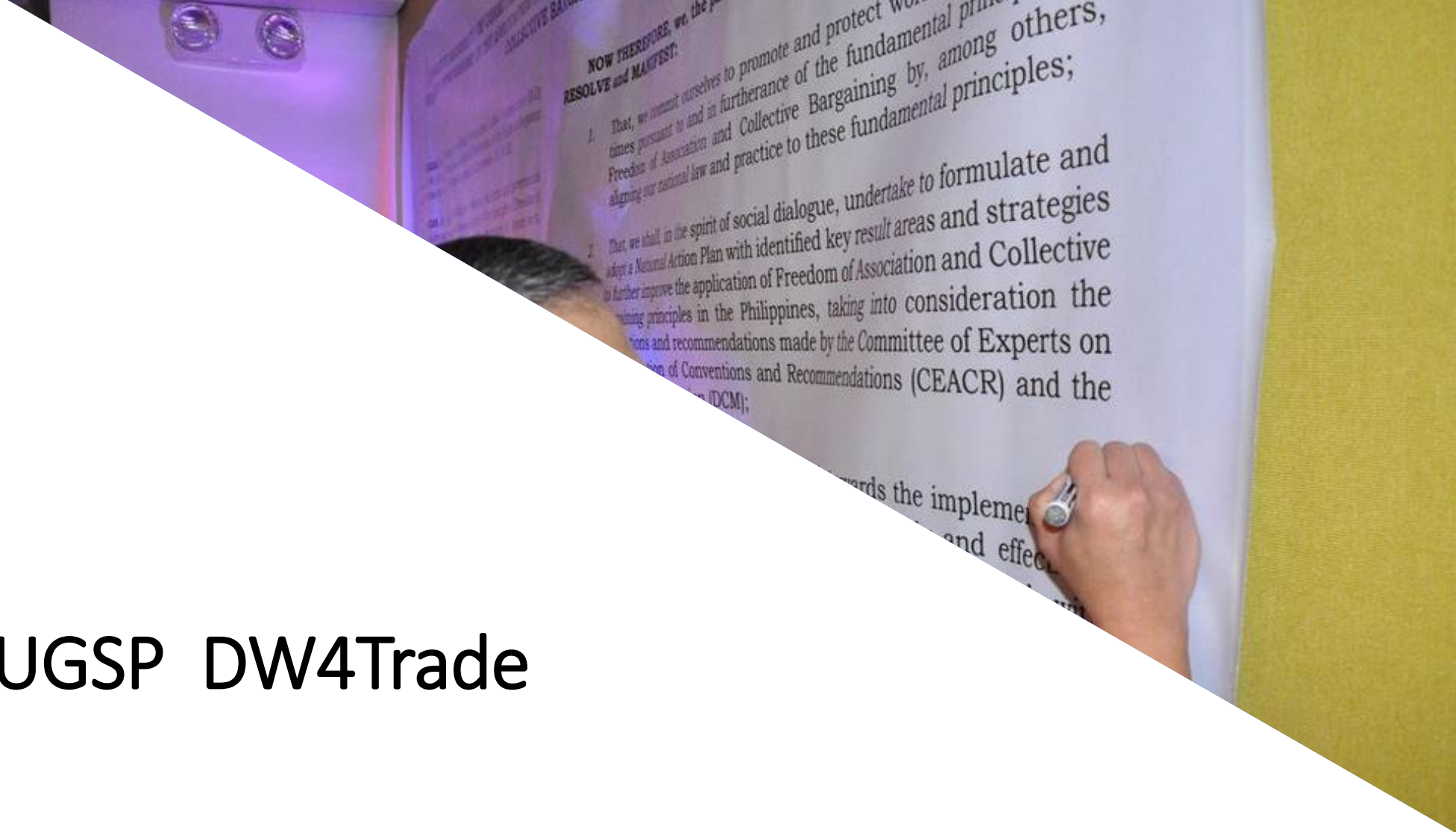


RBSA and EUGSP DW4Trade Projects





► Decent Work Country Programme Philippines 2020–24

Presenter

Name
DD Month YYYY

Draws from outputs of Previous EUGSP+ Project

Tripartite Manifesto of Commitment

Action Plan for FOA CB

Review of the mechanisms' operational guidelines, mandates and coordination

E-Learning Course on Labour Rights and Standards

FoA Training Manual for Workers on Case Documentation and Monitoring of Violations on FoACB

CHR Training Module on Labour Rights and Standards)

Employers' Diagnostics of Compliance with Labour Standards: A Checklist for small enterprises

Key Objectives

15 month Project – August 2020 – December 2021

Strengthen social dialogue and better application of ILS, focusing on FOA CB and OSH in the context of COVID-19.
(EU DW4Trade)

Promoting social dialogue for improved compliance, better application of ILS and COVID-19 response. (RBSA PHL129)

EU DW4Trade Project cover the following countries

Philippines, Mongolia, Pakistan (New)

Bangladesh, Myanmar,, Vietnam (ongoing)

Increased national capacity for policy and legislative reforms, including COVID-19 responses, based on ILS and address recommendations of the Standards Review Mechanism”
(RBSA PHL826)

Project funding



RBSA PHL129 and EU GSP Decent Work for Trade

- **Overall Objective:** Effective application of ILS particularly, FoACB, in the Philippines as beneficiary country of EU GSP+ trade arrangement
- The **Specific Objective** is to strengthen social dialogue and better application of ILS, focusing on freedom of association and right to collective bargaining principles and occupational safety and health (OSH) in the context of COVID-19. Specifically, the **Intermediate Outcomes** coincide with the key components are follows:
 - Enhanced ECOP's and employers institutional capacity to promote gender-sensitive sustainable business practices, compliance and social dialogue
 - Improved trade union services to support monitoring of workers' and women's rights in the workplace, including COVID19-related issues.
 - Improved tripartite social dialogue mechanisms at ecozone level with balanced participation of women representing workers, employers, DOLE, DTI and PEZA, that adopts and monitors gender-sensitive strategic compliance plans or VCPG, particularly on FOACB and OSH standards related to COVID 19
 - Strengthening the impact of enterprise-level bipartite mechanisms to adopt gender-sensitive compliance plans, protocols and policies to prevent and control COVID-19, and transitions to the new normal
 - Improved institutional frameworks for dispute resolution/case management

Strengthen social dialogue and better application of ILS, focusing on FOA CB and OSH in the context of COVID-19. (EU DW4Trade)

Promoting social dialogue for improved compliance, better application of ILS and COVID-19 response. (RBSA)

Improved culture of labour law compliance and better application/enforcement for freedom of association and collective bargaining in selected economic zones/industry

Funding:

**PhI129 &
EUDW4Trade**

Intermediate Outcomes

1

Enhanced ECOP's institutional capacity to promote gender-sensitive sustainable RBC and social dialogue in selected ecozones

2

Trade union services improved to support monitoring of workers' and women's rights, including COVID19-related issues.

3

Tripartite social dialogue mechanisms enhanced at ecozone level that adopts and monitors gender-sensitive strategic compliance plans or VCPG (Voluntary Code of good practices)

4

Strengthened enterprise-level bipartite mechanisms strengthened adopting compliance plans, COVID-19 protocols and standards

5

Dispute Resolution Mechanism Harmonized and Digitalized

Increased national capacity for policy and legislative reforms, including COVID-19 responses, based on international labour standards and address recommendations of the Standards Review Mechanism”

Intermediate Outcomes

1

**Ratification/endorsement
of ILO C. 160, ILO C. 155,
COVID-19 National
Policies/Legislation**

2

**Investigative and
monitoring
Mechanisms on
workers' rights (FOA
CB)**

3

**Policies and legislation on
FOA CB and OSH/COVID-
19**

Employers' Component

INTERMEDIATE OUTCOME 1

Key result area:
Enhanced ECOP's
institutional capacity to
promote gender-
sensitive sustainable
business practices,
compliance and social
dialogue in selected
ecozones

OUTPUT 1:

Updated and digitalized ECOP diagnostics self assessment tool on ILS, national labour standards

OUTPUT 2:

Selected locators, companies and MSMEs in ecozones together, trained on the use of the self assessment tools to guide identification of gaps and the development of enterprise action plans on ILS

INTERMEDIATE OUTCOME 1

Enhanced ECOP's institutional capacity to promote gender-sensitive sustainable business practices, compliance and social dialogue in selected ecozones

Funding:

PhI129 &
EUDW4Trade

OUTPUT 1:

Updated and digitalized ECOP diagnostics self assessment tool on ILS, national labour standards

Update and enhance the diagnostic tool

At least 2, 1 day) preparatory orientations and workshops (with key ECOP officials) on digital tools and platforms

(At least 3, 1 day) Training (webinars) to update key officials and staff of ECOP handling the HelpDesk , e-Academy and its Regional Chapters on the technical content

(At least 3, 1 day) Training (webinars) to update key officials and staff of ECOP handling the HelpDesk , e-Academy and its Regional Chapters on the technical content

At least 1, 1 day Meeting to) present the final self assessment tool to ECOP leadership, with its sustainability plan, for adoption

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INTERMEDIATE OUTCOME 1:

Enhanced ECOP's institutional capacity to promote gender-sensitive sustainable business practices, compliance and social dialogue in selected ecozones

Funding:

**PhI129 &
EUDW4Trade**

OUTPUT 2:

Selected locators, companies and MSMEs in ecozones together, trained on the use of the self assessment tools to guide identification of gaps and the development of enterprise action plans on ILS

Capacity- building and workshops (or webinar series) for selected locators in ecozones in the development of a culture of compliance

Support ECOP in the launch and conduct of e-training for locators and companies, MSMEs especially those accessing EU GSP+ using the digitalized diagnostics and reporting tool.

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COVID-19 Response – Compliance with updated OSH COVID 19 checklist and protocols; CSR/RBC initiatives

**Partners: ECOP Enterprises/Lo
cators, DTI,
PEZA, DOLE**

INTERMEDIATE OUTCOME 2:

Improved trade union services to support monitoring of workers' and women's rights in the workplace, including COVID19-related issues.

Funding:

PhI129 &
EUDW4Trade

Output 1: Online survey tools developed which trade unions can use in monitoring and gathering of sex disaggregated data on compliance/non compliance, including OSH and collective bargaining issues in the context of COVID-19, especially in targeted ecozones

Output 2: Training Manual for Workers digitalized (produced by EU GSP+) on Case Documentation and Monitoring

Output 3: E-learning programme developed based on documentation, investigation & monitoring of labour law compliance and union engagement in social dialogue (ACTRAV)

INTERMEDIATE OUTCOME 2:

Improved trade union services to support monitoring of workers' and women's rights in the workplace, including COVID19-related issues.

Funding:

PHI129 &
EUDW4Trade

OUTPUT 1: Online survey tools for trade unions monitoring of compliance/non-compliance, including OSH and collective bargaining issues in the context of COVID-19, especially in targeted ecozones

- **ACTIVITIES**

- Design and pilot data collection survey and monitoring tools on workers' issues in the context of COVID-19 covering rights, OSH, collective bargaining issues (Content)
- Present the final online survey tool to partner unions for adoption, and to guide planning for sustaining the tool
- Disseminate the survey tools on various platforms
- Present results of the survey to partner unions as basis for the development of evidenced-based joint union proposals under PHL 826

Activities

OUTPUT 2: Digitalized Training Manual for Workers (produced by EU GSP+) on Case Documentation and Monitoring

Conduct a scoping and feasibility study with recommendation on the development and maximisation of online platforms

Design and piloting of an online programme/ system (which can be based on either a new system or existing ones) that can support workers remote learning, monitoring and reporting

Conduct of an e-training of labour educators and organizers on the use of the digitalized workers' manual

(At least 1 meeting to) Present the final digitalized version of the manual to partner unions for adoption, and to guide planning for sustaining the tool

INTERMEDIATE OUTCOME 2:

Improved trade union services to support monitoring of workers' and women's rights in the workplace, including COVID19-related issues

Funding:

**PhI129 &
EUDW4Trade**

OUTPUT 3:

E-learning programme on documentation, investigation & monitoring of labour law compliance , and trade union rights violations, to support trade union monitoring, and union engagement in social dialogue (GLOBAL/ACTRAV)

Activities

Design or customise an e-learning programme for workers on documentation, investigation and (ACTRAV workplan)

Coordinate with ITUC, UNESCO, OCHR, and Turin Centre on training for using and expanding the documentation processes

(At least 1 meeting to)
Present the final e-learning platform to partner unions for adoption, and to guide planning for sustaining demand for the platform

Conduct of a launch of the e-learning system for workers

INTERMEDIATE OUTCOME 3

Improved tripartite social dialogue mechanisms at ecozone level with balanced participation of women representing workers, employers, DOLE, DTI and PEZA, that adopts and monitors gender-sensitive strategic compliance plans or VCPG (Voluntary Code of good practices)

Funding:

Phl129 &
EUDW4Trade

OUTPUT 1:

Updated training programmes for workers and employers (with possibilities for online systems) on social dialogue,

towards establishing or strengthening bipartite & tripartite mechanisms, in economic zones to support strategic compliance

OUTPUT 2:

Government agencies such as DOLE, DTI, PEZA, CHR, AFP, PNP and LGUs capacitated on ILS/labour standards in the context of RBC/BHR so they can better provide enabling environment and support, including policies,

OUTPUT 3:

Tripartite strategic compliance plans in the selected EPZs

DOLE BLR,
DTI/PEZA,
NCMB, BWC
and OSHC,
Partner TUs,
ECOP

Activities

INTERMEDIATE OUTCOME 4:

Strengthened enterprise-level bipartite mechanisms to adopt gender-sensitive compliance plans, protocols and policies to prevent and control COVID-19, and transitions to the new normal

OUTPUT 1:

Selected volunteer pilot enterprises representing ECOP/employers and partner unions trained on bipartite workplace cooperation and dispute resolution mechanisms

Selected volunteer pilot enterprises representing ECOP/employers and partner unions trained on bipartite workplace cooperation and dispute resolution mechanisms

Conduct (virtual) bipartite monitoring meetings on the application bipartite social dialogue, with technical support from ILO.

Document social dialogue good practices among pilot enterprises, to include FOACB, OSH and COVID 19 issues and new work arrangements, (including links with FDI/trade that result to DW)

INTERMEDIATE OUTCOME 5: Improved institutional frameworks for dispute resolution/case management

Funding:

PhI129 &
EUDW4Trade

OUTPUTS

A review/analysis of the dispute resolution and integrated case management system in DOLE on labour law cases from labour relations cases, labour standards, conciliation-mediation up to arbitration

Proposed guidelines, policies or institutional frameworks governing integrated cases management and dispute resolution system on labour relations cases, including those LR cases related to COVID-19

DOLE national and relevant regional staff capacitated on alternative dispute resolution mechanisms and integrated case management

Proposed online integrated case management and disposition system on labour relations cases, and labour standards cases from inspection, conciliation and mediation and arbitration

**DOLE BLR, BWC
and NCMB and
their regional
offices**

Improved institutional frameworks for dispute resolution/case management

Funding:

**PhI129 &
EUDW4Trade**

Output 1

A review/analysis of the dispute resolution and integrated case management system in DOLE on labour law cases from labour relations cases, labour standards, conciliation-mediation up to arbitration

Review/ analysis of the dispute resolution and case management system (from labour inspection, dispute settlement, technical assistance, preventive mediation, conciliation-mediation up to arbitration) within DOLE on national labour standards, covering general labour standards, taking into consideration the effects of COVID 19 on existing policies, systems and mechanisms

Present findings and recommendations of the analysis on dispute resolution mechanisms to the NTIPC/ TEC

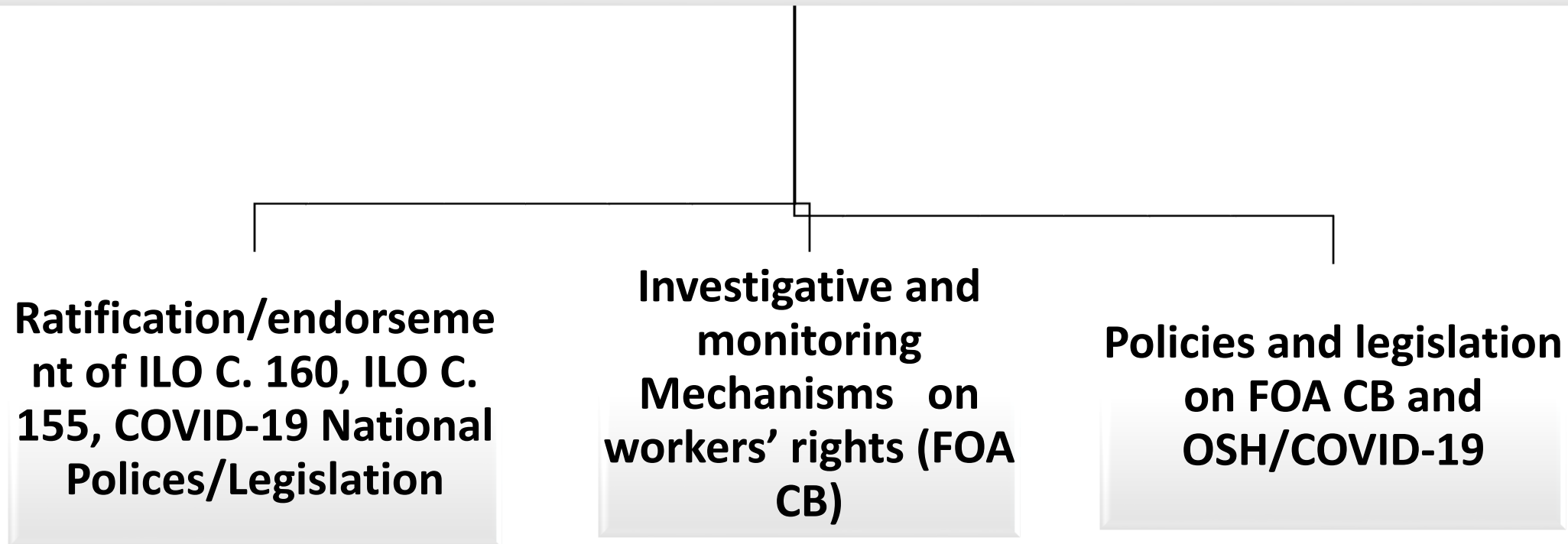
**DOLE BLR, BWC
and NCMB and
their regional
offices**

**Increased national capacity for policy and
legislative reforms, including COVID-19 responses,
based on ILS and address recommendations of the
Standards Review Mechanism”**

(RBSA PHL826)

PROJECT OBJECTIVE:

Increased national capacity for policy and legislative reforms, including COVID-19 responses, based on international labour standards and address recommendations of the Standards Review Mechanism”



Ratification/endorsement of ILO C. 160, ILO C. 155, COVID-19 National Polices/Legislation

Funding:

RBSA PHL826

OUTPUTS IEC materials on ILO C. 160

Proposed gender-sensitive policy and legislative agenda for NTIPC adoption covering polices and legislation addressing COVID-19 responses, including updating of OSH standards

E- materials for advocacy covering C 155 and P155 and national laws, linking with COVID-19, building on previous gap analysis , and in preparation for tripartite consultations prior to ratification

INTERMEDIATE OUTCOME 2

**Improved
capacity of
investigative &
monitoring
mechanisms with
resolved cases of
violations of
workers' civil
liberties and
trade union
rights assigned to
them**

OUTPUT 1:

NTIPC (tripartite) endorsement on proposed reforms in the monitoring and investigative mechanisms.

OUTPUT 2

Proposed Inter-agency guidelines for more harmonized and gender sensitive application and interpretation of laws relevant to C87 and strengthening the tripartite engagement in and ownership of labour standards

Policies and legislation on FOA CB

Funding:

RBSA PHL826

OUTPUT 1

Proposed gender-sensitive policy and legislative agenda for NTIPC adoption covering bills addressing CEACR comments on C 87

Review of policy and legal framework covering CEACR comments

Conduct of tripartite consultations (integrated into DOLE budget)

Develop proposed policies for NTIPC discussion

OUTPUT 2

Joint union gender-sensitive proposals on proposed bills addressing CEACR comments on C 87 and COVID-19 responses, for consideration by NTIPC

Review of policy and legal framework covering CEACR comments and COVID 19 response including the OSH law and OSH standards, to develop jointly accepted union priorities and proposals

Conduct of inter union consultations

Development of proposed policies for NTIPC discussion

Ecozones (Challenges and opportunities)

- major income generator for special economic zones largely remains businesses linked with the international market.
- Obstacles to freedom of association
- Strategic for the promotion of labour law compliance (Compliance to these standards often also require regular submission of reports by locators to their international buyers)

Specific geographical areas for garments, coconuts and sardines

- Region III: Clark Special Economic Zone (including Angeles Industrial Estate Park)
- Region IV-A: Garments firms in Cavite Special Economic Zone (also to cover later ecozones in Laguna and also local garments suppliers to locators in Batangas)
- Region IV-A: Coconut sector in Quezon Province
- Region IX: Sardines in Zamboanga