

Training on Labor Standards and Collective Negotiations for Domestic Work
May 22-23, 2006
Pansol, Laguna
Organized by SUMAPI with support from ILO-DomWork

Objectives:

1. Provide SUMAPI members with information on core labor standards and how these relate with issues of domestic workers such as debt bondage and forced labor
2. Formulate plans on how to integrate issues revolving around core labor standards issues into SUMAPI (and, consequently, future organizing initiatives) core messages and approaches
3. Develop a plan of action to pilot, and, later on, upscale initiatives based on the first objective.

Day 1: May 22, 2006 (Monday)

The program started with an invocation led by Julie Ann Jimenez, President, SUMAPI-Iloilo Chapter, followed by the National Anthem led by Beatriz Mahinay, SUMAPI-Bacolod Chapter. SUMAPI President Milaluna Tibubos welcomed the participants to the training. Mr. Ricardo Casco, National Programme Coordinator of ILO-DomWork Project gave his solidarity message and expressed hope that SUMAPI will soon be an independent organization. He said that the training would intensify the participants' knowledge on labor standards, and that it is vital for them to have a solid knowledge on these and that they should be reiterate what they have learned in their communities. He added that it is also important to equip them with knowledge on resource management, where to get and how to utilize these funds wisely.

Session I: Analysis of the situation of Domestic Workers

To fully understand the situation of domestic workers from the perspective of the domestic workers themselves and to have a clear grasp of their rights, motivations and strengths a body map workshop was done. The participants were divided into four groups. Each group will draw a figure of a domestic worker. Each body part will represent the following:

- Head- for the dreams and aspirations of the domestic workers
- Hands- their talents and skills; educational attainment
- Shoulders- their work and their working conditions
- Stomach- problems and possible abuses encountered
- Feet- recruitment practices

After the groups have reported, Ms. Carla Cuntapay, Organizing Officer of Visayan Forum and main facilitator for the day processed the output into domestic workers issues and vulnerabilities.

Issues:

- Poor working conditions
- The work is just too much for their capacities
- Lack of immediate support network
- Domestic workers are not being given the chance to enhance their skills and knowledge
- They suffer discrimination

Vulnerabilities:

- Poverty
- Family obligations
- Broken families
- Lack of education

Mr. Ricardo Casco provided inputs to give the participants a deeper comprehension of the situation of domestic workers based on the official data and statistics from the government. He also gave an overview of other partners' initiatives, particularly of ILO, and their recommendations on how to immediately address domestic workers' issues. An open forum followed his presentation.

Ms. Milaluna Tibubos presented the "Synthesis and Analysis of the Issues and Concerns of Domestic Workers. These are the results of the preparatory consultations, National Domestic Workers Summit, Rights Awareness Sessions, Focused Group Discussions and Dialogue with Partners. The local chapters was asked to share to the plenary their chapters efforts to address these issues.

Iloilo	Batangas	Davao
• Television and radio guestings • Pagpapakilala sa organization • Discussion of issues • Workplace visitation	• Radio guestings with partners and employers	• Regular radio guestings (awareness raising) • SSS registration • Free medical check-up • Partnership with LUNA for legal assistance • Mobilize Brgy. Captain to support

		SUMAPI
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Domestic Work within the Decent Work Agenda

4 Elements of Decent Work

- Rights at work- there are inherent rights of Domestic Workers under the Labor Code. This includes contracts, definition of work, right to elementary education, humane and just treatment, minimum wage
- Employment
- Social protection
- Social dialogue

Open Forum:

- *Participation of DOLE re: Labor Standards*
 - *Mayroon mga inspectors but they are not mandated to go inside the house in cases of abuses in DW, labor standards can only be enforced after the case has been reported.*
- *Ano ang pwedeng gawin ng DOLE tungkol sa limit ng trabaho ng mga DW?*
 - *Dito papasok ang kahalagahan ng employment contract.*
- *May grupo ba ng kasambahay na kasama sa decent work agenda?*
 - *Hindi pa narerecognize ang SUMAPI, kaya hindi represented. Dapat na ang lahat ng usapin na may kinlaman sa DW ay kasali ang DW.*
 - *Nasa national level pa iyang mga training at pwedeng tanunigin kung kelan ito ilocalize*
 - *DOLE – advocacy sa LGU to adapt a local ordinance at the local level. Pagkakaroon ng mga LGU ng Kasambahay Ordinance*
 - *Pagpapalakas ng LGU para sa monitoring ng Batas Kasambahay.*

DOLE's Recommendations to Avoid Abuse for DW:

- *Matuto tayong sabihin ang gusto nating sabihin*
- *Mas maganda kung may support group para sa mga kasambahay*
- *Tulungan ang SUMAPI sa process ng legislation sa DOLE*
- *Sa Decent Work Agenda ay may gagawin na iyang partners pero ang SUMAPI wala pa*
- *DOLE, kasama ng VF, SUMAPI at ng iba pang partners ay kasama sa pagbuo ng Batas Kasambahay*

Domestic Workers should have a collective stand on their issues. It is also important for DWs to know the international situation of DWs. There are some actions that are being taken by the government to help the domestic workers in uplifting their conditions. However, domestic workers should stand for their 10 point agenda, strengthen their monitoring in the workplaces, proper orientation of the issues of DW, create and support a quick action center for abused Kasambahay, push for the amendment of the recruitment guidelines and discussion of labor standards to domestic workers.

Second Day
May 23, 2006

Director Cynthia Cruz
BWYW, Dept. of Labor and Employment

“While there are standards, enforcing it is another thing. Standard is set if there are two or more parties with different objectives but they have to work together to achieve it separately. Standards should be negotiable to conform to their needs. DOLE has developed tools and instruments with ILO, helped in drafting and advocacy of Batas Kasambahay, adapted a model ordinance, developed a VCD of pre-employment briefing for workers going abroad, accreditation manual with TESDA. It is very important to take care of yourself by knowing these things and by organizing.

Romeo Garcia
Employers' Confederation of the Philippines (ECOP)

ECOP's note on Batas Kasambahay

- Delete the word personal as it is susceptible to abuse and ambiguities – “ministering to the comfort”
- Written notarized contract is impractical and should not be made mandatory
- Minimum wage- increase is inevitable but the minimum amount should be 1500
- 13th month pay- better left to the discretion of the employer, ECOP wishes to study the issue further
- Mandatory membership- should not exceed 3% of the salary and should not be deducted
- Still considering the 14 days vacation leave

Federation of Free Workers
Mr. Ehpraim Guerero

Training on Resource Mobilization and Management

May 24-25, 2006

Pansol, Laguna

Organized by SUMAPI with support from ILO-DomWork

Ms. Milaluna Tibubos briefly discussed SUMAPI's core principles. This was immediately followed by a discussion from Mr. Virgilio Montano, Projects Manager, VFFI.

Important Notes:

- There is no prescribed formula for management. It is usually based on the organizations experience of what is effective for them
- Resources are very vital in an organization

KAANYUAN- Identity/Nature of the Organization

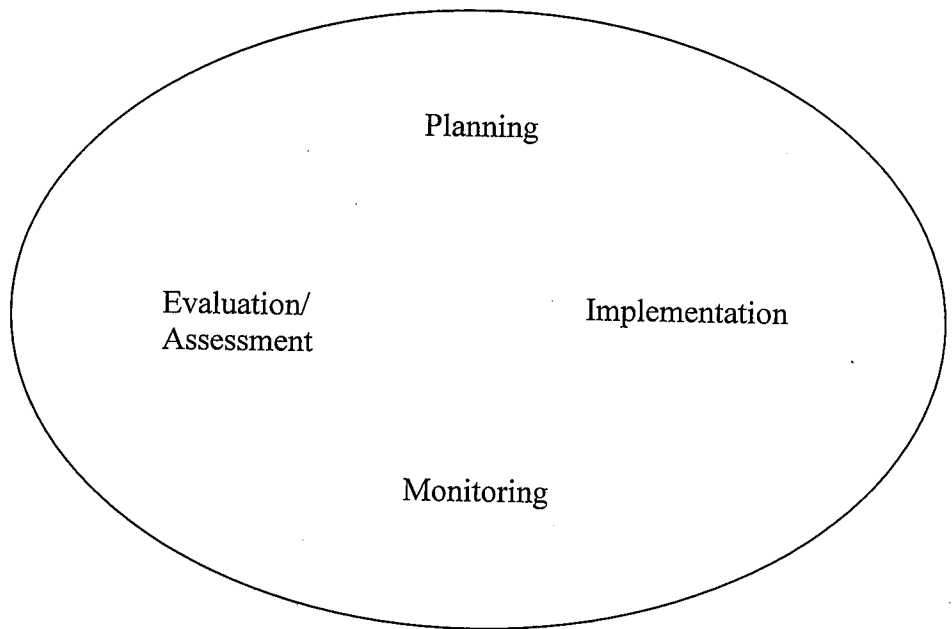
- Constitution and By-laws
- Vision, mission, goals
- Registration (SEC, DOLE, LGU)
- Core values/guiding principles
- Organizational structure
- Manual of operations/policies
- Reports/documents

KAYAMANAN-Resources

- Human Resources (leaders/officers, members, partners)
- Gamit (office, equipments, properties)
- Pera (pondo, savings)

KINABUKASAN-Forward Looking

- Strategic plan
- Resource mobilization plan-(project proposals, grant making, fund raising, alternative livelihood, savings)
- Organizing plan
- Media advocacy plan
- Communication plan



PROJECT CYCLE

PM Session

Ephraim Guerrero
Federation of Free Workers

Important Notes:

- FFW is now also a PESO. Help facilitate referrals for displaced workers.
- Displaced workers are being given counseling
- Social credit fund- loans for helping members establish their business
- Union dues payment systems- members of union pays union dues equivalent to .05% of their monthly income. Half of which goes to the local union, the other half goes to the federation
- FFW has programs for kasambahay- (organizing and educational programs for CDW)

Mr. Jover Larios
Cooperative Consultant, VFFI

Important Notes:

- Pagbuo ng koooperatiba
- Pagbabayad ng butaw (monthly dues)
- Pagbayad ng membership fees
- Alternative livelihood
- Negosyo (local enterprise)

- Pagpasa ng proposals sa funding agencies
- Savings mobilization
- Fund raising activities

Workshop:

Considerations in planning:

- 3 year target implementation
- Nature of work of DW members of SUMAPI
- Management/operational system of SUMAPI

Top Five Results:

- Pagbabayad ng butaw at membership fees (challenge: collection system)
- Pagpasa ng proposal
- Fund raising activities (per chapter approach)
- Negosyo (local enterprise)- alternative livelihood
- Private sector partnerships

Workshop Output:

Batangas:

Fund Raising:

- Consult core group members
- Conduct consultative meetings with partners
- They will hold an Alay lakad (once a year)
- Solicitation
- Christmas caroling
- Draft a Concept paper

Negosyo: Davao:

Fund Raising

- There is a Budgetary requirements needed
- Raffle tickets
- Theatre presentation (invitation)

Negosyo/Alternative Livelihood

- Budget
- Meeting with the leaders and core groups
- Venue, equipment and materials
- Full time volunteer to manage the business
- Consider the trainers training
- TESDA

Alternative Livelihood:

- Trainers' training
- Will talk with the core group about the alternative livelihood that they want to startup
- TESDA

Davao:

Fund Raising

- Budget
- Raffle ticket
- Theatre presentation

Negosyo/ Alternative Livelihood

- Budget

- E-load
- ID Lamination
- Xerox copier

Private Sector Partnership

- Budget
- Linkages/networking
- Mall charity foundation
- Groups of women
- Legal services

NCR

Negosyo/Alternative

- Pagkonsulta sa bawat core group
- Capital
- Market/puwesto
- Pag-aaralan ang magandang negosyo

Fund Raising

- Makipag-ugnayan sa mga partners
- Isabay sa mga big events tulad ng Araw ng Kasambahay
- Capital

Private Sector Partnership

- Makipag-ugnayan sa malalaking kumpanya tulad ng SM, Ayala, Jollibee, Unilever, Shipping Company, Century Tuna

Iloilo

Fund Raising

- Consultation with core groups
- Raffles- raffle ticket, capital, prizes
- Christmas Caroling

**Para makabuo ng capital

- Solicitation letter
- Program of activity
- Isabay sa Araw ng Kasambahay

Negosyo/Alternative Livelihood

- Puhunan
- Facilities
- Uri ng negosyo

**Target na negosyo

- Pastries
- Eload

Private Sector Partnership

- Letters
- Social dialogues

**kailangan:

- Specific activities
- Letters

Bacolod

Fund Raising

- Solicitation
- Raffle ticket

**Gagawin twice a year

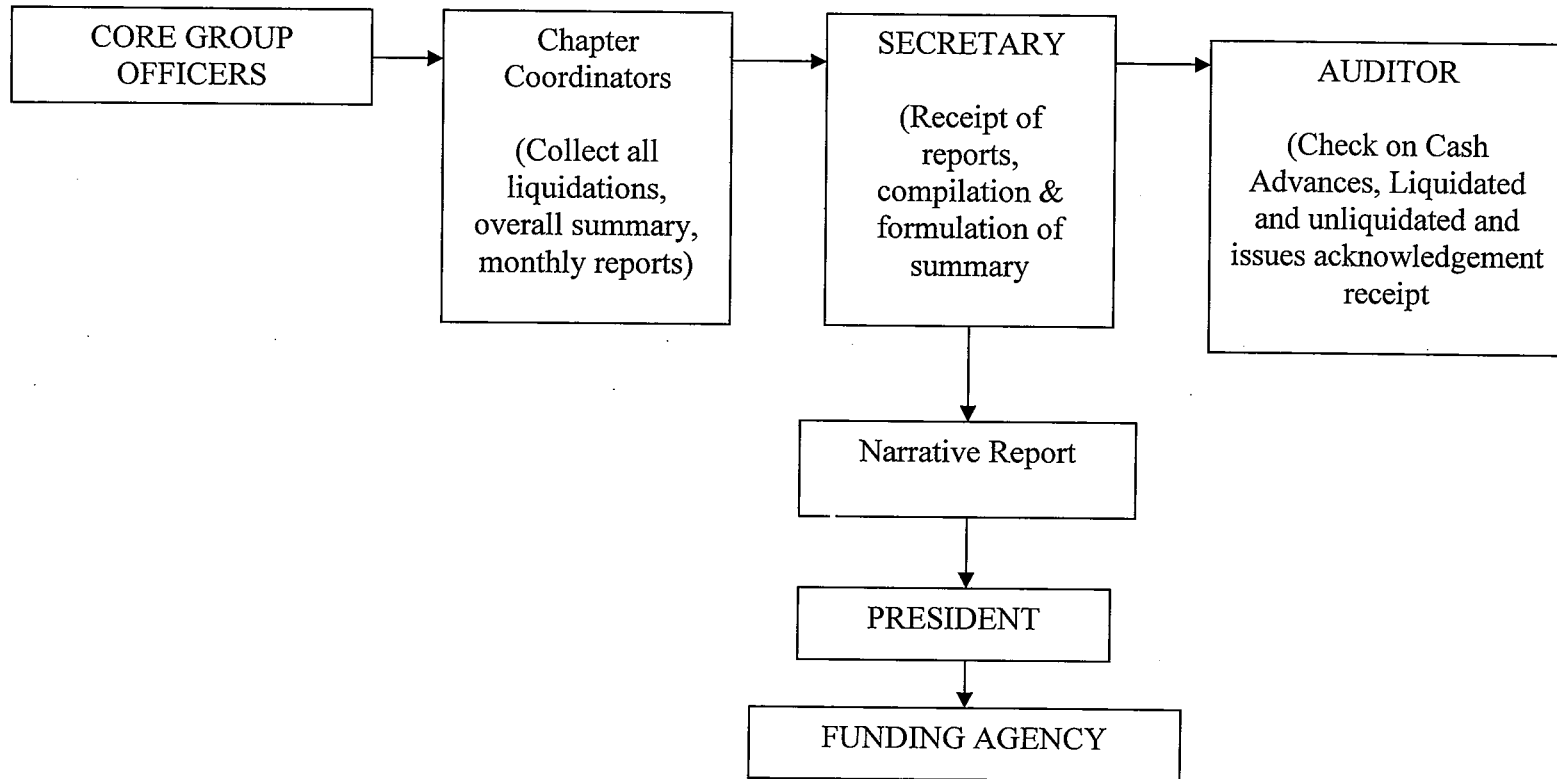
Negosyo/Alternative Livelihood

- E-load
- Sari-sari store
- Full time "volunteer

Private Sector Partnership

- Networking sa mga malls

LIQUIDATION PROCESS



SUMAPI FLOWCHART (Proposed SUMAPI Financial Structure)

