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Message at the Bipartite mechanisms at enterprise level consultation with workers' and employers' organizations

By Mr Khalid Hassan, Director, International Labour Organization (ILO) Country Office for the Philippines, 29 April 2025, Quezon City, Philippines

- Executive Director Cancio (kan-sho) and officials of the National Conciliation and Mediation Board (NCMB);
- Partners from workers, employers' organizations and management associations;
- Colleagues;
- Ladies and gentlemen,
magandang umaga!

It is a pleasure to have workers, employers' organizations and management associations here. We commend the National Conciliation and Mediation Board (NCMB) for their efforts to foster industrial peace through workplace consultations and cooperation to:

- improve relationships,
- facilitate non-adversarial dispute settlements, and

- ▶ provide mediation services to prevent conflicts from becoming complex labour disputes.

The world of work faces many challenges, including poverty, rising inequalities, social exclusion, and growing distrust in institutions. We also face complex transformations driven by technological advancements, demographic shifts, climate change, and globalization. Comprehensive policies are crucial to address these issues. Such policies must be people-centric, inclusive, and reflect the voices of all stakeholders.

The International Labour Organization (ILO) firmly believes that social dialogue is a vital tool. Robust social dialogue mechanisms ensure inclusive policymaking that leaves no one behind.

ILO initiatives consistently emphasize the importance of social dialogue. The ILO's Global Coalition for Social Justice has highlighted its role in promoting decent work and achieving the Sustainable Development Goals (SDGs).

While subsequent sessions will delve deeper into the many facets of social dialogue, I wish to emphasize that it is not only essential but inevitable in the world of work. Moreover, social dialogue must occur not only among stakeholders but also within institutions themselves—what I refer to as "dialogue within and dialogue with." The former implies the need for inclusivity and democratic participation within institutions or organizations, ensuring the representation of women, youth, and other underrepresented groups. The latter emphasizes engagement with external partners and stakeholders.

Social dialogue is indispensable to address climate change, growing inequality, technological disruption, and the need for workforce upskilling. It fosters a shared vision among all parties, and when collectively owned, we are one step closer to realizing it.

Today's consultation focuses on bipartite mechanisms for workplace cooperation and consultation as well as grievance handling at the enterprise level. It is an opportunity to discuss key industrial relations challenges and build a shared understanding of

workplace consultations, cooperation arrangements, and collective bargaining as industrial relations tools.

Effective workplace consultation and cooperation mechanisms foster enterprise growth, productivity and decent work.

As of 2024, according to NCMB, there are 5,516 LMCs and 5,743 grievance machineries established at the company/enterprise level. Compared to 2023, these show 6.8 per cent and 7.3 per cent increase in LMCs and GMs, respectively. This is commendable given the intricacies and efforts required to organize such mechanisms. The NCMB data shows that companies with these mechanisms have effectively resolve labour conflicts at bipartite level. However, considering the country's large-scale private sector, the companies that constituted LMCs, and grievance mechanisms remain low.

As such, the ILO and NCMB are looking forward to this opportunity to consult and understand

- ▶ the perspectives and experiences of trade unions, employers' organizations, and management associations
- ▶ the practices and challenges that persist in implementing and sustaining these enterprise-level mechanisms.

We hope that this consultation builds a shared understanding and propose follow-up initiatives to strengthen workplace consultation and cooperation mechanisms for enterprise growth, productivity and decent work.

We are optimistic on the constructive and open exchange. We welcome your views, suggestions and recommendations on how and where we can work together to better promote and implement these mechanisms.

Rest assured of ILO's continued support towards vibrant industrial relations to promote decent work and advance social justice, leaving no one behind.

I wish you all a successful event!