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# Decent Work for All

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## Mayors lead way towards Local Economic Development

By Ana Liza Valencia

A learning event for Local Economic Development (LED) brought together mayors and municipal planning and development officers in Mandaluyong City from 19 to 22 August 2008, jointly organized by the League of the Municipalities of the Philippines (LMP), the Mayor's Development Center (MDC) and the International Labour Organization (ILO).

The activity highlighted technical expertise, strategies and approaches in addressing economic and employment issues at the local level by examining good practices shared by "champion" mayors from the municipalities of San Isidro, Nueva Ecija, Tarlac, Concepcion, Iloilo and Angono, Rizal. Participants took part in workshops to map local assets, analyze challenges faced by local government units (LGUs) in attaining economic growth. They elicited recommendations and future action to address pressing issues faced by local government units and discussed means to strengthen linkages and partnerships among local governments units across regions.

"At the end of the day, the people depend on their mayors and their local government, not on the national government. There is no need to come up with a new formula; study the models and replicate what has been done by the mayors," said Mayor Sonia Lorenzo of San Isidro, Nueva Ecija.

LED serves as a platform in promoting the Decent Work Agenda. "Decent work must be at the core of LED initiatives since it is central to people's well-being. LED becomes more sustainable; it empowers the members of the community to take on their collective future," according to Director Linda Wirth of the ILO Subregional Office in Manila.

Each participating municipality pledged its commitment in implementing LED and came up with action plans to be monitored by the LMP. Initial results will be presented during the National Assembly of Municipal Mayors in November 2008.



ILO team visits a factory in Cebu (Photo by ILO / C. Bodwell)

## Pilot initiative boosts productivity of local industries

By Jesus Macasil, Jr.

The ILO organized a pilot programme, the Rural Industries Initiative (RII), for Cebu-based manufacturers in early August. The initiative relies on locally-developed raw materials to produce goods for global markets. With participation by members of Cebu Gifts, Toys and Housewares Manufacturers and the Exporters Association (Cebu-GTH), the Rural Industries Initiative was launched in collaboration with the Employers Confederation of the Philippines (ECOP), Department of Trade and Industry (DTI) and the Canadian International Development Agency (CIDA)-funded Pearl2 project. Six factories, producing a range of home decorative and furnishing items, took part in the week-long session, facilitated by Charles Bodwell, the ILO Enterprise Specialist, with support of experts from ECOP, Pearl2 and DTI.

Two days of classroom training were followed by in-factory consultation visits where factories received tailored advice to improve operations in terms of productivity, working conditions and health and safety. The goal of RII was to assist factories, facing serious challenges of shrinking markets and stiff competition, by introducing a worker-manager driven change process that results in competitive factories with decent work opportunities for employees.

Factories proposed action plans during the training. A major item was the establishment of

Factory Improvement Teams, made up of workers and managers that can provide a unified and committed approach to factory upgrading. The plans contain initial activities that address both competitiveness and labour practices, which can be accomplished over the short term. The long term objective, however, and the cornerstone of the pilot project, is to institutionalize a process of continuous improvement at the participating enterprises.

ILO coordinated with the CIDA-Pearl2 project to ensure that this happens. Two weeks after the first factory visits, follow-up advisory visits were made to the factories. The results are promising. All the factories had established worker-manager teams, which have begun to not only meet regularly but have introduced agreed changes. Improvements observed during the second visits included the introduction of production tracking boards, cleaner work areas, better rest areas for workers, more organized stock rooms and improved ventilation. Additional advisory visits are planned in the next two months, culminating in a final meeting where factory managers and workers will present the results of their efforts. ILO intends to work closely with its partners and potential donors to upscale the pilot project. This will help more small and medium enterprises in the Philippines to become competitive providers of decent work opportunities for the Filipino workforce.

## Decent Work for All

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## EDITORIAL

In September 2008, the Inter Agency Standing Committee for Emergency Preparedness and Response in the Philippines (ILO is a member along with other UN agencies and humanitarian NGOs) issued a Statement of Concern in relation to the conflict and humanitarian situation in the southern Philippines. The statement reads:

*"It is with great concern that we witness the deteriorating humanitarian situation in various parts of Mindanao as a result of the recent upsurge in conflict. Many civilians have lost their lives and many more are at risk. The agencies of the LASC, who come together to coordinate relief efforts on behalf of the international community in times of crisis, appeal for calm and the equal protection of all civilians".*

Reports on the situation in Mindanao reflect the fact that economic development has not taken off sufficiently to provide citizens with decent jobs and livelihoods. Poverty has in fact increased in Mindanao over the years and there is rising inequality across the country despite robust economic growth. Moreover, the meager livelihoods on which the population subsists are time and time again destroyed by waves of conflict and natural disasters. Rebuilding shattered lives and incomes is taking its toll on psycho-social well being of communities.

This brings to mind the inspiring words of in the Declaration of Philadelphia in 1944 amending the ILO's Constitution:

*"Whereas universal and lasting peace can be established only if it is based upon social justice" and "Poverty anywhere constitutes a threat to prosperity everywhere."*

The Decent Work agenda is an instrument of poverty alleviation and helping to achieve the Millennium Development Goals. Local economic development in Mindanao with investments in private sector development, infrastructure together with investments in human capital and social infrastructure through skills and entrepreneurship training and social protection for the men, women and children in Mindanao is what will end conflict, convert arms into ploughshares and bring about social justice and peace. Social dialogue among all relevant stakeholders, including especially indigenous groups, on the "how to" of achieving local economic development in a participatory manner is critical to reaching sustained peace.

Linda Wirth  
Director

## Tools for gender mainstreaming

By Imogen Howells

The third in a series of Gender and Development (GAD) Checklists Workshops was held in Tagaytay City from 17-19 June 2008. The workshop brought together representatives from the Philippine Government, workers and employers organizations, local government units and non-government organizations. The Philippine government has a long standing commitment to improving gender equality and the Tagaytay workshop formed part of efforts to fast-track gender mainstreaming and improve service delivery to the benefit of women and men.

The workshop focused on three new gender and development (GAD) checklists concerning the design of programmes and projects related to migration, decent work and child labour. In 1993, the National Economic Development Authority (NEDA) and the National Commission on the Role of Filipino Women (NCRFW), alongside other government agencies, put together Guidelines for Developing and Implementing Gender-Responsive Programmes and Projects. In 2003, NEDA and the Official Development Assistance Gender and Development Network (ODA-GAD Network) agreed to harmonize various GAD checklists that had emerged over the preceding decade. The harmonized GAD checklists which resulted, provide a common

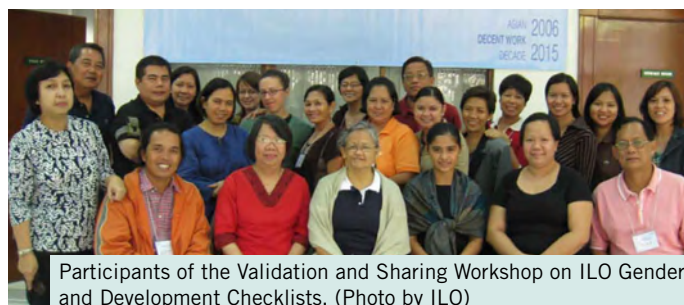
set of guidelines for use by policy implementers and donors. They enable actors to fulfil GAD requirements in project identification, development, implementation, monitoring and evaluation.

Participants shared their experiences in using the checklists. Moral suasion and influencing gender attitudes within organizations were necessary on a continuous basis if GAD-based policies were to be implemented. Participants agreed that the gender mainstreaming attitude of organizations was fundamental to the success of the implementation of the checklists and that GAD training should be provided on a cyclical basis to account for staff turnover. Participants also reaffirmed that the GAD checklists were specifically for use at three stages of the project cycle – before and during project design, prior to project implementation to assess quality at entry and for monitoring and evaluation purposes. The GAD checklists were for application in a wide variety of projects, and were not limited to women-specific projects.

Following the sharing exercise, participants engaged in a simulated project design, and later, monitoring and evaluation exercises using GAD checklists. The exercises underscored the holistic nature of the checklists and

their specificity to different types of projects. It was agreed that gender sensitivity could not be built into a project by assumption. A human trafficking project, for example, could target female trafficked victims but was not automatically gender sensitive. Rather, GAD goals must be made explicit with gender-specific goals, strategies and outcomes included at all stages. Another important lesson concerned the partner friendly approach to monitoring and evaluation – monitoring was not intended as a policing exercise but as a platform for mutual learning and problem solving between donor agencies and project implementers.

Participants left the workshop, committed and motivated to foster the incorporation of gender sensitive work practices in their organizations. It was widely agreed that the new harmonized GAD checklists were a simple and effective way to ensure gender mainstreaming across project cycles.



Participants of the Validation and Sharing Workshop on ILO Gender and Development Checklists. (Photo by ILO)



# Social dialogue at work

By Paul Gutierrez

What distinguishes the International Labour Organization from other international organizations is its tripartite structure. Underlying the tripartite structure is the idea that Decent Work, with goals such as the promotion and realization of standards and rights at work, freely chosen and productive work, social protection, and social dialogue, is best achieved by involving not only government, but also employers and workers. Social dialogue, however, is not only an end of Decent Work but also a pivotal means through which Decent Work can be attained. Facilitating tripartite constituent discussions to learn from, and negotiate amongst each other through social dialogue allows for the strengthening of relations between constituents, equal representation and inclusion of concerns and voices, as well as collective ownership of final outcomes.

In its mission to promote and support the process of social dialogue, the ILO Subregional Office in Manila works with the National Tripartite Advisory Committee (NTAC). The NTAC was formally established in 2003 as a high-level tripartite committee to direct and oversee the implementation of the National Action Programme on Decent Work (NAPDW), a programme that aims to reduce Decent Work deficits in the Philippines. NTAC is now in its third cycle (2008-2010), with a focus on four established strategic objectives which mirror the broader goals of Decent Work: (1) the promotion and enforcement of standards and rights at work, (2) the creation of greater opportunities for fair employment and income, (3) better coverage and effectiveness of social protection, (4) and the strengthening of tripartism and social dialogue. With a stipulated commitment to collective decision-making and impact-oriented outcomes, NTAC has so far completed a Common Agenda with proposed projects and programmes that seek to address the four strategic objectives.

As part of the process of developing the Common Agenda, members of the NTAC met in Baguio City on 29-31 July 2008 for an action-planning workshop. The workshop allowed participants to prioritize and finalize proposed projects and programmes. Special emphasis was given on identifying responsible organizations for given activities, estimating possible costs, and prioritizing proposed programmes and projects based on available funding. As an example, workshop participants decided to prioritize a push for the ratification of six ILO Conventions, foremost of which is the Home Work Convention, 1996 (No. 177) which aims to improve and protect the situation of home workers, and Night Work Convention, 1990 (No. 171) which seeks

to strengthen the freedoms and rights of night workers. Also prioritized by workshop participants is a multi-stakeholder initiative to develop a full employment strategy with a focus on productivity and competitiveness. Other concerns addressed in proposed projects and programmes include the mainstreaming of core labour standards in the policies of international finance institutions (IFIs), the development of Decent Work indicators for migrant workers, the creation of a model Early Employment Recovery Framework for post-disaster management, the promotion of Occupational Safety and Health (OSH) for small and medium enterprises, and full representation of workers in the informal economy (WIE) in regional and national Tripartite Industrial Peace Councils (TIPC).

Participants from the government included representatives from the Department of Labor and Employment (DOLE). Representing the employers was the Employers' Confederation of the Philippines (ECOP). And for workers, there were representatives from the Trade Union Congress of the Philippines (TUCP), the Federation of Free Workers (FFW), and the Alliance of Progressive Labor (APL). Representatives from the informal sector organizations, National Network of Homeworkers or "Pambansang Tagapag-ugnay ng mga Manggagawa sa Bahay" (PATAMABA) and Women Partners in Livelihood or "Kababaihan Kaagapay sa Hanapbuhay" (KAKASABA) participated as well.

NTAC helped introduce the concept of Decent Work in the Philippines and created a Philippine Labor Index (PLI) in the first cycle (2002-2004). It sought to harmonize the goals of Decent Work with the Medium-Term Philippine Development Plan (MTPDP) of 2004-2010 as well as ratify ILO Forced Labor Convention (No. 29), Convention Migrant Workers (No. 143), and Convention concerning Migration for Employment (No. 97) in the second cycle (2004-2007). NTAC is well poised to begin realizing its targets for the third cycle. The public launching of the third Common Agenda in October 2008 should be a time for recognizing and celebrating the accomplishments the NTAC commitment has achieved, through its tripartite structure and social dialogue process.



Representatives from government, employers and workers organizations discuss issues and challenges toward achieving decent work in the Philippines. (Photo by DOLE)

## Employment strategy, trends and development

By Valentina Remotti

"Growth alone is not enough to create quality jobs". This is the central message delivered by Duncan Campbell, Director of the ILO Economic & Labour Markets Analysis Department. According to Campbell, this harsh reality should shed light on the need for a national policy strategy and for policy coherence, yet action taken often includes poor employment targeting that leads governments to make commitments to employment outcomes without actual plans.

Campbell was one of the speakers during a Discussion Forum on Employment Strategy, Trends and Developments held at the ILO on 25 August 2008. In the same forum, Charles Bodwell, ILO Enterprise Specialist, noting the prevalence of small and medium enterprises (SMEs) in the Philippines, said that SMEs needed support in establishing quality-control systems that guaranteed high productivity, especially to keep up with tough competition from countries such as Viet Nam and China. Assistant Secretary Teresa Soriano from the Department of Labor and Employment gave a summary of the Philippine experience in employment planning between 1987 and 2010. And, Dr. Dante Canlas from the University of the Philippines discussed labour scenarios to 2015, citing the country's rising youth unemployment, persistence of child labour and declining real wages as major concerns.

The presentations elicited reaction from representatives of government agencies, academe, employers and workers' organizations including workers in the informal economy. "Contingency, informalization and migration" were cited as resulting from jobless growth in the Philippines. The participants supported a call for coherence in macroeconomic and trade policies and put forward suggestions to improve the employment situation, including the promotion of local area-based approaches to SME development.

The ILO Subregional Office in Manila will be working with the government and social partners to formulate a National Employment Strategy, identified as a priority under the 3rd cycle of the National Plan of Action on Decent Work.

# Deep-sea fishing companies join war against child labour

Nineteen deep-sea fishing companies of a major fishing group in the Philippines have join hands as active partners in combating child labour in the fishing sector. According to Mr. Alonso L. Tan, President of the Inter-Island Deep-Sea Fishing Association (IDSFA), the 19 fishing company members are legitimate deep-sea fishing operators. These companies using purse seine fishing gear, do not employ child labour. IDSFA is a member of the Federation of Fishing Associations of the Philippines (FFAP).

The 19 fishing companies are Bonanza Fishing and Market Resources, Delmar Agri-Resources Inc., Frabelle Fishing Corporation, Jimenez Marine Corporation, Irma Fishing and Trading, Inc., L.V. Fishing Enterprise, Lynvil Enterprise Inc., Mar Fishing Inc., Maria Fe Fishing Corporation, Marlsan Fishing Corporation, Mercidar Fishing Corporation, McFish International Fishing Corporation, Neri D.R. Fishing Inc., Philman Gold Fishing Corporation, Poseidon Fishing, RAV Realty and Fishing Corporation, RBL Fishing Corporation, Royale Fishing Corporation and TPJ Fishing Corporation.

The purse seine method is known as “pangulong”. The Department of Agriculture, through the Bureau of Fisheries and Aquatic Resources (BFAR), introduced pangulong as an environmentally friendly method. Set from a boat or a pair of boats around a school of fish, the purse seine is encircled with a line at the bottom. When the bottom of the net is reeled aboard fishing boat(s), the purse line closes with the catch trapped inside the fish bag.

Child labour in deep-sea fishing drew widespread attention in the 1980s when media reports exposed the use of children in “muro-ami” fishing expeditions. “Muro-ami” or reef hunting is a system of drive-in net fishing. The work is extremely hazardous, with children diving without protective clothing or gear to pound corals with rocks or pipes and scare fish into a large waiting net. In December 1989, BFAR issued Fisheries Administrative Order 163, declaring a total ban on “muro-ami” fishing, with mounting public pressure that stemmed from environmental damage and exploitation of child labour.

Recognizing that deep-sea fishing is a market-driven and market-based industry, determination of any community intervention, policy

formulation or advocacy-related pursuit should include fishing operators and associations as active collaborators. IDSFA's declaration of a policy against the employment of child labour is a welcome development in the fight against the worst forms of child labour.

In 2002, after consultations with program partners and stakeholders nationwide, the National Child Labor Committee (NCLC) included children in deep-sea fishing as a

priority target group under the National Program Against Child Labor (NPACL). The NPACL seeks to eliminate child labour and transform the lives of child labourers, their families and communities for their self-worth, empowerment and development.

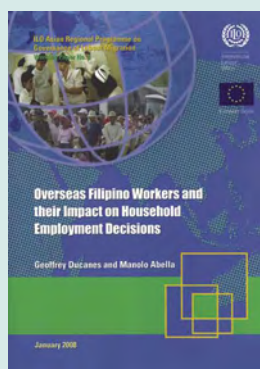
Section 12-D (4-a) of Republic Act No. 9231 prohibits the engagement of children in the worst forms of child labour. Enacted into law on 26 July 2004, R.A. No. 9231 provides for the elimination of the worst forms of child labour (WFCL) and specifies stronger protection for the working child – a direct implementation of ILO Convention No. 182 (Worst Forms of Child Labour Convention of 1999), which provides special protection to children against child abuse, exploitation and discrimination.

Efforts toward eliminating child labour in deep-sea fishing are being sustained through covenant signing between local governments and fishing vessel operators, increased monitoring and surveillance at departure areas, multi-sectoral involvement, and enforcement of laws against child labour.



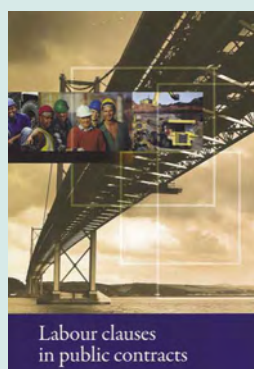
A former child labourer in the fishing industry. (Photo by ILO-IPEC)

## MUST READS



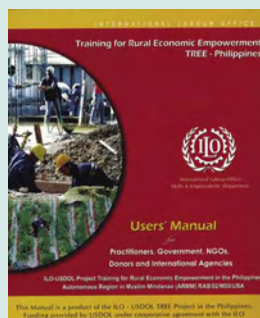
### Overseas filipino workers and their impact on household employment decisions

This short paper looks into commonly held belief that migration had no significant impact on poverty because only the rich are able to migrate. It provides a brief review of recent studies and profile Overseas Filipino Workers including impact of their remittances.



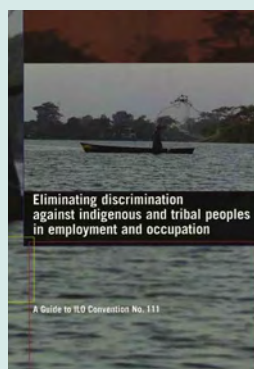
### Labour clauses in public contracts International Labour Conference

The Labour Clauses (Public Contracts) Convention, 1949 (No. 94) and Recommendation (No. 84) are often largely misunderstood. The book features requirements of ILO standards on public procurement and reviews national laws and practice. It presents recent developments in the public procurement sector.



### Training for rural economic empowerment: User's manual

The manual is a guide for organizing skills development programmes in rural areas. It covers the use of integrated tools: rapid community assessment, generation and design of training proposals and development of transition enterprise plans based on ILO experience of supporting and empowering 80 communities in Mindanao.



### Eliminating discrimination against indigenous and tribal peoples in employment and occupation

This guide, part of a broader effort by the ILO to support the development and implementation of national laws and policies guided by international labour and human rights standards, is intended to serve indigenous peoples and their representatives as a source of information and a tool for engaging with policy and decision makers.