



International
Labour
Organization

**DEFEND TRADE UNION AND
HUMAN RIGHTS IN PH!**
- GABRIELA WOMEN'S PARTY -

**UPHOLD THE RIGHTS OF
WORKING WOMEN!**
- GABRIELA WOMEN'S PARTY -

Strengthening freedom of association and action against child labour in the Philippines

Trade union mobilization. ©Rappler/Ralph Rivas

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► Project Objectives

The Project aims to strengthen the promotion and enforcement of labour laws compliance with international labour standards, focusing on fundamental principles and rights at work, especially freedom of association (FOA) and child labour (CL) as they are applied in trade sectors.

The initiatives on FOA and labour relations arise from the recommendations of the 2023 High Level Tripartite Mission to the Philippines on the application of *Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87)*, including the implementation of the FOA Roadmap. The Project will also support the Philippine Programme Against Child Labour (PPACL) in helping the country recover from the impact of COVID-19 pandemic, which reversed the progress in reducing child labour.

The project will address gender-related issues or gaps surrounding FOA and labour rights drawing from the priorities under the women workers' agenda as well as gender-related vulnerabilities of children in child labour.

► At a glance



Partners

Department of Labor and Employment; National Conciliation and Mediation Board; National Tripartite Industrial Peace Council; National Council Against Child Labour; Department of Trade and Industry; Philippine Economic Zone Authority; Commission on Human Rights; Civil Service Commission, Philippine National Police; Federation of Free Workers; *Kilusang Mayo Uno*; *Sentro ng mga Nagkakaisa at Progresibong Manggagawa*; Trade Union Congress of the Philippines; Public Services Labor Independent Confederation; Workers' Associations; Employers Confederation of the Philippines; Canadian Chamber of Commerce of the Philippines; Philippine Exporters' Confederation, Inc.; Philippine Chamber of Commerce and Industry; civil society organizations; and academe



Donor

Government of Canada
Employment and Social Development Canada (ESDC)



Duration

28 February 2024 – 27 February 2029



Budget

CAD 2,000,000 (US\$ 612,352)

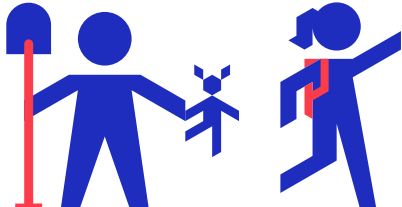


Geographical focus

Philippines

► Project Outcomes

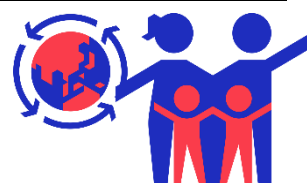
- Freedom of association and the right to organize are promoted in line with the 2023 HLTM recommendations.
- The Philippine Programme Against Child Labour is supported in removing children from child Labour and keeping them in schools.

Project Components	
Freedom of association	
Outputs ▶ Tripartite roadmap implemented including monitoring mechanism ▶ Workers' grievance mechanism on Fundamental Principles and Rights at Work operationalized ▶ Employers and Business Membership Organizations (EBMOs) capacitated to promote compliance with labour law and standards and gender-responsive business practices ▶ Bipartite and tripartite mechanisms strengthened to promote dialogue in workplace and compliance with labour standards ▶ Labour dispute resolution practices enhanced at the national and regional levels 	Activities ▶ Provide technical assistance to the National Tripartite Industry Council (NTIPC) on monitoring system for the FOA Roadmap. ▶ Facilitate the establishment of a case referral mechanism or system on FOA cases. ▶ Support the strengthening of the Commission on Human Rights (CHR) investigative functions. ▶ Conduct training for FOA and labour rights to various stakeholders. ▶ Facilitate tripartite consultations on FOA-related provisions of labour laws and policies. ▶ Provide technical assistance to workers on setting up and operationalizing Workers' Rights Watch (WRW). ▶ Operationalize grievance monitoring tools within workers' organizations. ▶ Promote FPRW among ECOP members. ▶ Operationalize an assessment tool among ECOP members for due diligence in adhering to labour laws and standards. ▶ Strengthen bipartite workplace cooperation mechanism through Labor-Management Councils (LMCs). ▶ Adopt a Strategic Compliance Plan (SCP) for priority trade sectors. ▶ Support the updating of the DOLE online case management system. ▶ Conduct capacity-building activities toward the implementation of the Guidelines governing the conduct of stakeholders during labour dispute.
Child labour	
Outputs ▶ Feasibility study on Child Labour Free Certification ▶ Campaign against child labour at sectoral levels ▶ National Child Labour Monitoring System (CLMS) developed ▶ Strengthened enforcement mechanisms to ensure no child labour in trade sectors 	Activities ▶ Conduct feasibility study on child labour free certification of enterprises in selected sectors. ▶ Support the National Council Against Child Labour (NCACL) on the preparation of a Communication Plan for the campaign against child labour. ▶ Conduct capacity-building on use of advocacy materials for NCACL members and sectoral partners. ▶ Roll-out campaigns at national and local levels. ▶ Support the development of PPACL M&E Framework. ▶ Update inventory of Child Labor Monitoring System (CLMS) with NCACL. ▶ Consolidate monitoring systems into a national CLMS. ▶ Strengthen monitoring systems in two pilot localities. ▶ Support updating of policies and/or guidelines on child labour. ▶ Capacity-building of implementers on coordinated enforcement procedures. ▶ Support the development of industry- or sector-specific guidelines and self-policing mechanisms at sectoral level.

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