Frequently Asked Questions on ILO Convention No. 169

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PREFACE

International Labour Organization Convention No. 169 (ILO C169) or the Convention on Indigenous and Tribal Peoples is at this time (2006) the only existing international instrument which establishes a legal standard that specifically addresses Indigenous Peoples’ Rights, issues and concerns.

As an international standard that ensures the respect and full enjoyment by the indigenous peoples of their fundamental human rights, their collective rights to their lands and resources, their cultural integrity and self governance, ILO C169 may serve several purposes. It can serve as a model for governments who are seeking to draft a social policy on Indigenous Peoples. Governments who have ratified the Convention are able to use it to decide cases on which the national law is inadequate or silent, or to draw on definitions set out in the standard. In addition to shaping the law, it can provide guidance for developing national and local policies such as employment, and improving various administrative structures such as social security. Other stakeholders such as international financial institutions, Non-Government Organizations and Multinational Enterprises can use the Convention in formulating collective agreements or voluntary codes of conduct.

In adopting ILO C169, the International Labour Organization (ILO), a specialized body of the United Nations that seeks to promote social justice and internationally recognized human rights at work, took account of various other international instruments such as the Universal Declaration of Human Rights, the International Covenant on Economic, Social and Cultural Rights, the International Covenant on Civil and Political Rights and the many other instruments on the prevention of discrimination.

As such, ILO C169 removes all assimilationist orientation of the earlier instruments and recognizes the distinctive contribution of Indigenous Peoples to the cultural diversity and social and ecological harmony of mankind. ILO C169 recognizes the aspirations of the Indigenous Peoples to exercise control over their own lands and resources, institutions, way of life and economic development and to maintain and develop their own identities, languages and religion, within the framework of the States in which they live. It takes note of and seeks to redress conditions where indigenous peoples are unable to enjoy their fundamental human rights to the same degree as the rest of the population of the States wherein which they live, leading to the erosion of their customs, values, perspectives and laws.

The Coalition for Indigenous Peoples’ Rights Advocates (CIPRAD) together with Tanggapang Panligal ng Katutubong Pilipino or Legal Assistance Center for Indigenous Filipinos (PANLIP), Episcopal Commission on Indigenous People – National Secretariat (ECIP NS), Ateneo Human Rights Center, University of Sto. Tomas Office for the Community Development (UST OCD) all the organizations and individuals forming the broad network for the Promotion of IP Rights and ILO C169 (CORE 169), in collaboration with ILO offers this primer on Frequently Asked Questions on ILO Convention No. 169. It is based on various publications of the ILO and seeks to facilitate understanding of the same and to engender acceptance and support for its application thereby, furthering a rights based approach to IP development.
INTRODUCTION

Q: What is the ILO Convention on Indigenous and Tribal Peoples, 1989 (ILO C169)?

ILO Convention No. 169, as of 2006, is the only international instrument relating exclusively to indigenous and tribal peoples and setting forth in a comprehensive manner the basic rights of these people and the obligations of the State towards them. It was adopted on June 7, 1989 and came into force in 1991. The Convention revises an earlier one, the Indigenous and Tribal Populations Convention (ILO Convention No. 107) adopted by the ILO in 1957.

(Note: For purposes of this manual the term Indigenous Peoples of IPs shall be used to denote the peoples to which this convention refers. However ILO C169 uses the term Indigenous and Tribal Peoples (ITPs).)
2. Who are covered by ILO C169?

ILO C169 applies to Indigenous and Tribal Peoples. Self identification as indigenous or tribal is the fundamental criterion for determining the groups to which this Convention will apply.

Indigenous Peoples (IPs) are those who are regarded as indigenous on account of their descent from the populations which inhabited a country, or a geographical region to which the country belongs, at the time of conquest or colonization, or the establishment of the present boundaries of the state, and who irrespective of their legal status retain some or all of their social, economic and political institutions.

Tribal peoples on the other hand are those whose social, cultural and economic conditions distinguish them from other sections of the national community, and whose status is regulated wholly or partially by their own customs or traditions or by special laws or regulations.

3. What are the basic principles of ILO C169?

ILO C169 sets out four (4) basic principles as follows:

1. Non-discrimination of IPs
2. Cultural Integrity
3. Right to decide own priorities for development
4. Consultation and Participation

4. What is the basic principle on Non-Discrimination of IPs and how may this be observed?

The basic principle on non-discrimination as provided in the Convention, applies to:

1. the right of indigenous peoples to enjoy the full measure of human rights and fundamental freedoms without hindrance or discrimination.
2. the enjoyment of the general rights of citizenship without discrimination and

3. the application of all the provisions of the Convention to male and female indigenous persons without discrimination.

In adherence to this fundamental principle, the following shall be observed:

1. No force or coercion shall be used in violation of the human rights and fundamental freedoms of the indigenous peoples.
2. Special measures shall be adopted, as appropriate, to safeguard their institutions, property, labour, culture and environment.
3. Measures shall be taken to ensure that IPs benefit on equal footing from the rights and opportunities which national laws and regulations grant to other members of the population.
4. Measures shall be taken to assist IPs to eliminate socio-economic gaps that may exist between them and other members of the national community, in a manner compatible with their aspirations and way of life.

5. What is the basic principle of cultural integrity and how should it be respected according to the convention?

The basic principle on cultural integrity provides that the social, cultural, religious and spiritual values and practices of the Indigenous Peoples shall be recognized and protected and due account shall be taken of the nature and problems which they face as groups and individuals.

To respect this right, the following measures shall be taken:

1. The integrity of the values, practices and institutions of the IPs shall be respected.
2. The full realization of the social, economic and cultural rights of the IPs with due respect for their social and cultural identity, customs and traditions shall be promoted.
3. Policies aimed at mitigating the difficulties experienced by these peoples in facing new conditions of life and work shall be adopted.
4. Governments shall carry-out studies in cooperation with IPs to assess the social, spiritual, cultural and environmental...
impact on them of planned development activities and the results of these studies shall be considered as the fundamental criteria for the implementation of these activities.

5. Governments, with the cooperation of IPs, shall protect and preserve the environment of the territories inhabited by these peoples.

6. How should the customary laws of the IPs be treated under the principle of cultural integrity?

Due regard shall be given to the customs and customary laws of the IPs in the application of national laws and regulations. IPs shall have the right to retain their own customs and institutions, where these are not incompatible with the fundamental rights defined by the national legal system and with internationally recognized human rights. Accordingly, the following must be done:

1. Establishment of procedures, whenever necessary, to resolve conflicts which may arise in the application of this principle.
2. The application of this principle shall not prevent the IPs from exercising the rights granted to all citizens and from assuming the corresponding duties.
3. To the extent compatible with the national legal system and internationally recognized human rights, the methods customarily practiced by the IPs in dealing with offenses shall be respected.
4. The customs concerning penal matters shall be taken into consideration by the authorities and courts in dealing with such cases.
5. In imposing penalties laid down by general law on IPs, account shall be taken of their economic, social and cultural characteristics. Preference shall be given to methods of punishment other than confinement in prison.
6. The exaction from IPs of compulsory personal services in any form, whether paid or unpaid, shall be prohibited and punishable by law, except in cases prescribed by law for all citizens.
7. IPs shall be protected against the abuse of their rights and shall be able to take legal proceedings either individually or through their representative bodies for effective protection of these rights.
8. Measures shall be taken to ensure that IPs can understand and be understood in legal proceedings where necessary, through the provision of interpretation, or by other effective means.

7. How will the fundamental principle relating to the right of IPs to decide own priorities for development be enforced?

The fundamental principle relating to the right of IPs to decide their own priorities for development consists of the following:

1. Right to decide their own priorities for development.
2. Right to decide on all measures that affect their lives, beliefs, institutions and spiritual well-being and the land they occupy or otherwise use.
3. Exercise control to the extent possible over their own economic, social and cultural development.

To enforce this principle, the following shall be observed:

1. IPs shall participate in the formulation, implementation and evaluation of plans and programmes for national and regional development.
2. IPs shall participate in the formulation, implementation and evaluation of legislative and administrative measures which may affect them through their own representative institutions.
3. Means shall be established by which IPs can freely participate, to at least the same extent as other sectors of the population, at all levels of decision making in elective institutions and administrative and other bodies responsible for policies and programs which concern them.
4. Means shall be established for the full development of the IPs’ own institutions and initiatives and in appropriate cases, necessary resources for this purpose shall be provided.
5. The improvement of the conditions of life and work and levels of health and education of the IPs shall be a matter of
priority in plans for the overall development of the areas they inhabit and special projects for development of these areas shall be designated to promote such improvement.

8. What is the principle of consultation and what special measures must be taken to ensure consultation and participation of IPs?

The principle of consultation and participation constitute the cornerstone of ILO C169, on which all its provisions are based. It relates not only to specific development projects, but also to the broader questions of governance and participation of the IPs in public life.

The Convention provides a guideline on how consultations with IPs should be conducted as follows:

1. Consultation with IPs should be undertaken through appropriate procedures, in good faith and through representative institutions of these peoples.
2. The IPs involved should have the opportunity to participate freely at all levels in the formulation and evaluation of measures and programs that affect them directly.
3. The consultation processes must be developed with the IPs' institutions and organizations that are truly representative of the peoples concerned.
4. Specific circumstances are provided in the Convention where consultation with IPs is an obligation.
9. How should Governments apply the provisions on lands of the IPs in ILO C169?

In applying the provisions pertaining to lands of the IPs under ILO C169, governments shall:

1. Respect the special importance of the cultures, spiritual values and relationships of the IPs to the lands or territories which they occupy and use, particularly the collective aspects of this relationship.
2. Recognize the rights of ownership and possession of IPs over lands they traditionally occupy.
3. Undertake measures to safeguard the rights of IPs to use land not exclusively occupied by them, but to which they have traditionally had access for their subsistence and traditional activities, giving particular attention to the situation of nomadic peoples and shifting cultivators.

10. What is the concept of lands and/or territories of the IPs under ILO C169?

Lands and or territories shall include such territories which covers the total environment of the areas occupied or being used by the IPs. They include all lands which they traditionally occupy and lands not exclusively occupied by them but to which they have had traditional access for their subsistence and traditional activities.

11. What are the rights of IPs to lands under ILO C169?

The rights of IPs to their lands under ILO C169 are:

1. the right to own and possess lands which they traditionally occupy
2. to use lands not exclusively occupied by them but to which they have traditionally had access for their subsistence and traditional activities.

12. What are the responsibilities of government in relation to the land rights of IPs?

The responsibilities of government in relation to the promotion and protection of the rights of IPs to their lands are:

1. take the necessary steps to identify the lands which the IPs traditionally occupy.
2. guarantee effective protection of their rights of ownership and possession.
3. establish adequate procedures within the national legal system to resolve land claims by IPs.
4. take measures to safeguard the rights of IPs to use lands not exclusively used by them, but to which they have had traditional access for their subsistence and traditional activities.

13. What are the rights of IPs to the natural resources within their territories?

The right of the IPs to natural resources within their territories includes the right to participate in the use, management and conservation of these resources. These rights shall be specially protected.

14. How may the rights of IPs to the natural resources within their territories be protected and promoted in cases where the State retains ownership of the mineral and sub-surface resources?

In cases in which the State retains the ownership of the mineral or sub-surface resources or rights to other resources within the territories of indigenous peoples, the rights of indigenous peoples may be protected and promoted as follows:

1. Government shall establish or maintain procedures through which they shall consult these peoples in order to ascertain whether or not, or to what degree, their interest would be prejudiced, before undertaking or permitting any programmes for the exploration or exploitation of such resources within their lands.
2. The IPs shall, whenever possible, participate in the benefits of such activities and shall receive fair compensation for any damages which they may sustain as a result of such activities.
15. May the IPs be removed from the territories or lands they occupy? What are the exceptions?

As a general rule, IPs shall not be removed from the lands which they occupy. However, where their relocation is considered necessary as an exceptional measure, such relocation shall take place only with their free and informed consent.

16. What procedure should be followed in case the IPs concerned refuse to give their consent to the relocation considered as a necessary or exceptional measure?

In cases of relocation considered necessary as an exceptional measure, but where the consent of IPs cannot be obtained, the following procedures shall be followed:

1. Relocation shall take place only following appropriate procedures established by national laws and regulations.
2. Conduct public inquiries where appropriate, which provide the opportunity for effective representation of the IPs.

17. What are the Rights of IPs in case of relocation as a necessary or exceptional measure?

The rights of IPs in cases of relocation as a necessary or exceptional measure are:

1. Where possible, the IPs shall have the right to return to their traditional lands, as soon as the grounds for relocation cease to exist.
2. When such return is not possible, as determined by agreement, or in the absence of such agreement, through appropriate procedures, the IPs shall be provided in all possible cases of lands of quality and legal status at least equal to that of the land previously occupied by them, suitable to provide for their present needs and future development.
3. Where the IPs express a preference for compensation in money or in kind, they shall be compensated under appropriate guarantees. Persons thus relocated shall be fully compensated for any resulting loss or injury.

18. May land rights of IPs be transferred under ILO C169?

Land rights of IPs may be transferred under ILO C169 following the procedures and principles enumerated below:

1. The procedures established by the IPs for transferring land rights among their members shall be respected.
2. The IPs shall be consulted in all cases where their capacity to leave their lands or otherwise transmit their rights outside their own community is considered.
3. Persons not belonging to the IPs shall be prevented from taking advantage of the IPs' customs or lack of understanding of the laws on the part of their members, to secure the ownership, possession or use of land belonging to them.

19. What can governments do to prevent or punish unauthorized intrusion upon the lands of IPs?

Governments shall take measures to prevent intrusion upon IP lands and provide adequate penalties for unauthorized intrusion upon or use of these lands.

20. How may IPs benefit from National Agrarian Reform Programs?

1. IPs in their territories must be provided with means required to promote the development of these territories.
2. Outside their ancestral lands and domains IPs shall be provided equal treatment with other sectors of the population with regard to National Agrarian Reform Programs including provision of more land for the IPs when they do not have the area necessary for providing the essentials of a normal existence, or for any possible increase in their members.

Note however, that in the case of the Philippines, ancestral domains are not subject to Agrarian Reform.
PART III: RECRUITMENT AND CONDITIONS OF EMPLOYMENT

21. What are the obligations of government with respect to recruitment and conditions of employment of IPs under ILO C169?

The government, in cooperation with the IPs, shall adopt special measures within the framework of national laws and regulations to ensure the effective protection of the IPs with regard to recruitment and conditions of employment.

22. What special measures on recruitment and conditions of employment of IPs should be adopted by government?

Governments shall do everything possible to prevent any discrimination between workers belonging to the IPs and other workers, in particular with regard to:

1. Admission to employment, including skills employment as well as measures for promotion and advancement
2. Equal remuneration for work of equal value
3. Medical and social assistance, occupational safety and health, all social security benefits and any other occupationally related benefits and housing
4. The right to association and freedom for all lawful trade union activities and the right to conclude collective agreements with employers and employers' organizations

23. What should be included in the special measures to be undertaken by government in relation to the recruitment and employment conditions of IPs?

The special measures shall cover all IP workers, including seasonal, casual and migrant workers in agricultural and other employment, as well as those employed by labour contractors. These special measures should:

1. Guarantee that these workers enjoy the protection afforded by national law and practice to other such workers in the same sectors.
2. Ensure that these workers are fully informed of their rights under labour legislation and of the means of redress available to them.
3. Ensure that IP workers are not subjected to working conditions hazardous to their health, in particular through exposure to pesticides or other toxic substances.

4. Ensure that IP workers are not subjected to coercive recruitment systems, including bonded labour and other forms of debt servitude.

5. Guarantee that IP workers enjoy equal opportunities and equal treatment in employment for men and women, and protection from sexual harassment.

6. Give particular attention to the establishment of adequate labour inspection services in areas where IP workers undertake wage employment.
24. What are the rights of IPs and the obligations of government with regard to Vocational Training, Handicrafts and Rural Industries under ILO C169?

1. IPs shall enjoy opportunities at least equal to those of other citizens in respect of vocational training measures.
2. Steps shall be taken to promote their voluntary participation in vocational training programmes of general application.
3. Whenever existing programs of vocational training of general application do not meet the special needs of the IPs, governments shall, with the participation of these peoples, ensure the provision of special training programmes and facilities.
4. Any special training program shall be based on the economic environment, social and cultural conditions and practical needs of the IPs.
5. Any studies made in this connection shall be carried out in cooperation with the IPs who shall be consulted on the organization and operation of such programmes.
6. Where feasible, the IPs shall progressively assume responsibility for the organization and operation of such special training programmes, if they so decide.

25. What must government do about handicrafts and community based industries of IPs?

1. Governments shall recognize that handicrafts and community-based industries, subsistence and traditional activities of the IPs, such as hunting, fishing, trapping and gathering are important factors in the maintenance of their cultures and in their economic self-reliance and development.
2. Governments shall, with the participation of the IPs ensure that these activities are strengthened and promoted.
3. Upon the request of the IPs, appropriate technical and financial assistance shall be provided whenever possible, taking into account the traditional technologies and cultural characteristics of these peoples, as well as the importance of sustainable and equitable development.
26. What are the provisions of ILO C169 with regard to Social Security?

Social security schemes shall be extended progressively to cover IPs and applied without discrimination against them.

27. What are the provisions of ILO C169 with regard to ensuring IPs Health?

1. Governments shall ensure that adequate health services are made available to the IPs.

2. Governments shall provide IPs with resources to allow them to design and deliver such services under their own responsibility and control, so that they may enjoy the highest attainable standard of physical and material health.

3. Health services, shall to the extent possible, be community based.

4. Health services shall be planned and administered in cooperation with the IPs taking into account their economic, geographic, social and cultural conditions as well as their traditional preventive care, healing practices and medicines.

5. The health care system shall give preference to the training and employment of local community health workers and focus on primary health care while maintaining strong links with other levels of health care services.

6. The provision of such health services shall be coordinated with the social, economic and cultural measures in the community.
28. Does ILO C169 ensure the right of IPs to education and means of communication?

Yes, ILO C169 recognizes the rights of the IPs to education and means of communication. It provides that measures shall be taken to ensure that the IPs have the opportunity to acquire education at all levels with at least an equal footing with the rest of the national community.

29. What are the rights of IPs and obligations of governments under the Convention with respect to Indigenous Knowledge, Systems and Practices, and Educational Systems?

1. Education programmes and services of the IPs shall be developed and implemented in cooperation with them to address their special needs, and shall incorporate their histories, their knowledge and technologies their value systems and further their social, economic and cultural aspirations.

2. Competent authority shall ensure the training of members of the IPs and their involvement in the formulation and implementation of education programmes, with a view to progressive transfer of responsibility for the conduct of these programs to these peoples.

3. Governments shall recognize the right of the IPs to establish their own educational institutions and facilities, provided that such institutions meet the minimum standards established by the competent authority.

4. Government shall appropriate resources for the purpose.

30. How will ILO C169 contribute to the preservation of IP culture and facilitate access to education?

ILO C169 provides that:

1. Children of the IPs shall be taught to read and write in their own indigenous language or in the language most commonly used by the group to which they belong. When this is not practicable, the competent authorities shall undertake consultations with a view to the adoption of appropriate measures to achieve this objective.

2. Adequate measures shall be taken to ensure that the IPs have the opportunity to attain fluency in the national language or in one of the official languages of the country.

3. Measures shall be taken to preserve and promote the development and practice of the indigenous language of the IPs.

4. Education for the IPs must aim to impart general knowledge and skills that will help IP children participate fully on equal footing in their own community and in the national community.

31. How can governments ensure that education through communication will benefit IPs?

1. Governments shall adopt measures appropriate to the traditions and cultures of the IPs to make known to them their rights and duties, especially in regard to labour, economic opportunities, education and health matters, social welfare and their rights deriving from this Convention. If necessary, this shall be done by means of written translations and through mass communication in the languages of these people.

2. Educational measures shall be taken among all sections of the national community to eliminate prejudices that they may harbor against IPs. To this end, efforts shall be made to ensure that history textbooks and other educational materials provide a fair, accurate and informative portrayal of the societies and cultures of these peoples.
32. What should governments do to facilitate contacts and cooperation among IPs across borders?

Governments shall take appropriate measures to facilitate contacts and cooperation among IPs across borders, through international agreements and activities in the economic, social, cultural, spiritual and environmental fields.
35. What are the obligations of the Government agency responsible for the application of all matters covered by this Convention?

The Government agency responsible for the application of all matters covered by this Convention shall:

1. Ensure that agencies or other appropriate mechanisms exist to administer programmes affecting IPs
2. Ensure that IPs have the means necessary for the proper fulfillment of the functions assigned to them.
3. Ensure that programs shall include:
   - planning, coordination, execution of measures provided for in this Convention
   - proposing legislative or other measures to the authorities
   - applying and supervising the implementation of the measures taken.
PART IX: GENERAL PROVISIONS

34. In the event that the Philippines ratifies ILO C169, what are the things to be considered in its application in our country?

The nature and scope of the measures to be taken to give effect to this convention shall be determined in a flexible manner, having regard to the conditions characteristic of each country.

33. What would be the effects of the Convention on the rights and benefits of IPs under other international instruments, or national laws?

The application of the provisions of this Convention shall not adversely affect the rights, benefits of the IPs pursuant to other Conventions, Recommendations, International Instruments, Treaties, or National Laws, Awards, Customs or Agreements.

36. Who are bound by ILO C169?

ILO C169 shall be binding only upon those members of the ILO whose ratifications have been registered with the Director General of the ILO. Note that the Philippines is a member of the ILO, but to date it has not ratified ILO C169.

37. When shall ILO C169 come into force with respect to any Member State?

ILO C169 shall come into force for any Member State twelve (12) months after the date on which its ratification has been registered.

38. May a member which has ratified ILO C169, denounce it?

Yes, a member which has ratified ILO C169 may denounce it after the expiration of ten (10) years from the date on which the ILO C169 first comes into force, by an act communicated to the Director General of the ILO for registration.

If a member who has ratified ILO C169 does not exercise its right to denunciation within the year following the expiration of the ten year period, it shall be bound for another period of ten (10) years.

39. May the ILO C169 be revised?

Yes. At such times as it may consider necessary, the Governing Body of the ILO shall examine the desirability of placing in the agenda of the General Conference, the question of ILO C169's revision in whole or in part.

40. What is the effect should the General Conference of the ILO adopt a new Convention revising ILO C169?

The effect depends upon whether the Member State which has previously ratified ILO C169 ratified the new Convention. In which case, the new revising Convention shall involve the immediate denunciation of the old Convention. The revising Convention shall come into force upon the registration of the Member States' instruments of ratification.

If a Member State does not ratify the revising convention, ILO C169, which it has ratified remains in force.

RELATION TO PHILIPPINE LAWS

41. How does ILO C169 relate to existing Philippine Laws?

Many of the provisions in ILO C169 are also provided for in the 1987 Constitution of the Republic of the Philippines, the Labor Code of the Philippines and the Indigenous Peoples' Rights Act or RA 8371. Generally accepted principles in International Laws are also reflected in our municipal laws.

42. What are the equivalent provisions in national laws that reflect the fundamental principles in ILO C169?

The following are the equivalent provisions in Philippine national laws that reflect the fundamental principles embodied in ILO C169:

1. 1987 Constitution of the Philippines — Article II, Sections 1, 4 and 22; Article X, Section 15; Article XII, Sections 4 and 5; Article XIII, Sections 1, 2, and 6; Article XIV, Section 1, 2, 17;
2. Indigenous Peoples' Rights Act of 1997 or RA 8371- Chapter 1, Section 2, Chapter V, Section 21, 23, and Chapter VI, Sections 29-37
44. What are the provisions in IPRA that reflect the principles, rights of indigenous peoples to their lands and obligations of government with respect to these lands/territories?

The provisions in IPRA that reflect the principles, rights of indigenous peoples to their ancestral lands domains and to the obligations of government with respect to these rights are in Chapter III, Sections 4-12 and Chapter VIII, Sections 51-64, Chapter X, Section 71, and Chapter XI, Sections 72-73.

45. Do the requirements in ILO C169 regarding recruitment and conditions of employment of IPs find support in Philippine laws?

Yes, Philippine laws are in line with the provisions of ILO C169 with regard to the recruitment and conditions of employment of IPs. These are covered in the 1987 Constitution, Article XIII, Section 3, Par. 1 on Social Justice and Human Rights, Books III and IV of the Labor Code of the Philippines, and Sections 23 and 24 of the Indigenous Peoples' Rights Act.

46. What particular national laws or policies reflect these rights of IPs and obligations of government with regard to vocational training, and rural industries?

Similar provisions are found in the Labor Code of the Philippines and in the Barangay Micro Business Enterprises (BMBE) Act of 2002 (RA 9178).

RATIFICATION PROCESS

CONSULTATION

DECISION TO RATIFY

YES

Department of Labor and Employment (DOLE)

NO

Measures Leading to Ratification in the Future

Department of Foreign Affairs (DFA)

Philippine Mission to the UN

Office of the President (OP)

International Labour Organisation

Senate of the Philippines Committee on Foreign Relations

Source: International Labor Affairs Service Department of Labor and Employment