



## ▶ Project on Improving Workers' Rights in Rural Sectors of the Indo Pacific with a focus on Women

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### ▶ At a glance



#### Donor

US Department of Labor



#### Duration

December 1, 2020 – November 30, 2024



#### Geographical focus

Philippines and Indonesia

### Project Partners

The Project is working with governments, workers and employers' organisations in both countries, which would include, but will not be limited to the following partners:

#### Philippines

Department of Labor and Employment (DOLE) and its relevant attached bureaus and agencies, Department of Trade and Industry (DTI), Department of Agriculture (DA), Department of Environment and Natural Resources (DENR), Bureau of Fisheries and Aquatic Resources (BFAR), Philippine Commission of Women (PCW), the National OSH Inter-Government Coordination and Cooperation Committee (OSH-IGC3) established under RA 11058, Employers' Confederation of the Philippines (ECOP) their local chambers of commerce and member organisations belonging to these sectors, Sentro ng Progresibong Manggagawa (SENTRON), Federation of Free Workers (FFW), National Trade Union Congress (NTUC), Trade Union Congress of the Philippines -Associated Labour Unions (TUCP-ALU), National Anti-Poverty Commission - Workers in the Informal Sector (NAPC-WIS), Alliance of Workers in the Informal Economy/Sector (ALLWIES) other national and sectoral workers' organisations, IndustriALL Global Unions, selected local government units, local workers' groups, relevant civil society organisations and private compliance initiatives.

#### Indonesia

Ministry of Manpower (MoM), Ministry of Affairs and Fisheries (MoMAF), Ministry of Agriculture (MoA), Ministry of Health (MoH), Indonesian Employers Association (APINDO), Indonesian Fisheries Association (GAPPINDO), Palm Oil Trade Union Network (JAPBUSI), Indonesia Tuna Association (ASTUIN), Indonesia Pole and Line and Handline Fisheries Association (AP2HI), and other local government units, sectoral business associations, workers' groups and other private compliance initiatives.

### ▶ Background

The Philippines and Indonesia have strong trade and investment relationships with the United States. The Philippines was the United States' 28th largest supplier of goods imports in 2019<sup>1</sup>. Indonesia on the other hand is the US' 22nd largest supplier of goods imports in 2019.

The increase in imports from both the Philippines and Indonesia to the US in recent years can be attributed to the US' Generalised System of Preferences (GSP), which provides opportunities for many of the world's poor and developing countries to avail of zero or reduced tariff, and use trade to grow their economies and climb out of poverty. However, availment of US GSP benefits are dependent on the beneficiary country's compliance with labour provisions of the GSP. Decent work deficits in these sectors pose challenges to these industries' access to the US market, based on the GSP's provisions where the beneficiary country must "have taken or is taking steps to afford internationally recognized workers' rights, including 1) the right of association, 2) the right to organize and bargain collectively, 3) a prohibition on the use of any form of forced or compulsory labour, 4) a minimum age for the employment of children, and a prohibition on the worst forms of child labour, and 5) acceptable conditions of work with respect to minimum wages, hours of work and occupational safety and health".

Unfortunately, various ILO studies and reports to its supervisory mechanisms, as well as recent cases have highlighted the persistent decent work deficits in these sectors. This includes widespread informality, ambiguous employment relationships and non-standard forms of employment, even in the higher tiers of the supply chain/ value chain, low wages and other issues related to payment of wages, long working hours, extremely unsafe and hazardous working conditions, violence and

1 <https://ustr.gov/countries-regions/southeast-asia-pacific/philippines>

harassment at work- all of which are conditions which make these sectors at higher risk of even more serious violations such as forced labour and child labour.

Addressing these decent work deficits require understanding of the systemic and root causes such as: weak mechanisms, structures and systems to support implementation of international and national laws and policies related to labour standards, OSH, and gender equality including engagement in social dialogue; limited capacity of institutions and social partners (national, regional, local) in the promotion, enforcement, monitoring and reporting of labour laws compliance, OSH and gender equality in the rural sectors, and; limited capacity of social partners on results-based management and evidence-based policy making and decision making in supporting monitoring compliance and promotion of labour standards, OSH, and gender in the supply chain of target sectors including engagement in bipartite and tripartite +++ dialogue.

## ► Objectives

The Project aims to contribute to ensuring and sustaining improved working conditions, especially for women workers, through the improvement and promotion of labour laws compliance, occupational safety and health and gender equality in the rural sectors in the Philippines and Indonesia.

The project is implemented as part of **Safety + Health for All**, the ILO Flagship Programme -aimed at improving the safety and health of workers worldwide. Contributing to the achievement of the Sustainable Development Goals in reducing the incidence of fatal and non-fatal work-related accidents and diseases, the programme supports governments, employers, workers and other key stakeholders in developing and implementing solutions that work locally, and can be scaled globally, to create exponential improvements wherever they are needed. The project will benefit from the tools, strategies and good practices identified in the context of the Flagship Programme.

## ► Project Outcomes

The Project works closely with regional and country level partners to achieve the following target outcomes:

### Long term outcomes

- National frameworks for compliance with labour laws, gender equality and occupational safety and health (OSH) in rural sectors are enhanced

- Enhanced enabling environment for the promotion of and compliance with labour laws, gender equality and occupational safety and health (OSH) in rural sectors in pilot enterprises and communities

### Medium term outcomes

- National and regional tripartite mechanisms of industry tripartite partners in (1) mainstreaming gender and sector specific labour issues in industry tripartite councils and (2) Occupational Safety and Health in line with ILO Convention No 187 are enhanced
- Enhanced and improved gender-responsiveness in government's monitoring, enforcement and remediation on labour and OSH
- Mechanisms and structures that promote compliance with labour laws, gender, and OSH in the supply chain of rural sectors, pilot enterprises and their communities are enhanced

### Short term outcomes

- Enhanced and improved gender-responsiveness of national and regional level tripartite systems for developing and promoting labour laws in target sectors
- Promotional framework of industry tripartite partners for safety and health at work developed in the target sectors
- Inspection policy and processes on sector-specific labour laws, OSH and gender issues are improved
- Improved capacity of employers' and workers' organizations to promote compliance to gender, labor laws, and OSH in the supply chain of target sectors
- Community level mechanisms on addressing gender equality, labor laws and OSH in pilot communities are established and operational
- Gender - responsive workplace level mechanisms on labour laws compliance, and OSH are implemented

## ► Key Priority Activities

Major project activities include, but are not limited to: sectoral assessment and gender supply chain mapping; capacity building and competency-based programmes; development of sector specific IEC, establishing and enhancing online systems; localization and mainstreaming of gender, labor laws and standards, and OSH; enhancing social dialogue.

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