

Session 11

Supplemental assistance referral pathways for affected workers



Session snapshot



► Session 11

Covers supplemental assistance referral pathways for workers affected by cases of violations of FOA and related labour and human rights

- Highlights the importance of interventions beyond the realm of law and justice



Estimated
duration:
45 minutes



Required materials:

- Printed copies of cases as indicated in Activity M3-3
- Manila paper/cartolina
- Markers
- Usual presentation equipment and accessories





Facilitator's guide points

Facilitator's guide points



1. Introduce Session 11 as the third and final session of the third module, building on the learning objectives from Sessions 9 and 10. Underscore its importance as case buildup training interventions typically stop right there—at building a possible case, often overlooking the important dimension of extending assistance beyond the legal.



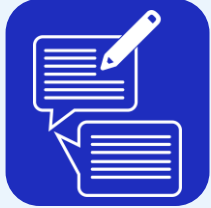
2. Use the Overview Content for further guidance. Share the session objectives to the participants.



3. Directly proceed to Activity M3-3.



Facilitator's guide points



4. Provide a synthesis by summarizing the reflections of participants on why certain services identified would be important in moving the case buildup process forward and, where applicable, justice is served for the affected workers or trade unions.



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



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





Learning objectives



Non-Legal Support Services

Identify and describe different **non-legal support services available to workers and advocates** affected by anticipated and actual cases of FOA or related labour and human rights violations, specifically in the areas of economic empowerment, health, and social welfare, among others



Non-Legal Interventions

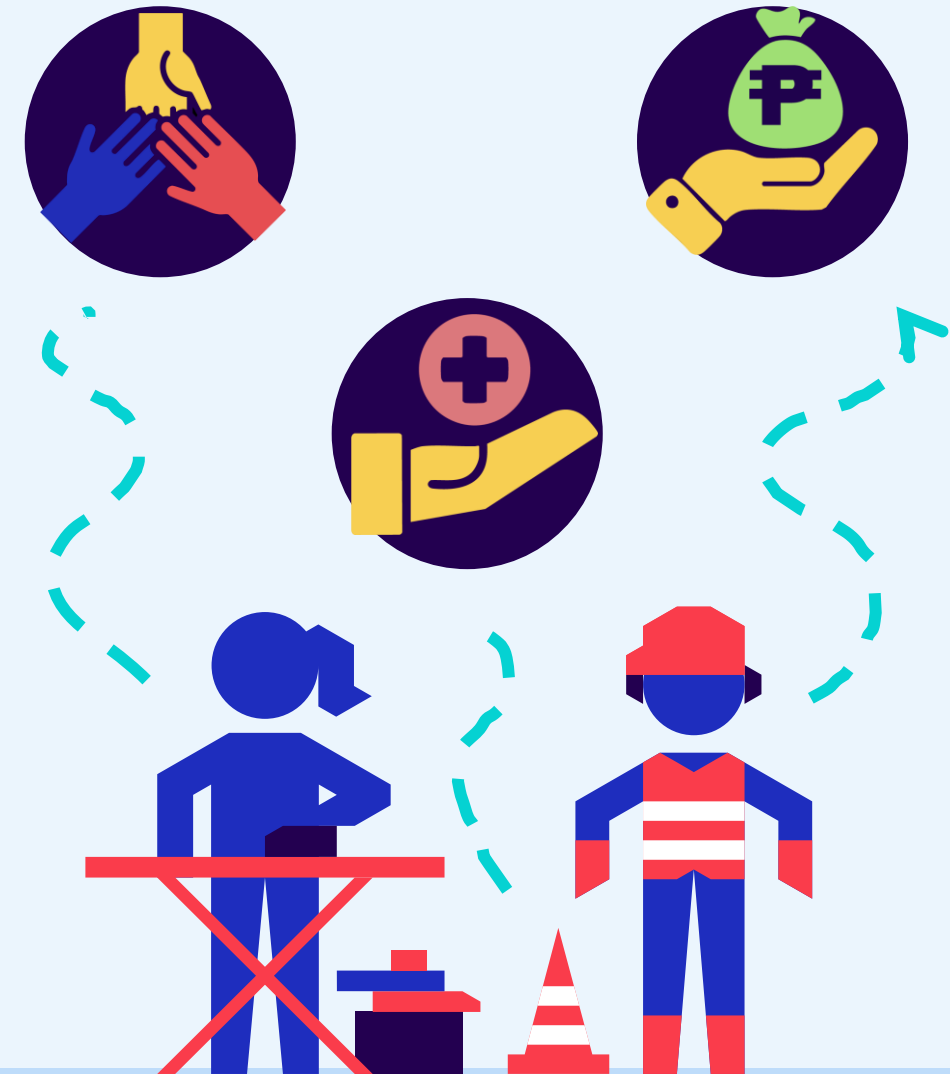
Appreciate the importance of **providing supplemental non-legal interventions** to affected workers in the process of case buildup

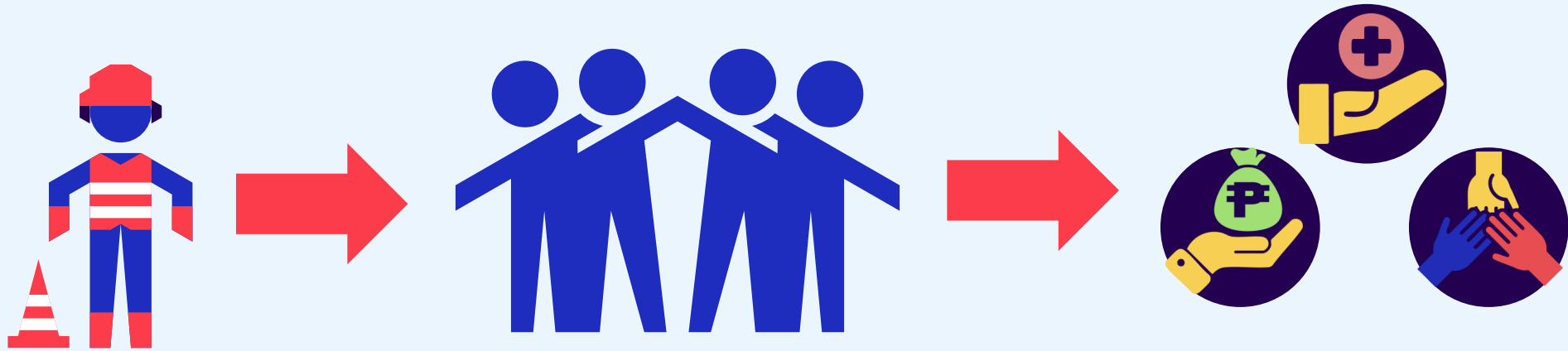


Key learning points

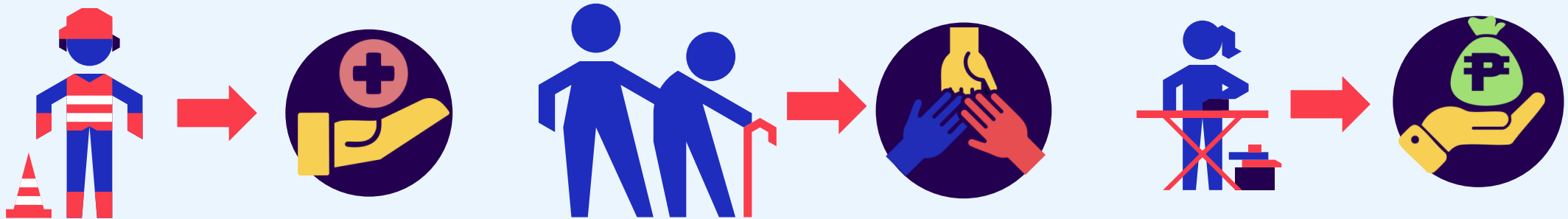
Workers affected by anticipated or actual cases of FOA and related labour and human rights violations often need practical assistance that extend beyond filing of complaints or cases.

Indeed, providing these support services can be crucial for some workers to effectively build a case, and reduce their risks and vulnerabilities involved in subjecting themselves to the various case resolution processes.





The role of trade union leaders and rights advocates in case buildup also includes **linking up affected workers to supplemental support services** which are essential to their economic, social and personal wellbeing.



It is therefore an **important skill to map and refer affected workers to the appropriate agencies and offices** providing certain types of support services, particularly in the areas of economic empowerment, health, and social welfare



Activity

Activity M3-3. Institutional and Services Mapping: Non-Legal Support for Affected Workers and Advocates



Methodology

By its name, this activity seeks to map different institutions and their services applicable for workers and advocates affected by anticipated or actual cases of FOA or related labour and human rights violations. It aims to improve the participants' basic skills on research and analysis of the menu of possible non-legal/non-justice-oriented services that can be availed of by affected workers and advocates. It also aims to enable the participants to appreciate and understand the practical value of economic, health and social welfare assistance for affected workers and advocates, regardless of their decision to build and file a formal case.

Activity M3-3. Institutional and Services Mapping: Non-Legal Support for Affected Workers and Advocates



Timing

The activity should be introduced at the opening of the last and 17th session, after a short overview by the facilitator. The overview need not include specific examples of support services as these can be covered in the plenary discussion after the group activity, partly using the discussion points contained in this session (see succeeding pages).

Activity M3-3. Institutional and Services Mapping: Non-Legal Support for Affected Workers and Advocates



Mechanics

1. Divide the participants into three groups.
2. Assign a specific thematic area to each group:
 - a) **Group 1:** Economic/financial support services
 - b) **Group 2:** Social/social welfare support services (including psychosocial counseling)
 - c) **Group 3:** Health and medical support services

Activity M3-3. Institutional and Services Mapping: Non-Legal Support for Affected Workers and Advocates



Mechanics

3. Ask the groups to list down all institutions or organizations in the public and private sector that they can think of and the specific services or programs offered by these institutions or organizations in the thematic area assigned to them. Request them to also identify the closest types of cases or complaints related to violations of FOA and related labour and human rights where these support services may be applicable (for instance: cash assistance for illegal dismissal, or psychosocial counseling to victims of violence during a strike or other concerted actions).

Activity M3-3. Institutional and Services Mapping: Non-Legal Support for Affected Workers and Advocates



Mechanics

4. Write them down on a Manila paper or cartolina using a table/matrix, with Institution/Organization on the first column, followed by Service/Program on the second column, and further followed by Applicable Case/Complaint on the third column.
5. Inform them that they have 20 minutes to do the mapping.
6. After 20 minutes, request each group to post their outputs on the wall. Each group will take a look at the output of the two other groups, 5 minutes at a time, and provide any inputs or comments. Each group should assign a representative that will stay in the outputs should there be any questions or clarifications that need responses from the visiting groups.

Activity M3-3. Institutional and Services Mapping: Non-Legal Support for Affected Workers and Advocates



Mechanics

7. Request the participants to also reflect on the previous case studies they assessed in Sessions 9 and 10, and identify 2-3 non-legal services that may be availed of by the concerned worker/s in those case studies
8. As facilitator, quickly scan the outputs of the groups and observe the interactions happening during the provision of inputs by other groups. Give a short synthesis at the end, going back to the key learning point on the importance of knowing the supplemental support services that can be shared to affected workers as they go through the process of possibly building or pursuing a case.

Activity M3-3. Institutional and Services Mapping: Non-Legal Support for Affected Workers and Advocates



Materials

- ▶ Manila paper/cartolina
- ▶ Markers

Notes on transition to online session

Breakout rooms in platforms like Zoom can be utilized in case of the need to conduct the activity online. The groups can document their answers on a Google Docs file that can be made accessible to other participants for the inputs part. The outputs can then be shown on screen during plenary sharing.



Session proper

Session 11



Sample social and economic services



Sample health and medical services

Sample social and economic services

Government



Department of Labor and Employment (DOLE).

- ▶ DOLE Integrated Livelihood Program (DILP)
- ▶ Tulong Panghanapbuhay sa Ating Disadvantaged/Displaced Workers (TUPAD)



Social Security System

- ▶ SSS has the Unemployment Insurance or Involuntary Separation Benefit



Department of Social Welfare and Development (DSWD).

- ▶ Sustainable Livelihood Program (SLP),
- ▶ Pantawid Pamilyang Pilipino Program (4Ps)

Sample health and medical services

Government



Department of Health (DOH)

- ▶ Medical Assistance Program (MAP)



Philippine Health Insurance Corporation (PhilHealth)



Philippine Charity Sweepstakes Office (PCSO)

- ▶ Individual Medical Assistance Program (IMAP)



Employees' Compensation Commission (ECC).

- ▶ Employees' Compensation Program (ECP)