

Promoting the Right to Freedom of Association and the Right to Collective Bargaining – Sweden



AT A GLANCE

- ➔ **Partners**
Department of Labor and Employment (DOLE), Department of Justice (DoJ), Workers and Employers' Organizations
- ➔ **Donors**
SIDA ILO Partnership Programme 2014-2017
- ➔ **Duration**
July 2014 to December 2015
- ➔ **Target beneficiaries**
Policy makers, prosecutors and investigators handling alleged labor-related human rights abuses, social partners in tripartite industrial peace councils at the national, regional and industry levels and their constituents, workers and employers.
- ➔ **Geographical focus**
National



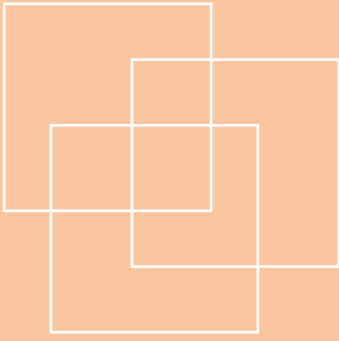
PROJECT OBJECTIVES

Freedom of association and collective bargaining rights, as outlined in ILO Convention No. 87 on Freedom of Association and Protection of the Right to Organise Convention (1948) and ILO Convention No. 98 on the Right to Organise and Collective Bargaining (1949) are fundamental human rights. These rights also promote sound labor market governance and can contribute to addressing inequality and poverty. The Philippines has ratified ILO Conventions 87 and 98. However, reports and decisions from the ILO's supervisory bodies reflect restrictions on the exercise of these rights. Some of these include limitations on the establishment of organizations or the right to join them; interference even by state actors in the functioning of organizations; anti-union discrimination, violations of collective agreements, and; undue limitations on the right to strike. Serious complaints on the violation of these rights, filed by workers' groups in the Philippines led to the ILO High Level Mission to the country in 2009.

This Project is a continuation of ILO support to constituents to implement recommendations from the High Level Mission. Country level objectives of the project include:

- The police and military including other relevant government bodies and local TIPC members have better knowledge & capacity to apply human rights, civil liberties, freedom of association and collective bargaining through the implementation of 2011 and 2012 Guidelines.
- DOLE, workers and employers have better awareness and capacity for bi-partite and tripartite social dialogue, including collective bargaining.
- Enhanced knowledge and capacity of constituents to review labour laws and policies on non-standard forms of employment and evolving forms of employment.





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MAIN ACTIVITIES

- Capacity building programme and workshop to improve capacity to evaluate and advance investigation and prosecution of cases involving violence against unionists.
- Capacity building programme for new conciliators and mediators on the implementing rules and regulations of the new Mandatory Conciliation Law.
- Training workshop for micro small and medium scale enterprises on labor laws compliance through social dialogue.
- Conduct of Policy Workshop on Collective Bargaining Reforms involving tripartite representatives at the national, regional and industry levels.
- Drafting and consultations with tripartite structures on a strategy paper on collective bargaining reforms.
- Design training module/programme for bipartite training on social dialogue, joint problem solving and good faith bargaining.
- Bipartite training workshops for employers and workers in selected sectors or critical areas on social dialogue, joint problem solving and good faith collective bargaining.
- Trade Union Leadership Trainings for at potential or new union officers on basic leadership skills, trade union administration, decent work, international labor standards, gender and climate.
- Course on evolving forms of employment relationships and decent work for tripartite representatives.

PROJECT OUTCOMES

- At least 20 DOJ and CHR officials trained on freedom of association and collective bargaining principles to improve capacity to evaluate and advance investigation and prosecution of pending cases concerning violence against unionists.
- Core group of new conciliators and mediators are better equipped to implement the new implementing rules and regulations of the Mandatory Conciliation Law.
- At least 90 employer representatives from key or selected areas are provided with training on labor laws compliance thru social dialogue.
- Proposed national policy on collective bargaining drafted with ILO technical support.
- At least 60 workers and employers have been provided with bipartite training on social dialogue, problem solving skills and collective bargaining based on good faith and have designed follow-up enterprise level action plans as post training output.
- 60- 90 potential union officers from NCR, Luzon, Visayas and Mindanao provided with training on leadership, organizing, workers' education methodologies.
- Issues, perspectives and initial recommendations from tripartite constituents covering non-standard forms of employment relationship.

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