF ENERGY DEVELOPMENT CORP. (EDC)



BUSINESS CASE OF RESPONSIBLE BUSINESS CONDUCT



INITIATIVES ON LABOR THEMES

- ☐ Healthy Work Environment
- ☐ Human Rights in Business
- ☐ Decent Work



CONTRIBUTION TO GLOBAL GOALS



CONCLUDING REMARKS

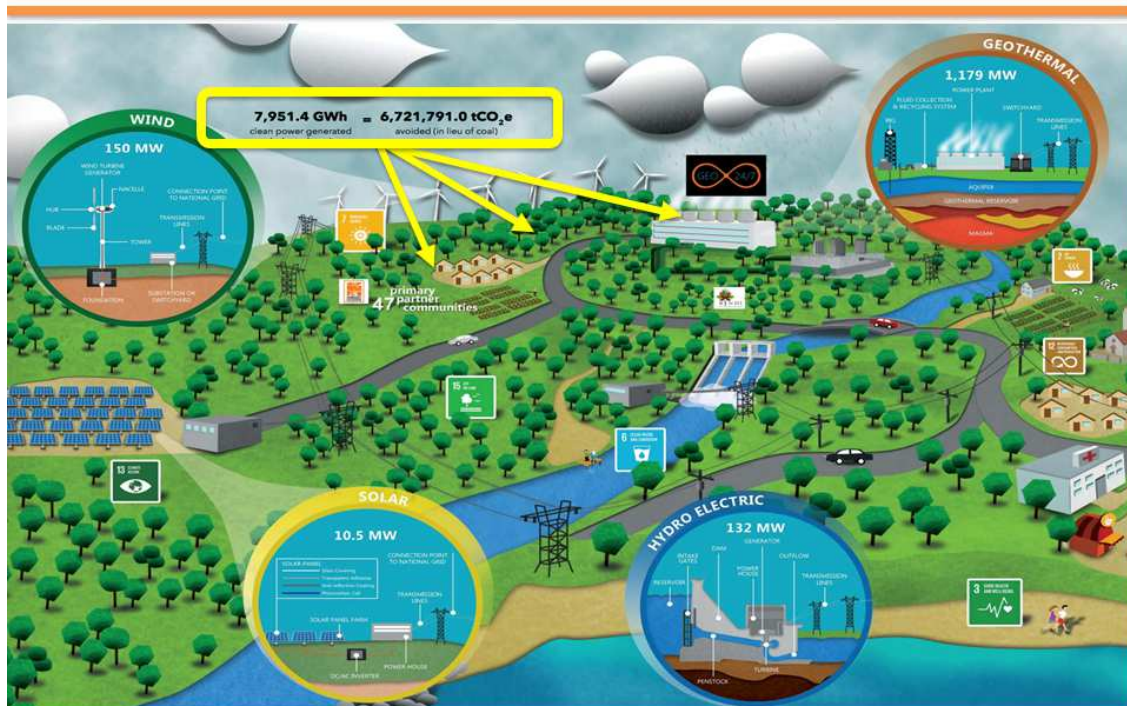


EDC PROFILE





**EDC IS THE LEADING "RE" COMPANY IN THE PHILIPPINES
GENERATING 21% OF THE TOTAL "RE" IN THE COUNTRY**



BUSINESS CASE FOR EDC



EDC HAS INTERNAL AND EXTERNAL DRIVERS FOR RESPONSIBLE BUSINESS CONDUCT (RBC)



EDC VALUES

- Nationalism
- Social justice
- Integrity
- Unity
- Business excellence
- Entrepreneurial spirit
- Employee welfare & wellness

INVESTORS' INTEREST

To manage risk & sustain operation



ACCESS TO FUND

Standards of Financing Institutions



OTHER BUSINESS VALUES

- Social acceptance
- Unimpeded operation
- Good reputation
- Stable revenues



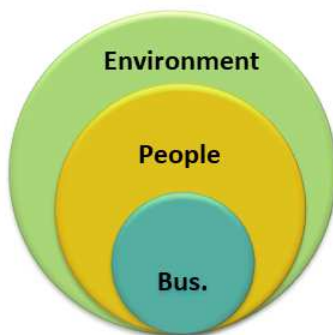
RBC INITIATIVES ON LABOR





EDC INTEGRATES "RBC" PRINCIPLES IN ITS OPERATIONS PILLAR # 1: HEALTHFUL ENVIRONMENT

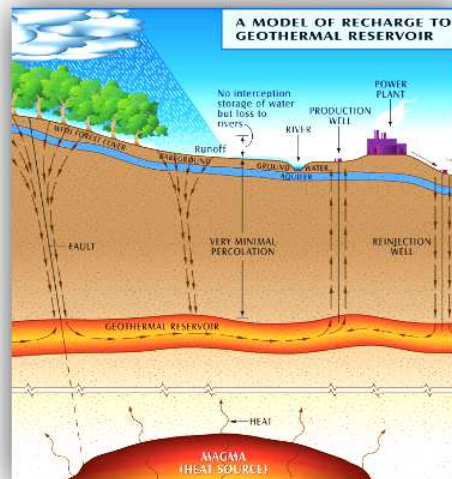
STRATEGY A: ENVIRONMENTAL MANAGEMENT SYSTEM (ISO 14001)



*System-Value
Approach*

ISO 14001

- Legal compliance
- Prevent pollution
- Efficient use of natural resources
- Healthful and safe work place
- Communicate
- Continuous improvement



ZERO WASTE DISCHARGE



PILLAR # 1: HEALTHFUL ENVIRONMENT

STRATEGY B: HABITAT/ FOREST PROTECTION

Forests absorb 3.6M tons CO₂/yr.
vs. EDC footprint of 0.8M CO₂

EDC Assets & Employees

Government

39 IP Communities

18,000 Upland Farmers

38 Water-based Enterprises

Academe

RBC PILLAR # 2: HUMAN RIGHTS IN BUSINESS

STRATEGY A: HUMAN RIGHTS GUIDANCE

Mapping human rights vs. policies (All except those outside EDC control 9, 13-15, 21 & 28)

EDC POLICY	HUMAN RIGHTS COVERED
Human Rights (for updating)	Rights: 1,2,4,5,7,18,19,27,29 & 30
Code of Conduct & Business Ethics	Rights: 1, 23,17 & all labor and community rights
Health, Safety & Environment, & Anti-Sexual Harassment	Rights: 3 & 22
Corporate Social Responsibility (CSR)	Rights: 25 & 26
Labor	Rights: 4,5,6,7, 10,11, 12, 16,18,20,23,24 & 28
Security	Right : 3

RBC PILLAR # 2: HUMAN RIGHTS IN BUSINESS

STRATEGY B : GRIEVANCE REDRESS MECHANISM



☐ Mode of grievance accepted

1. Personal appearance
2. Focus group discussion
3. Letters, calls, emails, text, facebook

☐ Process (Subject to escalation)

1. Listen
2. Acknowledge
3. Verify
4. Investigate
5. Act
6. Close (via rituals in IP areas)
6. Monitor
7. Feedback

COVERAGE

1. Employees

- Complaint to Personnel Dept.
- Town hall meetings
- Labor-Mgt. Council
- Internal audit process
- Whistleblower process
- Phone hotline

2. Contractors

- Contract provisions
- Supply chain assemblies
- Quarterly meetings
- Whistleblower process
- Phone hotline

3. Communities

- Monthly association meetings
- Village assemblies
- Complaints to community partners
- Multi sectoral team
- IFC Ombudsman
- Whistleblower process
- Phone hotline

STRATEGY : COMPLIANCE WITH LABOR REGULATIONS AND SIGNED CONVENTIONS

- ✓ Priority of employment, occupational development and advancement
- ✓ Non discrimination
- ✓ Security of employment

- ✓ Work and life conditions
- ✓ Safety and health standards

- ✓ Good industrial relations (right to organize, CBA, access to grievance machinery)

- ✓ Use of local content +
- ✓ Ratified conventions on minimum age, forced labor and child labor



CONTRIBUTING TO GLOBAL GOALS





SUBJECT TO FINAL COUNTRY INDICATORS, WE IDENTIFIED 22 OF 47 ILO THEMES WHERE WE CAN CONTRIBUTE TO SDG

 1.2 Reduce poverty % 1.5 Climate resilience	 2.3 Productivity of vulnerable	 3.9 Reduce deaths (air, water & soil contamination)	 4.3 Ensure access 4.4 Youth skills 4.5 Gender disparity	 5.2 Violence vs. women	 6.6 Protect waters, forest systems
 7.0 Access to sustainable energy	 8.5 Inclusive work 8.6 Youth employment 8.7 Forced/child labor 8.8 Safe & secure place	 10.2 Promote social inclusion 10.3 Equal opportunity			
 13.0 Combat climate change impacts	 14.0 Protect marine systems	 15.0 Protect forest systems	 16.3 Rule of law 16.5 Reduce corruption	 17.19 Initiatives on sustainable dev.	



TRANSPARENCY & REPORTING





**FOR TRANSPARENCY, LABOR INFO ARE RELEASED YEARLY
VIA A SUSTAINABILITY PERFORMANCE REPORT USING GRI**



EDC released its first Sustainability Report in 2009

Reports through the years →



Locally Hired Senior Management

JOB CATEGORY	Population	Local	%
President	1	1	100%
Executive Vice President	0	0	0%
Senior Vice President	4	4	100%
Vice President	12	10	83.33%
Assistant Vice President	16	12	75.00%
Senior Manager	34	26	76.47%
TOTAL	67	53	79.10%

Total Locally Hired Employees, by Location

LOCATION	Population	Local	%	Non-local	%
BacMan	202	164	81.2%	38	18.8%
Head Office	542	406	74.9%	136	25.1%
Leyte	557	450	86.4%	107	19.2%
Mt. Apo	202	179	80.8%	23	11.4%
Negros Island	331	286	88.6%	45	13.6%
Ilocos Norte	36	13	36.1%	23	63.9%
TOTAL	1,870	1,498	80.1%	372	19.9%



CONCLUDING REMARKS



CONCLUDING REMARKS

1. Businesses must contribute to environmental, social and economic progress of their host countries. These actions also benefit business.
2. Employment is key to the progress of people and society. Business can support this via:
 - a) Providing a healthful workplace and environment;
 - b) Respecting human rights and facilitating access to grievance; and
 - c) Promoting decent work and good industrial relations.
3. Actions on RBC must be consistent with national laws and international conventions signed by the country. They must contribute to global goals.
4. Transparency is key---communicate, communicate, communicate



- *Mr. Alvin Naboya – International Programme Officer, Danish Trade Union Council for International Development Cooperation*



Ulandssekretariatet
LO/FTF Council

The ECOP/FFW/LO-FTF Project on Promoting Principles-Based, Inclusive, and Business-Sustainable CSR Approach in the Philippines



Launching Event: Responsible Supply Chains in Asia Project / Sofitel Philippine Plaza, 20 Nov 2018

The ECOP/FFW/LO-FTF Project on Promoting Principles – Based, Inclusive, and Business-Sustainable CSR Approach in the Philippines



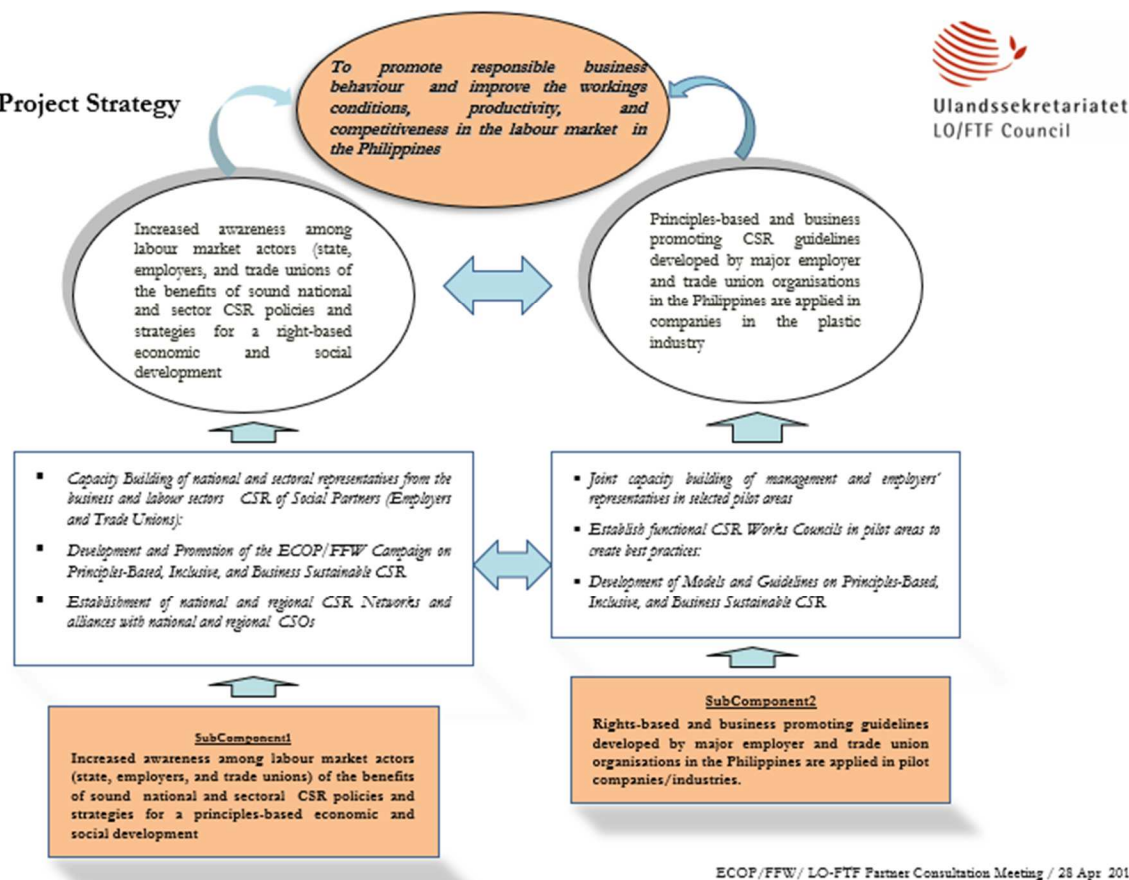
Ulandssekretariatet
LO/FTF Council

Background

- Launched the CSR Project in December of 2015 with PELSPI as the partner organisation
- A series of project review workshops and consultation meetings conducted between January to May 2016 – which did not produce a bilateral agreement on the content and project implementation structure
- A new project partnership framework was initiated and concluded with FFW from the labor sector and ECOP from the employers' sector.



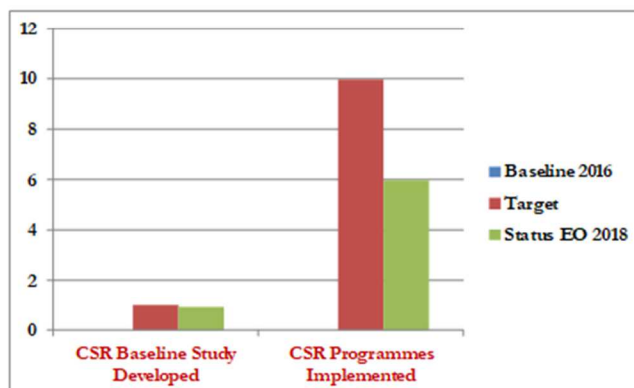
Project Strategy



Overall Assessment on Immediate Objective1

Immediate Objective1

Increased awareness among labour market actors (state, employers and trade unions) of the benefits of sound national and sector CSR policies and strategies for a rights - based economic and social development



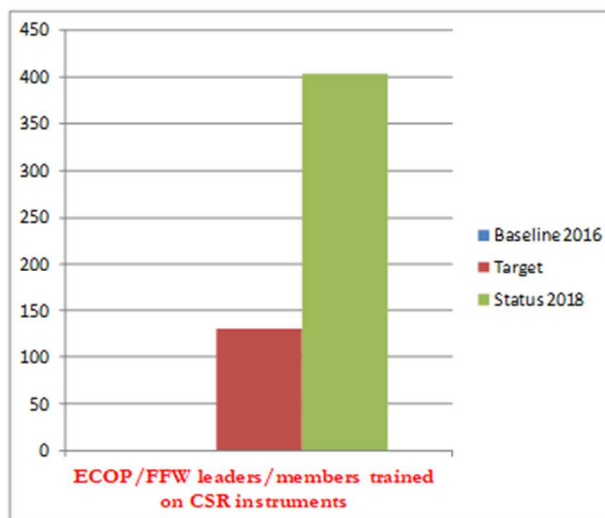
Overall Assessment on Immediate Objective 1 (National) vis-a-vis
Key Project Outputs



Immediate Objective 1: Increased awareness among labour market actors (state, employers and trade unions) of the benefits of sound national and sector CSR policies and strategies for a rights - based economic and social development

Output 1.1:

Enhanced capacity of national /sectoral representatives of ECOP and FFW member – organisations from the business and labour sectors on CSR and CSR instruments in relation to existing national labor legislation



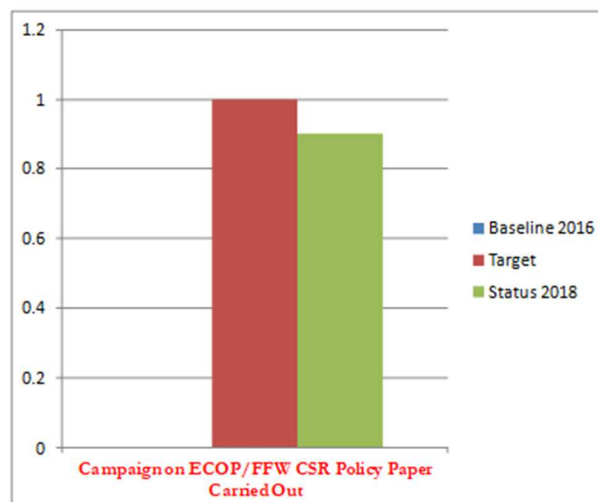
Overall Assessment on Immediate Objective 1 (National) vis-a-vis
Key Project Outputs



Immediate Objective 1: Increased awareness among labour market actors (state, employers and trade unions) of the benefits of sound national and sector CSR policies and strategies for a rights - based economic and social development

Output 1.2:

ECOP and FFW Campaign on CSR Towards Decent Work, Productivity, and Competitiveness developed and promoted at the national and regional levels.

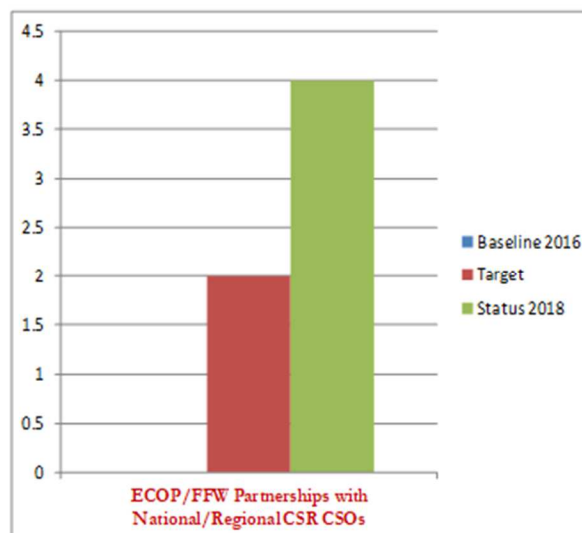


Overall Assessment on Immediate Objective 1 (National) vis-a-vis
Key Project Outputs

Immediate Objective 1: Increased awareness among labour market actors (state, employers and trade unions) of the benefits of sound national and sector CSR policies and strategies for a rights - based economic and social development

Output 1.3:

ECOP AND FFW networks and alliances with national and regional level Civil Society Organisations working with CSR Towards Decent Work, Productivity, and Competitiveness are established.

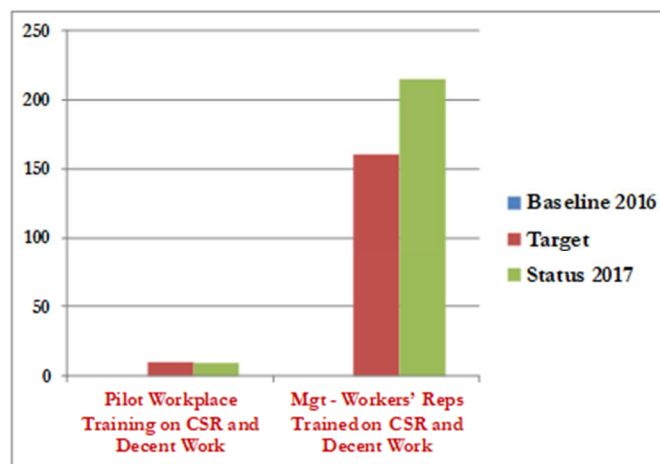


Overall Assessment on Immediate Objective 2 (Pilot Enterprises)
vis-a-vis Key Project Outputs

Immediate Objective 2: Rights-based and business promoting CSR guidelines developed by major employer and trade union organisations in the Philippines are applied in pilot companies/industries

Output 2.1:

Enhanced capacity of management – employee representatives of pilot workplaces on CSR Towards Decent Work, Productivity, and Competitiveness.

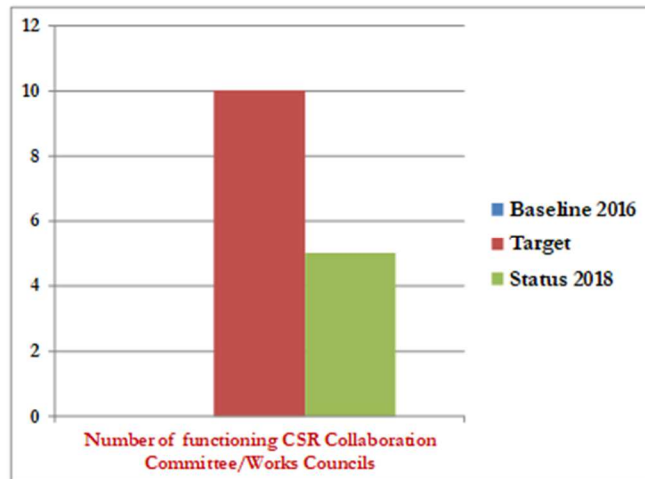


Overall Assessment on Immediate Objective 2 (Pilot Enterprises)
vis-a-vis Key Project Outputs

Immediate Objective 2: Rights-based and business promoting CSR guidelines developed by major employer and trade union organisations in the Philippines are applied in pilot companies/industries

Output 2.2:

Ten enterprise-level CSR Collaboration Committee / Works Councils within the pilot industry have been established and are functioning.

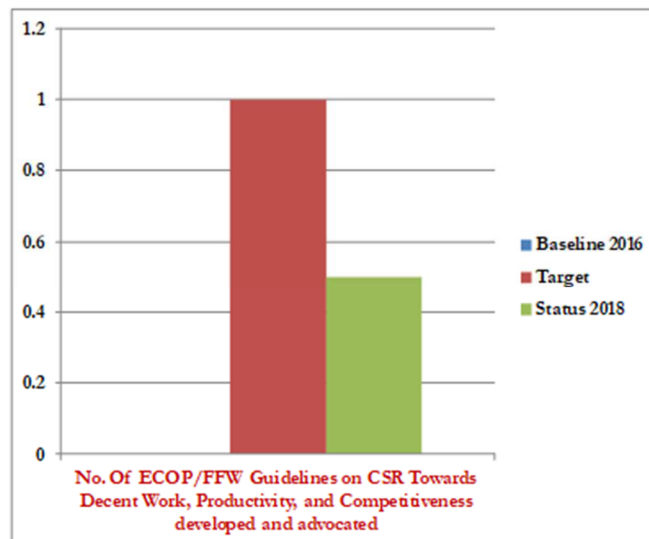


Overall Assessment on Immediate Objective 2 (Pilot Enterprises)
vis-a-vis Key Project Outputs

Immediate Objective 2: Rights-based and business promoting CSR guidelines developed by major employer and trade union organisations in the Philippines are applied in pilot companies/industries

Output 2.3:

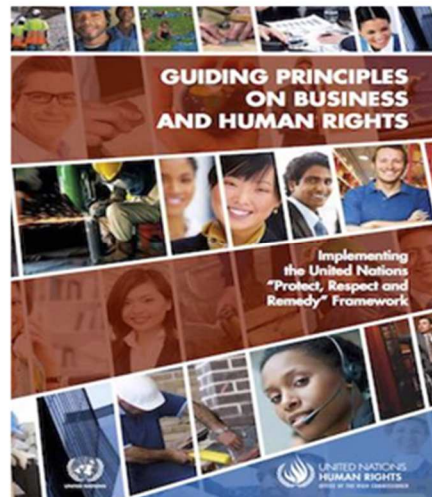
The *ECOP/FFW Guidelines on CSR Towards Decent Work, Productivity, and Competitiveness* is developed and advocated for.



“Philanthropic” CSR



“Principles - Based” CSR



Challenges and Responses

Difficulties in getting management buy-in on CSR



Scheduled orientation sessions and national level capacity building activities targeted towards ECOP/FFW national leadership and principal staff



Challenges and Responses

Difficulties in getting trade union buy-in on CSR



Scheduled orientation sessions and national level capacity building activities targeted towards ECOP/FFW national leadership and principal staff



CSR is a tool for promoting the decent work agenda



Challenges and Responses



Ulandssekretariatet
LO/FTF Council

CSR wrongly viewed as COSTS . . .



. . . not as a long - term
INVESTMENT



"Actually, I was hoping for a more inspiring mission statement."

Challenges and Responses



Ulandssekretariatet
LO/FTF Council

Production schedules and productivity
concerns



Inclusive CSR integrated in the day-to-
day aspects of the business operations



Productivity and decent work
need not be at war



Most of the companies in
the country are SMEs, ergo
– supply chains



Alliance building and networking –
industry associations, industrial labor
federations, business groups, EPZs



Thank you for your time!

