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International
Labour
Organization

ASIAN 2006
DECENT WORK
DECADE 2015

Decent Work for All

Quarterly Newsletter of the ILO in the Philippines

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MY LIFE... MY WORK... MY SAFE WORK

Managing risk in the work environment

Safety and health at work is of worldwide concern to governments, employers, workers and their families. In 2005, the ILO estimated that globally 2.2 million people die every year from work-related accidents and diseases. Each year, workers suffer 270 million occupational accidents that lead to at least three days of absence from work.

April 28 every year marks the World Day for Safety and Health at Work, an international campaign stressing the prevention of illness and accident at work. In the Philippines, the ILO in partnership with the Department of Labor and Employment's Bureau of Working Conditions, Occupational Safety and Health Center, employers and workers' organizations will have roundtable discussions to identify best practices and occupational safety and health hazards affecting workers in various regions.

Regional results including the National Occupational Safety and Health Medium Term Plan will be presented in a national conference which will be held on April 28. The conference aims to push for the ratification of ILO Convention 187 on Promotional Framework for Occupational Safety and Health Convention in the Philippines.

**APRIL 28
WORLD DAY FOR SAFETY
AND HEALTH AT WORK**



Marites weaves abaca fibers in the livelihood center.
(Photo by ILO / M. Rimando)

Getting out of the mud, helping typhoon survivors

More than a year has passed since Tropical Storm Reming (international name: Durian) killed 1,399 people, yet the trauma is still alive. Thousands continue to live in temporary shelters, and the devastating effects on employment and livelihood persist.

After the storm, Marites and her husband had to dig in the mud for sixteen days just to find his driver's license so he could return to work as a jeep driver. "We didn't know where to go. My store was destroyed. I used to earn P1,000 (\$25) and my husband another P300 (\$7.50) a day. After the typhoon we had no income", remembers Marites. Her family was evacuated to a school where they lived for a few months. Then they stayed in a tent before they were relocated to a temporary shelter.

Reming was the worst typhoon to hit the Bicol region. Among the six provinces in the region, Albay suffered the most. "For 47 years, this is the first time I have experienced such a strong typhoon. We are desperate. Our house was destroyed, four columns are all what's left of it", says Ruth, a 48-year old typhoon survivor and mother of four children. Initial findings of the ILO covering households in temporary shelters revealed that after a one year's stay in these sites, 30 per cent did not look for work simply because they believe that there is no work available. 69 per cent were employed, but most of them only held precarious jobs pushing the survivors into poverty.

Last February, the ILO opened its livelihood

center in Daraga, Albay. "The establishment of this livelihood center is a starting point. I am convinced that this community is full of talents, skills and enthusiasm and will be able to overcome the terrible experience of the typhoon. We think that the creation of employment and livelihoods is the only way to lift people out of poverty", explains Linda Wirth, Director of the ILO Subregional Office in Manila. The livelihood center was built in partnership with the local government, the Bicol Center for Community Development, the National Housing Authority, the Department of Social Welfare and Development and the Department of Labor and Employment. According to Rafael Triunfante Jr., President of the Bicol Center for Community Development, many of the earlier relief projects in the region were "not sustainable but this time it is different: we moved from smaller groups to bigger ones in which the women organized themselves. Thus the funds will be maximized to promote economic development."

Entrepreneurship training was conducted while market linkages, equipment and start-up capital were provided to typhoon survivors. "We learned the importance of uniting and organizing ourselves. Bukluran, the name of our organization, means unity", explains Ruth who now heads the organization as its President. Marites, now a member of Bukluran's Board of Directors hopes to expand the livelihood center to reach out to other typhoon survivors.

Decent Work for All

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EDITORIAL

ILO Philippines Program for 2008-2009

As 2008 gets underway, the Manila office has started to implement the biennium activities within the framework of ILO's Decent Work agenda to promote employment, uphold rights, protect workers and practice social dialogue. International labour standards and tripartism (governments, employers and workers) are fundamental values in the ILO approach to programmes and gender equality is at the core of decent work.

The outcomes included in the Decent Work Country Programme of the Philippines for 2008-2009 are designed as a contribution to the implementation of the National Action Plan for Decent Work of the Philippine tripartite members of the ILO and the expected global results adopted by the Organization to be pursued in the context of promoting a fair globalization for all.

The Philippine Decent Work Country Programme focuses on support for:

- policy coherence, employment strategy

and programme for job-rich and pro-poor growth

- economic and social empowerment for the working poor, men and women, including in conflict and disaster areas, using local development approaches
- improved labour market governance for enterprise growth, job creation, social protection and rights at work
- stronger and more representative employers' and workers' organizations

It will only be through key partnerships with the government, business, labour, civil society, the UN system, academe and the international community can this ambitious programme be implemented and concrete results be achieved.

Linda Wirth
Director

EVENTS CALENDAR

UN International Women's Day Forum

7 March 2008
Manila, Philippines

Women to Women Mentoring

3 April 2008
Manila, Philippines

Gender Equality Marathon

25 April 2008
Pasay City, Philippines

ASEAN Forum on Labour Migration

25-26 April 2008
Manila, Philippines

World Day for Safety and Health at Work National Conference

28 April 2008
Quezon City, Philippines

International Labour Conference

28 May-13 June 2008
Geneva, Switzerland

World Day against Child Labour

12 June 2008
Manila, Philippines

60 years of Philippine membership of the International Labour Organization

15 June 2008
Manila, Philippines

Towards an international statistical definition of child labour

By Ma. Concepcion Sardaña
Senior Programme Officer

Preparations are underway for the 18th International Conference of Labour Statisticians (ICLS) to be held in Geneva from 24 November to 5 December 2008. The International Conference of Labour Statisticians (ICLS) is the authoritative body to set global standards in labour statistics. The Conference is usually convened every five years.

One of the agenda items at the ICLS will be the presentation for possible adoption of a resolution setting measurement standards on child labour. This follows from the unanimous agreement during the 17th ICLS, held in 2003, for the development of a resolution on child labour statistics that will address the need to have a precise international statistical definition of child labour, including hazardous work, and guidelines to ensure comparability across countries and over time.

As part of the series of consultations on the draft resolution, the ILO's International Programme on the Elimination of Child Labour (IPEC) held the Asia Tripartite Regional Meeting from 31 January – 1 February 2008 in Manila. The objective of the meeting was to provide an opportunity to interact with the governments and ILO constituents of selected

countries of the region and to obtain their detailed comments and suggestions on a draft resolution.

Delegates to the Manila meeting were the following: (i) officials from Ministries of Labour of Bangladesh, Indonesia, Mongolia, Pakistan and the Philippines, (ii) officials from the National Statistical Office of Bangladesh, India, Indonesia, Mongolia, and the Philippines, (iii) representatives of employers' associations of India, Mongolia, Pakistan and the Philippines, and (iv) representatives of workers' associations of India, Indonesia, Pakistan and the Philippines. Ms. Criselda Sy (Philippines), Director of the Philippine Bureau of Labor and Employment Statistics, was elected as Chairperson.

Delegates expressed their views on the content and language of the draft resolution, which should lay down the parameters within which countries will have flexibility to adapt and apply the contents of the instrument to suit their national requirements, and also provide guidelines in terms of statistical tools on child labour data collection and measurement. The meeting in Manila and other tripartite regional consultations conducted by ILO-IPEC were intended to facilitate the progressive modification of the draft resolution, such that eventually at the ICLS it may be adopted by consensus.

Investing in decent work for women: Not just right, but smart

The International Women's Day is commemorated worldwide to honour women, celebrate their achievements and tackle inequalities. This year's theme of the United Nations "Financing for gender equality and the empowerment of women" and the International Labour Organization "Investing in Decent Work for Women: Not just right, but smart", offered an opportunity to look into gender equality not only as a matter of human rights but as an economic investment.

In the UN International Women's Day public forum, Linda Wirth, ILO Director and Chairperson of the UN Gender Mainstreaming Committee highlighted the importance of investing in women and increasing resources towards achieving the Millennium Development Goal of promoting gender equality. The forum was held on March 7 at the Mandarin Oriental with over 60 participants from government agencies, embassies, donor institutions, private sector, workers' organizations, media, non-government organizations, international humanitarian group, UN and other agencies. Luz Rodriguez of the United Nations Development Fund for Women called on the need to bring in men and world leaders to respond to the urgent need to end violence against women in all of its forms. "UNIFEM's call is for people everywhere to speak out and demand an end to violence against women," said Rodriguez.

Recent findings of a case study on

microfinance and the informal economy, first presented in the forum by Dr. Clarence Pascual, Economist showed that women dominate the informal sector and are the usual target beneficiaries of microfinance programmes. This however, failed to address issues such as lack of security and social protection, unsafe and unhealthy work environments and multiple burdens of women.

The National Commission on the Role of Filipino Women (NCRFW) represented by Gladys Franco, Chief of the Monitoring and Evaluation said that the country still faces the challenge of integrating Gender and Development (GAD) principles into national policies and programmes. She emphasized the need to educate government agencies on the use of the GAD budget for women's empowerment.

Linda Wirth presented the new Global Employment Trends for Women which revealed that more women are working, but they are also more likely to get low-productivity, low-paid and vulnerable jobs. "Creating more and decent work and promoting gender equality at the workplace in the Philippines can help reduce the necessity for women to migrate and face risks entailed in overseas jobs as well as mitigate the critical skills losses in health and educational services," said Director Wirth. "Investing in productivity enhancements and in women is not just right but smart."

Women to women mentoring

The Women's Business Council of the Philippines (WBCP) continues its advocacy with the forum "W2W: Women to Mentoring" on April 3 at the Philippine Trade and Training Center. This innovative forum aims to share best practices and lessons in business and entrepreneurship to inspire women and strengthen their capabilities towards leadership and empowerment.

Featured speakers include Linda Wirth, ILO Director for the Subregional Office in Manila to present best practices on women mentoring; Elizabeth Lee one of the two top female executives in the automotive industry; Flor Tarriela, Chair of the Philippine National Bank, Nina Aguas, former Country Manager of Citibank, Maria Ressa, Head of ABS-CBN News and Current Affairs, Loida Lewis of TLC Beatrice, Cynthia Mamon, President of Sun Microsystems, Myrna Bituin, President of Betis Crafts and Josiah and Chiqui Escareal-Go of Mansmith and Fielders, Inc.

Expected to attend are women and men in micro to large business; entrepreneurship and management students; trainers, mentors and formators from the private and public sectors; gender advocates in government and non-government organizations.

Women in sports: Breaking barriers, leveling the playing field

The Philippine Sports Commission and the International Labour Organization first partnered in 2006 to address gender inequalities and break barriers in the sports sector. Since then, the PSC looked at new ways to encourage young girls to go into sports while promoting decent working and living conditions among women athletes.

The PSC headed by Hon. Jose Mundo, Commissioner and Chairperson of the Women in Sports 2008 continued to promote involvement of women in sports with the launch of a Sports Competition for Women featuring badminton, bowling, boxing and taekwondo. Culminating the Women in Sports is a Gender Equality Marathon sponsored by Milo with runners wearing sashes bearing specific women's issue. The Women's Marathon will include a 5-kilometer and 10-kilometer open races to be held in April in Pasay City.

"Women in Sports is merely the beginning as we have been mandated by President Gloria Macapagal-Arroyo to widen our advocacy and reach out to more Filipino women across the country," explains Commissioner Mundo.

Junko Nakayama, Vocational Training Officer of the ILO Subregional Office in Manila was chosen to represent the organization and officially declare the opening of the women in sports competition. The Philippine Air Force

emerged as overall champion of the badminton competition. The Philippine National Police placed second while the University of Sto. Tomas Alumni and National Transmission Corporation won the third and fourth places.



(L-R) Hon. Jose Mundo, Chairperson of the Women in Sports 2008 and PSC Commissioner; Hon. Richie Garcia, PSC Commissioner; Hon. William Ramirez, PSC Chairperson and Junko Nakayama, ILO Subregional Office in Manila Vocational Training Officer open the badminton tournament with a ceremonial service. (Photos by ILO / M.A. Fernando)

ECOP delivers new services to its members

By Sanchir Tugschimeg
Employers' Activities Specialist

Compliance with the legislation is a key responsibility of the business. This requires knowledge of existing laws, regulations and jurisprudence. It can be a very daunting task, particularly for small businesses, who cannot afford in-house lawyers, or if the legislation is extremely complex and frequently amended. The survey conducted by the Employers' Confederation of the Philippines (ECOP) has revealed that Filipino employers face both problems. Every employer dreams about an easy-to-use, accessible and comprehensive guide which explains laws and regulations in a non-legalistic manner.

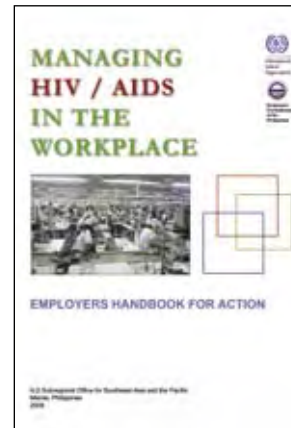
To address this need, ECOP, with the support of ILO Geneva Employers' Activities (ACTEMP) and the ILO Subregional Office in Manila, developed a Guidebook for Effective Employers. The concept encompasses user-friendly booklets explaining key pieces of legislation together with accompanying regulations. One distinct feature of this publication is references to landmark cases to illustrate most litigious aspects of the law and its application.

The first five booklets focus on:

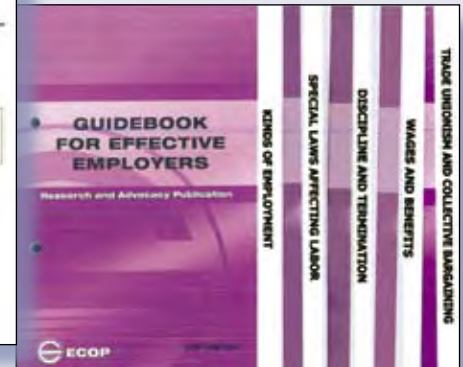
1. Types of Employment;
2. Wages and Benefits;
3. Discipline and Termination
4. Trade Unionism and Collective Bargaining
5. Special Laws (workplace harassment, alien employment, occupational safety and health, work-life balance, skills development).

The idea is to expand the range of the booklets to cover other aspects of workplace relations. ECOP's research and advocacy unit will update the booklets annually.

The Guidebook was prepared by a team of prominent labour lawyers, academics and practitioners. The value of the product is evident from the fast sales, adding another sustainable and much-needed product to the ECOP's range of services.



Managing HIV/AIDS in the workplace
Employers handbook for action



Guidebook for effective employers focusing on kinds of employment, special laws affecting labor, discipline and termination, wages and benefits, trade unionism and collective bargaining.

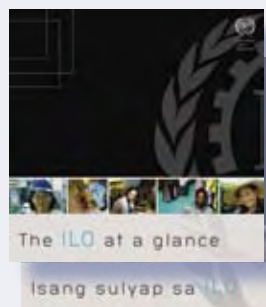
Another publication that ECOP added to its products is Managing HIV/AIDS in the Workplace: An Employers' Handbook for Action.

Philippine legislation requires employers to develop, implement and evaluate workplace HIV/AIDS education and information programme for all workers. However, in practice, employers often lack knowledge and ideas on how to go about it. Therefore, ECOP with the support of SRO-Manila developed this Handbook to help employers to install workplace programme in an effective and cost-efficient manner. The Handbook contains comprehensive overview of the national legislations and workplace requirements as well as possible strategies that companies may adopt. It also contains practical tools and resources that can be used by employers as well as case studies from Filipino companies. ECOP is planning to develop a training programme to accompany the Handbook.

MUST READS

The ILO at a glance (English) Isang sulyap sa ILO (Filipino)

An overview of the ILO, its mandate and history. It provides brief information on decent work, globalization, social dialogue, labour standards, freedom of association, forced labour, child labour, discrimination, employment and income, wages, social security, social protection, health and safety, migration, HIV/AIDS and other issues.



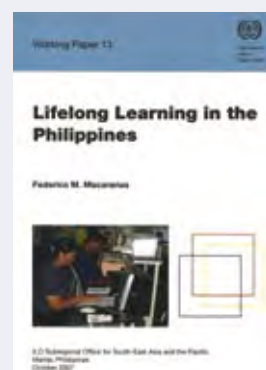
Local Economic Development for Employment Generation, Peace and Security

A collection of key insights and lessons from practical experiences of local government units and how they could apply to policy development. This publication presents approaches, tools and good practices in the Philippines on Local Economic Development.



Lifelong Learning in the Philippines

This publication is part of the Working Paper series which reviews policy framework for lifelong learning in the Philippines. It proposes a framework that integrates various views and good practices in lifelong learning. It looks into setting up a Coordinating Council for Lifelong Learning in the Philippines and priority areas.



Implementation of the Labour Standards Enforcement Framework in the Philippines

Labour standards are important instruments to ensure that fundamental rights and principles are respected and that workplaces are kept safe and healthy. This publication is part of the Working Paper series which reviews progress of the Labour Standards Enforcement Framework in the Philippines.

