

Session 5

National enforcement and monitoring mechanisms on FOA and related labour and human rights



Session snapshot



► Session 5

- Deals with enforcement and monitoring mechanisms on exercising FOA and related labour and human rights;
- Consist of the national and regional tripartite monitoring bodies



Estimated
duration:
90 minutes



Required materials:
**Usual presentation equipment
and accessories**





Activity 1

Pick what you know
(3 minutes)

Pick what you know (3 minutes)



Mechanics

1. Each group will receive a set stickers and here in front we have 4 monitoring mechanisms that monitors not only violations of FOA, but also other labor and human rights.
2. Vote on the mechanisms that you are familiar with. Unlike sa COMELEC, dito you can put all your votes in one mechanism.
3. (Ask 1-2 participants why a particular monitoring mechanism is popular,
4. Ask 1 participant why a monitoring mechanism is least popular)



Facilitator's guide points

Facilitator's guide points

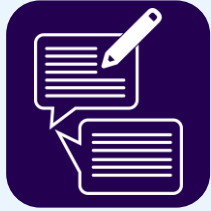


1. Introduce Session 5 by making transitory remarks jumping off from the previous session on the legal-regulatory framework in the exercise of FOA. Note that the laws, policies and other measures comprising the legal-regulatory framework for the right to organize and bargain collectively are only as good the mechanisms put in place to make sure that they are effectively enforced on various levels.



2. Deliver the session in a lecture manner, with a view to making the discussion as concise and straightforward as possible and reserving further exchanges on actual experiences, observations and insights during the sessions on human rights violations and remedies therefor.





3. Use the Discussion Notes as provided covering the:

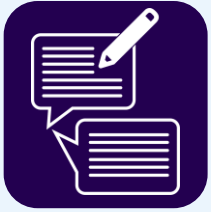
- a) National and Regional Tripartite Monitoring Bodies on FOA (NTIPC-MB and RTMBs)
- b) IAC on Extra-Legal Killings, Enforced Disappearances, Torture and Other Grave Violations of the Right to Life, Liberty and Security of Persons as created through A.O. 35, s. 2012 (AO-35 IAC)
- c) National Monitoring Mechanism
- d) IAC on the Protection of FOA and the Right to Organize of Workers (EO 23)



4. Be mindful of the Key Learning Points as internal guide on messaging.



Facilitator's guide points



5. Occasionally engage participants, including by asking them if they any questions or comments.



6. Conduct the recap exercise at the end of the session.





Learning objectives



- ▶ Identify the **key mechanisms for the enforcement and monitoring of the exercise of FOA** and related labour and human rights and understand their different functions and scope of operations/ jurisdiction



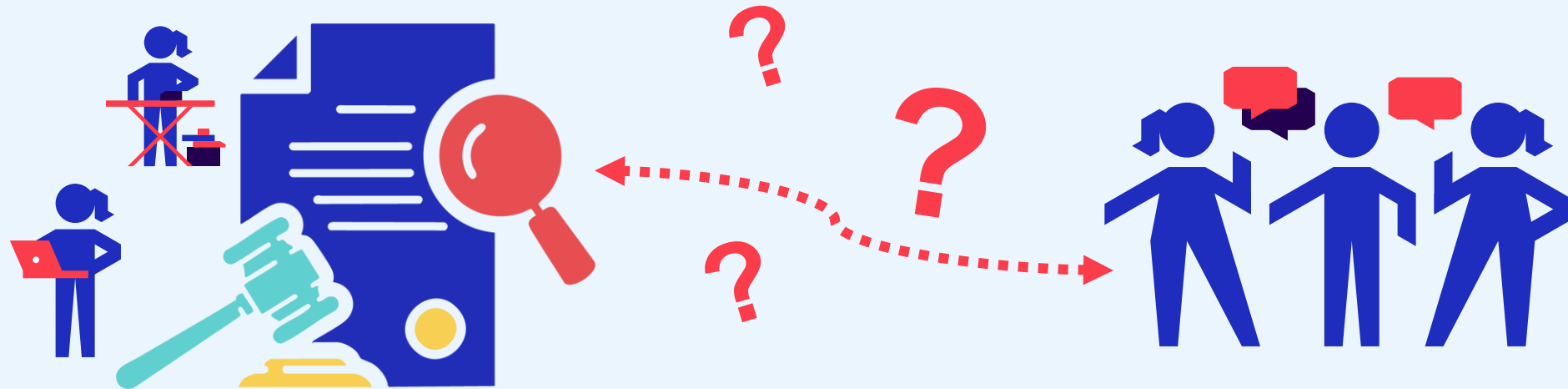
- ▶ Discuss some of the gaps in the structure, processes and/or overall **conduct** of the monitoring mechanisms



- ▶ Explore the **possible relationships or linkages between and among these enforcement and monitoring mechanisms on FOA** and related labour and human rights



Key learning points



The free and effective exercise of FOA and related labour and human rights is **not guaranteed solely by laws and policies.**



Institutional mechanisms and bodies are essential:

- ▶ to ensure the enforcement and monitor
- ▶ address surrounding issues and concerns at different levels of governance.



Effective monitoring ensures that FOA and other labour and human rights are not merely on paper .

- Institutional bodies are critical in protecting the enjoyment and free exercise of these rights;
- Monitoring mechanisms track violations, validate complaints, hold government or non-government actors accountable;
- We have a layered system of oversight and recourse.



Definition of key terms



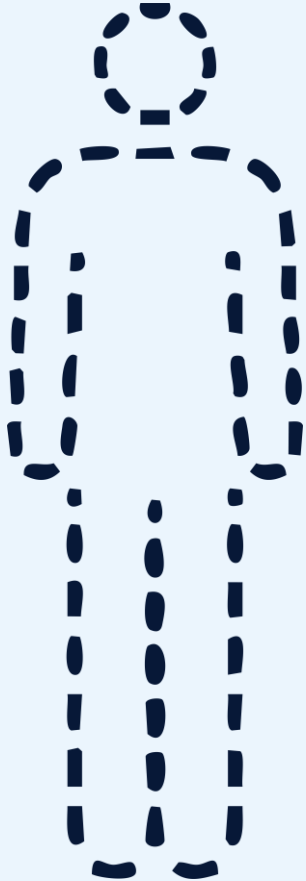
A.O. 35 cases

Cases of extra-legal killings, enforced or involuntary disappearances, torture, and other grave human rights violation cases, involving right to life, liberty and security of persons (A.O. 35)



Closed cases

A.O. 35 cases which, upon thorough review and final determination of the IAC, are denominated as “closed” because vital witnesses are no longer available and can no longer testify, or have already died, or for total lack of evidence, or where all possible suspects have already died (A.O. 35)



Enforced or involuntary disappearance

The arrest, detention, abduction or any other form of deprivation of liberty committed by agents of the State or by persons or groups of persons acting with the authorization, support or acquiescence of the State, followed by a refusal to acknowledge the deprivation of liberty or by concealment of the fate or whereabouts of the disappeared person, which places such person outside the protection of the law (*Sec. 3, R.A. 10353*)



Extralegal killings (extra-judicial killings)

Killings under these circumstances:

1. The victim was:

- ▶ a member of, affiliated with an organization, to include political, environmental, agrarian, labour, or similar causes
- ▶ an advocate of abovementioned causes
- ▶ a media practitioner
- ▶ a person apparently mistaken or identified to be so



Extralegal killings (extra-judicial killings)

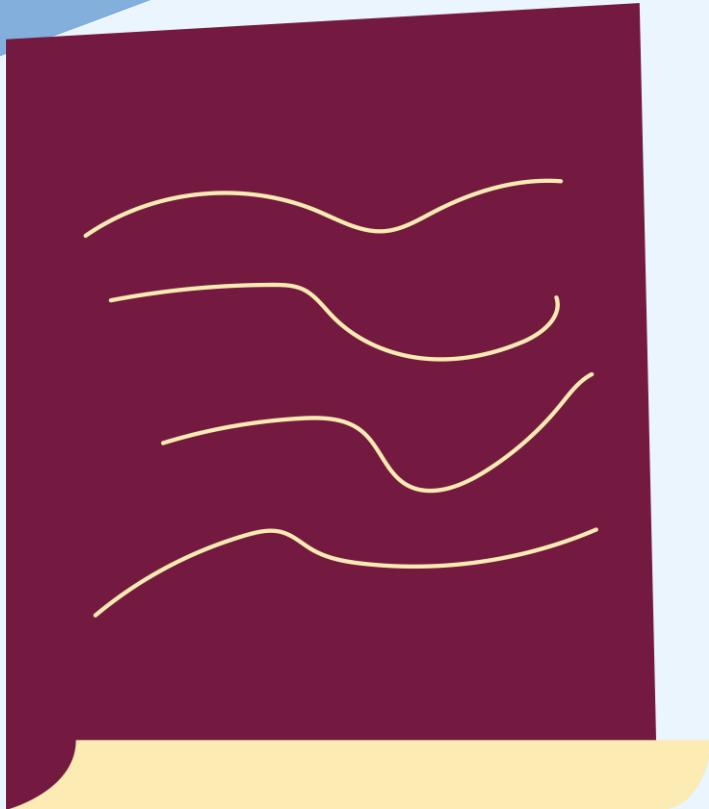
2. The victim was targeted and killed because of the actual or perceived membership, advocacy or profession
3. The perpetrator is a State agent or non-State agent
4. The method and circumstances of attack reveal a deliberate intent to kill (A.O. 35)

Nota bene: "ELKs" are 'killings committed without due process of law, i.e., without legal safeguards or judicial proceedings'. (Mison Case, G.R. No. 210759, G.R. No. 211403, G.R. No. 211590, June 23, 2015).



Law enforcement agency/unit

The PNP or the NBI, or any of its offices or sub-officers or other law enforcement agencies of the government ordered by competent authorities to investigate A.O. 35 cases and/or arrest those responsible (A.O. 35)



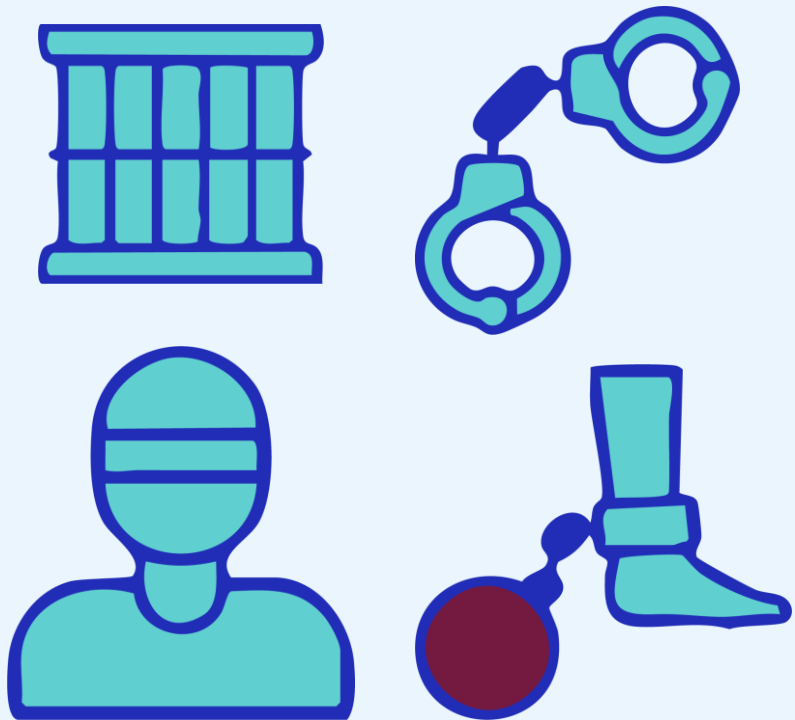
Red-tagging

G.R. No. 254753, Deduro v. Maj. Gen. Vinoya (July 4, 2023) refers to red-tagging as “a form of harassment and intimidation” as acknowledged by international organizations like the UN Human Rights Council. It is often associated with the practice of “vilification, “labelling,” or guilt by association.



State agent

A person who, by direct provision of law, popular election or appointment by competent authority takes part in the performance of public functions in the government, or who performs in the government or in any of its branches, public duties as an employee, agent or subordinate official, of any rank or class (A.O. 35)



Torture

An act by which severe pain or suffering, whether physical or mental, is intentionally inflicted on a person for such purposes as obtaining from him/her or a third person information or a confession; punishing him/her for an act he/she or a third person has committed or is suspected of having committed; or intimidating or coercing him/her or a third person; or for any reason based on discrimination of any kind, when such pain or suffering is inflicted by or at the instigation of or with the consent or acquiescence of a person in authority or agent of a person in authority (A.O. 35)



Unsolved cases

Incidents that were investigated by the PNP, NBI or the CHR **prior to 22 November 2012 that would have been treated as A.O. 35 cases but where no complaint for preliminary investigation was filed** with the National Prosecution Service (NPS) or the Office of the Ombudsman due to lack of sufficient evidence, or unwillingness or eyewitnesses to cooperate in the investigation or to give information, or for total lack of witnesses (A.O. 35)

Session proper

Session 5



The national and regional tripartite monitoring bodies on FOA



The Inter-agency committee (IAC) on extra-legal killings, enforced disappearances, torture and other grave violations of the right to life, liberty, and security of persons (AO 35)



The National Monitoring Mechanism (NMM)



The Inter-Agency Committee (IAC) for the protection of the freedom of association and right to organize of workers (EO 23)

The national and regional tripartite monitoring bodies on FOA

DOLE AO No. 2 Series of 2018 - Operational guidelines of the national and regional tripartite monitoring body on the application of International Labour Standards

- Covers conduct of verification, documentation, evidence and data gathering, and monitoring and processing information, reports, complaints, and cases involving the following:

Pending cases before the ILO

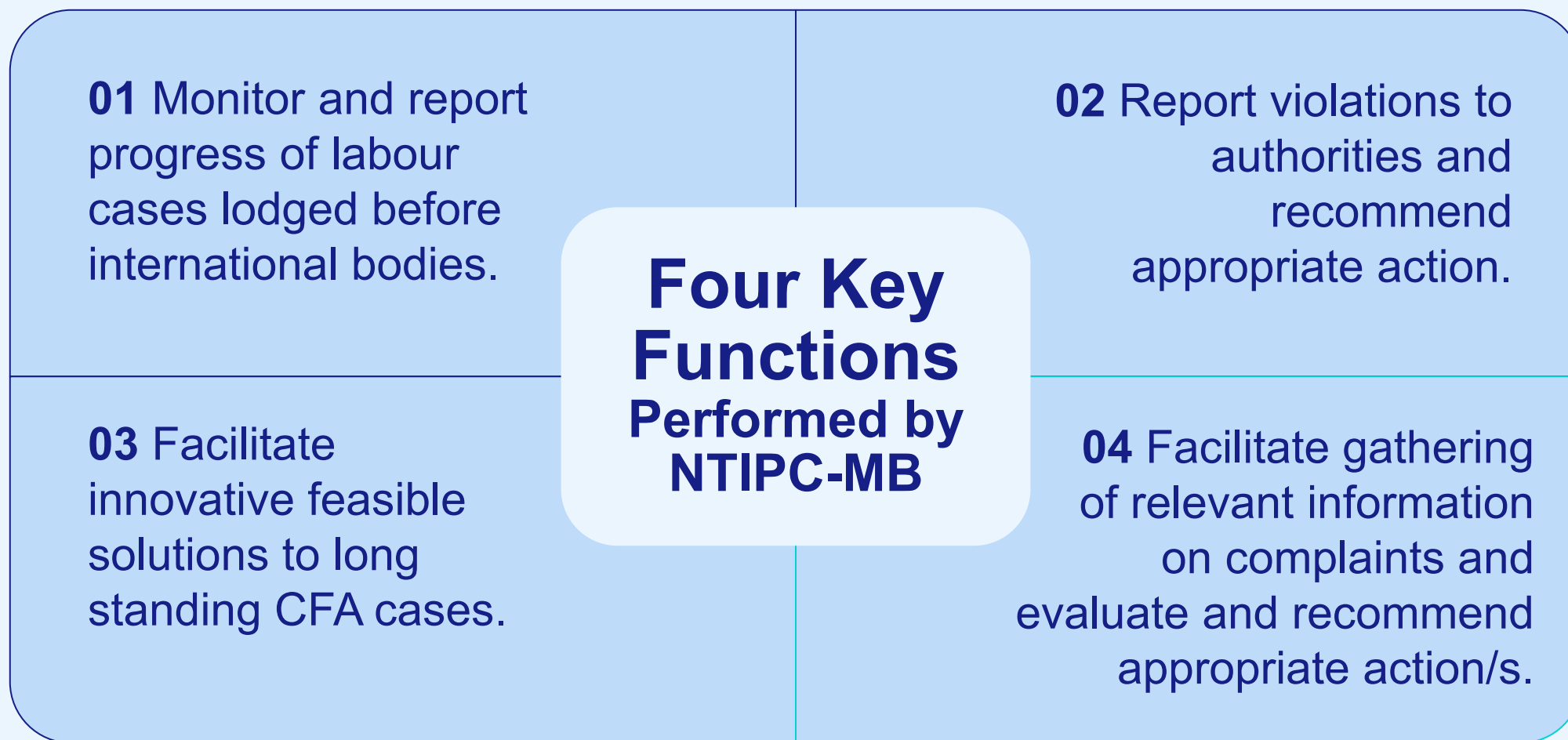
Labor-related extra-judicial killings

Violations or interference to the exercise of FOA, including harassment and abductions or enforced disappearances

Violations of the 2011 Joint DOLE-PNP-PEZA Guidelines in the Conduct of PNP Personnel, Economic Zone Police and Security Guards, Company Security Guards and Similar Personnel During Labor Disputes, and the 2012 Guidelines on the Conduct of the DOLE, DILG, DND, DOJ, AFP and PNP Relative to the Exercise of Workers' Rights and Activities

National Tripartite Industrial Peace Council – Monitoring Body (NTIPC-MB)

- ▶ was institutionalized under the Republic Act No. 10395 or the Tripartism Law
- ▶ **Chaired by the DOLE Secretary** (alternate chairperson: Undersecretary for labour relations), with members from the workers and employers' sectors which are the same for the NTIPC
- ▶ Other agencies that may be invited include the NCMB, NLRC, AFP, PNP, CHR, DOJ, CS and DILG.



The NTIPC-MB procedure in managing cases involves four key points.

01

Receipt, assignment, and referral of information, report, complaint, and case.

02

Consolidation and evaluation of RTMB reports and observations/comments from other sources.

03

Convening of the NTIPC Monitoring Body.

04

Deliberation, adoption, submission of NTIPC MB resolution.

NTIPC-MB

Special cases for which DOLE Regional Directors can take immediate action

1. **Intervene and ensure the observance of applicable Guidelines:** in cases where actual violations of the 2011 Joint DOLE-PNP-PEZA Guidelines and the 2012 Guidelines on the Conduct of the DOLE, DILG, DND, DOJ, AFP and PNP Relative to the Exercise of Workers' Rights and Activities are ongoing; and
2. **Convene the RTMB within 24 hours:** in other urgent and extreme cases in order to evaluate the information, report, complaint or case, deliberate, and adopt its report on the same day of the meeting

Regional Tripartite Monitoring Body (RTMB)

- ▶ counterparts of the NTIPC-MB at the regional level, as created through A.O. No. 263, Series of 2011
- ▶ chaired by the **DOLE Regional Director**, and composed of an equal number of workers' and employers' representatives as regular members
- ▶ may extend as necessary to the provinces, cities and municipalities covered within the same region
- ▶ Other agencies may be invited, too, including NCMB, NLRC, AFP, PNP, CHR, DOJ, CSC, and DILG

Image Source: <https://www.facebook.com/ncrdole/posts/NEWS-RELEASE-on-september-26-2024-dole-ncr-gathered-the-regional-tripartite-moni/878357841062495/>



Five key functions for RTMBs.

1. Ensure the application and implementation ILS in the regions
2. Conduct monitoring and processing of complaints.
3. Gather relevant information from the regional authorities and/or Courts, including comments from the social partners.
4. Verify and/or document allegations of threats, intimidation, and harassment of trade unionists in the regions.
5. Prepare case/complaint profiles and reports to be submitted to the NTIPC-MB as may be necessary.

Five key functions for RTMBs.

01 Ensure the application and implementation ILS in the regions

02 Conduct monitoring and processing of complaints.

05 Prepare case/complaint profiles and reports to be submitted to the NTIPC-MB as may be necessary.

03 Gather relevant information from the regional authorities and/or Courts, including comments from the social partners.

04 Verify and/or document allegations of threats, intimidation, and harassment of trade unionists in the regions.

RTMB procedure in managing cases

01

Receipt and referencing of information, report, complaint, and case

02

Profiling of information, report, complaint, and case

03

Convening, evaluation and reporting of the RTMB

04

Deliberation, adoption, and submission of report

RTMB procedure in managing cases



**Receipt and
referencing of
information,
report, complaint,
and case**



**Profiling of
information,
report, complaint,
and case**



**Convening,
evaluation and
reporting of the
RTMB**



**Deliberation,
adoption, and
submission of
report**

RTMB procedure in managing cases



01 Receipt and referencing of information, report, complaint, and case:

- ▶ DOLE Regional Office receives the case/complaint and forwards the same to the Secretariat.
- ▶ Secretariat assigns a reference number to the case/complaint.
- ▶ Secretariat forwards case/complaint to members of the RTMB, parties involved and concerned government agencies.
- ▶ Members of the RTMB, parties involved, and concerned government agencies submit comments. Remark or observation.
- ▶ Secretariat consolidates comments, remarks, and observations.

RTMB procedure in managing cases



02 Profiling of information, report, complaint, and case:

- ▶ Secretariat prepares the profile of the case/complaint and shall act as the repository of all documents.
- ▶ Secretariat provides members of the RTMB and concerned government agencies with the profile of the case/complaint, together with the consolidated comments, remarks, and observations.

RTMB procedure in managing cases



03 Convening, evaluation and reporting of the RTMB:

- ▶ Secretariat prepares/drafts the report.
- ▶ Criteria to be used in evaluating case/complaint:
 - ▶ *The alleged facts, if proved, would not constitute an infringement of the exercise of trade union rights.*
 - ▶ *The allegations made are so basically or obviously political in character that it is undesirable to pursue the matter further.*
 - ▶ *The allegations made are too vague to permit a consideration of the case on its merits.*
 - ▶ *The complainant has not offered sufficient evidence to justify the allegations on the matter.*

RTMB procedure in managing cases

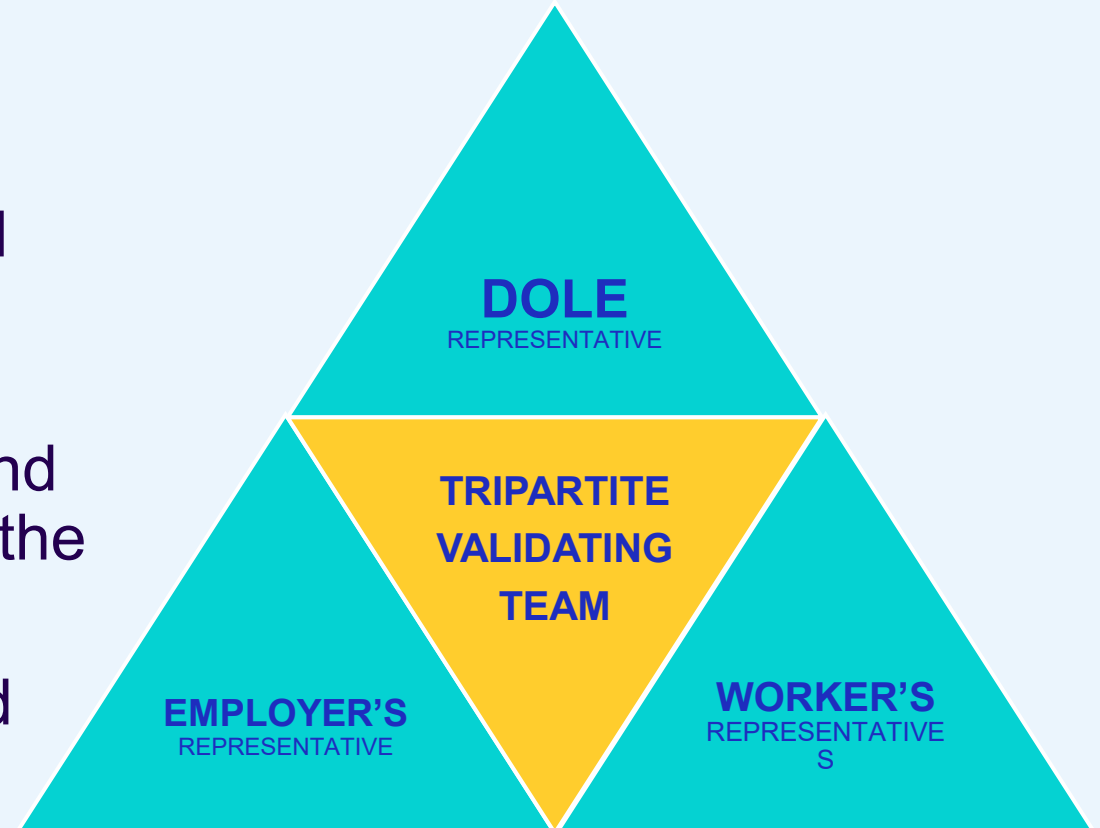


04 Deliberation, adoption, and submission of report:

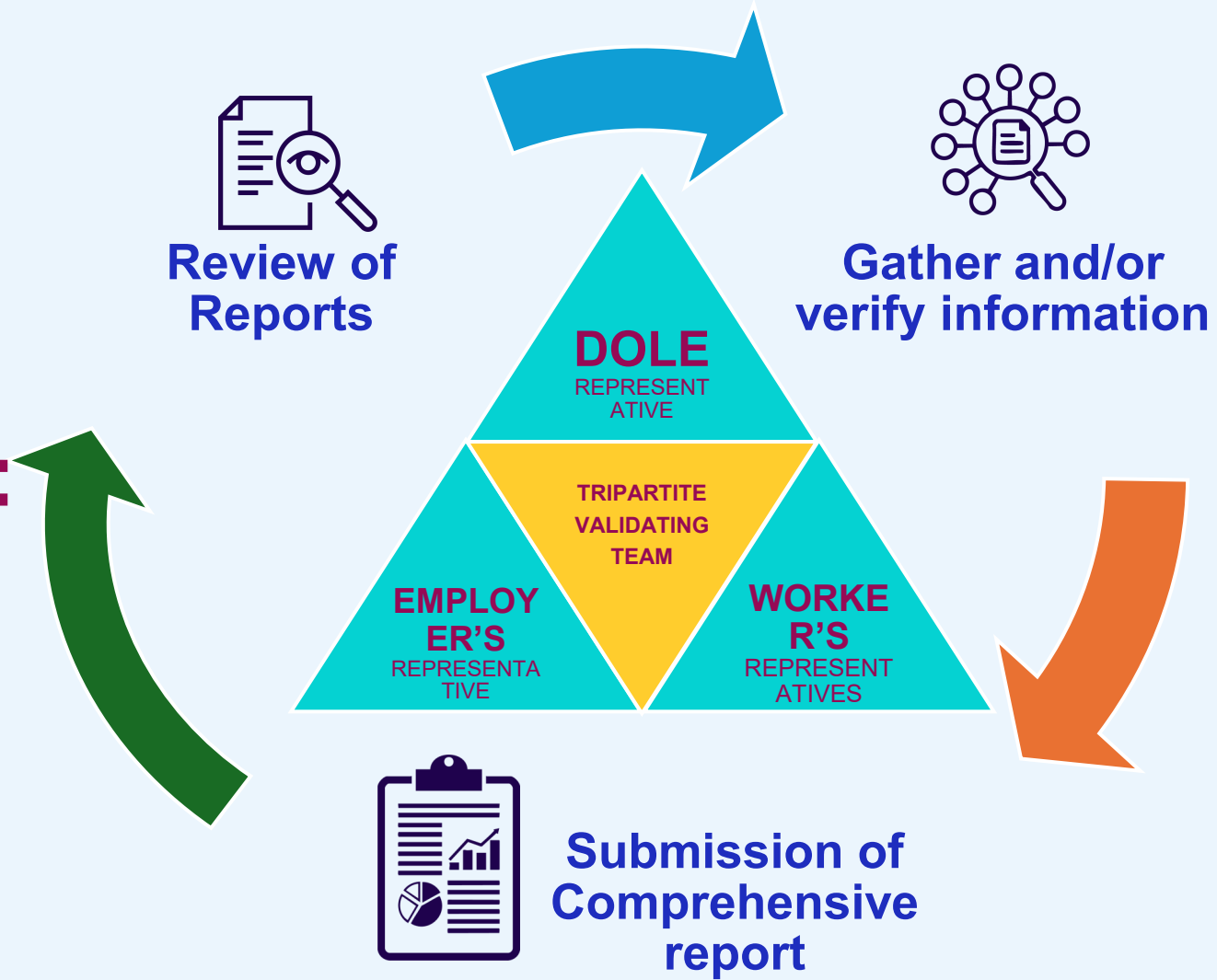
- ▶ Regional Director reconvenes the RTMB to deliberate on the report and adopt the same for approval through consensus.
- ▶ Regional director submits the report to the NTIPC-MB, copy furnished the members of the RTMB, parties involved and concerned government agencies.

Tripartite Validating Team

- ▶ may be created by the DOLE Secretary whenever case or complaints profiled and monitored by an RTMB require further validation and/or review
- ▶ composed of one DOLE representative and an equal number of representatives from the workers' and employers' sectors
- ▶ may request assistance from the AFP and PNP



Tripartite Validating Team: Functions

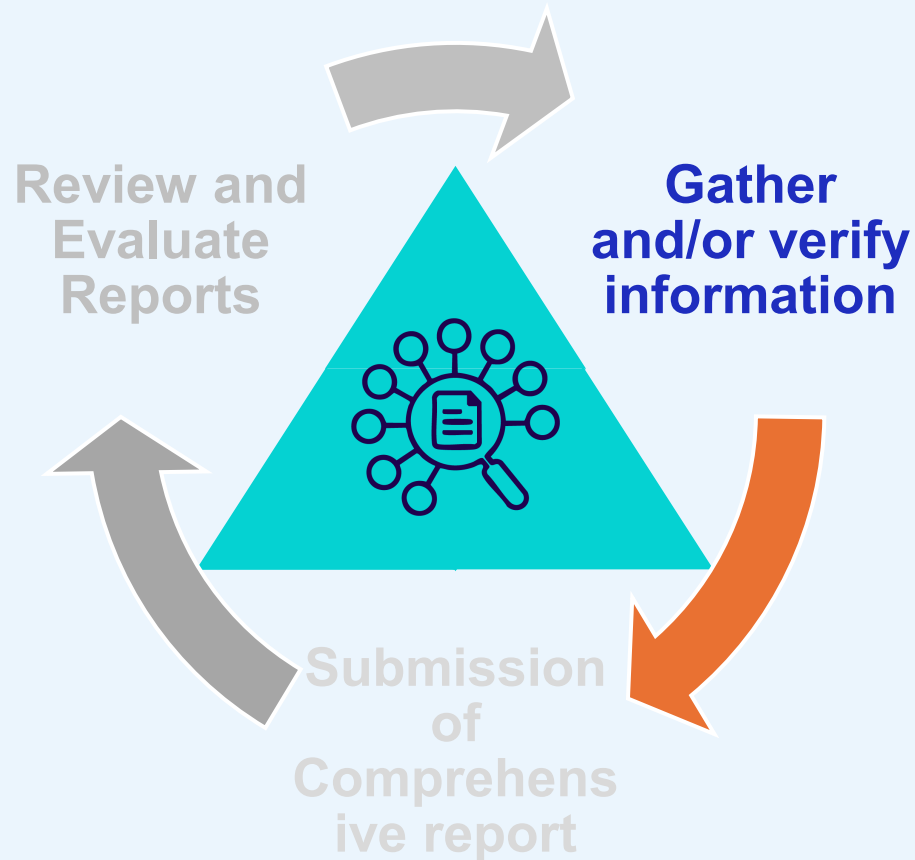


Tripartite Validating Team: Functions



01 Review reports submitted by the RTMB and evaluate the sufficiency of information provided therein, and identify what further information is needed to substantiate the case or complaint.

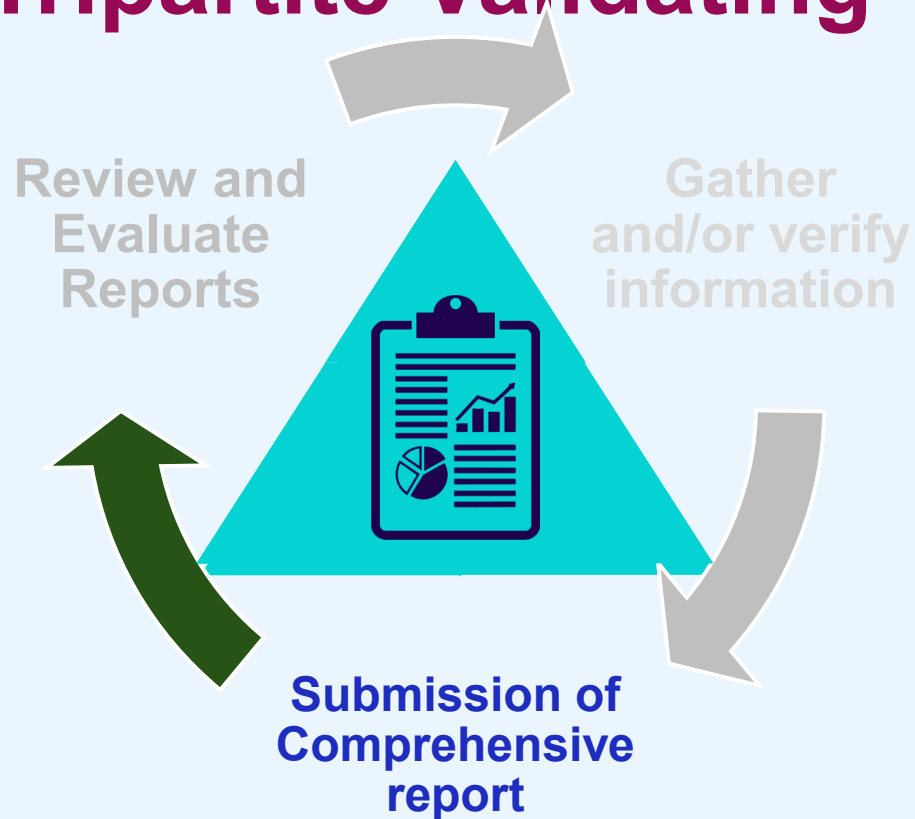
Tripartite Validating Team: Functions



02 Gather and/or verify information with the following:

- ▶ Union organization to which the alleged victim is affiliated.-
- ▶ Victim's family and/or relatives.
- ▶ Company/management involved in the case or complaint.
- ▶ Investigative and prosecutorial arms of the government.
- ▶ LGUs
- ▶ Other concerned agencies such as the Supreme Court, Court of Appeals, DOJ, NBI, PNP, CHR, DILG, including the military when needed.

Tripartite Validating Team: Functions

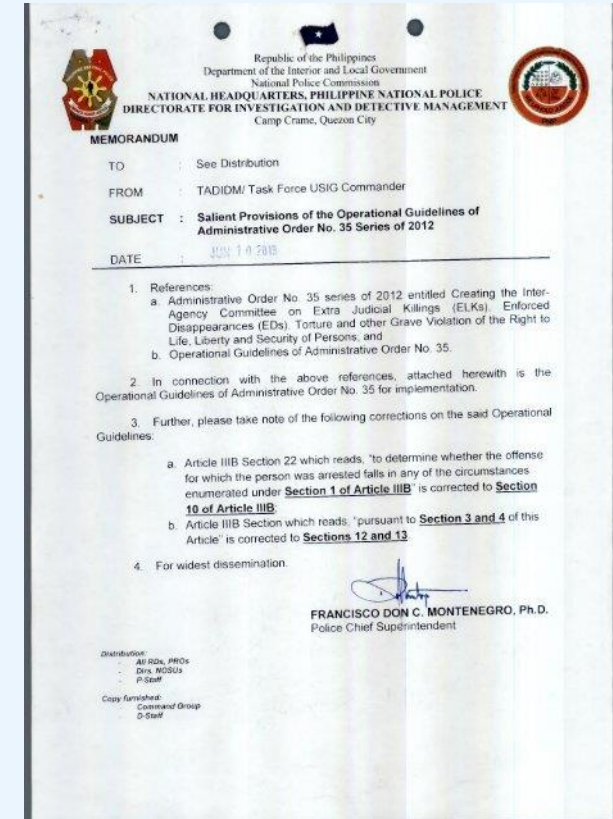


03 Submit a comprehensive report and recommendations to the NTIPC-TEC Monitoring Body relative to the results of their case validation.

The Inter-agency Committee (IAC) on Extra-Legal Killings, Enforced Disappearances, Torture and other grave violations of the right to life, liberty and security of persons (A.0.35)

AO 35 Inter-Agency Committee

- ▶ **IAC on Extra-Legal Killings, Enforced Disappearances, Torture and Other Grave Violations of the Right to Life, Liberty and Security of Persons was created under the Aquino administration through Administrative Order (A.O.) No. 35, Series of 2012**



AO 35 Inter-Agency Committee

- ▶ a response to validated reports of state and non-state security forces accused of silencing, through violence and intimidation, legitimate dissent and opposition raised by members of civil society, cause-oriented groups, political movements, people's and non-government organizations and by ordinary citizens



Inter-Agency Committee: Composition



CHAIRPERSON:
DOJ Secretary



Chairperson,
Presidential Human
Rights Committee
(PHRC)



Chief of
Staff, AFP



Secretary,
DND



Secretary,
DILG

Presidential
Adviser for
Political Affairs
(PAPA)

Director
General,
PNP

Director,
NBI

Presidential
Adviser on the
Peace Process
(PAPP)



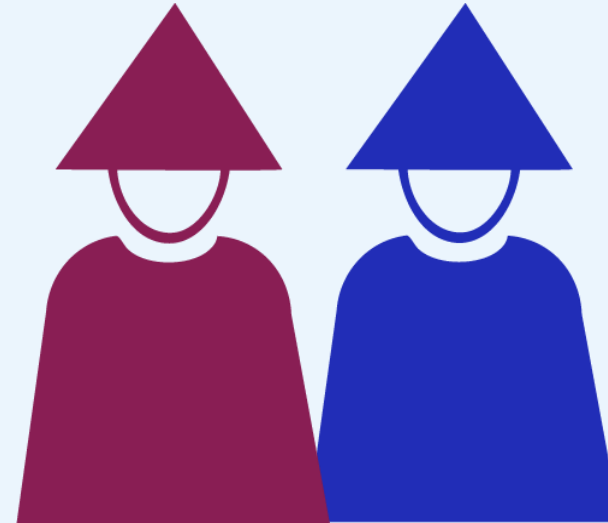
Inter-Agency Committee: Observers



CHR



Ombudsman



Labour sector representatives

(following reported cases of killings of labour
leaders and members)

The sources for the determination of these cases can be government or non-government as enumerated below.

Government Sources

- ▶ National Prosecution Service (NPS)
- ▶ Ombudsman
- ▶ CHR
- ▶ PNP
- ▶ NBI
- ▶ AFP Inspector General
- ▶ PLEB
- ▶ NAPOLCOM
- ▶ PNP Internal Affairs Service
- ▶ Judiciary

NOTE: The RTMB may forward case profiles to the IAC.

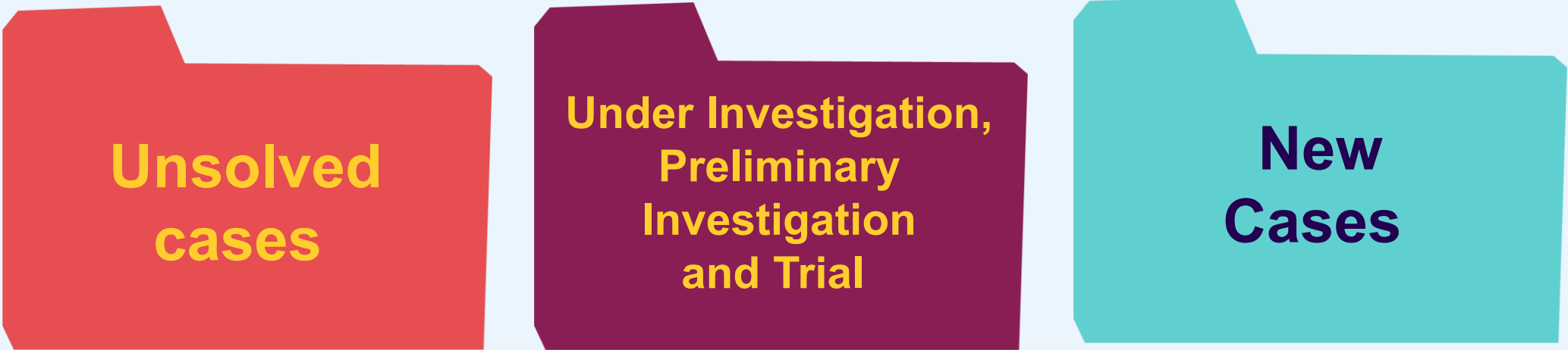
The sources for the determination of these cases can be government or non-government as enumerated below.

Non Government Sources

- ▶ Independent and non-partisan international and national human rights organizations and groups

NOTE: Labour groups may be sources of information.

AO 35 case categories



**Unsolved
cases**

**Under Investigation,
Preliminary
Investigation
and Trial**

**New
Cases**



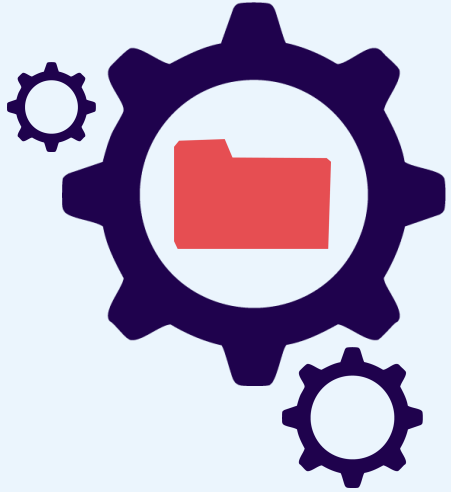
Unsolved Cases

- ▶ cases which were not even filed for purposes of preliminary investigation



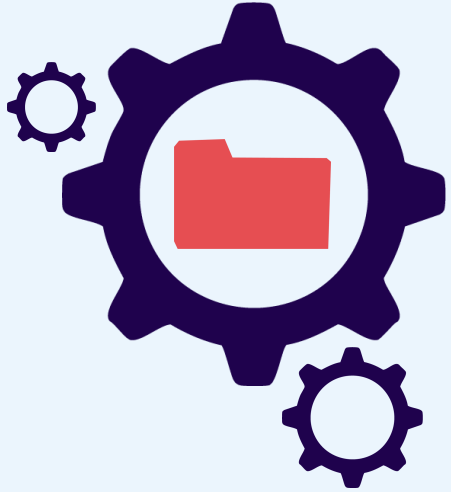
Special Investigation Teams for Unsolved Cases (SITUs)

- ▶ created to conduct re-evaluation and re-investigation of unsolved A.O. 34 cases



Resolution mechanisms for Unsolved AO 35 cases

1. The IAC may **adopt, modify or overturn SOT's recommendations**, create another team to reinvestigate anew, or take any other appropriate action.
2. If the IAC adopts the recommendation for filing of a complaint, the **SITU shall file the corresponding complaint before the appropriate prosecution office**. The complaint shall contain an endorsement signed by the A.O. 35 Investigator who is a member of the SITU, indicating that the investigation was conducted pursuant to AO-35 and these Guidelines.



Resolution mechanisms for Unsolved AO 35 cases

3. **[Closed cases not to be delisted.]** Whenever the IAC resolves to close an unsolved case reinvestigated by the SITU due to the impossibility of obtaining sufficient evidence to move it forward, the same shall not be delisted from the inventory of alleged A.O. 35 cases.



Cases Under Investigation, Preliminary Investigation, and Trial



Special Investigation Teams for Existing/Current Cases (SITEC):

- ▶ created to investigate, prosecute and monitor existing/current cases that are actively being investigated or prosecuted in court



Cases Under Investigation, Preliminary Investigation, and Trial

Duties and Responsibilities of SITEC:

- ▶ To identify witnesses and assist in the preparation of their sworn statements
- ▶ To recommend the immediate or provisional coverage of witnesses and/or their immediate families under the Witness Protection Programme of the Department of Justice (DOJ)



Cases Under Investigation, Preliminary Investigation, and Trial

Duties and Responsibilities of SITEC:

- ▶ To evaluate the scene of the crime report and other physical or object evidence necessary in the filing of the case with the prosecution office
- ▶ To invite the participation of other government agencies as maybe deemed necessary or beneficial to the investigation
- ▶ To ensure the proper preservation and custody of all the evidence collected



Cases Under Investigation, Preliminary Investigation, and Trial

Special Oversight Teams (SOTs)

- ▶ created to monitor and supervise the investigation and prosecution of new and existing cases, and to regularly report and submit recommendations to the IAC.



New Cases



Special Investigation Teams for New Cases (SITN)

- ▶ created to investigate, prosecute and monitor new cases or incidents that occurred after A.O. 35 took effect
- ▶ Cases with CHR or Ombudsman shall be monitored by these teams.
- ▶ If still under investigation, the special team can conduct concurrent investigation with the CHR and the Ombudsman.



New Cases



Special Investigation Teams for New Cases (SITN)

- ▶ In case of torture, the Special team shall ensure that the investigation is conducted within 60 days as mandated Section 9(a) of R.A. 9745 (Anti-Torture Act) by the DOJ, Public Attorney's Office (PAO), PNP, NBI and the AFP.



New Cases

Duties and Responsibilities of SITN:

- ▶ Identify witnesses and assist in the preparation of their sworn statements
- ▶ Recommend the immediate or provisional coverage of witnesses and/or their immediate families under the Witness Protection Program of the DOJ
- ▶ Evaluate the screen of the crime report and other physical or object evidence necessary in the filing of the case with the prosecution office



New Cases

Duties and Responsibilities of SITN:

- ▶ Invite the participation of other government agencies as maybe deemed necessary or beneficial to the investigation
- ▶ Ensure the proper preservation and custody of all the evidence collected



New Cases

Special Oversight Team (SOT) for New and Existing Cases

- ▶ created to monitor and supervise the investigation and prosecution of new and existing cases

The SOT may direct the SITN:

- ▶ That the case be immediately filed with the appropriate prosecution office;
- ▶ That the case be further investigated by the SITN; or
- ▶ That the case be delisted on the ground that the same is not an A.O. 35 case.

The Commission on Human Rights National Monitoring Mechanism

The CHR NMM is generally mandated to:

- ▶ Effectively monitor human rights violations
- ▶ Address human rights violations by the immediate provision of legal and non-legal services to human rights victims and/or their families
- ▶ Develop an effective monitoring and coordination mechanism that will ensure that justice is served to human rights victims and/or their families

The CHR NMM is generally mandated to:

- ▶ Strengthen institutional mandates, capabilities and engagements in effectively resolving human rights violations
- ▶ Provide a venue, both at the national and local levels, where victims or their relatives can report cases, seek assistance, request immediate investigation, request for protection or seek psychosocial services
- ▶ Raise public awareness and understanding of cases involving EJKs, EDs, and torture to deter, minimize, and prevent future incidents.

The following
NGAs comprise
the members of
the NMM



CHR
(Convenor)



PHRC



DOJ



DILG



DND



AFP



PNP



DOLE



DSWD



NCIP



OPAPP



BJMP

The following CSOs comprise the members of the NMM



Asian Federation
Against Involuntary
Disappearances



Alternative
Law Groups
(ALG)



Philippine Alliance of
Human Rights
Advocates (PAHRA)



Families of Victims
of Involuntary
Disappearances

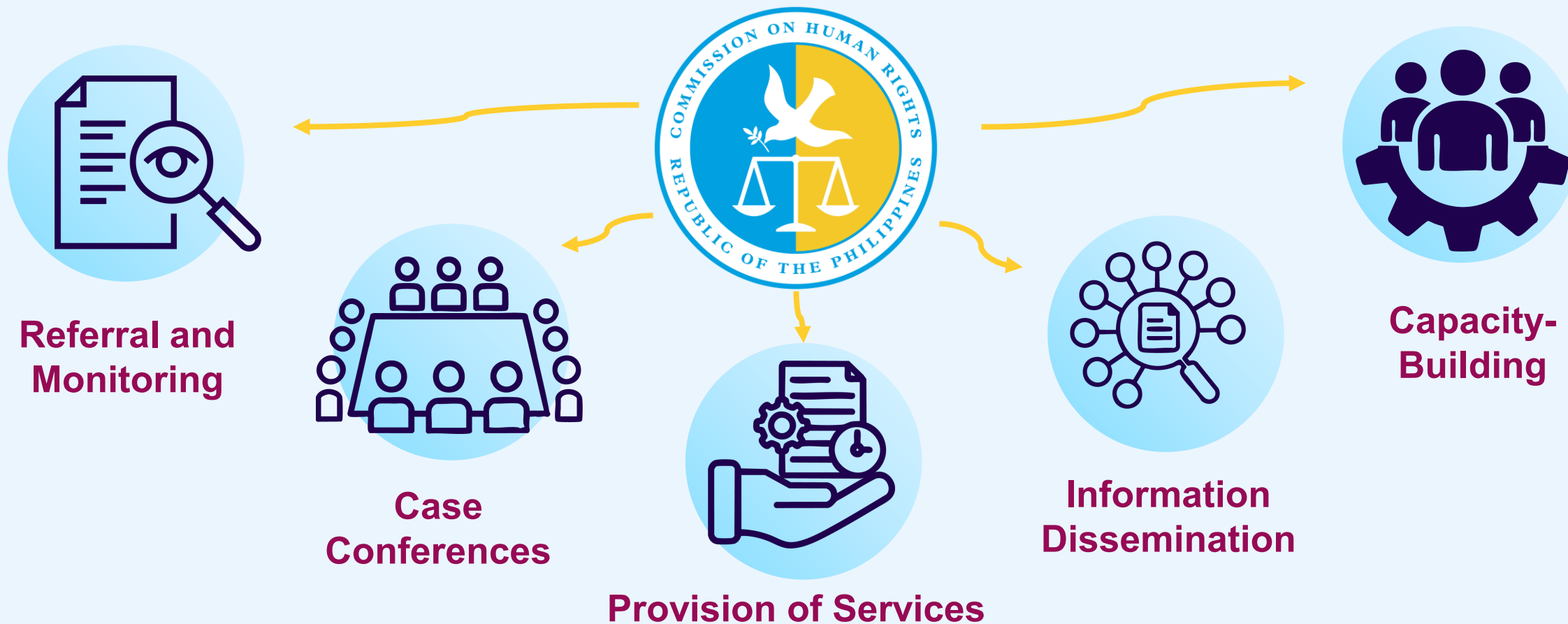


Ateneo Human
Rights Center
(AHRC)



Bahay
Rehabilitation
Center, Inc.

NMM Programmatic Areas



Refereal and Monitoring



- ▶ NMM may refer cases to the concerned government/civil society organizations, for their appropriate action.
- ▶ NMM will thereafter monitor the actions taken by the concerned government or civil society organizations with regard to the referred cases.
- ▶ NMM shall also monitor compliance of government agencies of their mandated duties under existing laws and policies.

Case Conferences



- ▶ Each NMM member is expected to provide the NMM Secretariat with the list cases that it is taking cognizance of, with detailed information and updated status of the cases.
- ▶ NMM shall thereafter conduct case conferences to facilitate the effective resolution of cases through information-sharing and cooperation among the members of the NMM.
- ▶ NMM may call on the complainants, the concerned parties, and the other stakeholders.

Provision of Services



- ▶ NMM shall coordinate among its members and concerned agencies for the provision of services to the victims and/or their families.

Information Dissemination



- NMM shall develop a communication plan which will inform the public, stakeholders and concerned agencies of issues concerning EJK/ELK, ED, and torture cases.

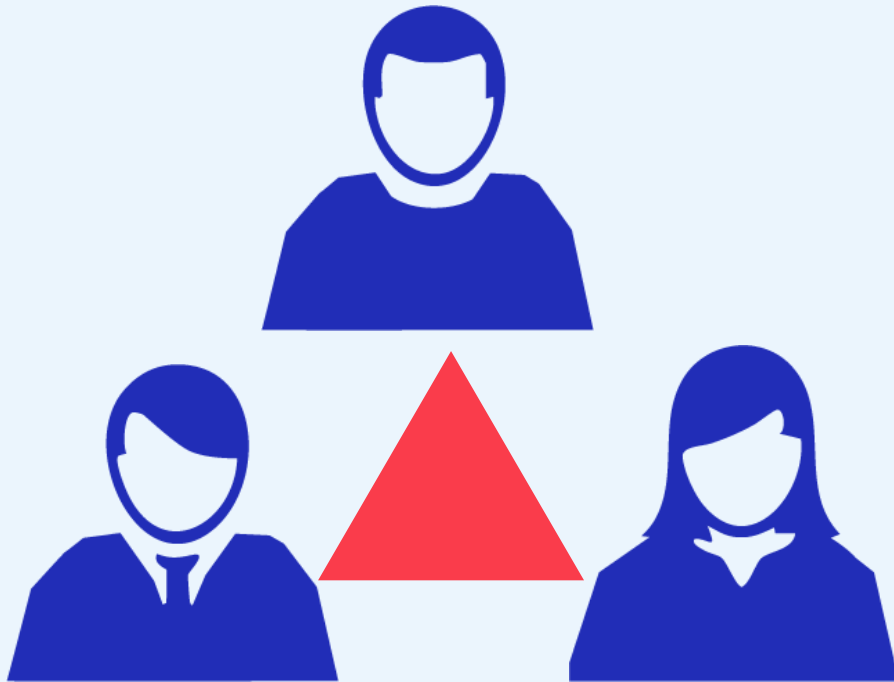
Capacity-Building



- ▶ NMM shall consult its members and develop programmes that shall strengthen both the mechanism and individual institutions in effectively addressing and preventing human rights violations.

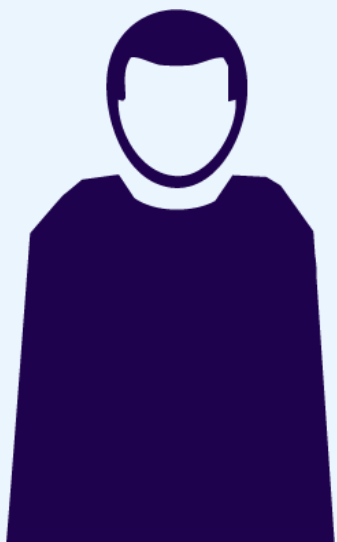
The Inter-agency Committee (IAC) for the protection of the Freedom of Association and Right to Organize of Workers

The Inter-agency Committee (IAC) for the protection of the Freedom of Association and Right to Organize of Workers



- ▶ Executive Order No. 23, on 30 April 2023,
- ▶ constitute an IAC towards strengthening the coordination and expediting the investigation, prosecution and resolution of cases for violations.

EO 23 IAC



Chairperson:
Executive
Secretary



Vice Chairperson:
Department of Labor
and Employment



Philippine
National
Police



Department of
Interior and
Local
Government



Department
of Trade and
Industry



Department
of Justice



Department
of National
Defense



National
Security
Council

Functions of the EO 23 IAC:



Consolidate and evaluate all reports submitted by concerned agencies



Submit to the President a comprehensive report on its findings and recommendations and actions taken

Functions of the EO 23 IAC:



Develop a roadmap **containing the priority areas of action**, tangible deliverables, clear responsibilities and timeframes



The roadmap shall be **subject to regular review**



The roadmap should **consider the consolidated reports and recommendations from concerned agencies**, and inputs from other relevant stakeholders

Functions of the EO 23 IAC:



Monitor the progress of implementation of the action plans, and the close coordination among concerned agencies



Ensure speedy and impartial investigation, prosecution, and resolution of cases with respect to the exercise of the right of workers to freedom of association and their right to organize



Perform such other functions as may be directed by the President to ensure that the objectives of the EO are achieved.



Recap exercises

1. This is the policy basis for the creation of the IAC on Extra-Legal Killings, Enforced Disappearances, Torture and Other Grave Violations of the Right to Life, Liberty and Security of Persons.

- a) E.O. 23, s. 2023
- b) A.O. 35, s. 2012
- c) A.O. 263, s. 2011

2. The national and regional tripartite bodies on FOA supervised by DOLE cover all of the following types of cases except for one:

- a) Pending cases before the CHR
- b) Labor-related extra-judicial killings
- c) Violations or interference to the exercise fo FOA

TRUE OR FALSE

3. The IAC on the Protection of FOA and Right to Organize of Workers has workers' and employers' representatives as regular members.

4. This is the IAC that was created in response to the recommendations of the ILO High-Level Tripartite Mission in 2023.

- a) IAC on Extra-Legal Killings, Enforced Disappearances, Torture and Other Grave Violations of the Right to Life, Liberty and Security of Persons
- b) Special Committee on Human Rights Coordination
- c) IAC on the Protection of Freedom of Association and Right to Organize of Workers

TRUE OR FALSE

5. Labour groups can be a source of information for A.O. 35 cases.



Recap exercises

Answer keys

1. This is the policy basis for the creation of the IAC on Extra-Legal Killings, Enforced Disappearances, Torture and Other Grave Violations of the Right to Life, Liberty and Security of Persons.

a) F.O. 23, s. 2023

b) A.O. 35, s. 2012

c) A.O. 263, s. 2011

2. The national and regional tripartite bodies on FOA supervised by DOLE cover all of the following types of cases except for one:

a) Pending cases before the CHR

- b) Labor-related extra-judicial killings
- c) Violations or interference to the exercise fo FOA

TRUE OR **FALSE**

3. The IAC on the Protection of FOA and Right to Organize of Workers has workers' and employers' representatives as regular members.

4. This is the IAC that was created in response to the recommendations of the ILO High-Level Tripartite Mission in 2023.

a) IAC on Extra-Legal Killings, Enforced Disappearances, Torture and Other Grave Violations of the Right to Life, Liberty and Security of Persons

b) Special Committee on Human Rights Coordination

c) IAC on the Protection of Freedom of Association and Right to Organize of Workers

TRUE OR FALSE

5. Labour groups can be a source of information for A.O.
35 cases.