



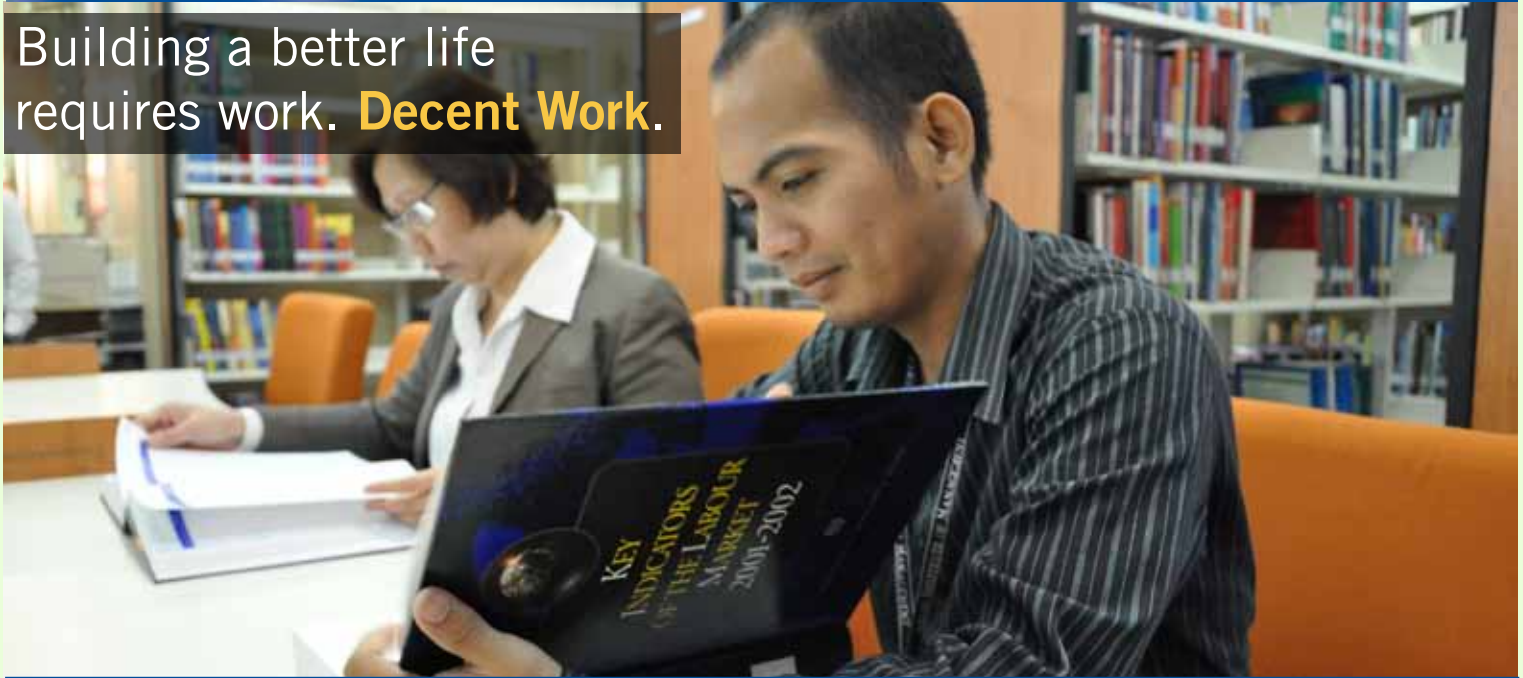
# Decent Work for All

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International  
Labour  
Organization

Building a better life  
requires work. **Decent Work.**



## Riding the wave of knowledge management

By Julita Yap, Library/Documentation Assistant

The knowledge corner increases access to ILO publications, tools, reports, statistics, training manuals, videos and other materials. (Photo by M. Rimando/ILO)

Dean Jorge Sibal of the University of the Philippines School of Labor and Industrial Relations (UP-SOLAIR), the only graduate school in industrial relations in the Philippines, recognized the need to have direct access to ILO reports, statistics and publications. “The ILO has reference material and up-to-date research in employment and industrial relations not only in Asia but worldwide,” he said. He was keen to harness this material for UP-SOLAIR and established an ILO knowledge corner for its faculty, students and researchers.

A year after the launch of its knowledge corner, UP-SOLAIR unveiled a Marker of Appreciation and signed a Memorandum of Agreement (MOA) in September 2010. “The ILO knowledge corner has been useful. There is a big increase in the number of graduate students who have chosen to write a thesis instead of take the comprehensive examinations option to qualify for degrees. Our faculty members and researchers have also increased their research output, with research tackling issues of decent work, informal sector workers, trade unionism and other work-related topics,” said Dean Sibal.

After the MOA signing, Director Johnson spoke at UP-SOLAIR’s convocation, “From Poverty to Decent Work: Bridging the Gap through Millennium Development Goals”. Representatives of university alumni, graduate students, employers’ groups and faculty served as reactors.

“Director Johnson provided our students with the latest trends not only in the Philippines but the rest of the world. His talk helped enhance the quality of our analysis on local workplace problems. Indeed, poverty in the Philippines is the most pressing concern of the whole country- the government, the private sector employers, the civil society sector, the academe, the church and other stakeholders,” concluded the convener.

UP-SOLAIR’s Master’s Programme in industrial relations trains qualified students and staff members of unions, management, government agencies and educational institutions for professional careers in labour relations and human resources development. Graduates work in the country’s corporations, government agencies, civil society organizations and the academe.

How do we manage knowledge? We can have data and information, but may not have knowledge. To understand data we need information, information that can be formed into a pattern that can be understood. Only then do we have knowledge.

Knowledge management is the capture, retention, and reuse of foundations that impart an understanding of how pieces fit together and how to convey them meaningfully to others. Its value relates directly to the effectiveness with which managed knowledge enables others to deal with today’s situations and effectively envision and create their future. With on-demand access to managed knowledge, every situation can be addressed with what has been learned about similar situations elsewhere.

With this in mind, the ILO has begun to work with institutions to establish satellites of knowledge corners. UP-SOLAIR’s library is the first satellite for material related to Decent Work. Others include the Asian Institute of Management and Social Security System.

### Succeeding in Business: training in the Philippines

By April Carmela Lacson, Programme Assistant

After the success of a Succeeding in Business (SIB) programme last year, a second SIB workshop was held in Manila. Through SIB, a multi-enterprise training programme that improves enterprise competitiveness while making them better places to work, companies reduced defects by 53 per cent and reduced waste and production delays by 30 per cent. A pharmaceutical company decreased machine downtime by 40 per cent and increased production by 15 per cent. Moreover, companies who joined the pilot programme in 2009 reported improved layouts, cleanliness and working conditions.

Representatives from Metro Manila, Pangasinan and Zamboanga Peninsula, Basilan, Sulu and Tawi-Tawi (ZAMBASULTA) chapters of the Employers Confederation of the Philippines (ECOP), the National Wages and Productivity Commission (NWPC) and the National Conciliation and Mediation Board (NCMB) joined the second SIB training held in September. The workshop trained trainers and enterprise representatives, and helped companies to draw up action plans. Factory visits validated what had been presented and pushed management and labour to commit to SIB programmes. Further factory visits are scheduled to track progress, and the programme will culminate in December for companies to present results of the programme. The next challenge is for national groups to take this on. ECOP, NWPC and the NCMB have joined forces to examine how to build on the momentum already gained.

### International Day of the World's Indigenous Peoples

In partnership with indigenous peoples of the Philippines, the National Commission on Indigenous Peoples (NCIP) and members of the UN Inter-Agency Technical Working Group on Indigenous Peoples (UN IATWG IP), chaired by the ILO, celebrated the International Day of the World's Indigenous Peoples with the theme "Reaffirming the IP Development Framework under the Indigenous Peoples Rights Act (IPRA) through Convergence". The celebrations included presentation of the Indigenous Peoples' Master Plan, drawn up by IPs, sharing of good practices related to basic human rights and achievements in sustaining promotion and protection of Ancestral Domains in implementing the Indigenous Peoples' Rights Act (IPRA) in the Philippines. The celebration was held on 10 August 2010 at the Ateneo de Manila University in Quezon City.



Senator Loren Legarda (left) and Director Lawrence Jeff Johnson, ILO (right). Sen. Legarda says she will support ratification of the Indigenous and Tribal Peoples Convention, 1989 (No.169). (Photo by D. Respall/ILO)

## What does decent work mean to you?

- "Decent work means appropriate compensation and benefits commensurate to skills and tenure, healthy working environment, following all labour laws of the world and the Philippines." - Dr Benjamin R. De Jesus, Jr., General Manager
- "It means working in an environment where fairness and equal opportunity is given to all employees; values are constantly practiced; and employees are recognized or rewarded." - Dorss Estaniel, HR Manager
- "For me decent work helps our community and it starts to help our economy. Decent work means being happy in what you are doing." - Arvin, Nurse
- "Decent work means being able to financially support the needs of my family, at the same time maintain self worth and dignity"- Amee Viras, Manager

Illustrator: Gill Button



## Must reads



### Offshoring and working conditions in remote work

The book presents the first in-depth study of the workplace in the Business Process Outsourcing (BPO) industry, which can broadly be divided into "voice" services, such as call/contact centres, and "back office" services, like finance and accounting, data processing and management, and human resource development.

8 November 2010

8-12 November 2010

10-12 November 2010

## Calendar

**3rd Microinsurance Innovation Forum** (Manila)

**Training of Trainers on Generate Your Business Idea/Start Your Business for Local Partner Organizations** (Butuan City)

**Roundtable discussion and seminar workshop on improved use of International Labour Standards in the Judiciary** (Manila)

**DECENT WORK**

A better world starts here.

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DECENT WORK  
DECADE 2006  
2015

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