

Module 1

Fundamentals of human rights, International Labour Standards, and freedom of association



Module 1



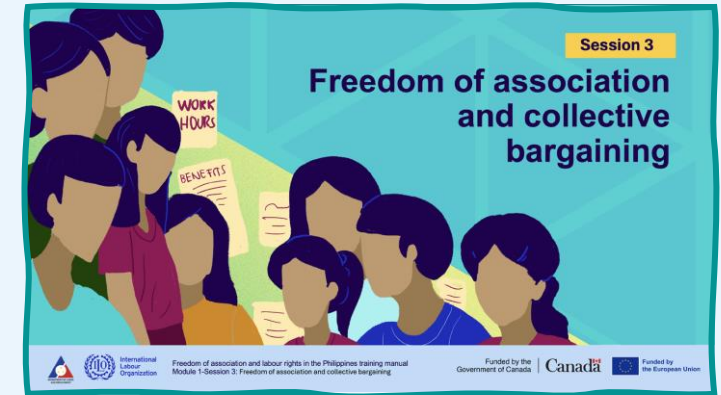
Session 1:

Human rights, labour rights, and democracy



Session 2:

International Labour Standards and the International Labour Organization



Session 3:

Freedom of association and collective bargaining

Session 1

Human rights, labour rights and democracy



Session snapshot



Session 1

Session 1 introduces the core link between **human rights, labour rights, and democracy**. It explains that labour rights are human rights, and shows how **freedom of association and the right to organise strengthen democracy**. The session wraps up by highlighting the **vital role unions play** in defending these rights. While mainly lecture-based, it encourages active participation throughout.



Estimated
duration:
60 minutes



Required materials:
**None except for usual
presentation
equipment and
accessories**





Facilitator's guide points

Facilitator's guide points



1. Start the session after the opening exercise (Activity M1-1) and share the session overview.



2. Present the specific learning objectives for participant guidance.



3. Use the Session Proper notes and adapt sub-topics based on your audience.





Cover at minimum:

- a. Key Principles and Concepts on Human Rights
- b. Why Labour Rights are Human Rights
- c. How Labour Rights link with Democracy
- d. Role of Trade Unions in exercising Labour and Human Rights



4. Keep Key Learning Points in mind for clear and consistent messaging.





5. Show optional video presentations if needed.



6. Engage participants for perspectives and reflections throughout.



7. End with the recap exercise to consolidate learning.





Learning ojectives

Learning Objectives

Introduce key principles and concepts of human rights

Identify core international human rights standards related to labour rights and FOA

Understand the link between human rights, democracy, and labour rights

Reflect on the role of trade unions in advancing FOA and other labour rights



Definition of key terms

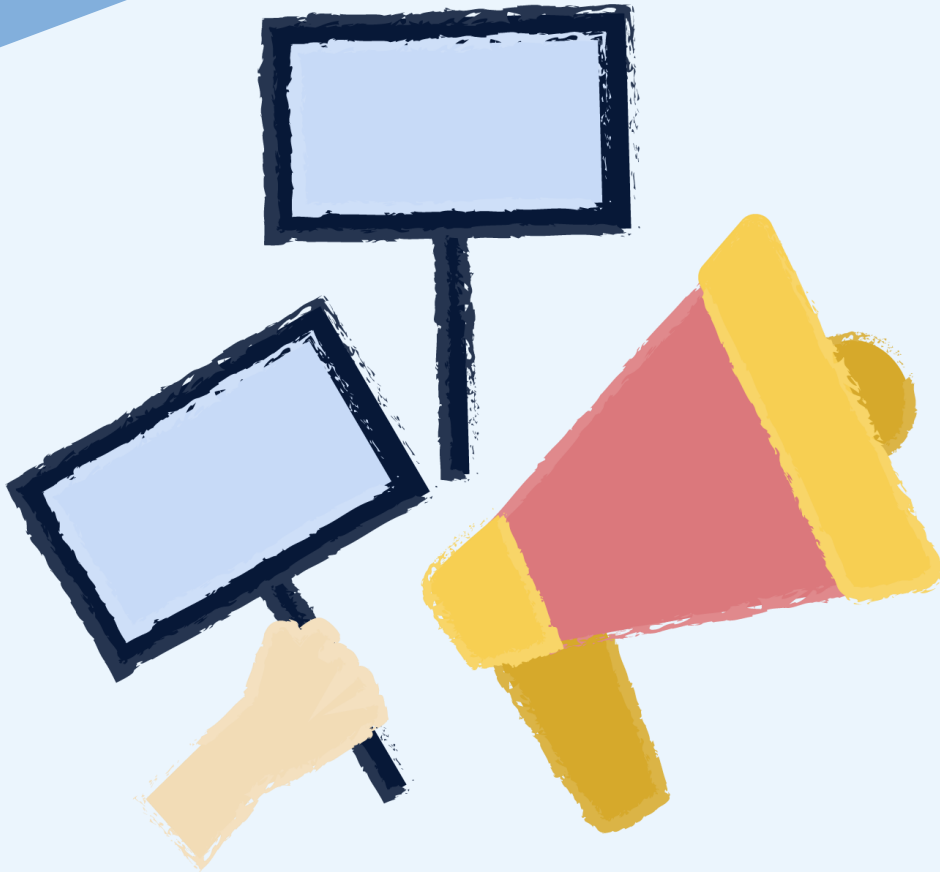


Civil society

refers to voluntary civic and social organizations—such as NGOs, charities, community groups, trade unions, and advocacy groups—that operate independently from the state and market, forming the foundation of a democratic society.

Freedom of expression

The freedom to express views in print and other media, and to receive as well as communicate ideas; referred to in the UDHR (Art. 18 and 19)





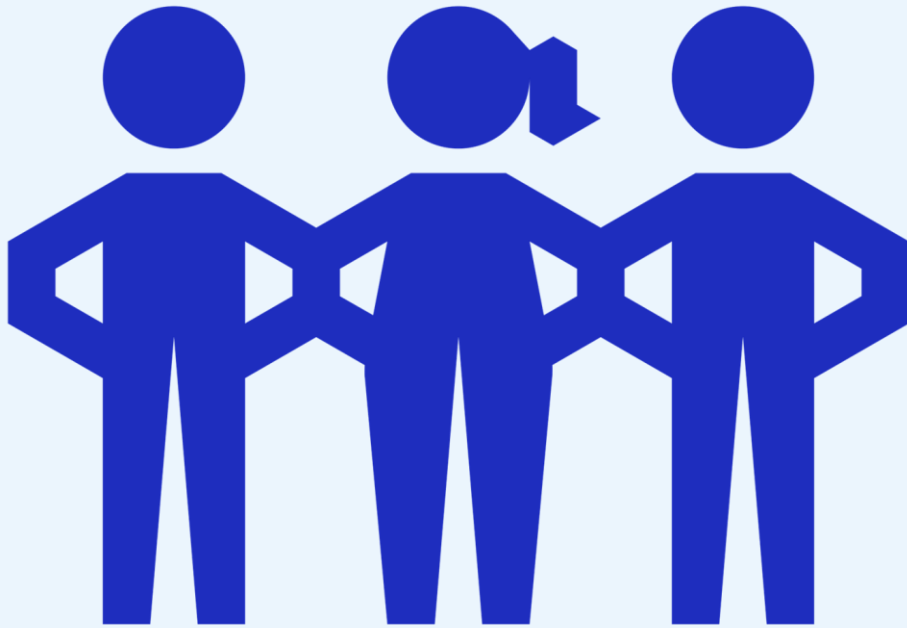
Human rights

Rights that universally belong to all human beings; indivisible, inalienable and universal and respect the equality and dignity of each individual



Labour rights / workers' rights

are workplace-related human rights, including freedom of association, the right to organize, non-discrimination, occupational safety, and decent work.



Trade unions

Independent organizations formed by workers representing the interests of its members and negotiating for better terms and conditions at work on their behalf



Key learning points



Human rights are universal, inalienable, indivisible and interdependent.

All human beings have human rights regardless of their sex, gender, age, disability, economic status, ethnicity, migrant status and other bases of identities.



Labour rights are human rights.

Protecting, respecting and fulfilling labour rights are essential to the enjoyment of other human rights.

Democracy matters
for the free and
effective exercise of
labour rights and other
human rights.



Exercising labour rights and other human rights contributes **to deepening democracy** and making development work for the people.





Trade unions and the labour movement have historically been **pivotal to the improvement of democratic conditions** for the free and exercise of labour rights and human rights.

Its role continues to be as important, especially in the **context of democratic backsliding and systematic attacks** against rights advocates.





Activity

Instructions



International
Labour
Organization

Consolidated training manual on freedom association and labour rights in the Philippines
Module 1-Session 1: Human rights, labour rights, and democracy

Funded by the
Government of Canada

Canada



Funded by
the European Union



Activity M1-1. Human and labour rights dominoes



Methodology

Just like in real-life dominoes, the Human Rights Dominoes aim for participants to match a term or concept on one card with its right definition on another card. This exercise will enable participants to test their memory and understanding of key terms and concepts related to human rights, including labour rights.

Activity M1-1. Human and labour rights dominoes



Timing

Just like in real-life dominoes, the Human Rights Dominoes aim for participants to match a term or concept on one card with its right definition on another card. This exercise will enable participants to test their memory and understanding of key terms and concepts related to human rights, including labour rights.

Activity M1-1. Human and labour rights dominoes



Mechanics

1. Divide the participants into groups, preferably in even and moderate sizes (e.g. if there are 40 participants, five groups with eight participants in each can be formed).
2. Distribute the printed color-coded domino cards to the groups, reminding them to first put the cards face-down.
3. Give the key instruction for them to match a term on one card with its definition or explanation on another card. If all terms and concepts match their right definitions or explanations, a full rectangle must be formed. Otherwise, there is a mismatch among the domino pieces.

Activity M1-1. Human and labour rights dominoes



Mechanics

4. Inform them they have 10 minutes to complete the dominoes to the extent possible. The first group to finish its dominoes on or before the time limit should shout: “Human rights!”
5. Check not just the completeness of the dominoes but the correctness of the matched terms and definitions. Recognize the group to finish their dominoes first and correctly match the terms and definitions.

Activity M1-1. Human and labour rights dominoes



Mechanics

6. Facilitate a quick sharing of insights among participants into which cards they relatively had difficulty looking for the right match. Follow this up with a synthesis and smooth transition to the first topic.



Materials

Printed domino cards (*see next pages; number of copies depends on number of groups to be formed*)

NOTE: Cut the tiles horizontally. Best to produce copies in a more durable form so they can be used multiple times over.

Activity M1-1. Human and labour rights dominoes

Notes on adaptation to online session

This activity is possible to be conducted online, although with more technical and practical preparations (e.g. using Zoom, Google Meet or Google Classroom). For instance, the sets of domino cards can be compiled in separate online slides accessible by participants (e.g. Microsoft PowerPoint), ensuring they are arranged randomly across the slides. The participants then arrange them following the same mechanics for in-person activity, although this time they are grouped in online breakout rooms.



Session proper

Session 1



Key principles and concepts on human rights



Who decides what are international human rights?



Why labour rights are human rights?

Session 1



Different rights at work are incorporated in human rights instruments



How labour rights are interdependent with democracy



Role of trade unions and labour movement in the exercise of labour and human rights

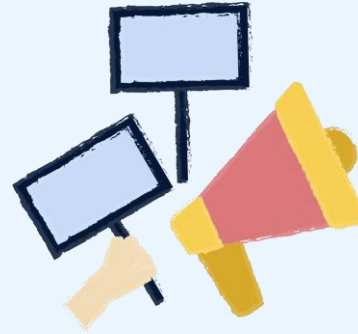
Key principles and concepts on human rights



Key principles and concepts of human rights



- ▶ Human rights are **universal standards of human behaviour** to which we are all inherently entitled to and bound by simply because we are all human beings.



- ▶ They are meant to **protect the freedom and dignity of a person** against more powerful state or corporate interests.



- ▶ They are **not a privilege granted by any State.**

The four basic principles of human rights



- **Universal**
- **Inalienable**

- **Indivisible**
- **Interdependent**

Who decides what are International Human Rights?



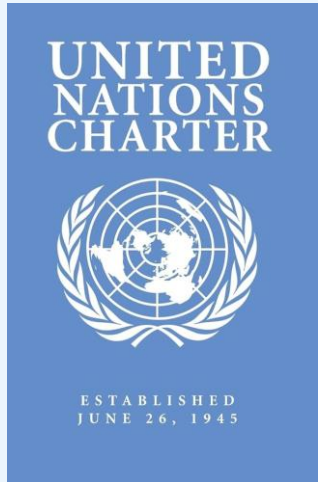
International Organizations



International
Labour
Organization

- International organizations, such as **the United Nations (UN)**, **the International Labour Organization (ILO)** and others, by adopting international human rights instruments

International Human Rights Instruments



**Constitutions and
Charters of the
Organization**



**Conventions and
Covenants, align with
Protocols**

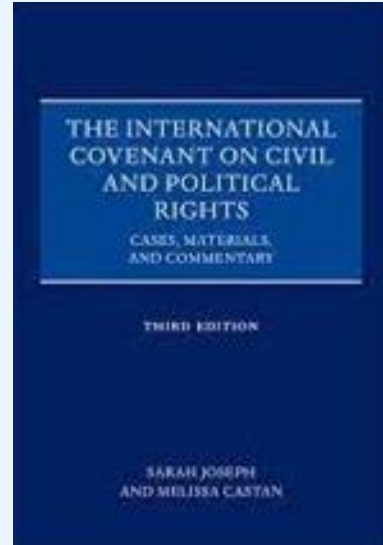


Declarations

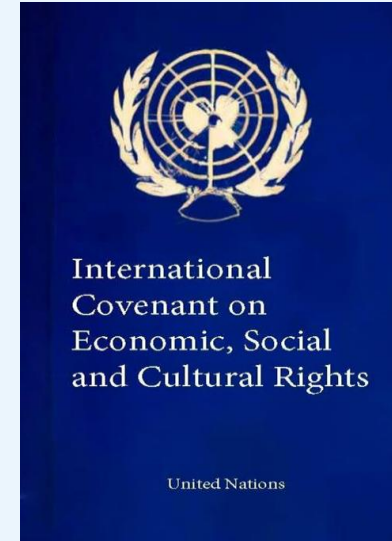
Core international Human Rights instruments



**Universal
Declaration of
Human Rights
(UDHR)**



**International
Covenant on Civil and
Political Rights
(ICCPR)**

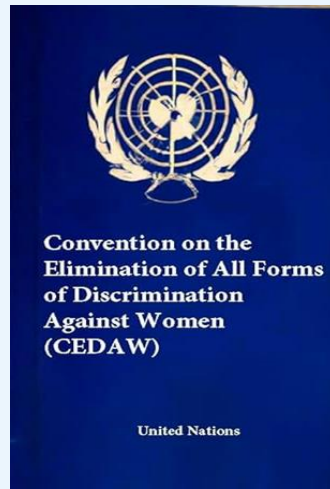


**International
Covenant on
Economic, Social
and Cultural Rights
(ICESCR)**



**Convention on
the Elimination of All
Forms of Racial
Discrimination (CERD)**

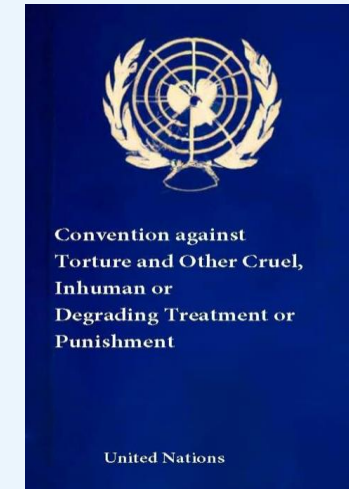
Core international Human Rights instruments



Convention on the Elimination of All Forms of Discrimination against Women (CEDAW)



Convention the Rights of the Child (CRC)



Convention against Torture and Other Cruel, Inhuman, or Degrading Treatment or Punishment ("Torture Convention")

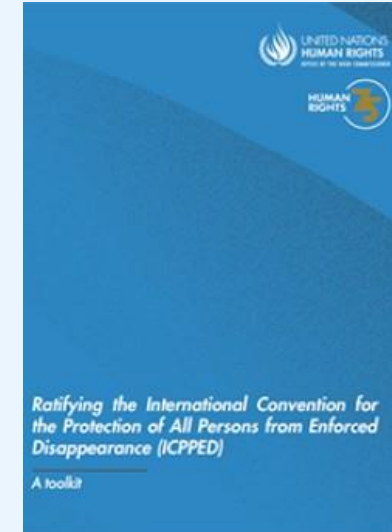
Core international Human Rights instruments



Convention on the Rights of Persons with Disabilities (CRPD)



International Convention on the Protection of the Rights of All Migrant Workers and Members of their Families (CMW)



International Convention for the Protection of All Persons from Enforced Disappearances (ICPPED)

Who decides what are International human rights?

These international human rights instruments collectively require States to **respect, protect and fulfill** human rights



Who decides what are International Human Rights?



Respect

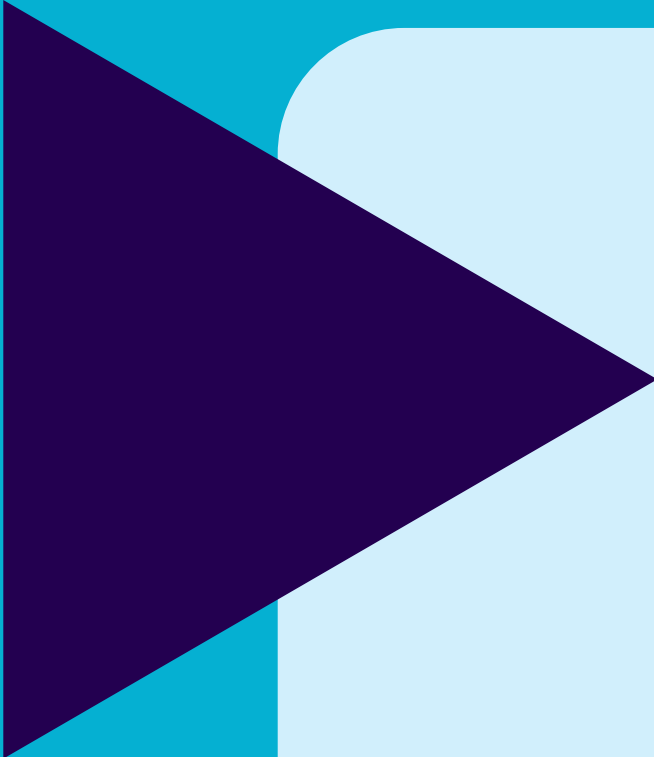
States are responsible for avoiding interfering with the enjoyment of human rights by anyone.

Protect

States are responsible for the prevention of violations of human rights.

Fulfill

States are responsible for taking appropriate measures in order to realize human rights.



Optional video presentations from Youtube

What are the universal human rights? by TED-Ed



Human rights In two minutes by Amnesty Ph



What are the
universal
human rights?
by United Nations



Why labour rights are human rights?



Labour rights as human rights



The **protection of rights at work is an integral part of human rights.**

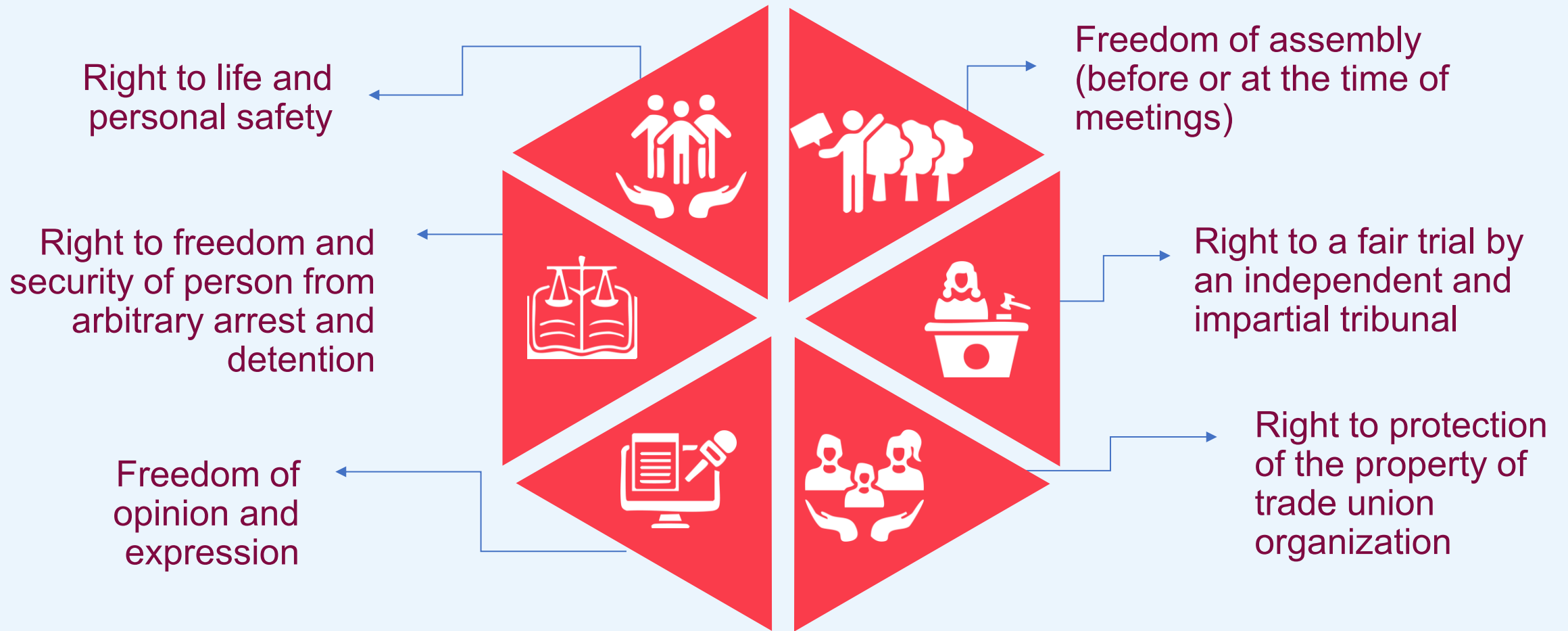


Labour rights are as essential to living life with dignity as any set of other human rights, and in fact serve to be supportive of achieving this different set of human rights.



Civil liberties are essential to exercising trade unions rights

What are included in civil liberties?



Different rights at work are incorporated in human rights Instruments



Universal declaration of human rights

Article 20

- Right to peaceful assembly and association
- No one forced to join an association
- Right to form/join trade unions

Article 23

- Right to work, free choice of employment, fair conditions
- Equal pay for equal work
- Fair pay ensuring dignity and social protection
- Right to form/join trade unions

Universal declaration of human rights

Article 24

- Right to rest, leisure, reasonable working hours, paid holidays

Article 25

- Right to an adequate standard of living, health, food, housing, social services, and security in times of need

International covenant on economic, social and cultural rights

Article 6

- Right to freely chosen work; States must protect this right.

Article 7

- Right to fair wages, safe conditions, equal promotion, rest, and paid holidays.

Article 8

- Right to form/join trade unions, strike, and union freedom, with lawful restrictions for armed forces and police; must respect ILO Convention.

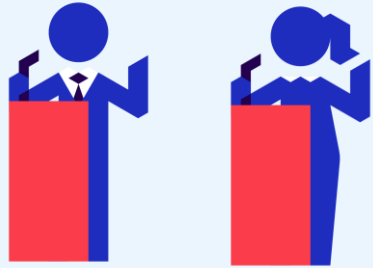
How labour rights are interdependent with democracy



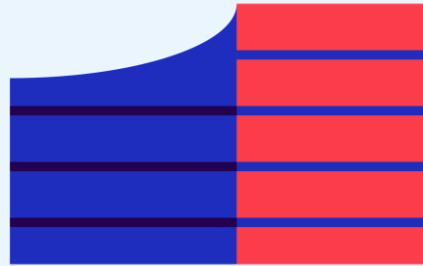


**Labour rights and
democracy are
interdependent
at all levels**

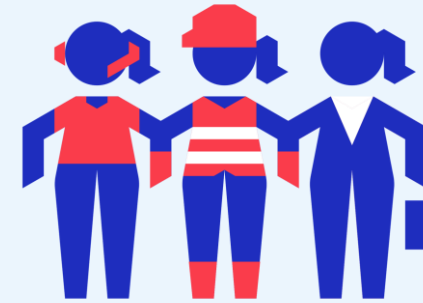
How Labour Rights are Interdependent with Democracy



- Democracy protects civil liberties and the rule of law, enabling labour rights like freedom of association.



- Exercising labour rights strengthens democratic institutions and processes.



- Union formation, collective bargaining, and worker participation deepen democracy through representation and accountability.

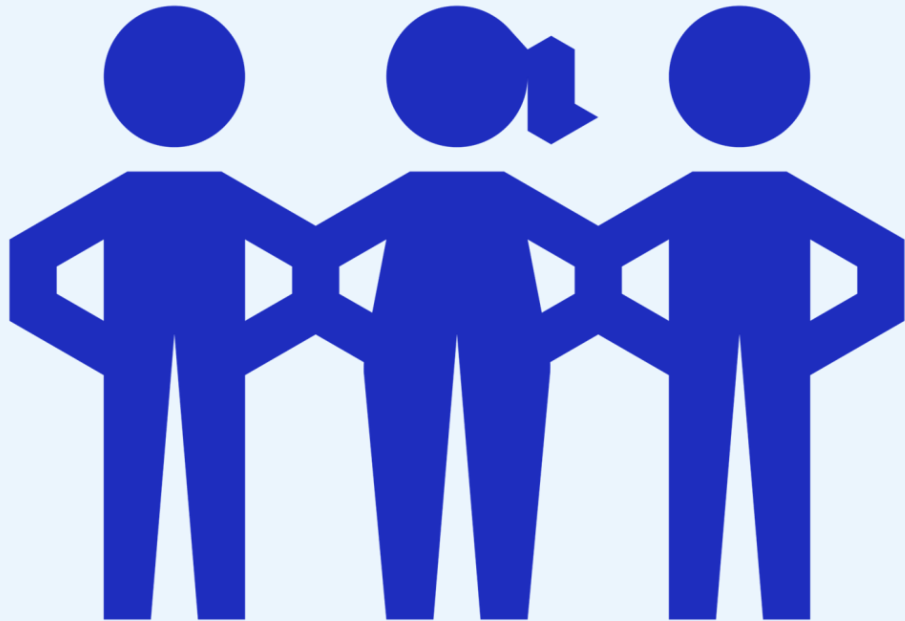
Role of trade unions and the labour movement in the exercise of labour and human rights



▶ Trade unions and the broader labour movement play a critical role in **the free and effective exercise of labour and human rights**



► Some specific **objectives of unionism**, at least in the workplace, are enumerated below.



- Promote and protect workers' rights
- Collectively bargain and negotiate with employers
- Ensure better employment terms and working conditions
- Provide mutual aid and solidarity to workers
- Express workers' concerns and grievances
- Cultivate industrial democracy

► There are various **programmatic areas** that labour unions can introduce and manage.



Organising
unions



Recruiting and
supporting
members



Holding fair
union
elections



Promoting labour rights
education (non-
discrimination, gender,
SOGIE,
multiculturalism)



Protecting
workers'
rights

► There are various **programmatic areas** that labour unions can introduce and manage.



Providing legal assistance



Negotiating collective agreements



Fostering labour-management cooperation



Engaging in political, policy, and legislative advocacy

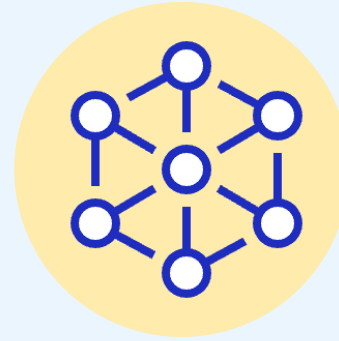
► In strengthening its role in deepening democratic workplaces and societies, **trade unions and the labour movement in general continue to face several challenges, including the following:**



- Blocking FOA and organising rights



- Barriers to union activities



- Interference in collective bargaining and self-organisation



- Restrictions on striking and peaceful assembly

▶ In strengthening its role in deepening democratic workplaces and societies, **trade unions and the labour movement in general continue to face several challenges, including the following:**



- Breaches of CBAs and stalled negotiations



- Discrimination, harassment, dismissal for union affiliation



- Withholding wages, benefits, and opportunities



- Non-regularisation due to union involvement

► In strengthening its role in deepening democratic workplaces and societies, **trade unions and the labour movement in general continue to face several challenges, including the following:**



- Management interference in union elections



- Violence, threats, and impunity against unionists



Recap exercises

1. Fill in the blanks:

**Human rights are universal,
inalienable, indivisible and**

2. Which of these international instruments DOES NOT form part of what are commonly referred to as the “International Bill of Rights”?

- a. Universal Declaration of Human Rights
- b. UN Convention on the Elimination of All Forms of Discrimination against Women (CEDAW)
- c. International Covenant on Economic, Social and Cultural Rights (ICESCR)

True or False

3. There is respect for human and labour rights under authoritarian contexts.

4. The right to life and personal safety, right to freedom and security of person from arbitrary arrest and detention, freedom of expression are collectively known as?

- a.** Basic privileges
- b.** Economic rights
- c.** Civil liberties

5. The international human rights instruments mandate States to carry out the following relative to human rights: respect, protect and _____.

- a. Fulfill
- b. Strengthen
- c. Enforce



Recap exercises

Answer keys

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