



15-Point Labor Agenda

**Presentation by the Philippine
Trade Unions**

13 December 2022



1 Fully realize freedom of association & workers' right to security of tenure

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1.1 End all forms of contractualization of labor and non-standard employment as these are obstacles to freedom of association

- ⚙️ Legislate a security of tenure law that effectively ends all forms of contractualization & non-standard employment in both the private and public sector
- ⚙️ Regularize all contractual, job order (JO) & contract of service (COS) positions in government, including barangay health workers

1 Fully realize freedom of association & workers' right to security of tenure

1.2 Implement the conclusions of ILO CAS in the June 2019 ILC, recommendations of CEACR, report of the ILO Convention 87 virtual exchanges in September 2021, & succeeding observations/comments from ILO supervisory bodies on the Convention

- ⚙️ Adopt & implement effective measures to prevent violence in relation to the exercise of workers' legitimate activities
- ⚙️ Immediately & effectively undertake investigations into the allegations of violence in relation to members of workers' organizations

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1.2 Implement the conclusions of ILO CAS in the June 2019 ILC, recommendations of CEACR, report of the ILO Convention 87 virtual exchanges in September 2021, & succeeding observations/comments from ILO supervisory bodies on the Convention

- ⚙ Operationalize the mechanisms that enforce freedom of association in monitoring bodies with trade union representation, including providing adequate resources
- ⚙ Ensure that all workers without distinction are able to form & join organizations of their choosing, including Job Order & Contract of Service workers in the public sector
- ⚙ Accept a High-Level Tripartite Mission as soon as possible, including its follow up activities

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1.3 Push for & support the enactment of laws & policies that address the legislative issues raised by CEACR

- ⚙ Amend provisions of the Labor Code & Revised Penal Code to ensure that penalties of imprisonment (involving compulsory labor) cannot be imposed on persons peacefully participating in strikes
- ⚙ Pass a law on public sector labor relations that strengthens unionization & ensures full trade union rights of workers in the public sector

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1.3 Push for & support the enactment of laws & policies that address the legislative issues raised by CEACR

- ⚙ Pass a law that recognizes the right to self-organization & right to join and assist labor organizations of migrants aliens, particularly domestic workers with or without a valid working permit
- ⚙ Adopt and implement measures to ensure that the implementation of ATL do not restrict legitimate trade union activities & rescind Executive Order No. 70 which created the NTF-ELCAC as its operationalization restricts legitimate trade union activities

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1.4 Immediately craft with the involvement of trade unions the implementing rules and regulations of the Labor Education Act of 2021

- ⚙ Full implementation of the Labor Education Act which will integrate labor rights in the education curriculum and the involvement of trade unions in the crafting of the implementing rules and regulations

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- 1.5** Issue a DOLE Labor Advisory or a joint DOLE-Bangko Sentral ng Pilipinas circular that waives the requirement of registration with the Securities and Exchange Commission (SEC) before trade unions can conduct any bank transactions
- 1.6** Pass the Bangsamoro Labor and Employment Code and the Bangsamoro Labor Justice Administration Act



2 Strengthen & expand collective bargaining

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- 2.1** Implement mandatory Sole and Exclusive Bargaining Agent (SEBA) recognition for the purpose of collective bargaining of a trade union that has acquired a union membership that comprises a simple majority (50% + 1) of the bargaining unit
- 2.2** Promote multi-employer bargaining & industry bargaining
- 2.3** Promote the rights of workers & operators in the informal sector to collectively engage in negotiations with government entities, business enterprises, & other actors through (the establishment of) bargaining forums



3 Strengthen wage policies, especially for the low-wage sectors

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- 3.1** Adopt a national minimum wage for both the agricultural & non-agricultural sectors
- 3.2** Immediately create an independent national body to set the national minimum wage before abolishing the Regional Tripartite Wage and Productivity Boards (RTWPBs)
- 3.3** Set the minimum wage to a living wage

3 Strengthen wage policies, especially for the low-wage sectors

3.4 Address the pay inequities and equalize the salaries in the public sector

- ⚙ Equalize the salaries between national and locally employed government workers
- ⚙ Address the pay inequities and wage distortion brought about by the adoption of the Compensation and Position Classification System



4

Implement universal & adequate social security & (contributory & non-contributory) social protection for all

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4.1 Conduct a study that explores ways to increase the pension of retirees and the number of retirees receiving pension

- ⚙ Increase the minimum level of support for the poorest-aged individuals
- ⚙ Increase coverage of employees in occupational pension schemes, setting aside funds in the public system for the future
- ⚙ Introduce non-cash out options for retirement plan (proceeds to be preserved for retirement purposes)
- ⚙ Improve the governance requirements for the private pension system

4

Implement universal & adequate social security & (contributory & non-contributory) social protection for all

4.2 Establish & maintain a nationally defined social protection floor that provides essential health care & basic income security for all & takes into account the ILO Social Protection Floor Recommendation 202

- ⚙ Increase government spending on health
- ⚙ Fully fund & expand the coverage universal health care
- ⚙ Invest in human & physical resources to improve the quality of public health care system that is accessible to all
- ⚙ Expand unemployment insurance

4 Implement universal & adequate social security & (contributory & non-contributory) social protection for all

4.3 Roll out a massive public employment program which includes climate jobs

- ⚙ Roll-out a massive public employment program called Unemployment Subsidy and Work Assistance Guarantee (USWAG)
- ⚙ Enhance the DOLE's TUPAD program by increasing the number of workdays & by not limiting jobs to temporary & non-quality jobs & ensuring social protection for workers
- ⚙ Ensure that the implementation of USWAG & TUPAD is depolitized, & unions are involved in providing access to & in the implementation & monitoring of the program

4 Implement universal & adequate social security & (contributory & non-contributory) social protection for all

4.4 Strengthen occupational safety & health (OSH) in workplaces both in the private & in the public sector

- ⚙ Revive & continue the deputization of trade unions as OSH inspectors
- ⚙ Make OSH Committees in all workplaces, including in the public sector, fully functional

4 Implement universal & adequate social security & (contributory & non-contributory) social protection for all

4.4 Strengthen occupational safety and health (OSH) in workplaces both in the private & in the public sector

- ⚙ For the public sector, enact a law or regulation similar to Republic Act No. 11058 which recognizes workers' right to refuse work "without threat of reprisal from the employer" in case an imminent danger exists in the workplace that may result in "illness, injury or death"
- ⚙ Strengthen enforcement of the Joint Memorandum Circular No. 1, Series 2020, of the CSC, DOH & DOLE on OSH Standards in the Public Sector



5 Ensure quality public services (health, education, housing, water, power/energy, transportation)

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5.1 Stop the privatization of healthcare & other public services

- ⚙ Stop privatization in all its forms, including the privatization of local water districts/utilities and corporatization of electric cooperatives
- ⚙ Denounce all plans & intentions of the current leadership at rightsizing government & demand a thorough review of the work performed by JO & COS workers

5 Ensure quality public services (health, education, housing, water, power/energy, transportation)

5.2 Establish the country's own Center for Disease Control (CDC)

5.3 Implement an inclusive & quality education for all & lifelong learning for the full development of people's capabilities

⚙️ Ensure adequate funding for education

5.4 Improve teachers' compensation and working conditions (both public and private)

5.5 Ensure decent work for civilian employees in the military and uniformed government agencies

5 Ensure quality public services (health, education, housing, water, power/energy, transportation)

5.6 Reform the public transportation system by implementing & strengthening active transportation system & institutionalizing (proper) service contracting

- ⚙️ Strengthen an active transportation system
- ⚙️ Institutionalize proper, fair, & decent service contracting



6

Protect & support enterprises & workers in the informal sector



Protect & support enterprises & workers in the informal sector

- 6.1** Accelerate the transition of workers and operators in the informal sector, including in BARMM, in the context of ILO Recommendation 204
- 6.2** Promote & support the development of Social & Solidarity Economy (SSEs), including green SSEs
- 6.3** Build the capacity of informal enterprises to progressively implement occupational safety & health measures in the context of ILO Convention 187



Protect & support enterprises & workers in the informal sector

6.4 Strengthen social protection policies & measures for workers in the informal sector and the working poor, with distinction between contributory and non-contributory programs

- ⚙️ Institute measures providing for government's counterpart in the social security contributions of voluntary members from the informal sector & the working poor
- ⚙️ Extend the coverage of the Expanded Maternity Leave Law to other workers in the informal sector



7

Achieve gender equality & empower all women and girls & the LGBTQI+ community

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- 7.1** Close the gender pay gap
- 7.2** Recognize unpaid care work as work & implement policies that allow greater participation of both men & women in care work
- 7.3** Ratify ILO C190 on ending gender-based violence in the world of work
- 7.4** Continuously strengthen legal frameworks & policies aimed at ending violence against women & girls & combat attempts to roll back gains
- 7.5** Pass the SOGIESC Equality Act



8

Adopt & implement a resilient, equitable & sustainable development path for communities by integrating climate change & peace & resilience measures into national policies, strategies, and planning

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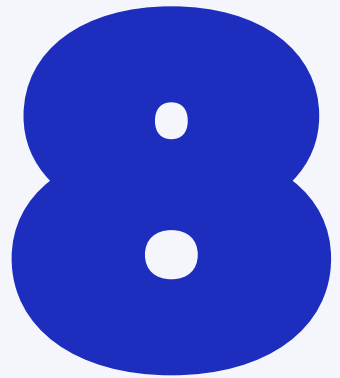
Adopt & implement a resilient, equitable & sustainable development path for communities by integrating climate change & peace & resilience measures into national policies, strategies, and planning

- 8.1** Integrate green & climate lens in job-rich recovery efforts & support the generation of climate jobs
- 8.2** Involve trade unions & worker organizations in climate change & climate justice policymaking & in developing plans of action
- 8.3** Adopt ILO's framework on just transition & the Just Transition Guidelines

8

Adopt & implement a resilient, equitable & sustainable development path for communities by integrating climate change & peace & resilience measures into national policies, strategies, and planning

- 8.4** Adopt a holistic & inclusive approach in disaster response and risk mitigation
- 8.5** Advance energy democracy in the country by strengthening public control over the power industry by amending EPIRA law to lower electricity rates, ensure the state's role in planning, power generation & distribution & defend electric cooperatives against any form of corporatization



Adopt & implement a resilient, equitable & sustainable development path for communities by integrating climate change & peace & resilience measures into national policies, strategies, and planning

- 8.6** Integrate the guiding principles of ILO Recommendation No. 205 (Employment and Decent Work for Peace and Resilience) in all measures taken by the government to generate employment & decent work for the purposes of prevention, recovery, peace & resilience with respect to crisis situations arising from conflicts and disasters



Protect the rights & ensure the well-being of overseas Filipino workers (OFWs), including undocumented workers



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- 9.1** Strengthen & safeguard the rights of migrant workers, especially when countries undertake legislative reviews on areas of labor laws & regulations to (re)balance between the need for promoting employment creation & safeguarding workers' rights
- 9. 2** Support & protect displaced & returning overseas Filipino workers as well as those deployed abroad



Protect the rights & ensure the well-being of overseas Filipino workers (OFWs), including undocumented workers

- 9.3** Fully implement the One Country Team Approach (OCTA) in all destination countries
- 9.4** Adopt a deployment cap of healthcare workers & other measures to maintain the smooth functioning of our healthcare system especially during a health crisis



10 Adopt & implement a sustainable industrial policy that combines economic upgrading and social upgrading

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- 10.1** Establish a high level commission with trade union participation that is tasked to craft a national industrial policy
- 10.2** Modernize & revitalize the agricultural sector & strengthen its links with industry
- 10.3** Implement & complete a comprehensive & genuine agrarian reform program

10 Adopt & implement a sustainable industrial policy that combines economic upgrading and social upgrading

- 10.4** Strengthen the chemicals & pharmaceuticals industry
- 10.5** Develop a comprehensive mining strategy in light of the shift towards renewable & green energy
- 10.6** Link the government's infrastructure program with a comprehensive development plan
- 10.7** Provide financial & technical support to MSMEs



11 Tax wealth of the super-rich to fund universal social protection & economic recovery

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11.1 Support the wealth tax proposed by NAGKAISA & the Third World Network



12 Strengthen & deepen social dialogue

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- 12.1** Institutionalize labor representation & voice in public institutions & implement meaningful social dialogue
- 12.2** Institutionalize social dialogue in the civil service including in all its branches, subdivisions, instrumentalities, & agencies



13

Adopt policies and measures aimed at protecting workers in the digital economy & those that perform work remotely using digital tools & platforms

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- 13.1** Develop a Charter of Rights for platform workers and pass a law that protect the rights of freelance workers & other workers in the digital economy
- 13.2** Combat bogus self-employment & misclassification of workers as independent contractors by providing in law an assumption of employment relationship based on the element of control between platform workers & the platform company
- 13.3** Provide social protection to workers engaged in digital labor platforms



14 Agenda for the future of work, workers, & workers' power

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Adopt ILO's "human-centred agenda" for the future of work that strengthens the social contract by placing people and the work they do at the centre of economic & social policy and business practice

- 14.1** Create a high-level Commission on the Future of Work with permanent trade union representation
- 14.2** Reskill workers & invest in life-long learning ecosystems to address issues of future skills needs & how to build skills systems that prepare workers in the face of shocks & rapid automation & digitalization of work

14 Agenda for the future of work, workers, & workers' power

Adopt ILO's "human-centred agenda" for the future of work that strengthens the social contract by placing people and the work they do at the centre of economic & social policy and business practice

- 14.3** Ensure that the use of technology supports decent work & any technological advances adopted by establishments in both public & private sectors follow a "human-in-command approach"
- 14.4** Make long-term investments in social & welfare services
(See Agenda 5, 6, 7, 8, 10, 12, & 14)

14 Agenda for the future of work, workers, & workers' power

Adopt ILO's "human-centred agenda" for the future of work that strengthens the social contract by placing people and the work they do at the centre of economic & social policy and business practice

- 14.5** Increase investment in public employment services, including in the development of digital services (See Agenda 5.2)
- 14.6** Strengthen the focus on green jobs & sustainability & sustain the momentum towards improved environmental outcomes

⚙ Labor Agenda 9



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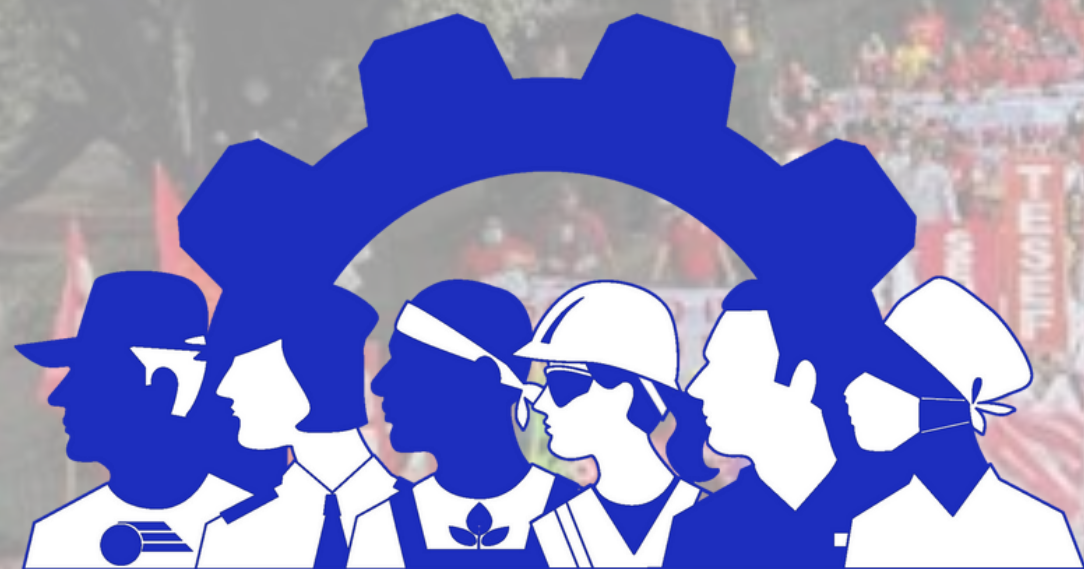
Assert the Philippines' sovereignty in the West Philippine Sea & ensure the demilitarization in the area

15 Assert the Philippines' sovereignty in the West Philippine Sea & ensure the demilitarization in the area

15.1 Assert the country's sovereignty over the West Philippine Sea

- ⚙ Full implementation, including the establishment of regional-based Industry Tripartite Council, & monitoring & compliance of labor standards, working & living conditions, & other protections accorded to fishers on board fishing vessels engaged in commercial fishing operations, as provided in DO No. 156, Series of 2016

15.2 Ratify the Treaty on the Prohibition of Nuclear Weapons



15-Point Labor Agenda

Maraming Salamat!