



# ► Decent Work Country Programme Philippines 2020-24





▶ **Decent Work Country Programme  
Philippines 2020-24**

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Decent Work Country Programme Philippines 2020–24

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On the cover:

A recycling plant worker uses personal protective equipment as part of occupational health and safety protocols. Green enterprises like recycling plantations contribute to sustainable development while creating decent work opportunities. © ILO/Maxime Fossat





**Memorandum of Understanding  
for the Decent Work Country Programme for the Republic of the Philippines, 2020–24**

**WHEREAS** the Government of the Republic of the Philippines, the undersigned workers' and employers' organizations, and the International Labour Organization (ILO), represented by the International Labour Office (referred collectively as the Participants), wish to collaborate in order to promote and advance decent work in the Republic of the Philippines.

**NOW, THEREFORE**, the Participants hereby agree as follows:

1. The Participants affirm their commitment to collaborate in the implementation of the Decent Work Country Programme (DWCP). The following are agreed as priorities of the DWCP:

**Priority 1:** Productive, remunerative, freely chosen, green and sustainable work and employment opportunities are available for all Filipino women and men willing to work.

**Priority 2:** Improved labour market governance (including strengthened capacity of workers' and employers' organizations to effectively participate and influence policy and decision-making processes) which ensures respect for all fundamental principles and rights at work, international labour standards, and human rights.

**Priority 3:** Equitable social protection that is available and accessible to all.

2. The ILO agrees to assist the mobilization of resources and to provide development cooperation in the implementation of the DWCP – subject to its rules, regulations, directives and procedures, the availability of funds and conditions to be agreed upon in writing.

3. In relation to the DWCP and to any related activities of the ILO in the country, the Government shall apply to the Organization, its personnel and any person designated by the ILO to participate in ILO activities, the provisions of the Convention concerning the Privileges and Immunities of the Specialized Agencies and its Annex I relating to the ILO, to which the Philippines has acceded on 20 March 1950 and reiterated in the Agreement, establishing an ILO office in Manila signed on 23 January 1970.

4. This Memorandum of Understanding (MoU) may be modified through an agreement between the Participants.

5. Nothing in or relating to this MoU shall be construed as constituting a waiver of the Privileges and Immunities enjoyed by the ILO.

6. The DWCP document is attached to this MoU. In the event that the terms contained in the DWCP document are incompatible with the terms of this MoU, including the provisions referenced in Article 3, then the latter shall govern and prevail.


7. The MoU has been written and signed in two original copies in English. If this MoU is translated into another language, the English version shall govern and prevail.

This MoU, superseding all communications on this matter between the Participants, shall enter into force with effect from its signature by the authorized representatives of the Participants represented by the Decent Work Advisory Committee.

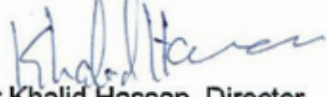
Dept. of Labor & Employment  
Office of the Secretary



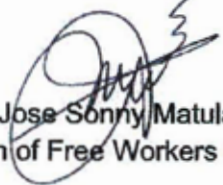
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(DOLE)


**On behalf of the International Labour  
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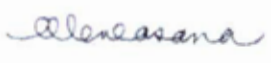
  
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Center for Migrant Advocacy (CMA)



## Foreword

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The Department of Labor and Employment (DOLE) continues to work with our social partners in the labour and employers' sectors to realize our common objective of creating decent and productive employment for our workers, including our overseas Filipino workers. The Duterte administration is deeply committed to provide better quality of life for all Filipinos, particularly for our workers and their families whose labour and sacrifices sustain the country's economic dynamism and help make nation-building possible.

As one of the first countries to mainstream decent work and productive employment in national and sectoral development planning, the Philippines has long recognized the role of decent and productive employment in achieving inclusive growth and reducing poverty. The Philippine Decent Work Country Programme 2020–24 (DWCP 2020–24) not only reaffirms our shared commitment to the ideals of decent work but also reinforces our shared responsibility of overcoming the multidimensional challenges caused by the COVID-19 pandemic, particularly on employment and livelihood of our local and migrant workers.

Let the DWCP 2020–24 be our call to action and the embodiment of the *bayanihan* spirit of the tripartite partners as we work together to overcome what could be the greatest challenge that has confronted the world of work in modern times.

*Mabuhay!*



Silvestre H. Bello III  
Secretary  
Department of Labor and Employment



## Acknowledgement

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The Philippines is a long-standing partner and active member State of the International Labour Organization (ILO). It was among the countries to embark on a journey and participate in a pilot programme on decent work. The Philippines, as a pioneer, explicitly adopted “decent work and productive employment” as a development framework for sustainable and inclusive growth. This collaboration continues for this next cycle of the Decent Work Country Programme (DWCP) 2020–24, as an integrated strategic roadmap for national stakeholders and international partners in supporting labour and employment goals and priorities. The DWCP 2020–24 further contributes to the AmBisyon Natin 2040, as an anchor of the Philippine Development Plan (PDP) 2017–22, and the United Nations Partnership Framework for Sustainable Development (UN PFSD) in line with the Sustainable Development Goals (SDGs).

The DWCP 2020–24 is a product of extensive consultations with major stakeholders of the world of work. The Department of Labor and Employment (DOLE) spearheaded the process, together with workers and employers’ organizations as well as stakeholders in government, academe and civil society. Discussions and consultations through social dialogue anchored on evidence-based analysis in the Decent Work Country Diagnostics for the Philippines. This document adopts a results-based approach in informing general priorities, taking cognizance of the future of work challenges, and various forms of crises, natural or human-made.

The COVID-19 pandemic, however, brought devastating effects on the world of work. It has rapidly evolved from a health crisis into an economic and labour market crisis which has exacerbated existing decent work challenges, inequalities and injustices in many countries. This further highlights the DWCP as an important tool for stakeholders and social partners to build a better normal and a better future of work. The role of the Decent Work Advisory Council comprising of workers, employers and government representatives, convened by the DOLE, is crucial in monitoring results and achievements of social partners, guided by a more detailed DWCP Implementation Monitoring Plan. This plan includes strategies for collaboration for COVID-19 policies and programmes.

The ILO Country Office for the Philippines congratulates the DOLE under the leadership of Secretary Silvestre Bello III, as well as representatives of government bodies, workers and employers’ organizations. Strong social dialogue provided equal voices for stakeholders in identifying priorities and challenges, while strengthening consensus to ensure a better future of work through the DWCP 2020–24.

Khalid Hassan  
Director  
International Labour Organization  
Country Office for the Philippines





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## Abbreviations

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ADB	Asian Development Bank
ADR	Alternative Dispute Resolution
ARMM	Autonomous Region of Muslim Mindanao
BARMM	Bangsamoro Autonomous Region in Muslim Mindanao
BMBEs	Barangay Micro-Business Enterprises
CAR	Cordillera Administrative Region
CBA	Collective Bargaining Agreement
CEACR	Committee of Experts on the Application of Conventions and Recommendations
CFA	Commission on Freedom of Association
DC	Development Cooperation
DOLE	Department of Labor and Employment
DSWD	Department of Social Welfare and Development
DWAC	Decent Work Advisory Council
DWCA	Decent Work Common Agenda
DWCD	Decent Work Country Diagnostics
DWCP	Decent Work Country Programme
ECC	Employees' Compensation Commission
ECOP	Employers Confederation of the Philippines
EU	European Union
FFW	Federation of Free Workers
GDP	Gross Domestic Product
GLS	General Labour Standards
GOCCs	Government-Owned or Controlled Corporations
HRD	Human Resource Development
HSTF	Human Security Trust Fund
I-ACAT	Inter-Agency Council Against Human Trafficking
IDPs	Internally Displaced Persons
ILC	International Labour Conference
ILO	International Labour Organization
ITCs	Industry Tripartite Councils
LEP	Labour and Employment Plan
LGUs	Local Government Units
LI-LMIS	Labour Inspection-Labour Management Information System
MILF	Moro Islamic Liberation Front
MSMEs	Micro, Small and Medium Enterprises
MTPDP	Medium-Term Philippine Development Plan
MWRCS	Migrant Workers Resource Centres
NCLC	National Anti-Child Labour Committee
NCMB	National Conciliation and Mediation Board
NCR	National Capital Region
NEDA	National Economic and Development Authority
NEET	Not in Education, Employment or Training
NGAs	National Government Agencies
NGOs	Non-Government Organizations
NLRC	National Labor Relations Commission
NPADW	National Plans of Action for Decent Work
NTIPC	National Tripartite Industrial Peace Council



## Abbreviations

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NWPC	National Wages Productivity Commission
ODA	Official Development Assistance
OFWs	Overseas Filipino Workers
OSH	Occupational Safety and Health
OSHS	Occupational Safety and Health Standards
OSSCOs	One-Stop Shop Centres for OFWs
OWWA	Overseas Workers Welfare Administration
PCCI	Philippine Chamber of Commerce and Industry
PDP	Philippine Development Plan
PESOs	Public Employment Service Offices
PFSD	Partnership Framework for Sustainable Development
PGEA	Philippine Government Employees' Association
PLEP	Philippine Labour and Employment Plan
PPPs	Public-Private Partnerships
POEA	Philippine Overseas Employment Administration
POLOs	Philippine Overseas Labor Offices
PSA	Philippine Statistics Authority
PWDs	Persons with Disabilities
PWRDs	Persons with Work-Related Disabilities
RBM	Results-Based Management
RBSA	Regular Budget Supplementary Account
RBTC	Regular Budget for Technical Cooperation
RTIPC	Regional Tripartite Industrial Peace Council
RTWPBs	Regional Tripartite Wages Productivity Boards
SCORE	Sustaining Competitive and Responsible Enterprise
SDGs	Sustainable Development Goals
SENTRO	Sentro ng mga Nagkakaisa at Progresibong Manggagawa
SIYB	Start and Improve Your Business
SPF	Social Protection Floor
SSE	Social and Solidarity Economy
SSS	Social Security System
STEM	Science, Technology, Engineering and Maths
SUCs	State Universities and Colleges
TESDA	Technical Education and Skills Development Authority
TIPC	Tripartite Industrial Peace Council
TUCP	Trade Union Congress of the Philippines
TVET	Technical and Vocational Education and Training
UN	United Nations
UNDAF	UN Development Assistance Framework
UN PFSD	UN Partnership Framework for Sustainable Development
US	United States
US DOL	United States Department of Labor
US DOS	United States Department of State
WED	Women's Entrepreneurship Development
WB	World Bank





# ▶ 01

## ▶ Introduction

Decent Work Country Programme  
Philippines 2020–24

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The Philippine Decent Work Country Programme (DWCP) 2020–24 serves as the integrated strategic roadmap for national stakeholders and international partners in supporting the labour and employment goals and priorities of the country's 25-year long-term plan called *Ambisyon Natin 2040*, and the first medium-term plan to implement it, the Philippine Development Plan 2017–22 (PDP 2017–22). With a five-year period of implementation, this document aims to bridge the medium- and long-term horizons of national and international development planning and programming for decent work. The DWCP is in line with the Sustainable Development Goals (SDGs) in the United Nations' (UN) 2030 Agenda and the UN Partnership Framework for Sustainable Development (UN PFSD<sup>1</sup>). It builds on over two decades of partnership of the Department of Labor and Employment (DOLE), other government agencies, workers' and employers' organizations, and other stakeholders with the International Labour Organization (ILO) to continuously implement the decent work agenda within the framework of the following: the National Plan of Action for Decent Work (NPADW) 2000–02 and 2002–04, and the Decent Work Common Agenda (DWCA) from 2005–07 and 2008–10.

The DWCP 2020–24 was formulated following an evidence-based analysis through the *Decent Work Country Diagnostics: Philippines 2017*, which involved sectoral and national consultations with tripartite partners and other stakeholders. In October 2017, the Diagnostics was formally adopted and launched by a high-level tripartite meeting chaired by the Secretary of Labor and Employment together with the workers' and employers' organizations.<sup>2</sup> The meeting also agreed to formulate the decent work country programme. DOLE and ILO CO-Manila then organized separate sectoral consultations with workers' and employers' organizations as well as national government agencies to flesh out programme priorities and come up with the DWCP (see **Annex 1**). The DWCP was adopted as part the Philippines' contribution to the ILO Centenary and commitment to the Centenary Declaration for the Future of Work of the 108th International Labour Conference in 2019.

As one of the first member States to have explicitly adopted “decent work and productive employment” as a development framework, the Philippines sought to institutionalize decent work dimensions and outcomes across all government agencies and a broader range of stakeholders. Experience from the DWCP consultations shows that social partners and other non-government stakeholders generally have a high level of familiarity with principles, activities and outcomes related to decent work. However, except for DOLE, other government agencies have low level of awareness of the Decent Work Agenda and do not include decent work terminologies, indicators and measures in their policy, planning, programming and operational processes.

The DWCP 2020–24 focuses on the following country priorities:

- ▶ Productive, remunerative, freely chosen, green and sustainable work and employment opportunities available for all Filipino women and men willing to work
- ▶ Improved labour market governance which ensures respect for all rights at work, including fundamental principles and rights at work, international labour standards and human rights
- ▶ Equitable social protection that is available and accessible to all

Integrated in each of these priorities are the cross-cutting themes of tripartism, social dialogue and international labour standards including standards on non-discrimination and gender equality, as well as the larger transformational drivers impacting the creation of decent work, particularly climate change, technology, demographics, economic and social policies, and vulnerabilities resulting from natural disasters, health emergencies or pandemics, and armed conflicts.



DOLE Secretary Silvestre Bello III presented the Philippine Ratification Instrument of Convention 187 to ILO Director-General Guy Ryder at the 108th session of the International Labour Conference. ©ILO/Crozet/Pouteau

Previous page, top photo: Philippine tripartite constituents at the ILO Centenary celebration in Manila. ©ILO/Post Ad

Previous page, bottom photo: The Decent Work Diagnostics was launched during the High Level Tripartite Meeting represented by DOLE, workers group from national federation and union centers from the public and private sector and the Employers' Confederation of the Philippines (ECOP). The constituents also endorsed the process towards the formulation of the DWCP Philippines. ©ILO/Diane Respall

<sup>1</sup> UN PFSD 2019–23 replaced the UN Development Assistance Framework (UNDAF) for the Philippines, 2012–18

<sup>2</sup> Represented are NAGKAIISA, the broadest Labor Coalition consisting of 40 national centres, federations and national unions that includes SENTRO, Trade Union Congress of the Philippines (TUCP), Federation of Free Workers (FFW), the Philippine Government Employees Association (PGEA), and the Employers Confederation of the Philippines (ECOP) which also represents the Philippine Chamber of Commerce and Industry and other foreign chambers of commerce



# ▶ Country context

## Decent work in the Philippines

▶ 02



©ILO/Martha Espano



## 2.1 General overview

The Philippines became a member of the ILO in 1948. It has a long history of labour and social legislation as embodied in the Labor Code, which has been subsequently amended after its promulgation in 1974.

The Philippines is a democratic republic of 105 million people, with 110 ethnolinguistic groups spread over the archipelago. Seven thousand islands are divided into three main island groups, namely: Luzon, Visayas and Mindanao. The Philippine government has a presidential system with three coequal branches: the executive, the legislature and the judiciary. It is considered as one of the most dynamic economies in East Asia and the Pacific.

The Philippines became a member of the ILO in 1948. It has a long history of labour and social legislation as embodied in the Labour Code, which has been subsequently amended after its promulgation in 1974. Given the Philippines' geographical location within the Pacific Rim of Fire, it is one of the countries most exposed to natural disasters. The country's archipelagic nature, uneven levels of development and ethnic diversity fed into the long-standing conflicts in certain parts of the country where communist ideology, the identities of Muslim Filipinos and indigenous peoples collide. Efforts to bring about peace and development in these areas have led to the creation of two autonomous regions – the Cordillera Administrative Region (CAR) and, more recently, the Bangsamoro Autonomous Region of Muslim Mindanao (BARMM).

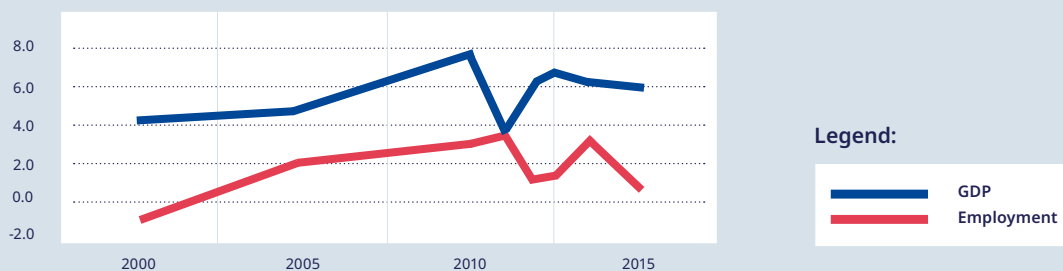


## 2.2 Gross domestic product and inclusive decent work opportunities

**GDP growth needs to create inclusive decent work opportunities to reduce inequality and poverty.**

Over the last decade, the country's gross domestic product (GDP) has been one of the fastest growing in Asia. The Philippine's *Decent Work Country Diagnostics 2017* showed the chronic disconnect between GDP growth and employment in the country. While it should be expected that a fast growth in GDP should translate to a rapid growth in employment, this is not the case for the Philippines. From 2000 to 2015, GDP grew by an average of 5.1 per cent annually, but employment grew by only 2.3 per cent (**Figure 1**):

**Figure 1. GDP and employment growth, 2000–15 (in per cent)**



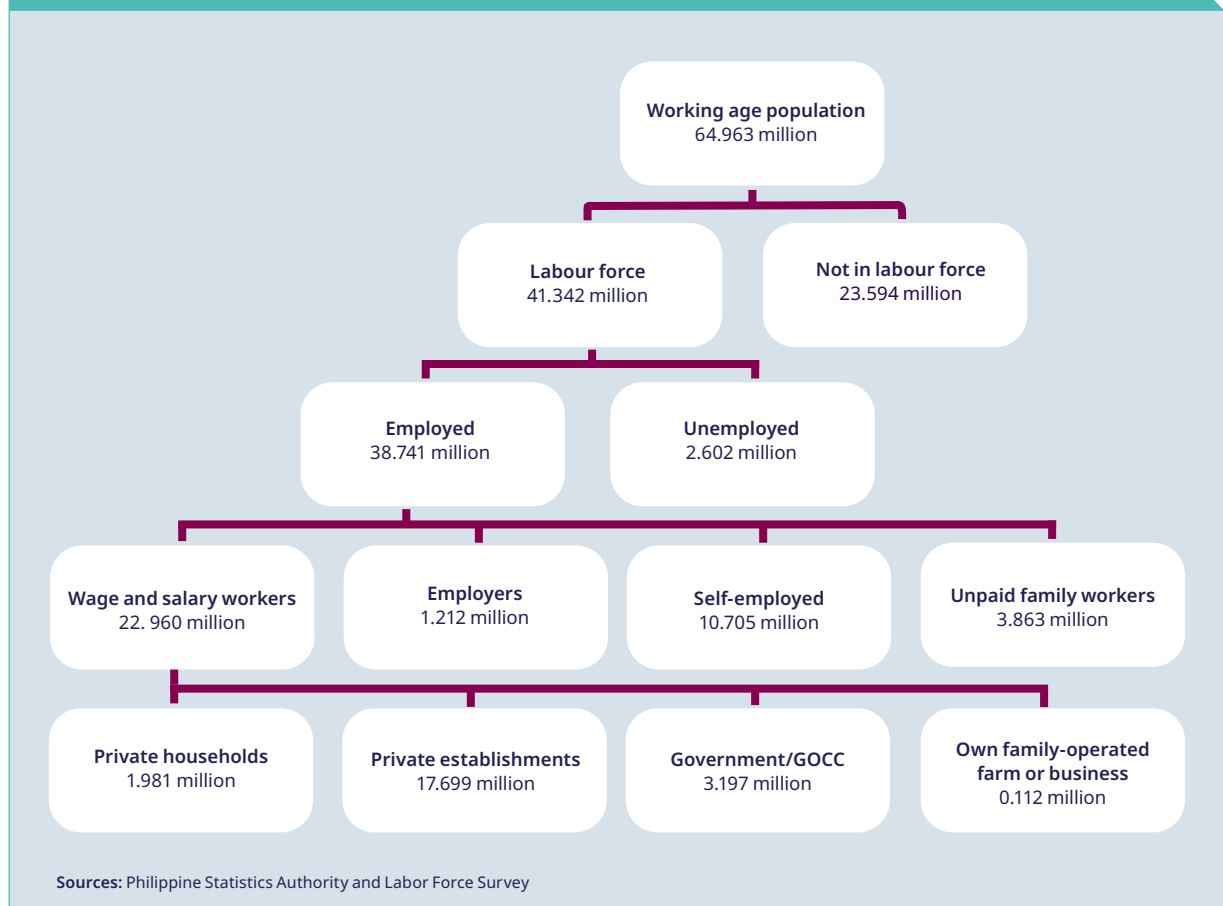
Sources: Philippine Statistics Authority, National Accounts of the Philippines, and Labor Force Survey



In the true spirit of Bayanihan, people volunteered to push a truck carrying relief goods stuck in mud. Filipino spirit of helping each other is strong even if they are victims of calamities. © UN4U/Renato Macspac

Unemployment remains high and opportunities for quality employment are limited (Figure 2). There has been little improvement in terms of underemployment, poverty, social and economic inequality, and vulnerability.

Figure 2. Snapshot of the labour and employment challenge, 2015



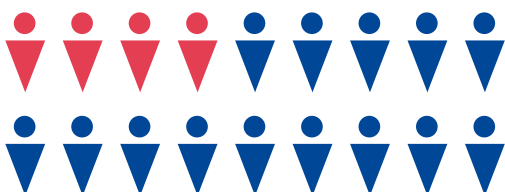


Underlying these challenges are the following characteristics of the labour market:

- ▶ (a) a fast-growing population that has reached over 101 million (up to 105 million by latest estimates), where almost two thirds is of working age
- ▶ (b) one third of the working age population does not participate in the labour force, with women accounting for a disproportionately large share
- ▶ (c) a labour force that continues to grow faster than the economy can create jobs
- ▶ (d) wage and salary employment that has been growing modestly but with more than six million private sector employees (34 per cent) in precarious employment who cannot effectively exercise or enjoy their full legal rights<sup>3</sup>
- ▶ (e) at least 38 per cent of employed in the informal economy characterized by high levels of vulnerability among the self-employed and unpaid family workers with limited labour rights and social protection coverage
- ▶ (f) low productivity across sectors, chronically so in agriculture, especially over the past ten years
- ▶ (g) persistently high unemployment and underemployment rates at 6–8 per cent and 18–23 per cent, respectively
- ▶ (h) a poverty incidence at over 20 per cent among the population in 2015

# 21.6%

Poverty incidence among the Philippine population in 2015



<sup>3</sup>Based on 2015 Labour Force Survey, Philippine Statistics Authority (PSA)







Manobo community in Veruela under the ILO Caraga Indigenous Peoples Development Programme (IPDP-CARAGA) established the first Sago Palm Flour Production Enterprise in 2011. The ILO has been working on indigenous peoples issues supporting the ratification and application of ILO C.169, the Indigenous and Tribal Peoples Convention, 1989. © ILO/IPDP-CARAGA



**Table 1. Poverty incidence among families, real average family income, and Gini coefficient**

Region	Poverty incidence among families (%)			Real average family income (PHP)			Gini coefficient		
	2009	2012	2015	2009	2012	2015	2009	2012	2015
<b>Philippines</b>	<b>20.5</b>	<b>19.7</b>	<b>16.5</b>	<b>180</b>	<b>181</b>	<b>189</b>	<b>0.4641</b>	<b>0.4605</b>	<b>0.4439</b>
NCR	2.4	2.6	2.7	318	305	322	0.4081	0.4028	0.3909
CAR	19.2	17.5	14.9	190	200	202	0.4658	0.4675	0.4211
I	16.8	14.0	9.6	163	165	177	0.4170	0.4265	0.3979
II	20.2	17.0	11.7	157	149	165	0.4560	0.4096	0.4065
III	10.7	10.1	8.9	187	196	210	0.3821	0.4084	0.3970
IV-A	8.8	8.3	6.7	216	219	223	0.4203	0.4186	0.4012
IV-B	27.2	23.6	17.4	121	134	153	0.4116	0.4476	0.4568
V	35.3	32.3	27.5	128	122	128	0.4268	0.4233	0.3961
VI	23.6	22.8	16.6	136	153	154	0.4309	0.4754	0.4362
VII	26.0	25.7	23.6	164	163	166	0.4711	0.4712	0.4647
VIII	34.5	37.4	30.7	133	124	130	0.5008	0.4834	0.4649
IX	39.5	33.7	26.0	119	119	124	0.4915	0.4592	0.4362
X	33.3	32.8	30.3	139	137	145	0.4860	0.4844	0.4636
XI	25.5	25.0	16.6	140	143	166	0.4339	0.4330	0.4295
XII	30.8	37.1	30.5	128	120	125	0.4462	0.4570	0.4626
CARAGA	46.0	31.9	30.8	120	126	124	0.4732	0.4397	0.4338
ARMM (BARMM)	39.9	48.7	48.2	94	92	89	0.2991	0.2882	0.2801

Sources: Philippine Statistics Authority, Official Poverty Statistics, and Family Income and Expenditure Survey

GDP growth has not led to massive creation of decent work opportunities sufficient to reduce poverty and inequality at a rapid pace. The country fell short of its MDG poverty reduction target of 17.2 per cent of the population by 2015. With the uneven levels of development in the country's geographical regions, the problems of employment, underemployment, poverty and inequality have stark spatial dimensions.

Using national averages as reference, regions in Luzon which are generally more developed also have less poverty incidence among families, better Gini coefficient, and higher real annual family income (**Table 1**). In contrast, all the regions in Visayas and Mindanao where agriculture is prevalent have higher poverty incidence and lower real family incomes. Underemployment, precarious employment and vulnerable employment are closely linked with poverty incidence (**Table 2**). Except in BARMM, the country's poorest regions such as CARAGA, Regions V, VIII, X and XII have poverty rates of at least 30 per

cent and the highest underemployment rate. Where underemployment is higher than the national average of 18.5 per cent (namely, in CAR, Regions IV-B, VI, VII, IX and XI), high proportions of self-employment and unpaid family work (vulnerable employment) is also found. Furthermore, these regions have the widest family income disparities except for Region IV-B.

A region needing careful attention is BARMM. Although it may appear to have a relatively low underemployment and a better Gini coefficient than other regions, this is only because almost half of its total population is equally poor. BARMM has the highest proportion of vulnerable employment (more than 80 per cent), poverty incidence and lowest real income – the latter two indicators were deteriorating from 2009 to 2015.





Together with the Bangsamoro Development Agency (BDA), the ILO developed tools and strategies to build skills, enterprises and provide training on supply chain operations through the Programme for Local Economic Development through Enhanced Governance (PLEDGE). © ILO/Minette Rimando

**Table 2. Poverty, underemployment and vulnerable employment by region, 2015 (in per cent)**

Region	Poverty incidence among population (%)	Unemployment rate (%)	Proportion of self-employed and unpaid family workers in total employment (%)
<b>Philippines</b>	<b>21.6</b>	<b>18.5</b>	<b>37.6</b>
NCR	3.9	10.0	19.8
CAR	19.7	20.8	53.0
I	13.1	16.9	38.4
II	15.8	11.1	29.5
III	11.2	13.5	27.4
IV-A	9.1	18.2	29.2
IV-B	24.4	20.8	48.4
V	36.0	31.6	47.0
VI	22.4	21.3	35.8
VII	27.6	18.4	41.8
VIII	38.7	31.8	51.1
IX	33.9	18.5	50.1
X	36.6	24.9	44.3
XI	22.0	19.0	35.5
XII	37.3	23.2	47.2
CARAGA	39.1	26.2	47.8
ARMM (BARMM)	53.7	11.1	81.9

Sources: Philippine Statistics Authority, Official Poverty Statistics, and Labour Force Survey

## 2.3 Country performance in attaining decent work objectives

### Employment creation

The problem lies in both the demand and supply side of creating decent employment opportunities at a massive and rapid scale. Key factors that contribute to and complicate the problem are as follows:

- ▶ (a) The Philippines has historically underinvested in basic infrastructure, resulting in supply-side constraints that limit the country's potential to produce more decent work opportunities. In recent years, economic growth and sound fundamentals have given the current administration fiscal space to pursue an aggressive “build, build, build” programme to address this problem. However, this must be sustained by tax and investment reforms. Inadequacies in physical infrastructure, technology, logistics, telecommunications, connectivity, unreliable supply, and high costs of electricity and water need to be improved. Furthermore, the country's vulnerability to natural disasters requires enhancement of the programme to include dimensions of urban and rural planning, green technology and environmental sustainability. There is also a need to improve institutional support to promote resilience and adaptability within the context of emerging issues such as the future of work, technology, pandemics and conflict in specific parts of the country.

The COVID-19 pandemic has accelerated enterprises and their value chains' shift to the increasing use of digital technologies, growth of e-commerce, prevalent work from home arrangements, and rise of the gig economy. While technologies can enhance productivity and market access, an uneven playing field in terms of capital and infrastructure can widen economic inequalities.

- ▶ (b) Shifting demographics is equally an opportunity and a threat. With almost 30 per cent of the total population under 15 years old and half of the working age population between 15 to 34 years old,<sup>4</sup> the country has a dominantly young population. There is the potential for a demographic dividend which can be realized with continuing strategic investments in social services and human capital development with the core components of health, education and training, and lifelong learning. Development and upscaling of infrastructure, technologies and facilities should position the country to move its products and services up the value chain. In the process, this would generate more quality jobs across sectors, including green jobs. To meet new demands and in line with the national aspiration to become a smart and globally competitive knowledge-based economy, education and training curricula need to be oriented toward producing high-level specialists and technicians with strong cognitive and problem-solving competencies, and values for lifelong learning and adaptation.

- ▶ (c) Human capital development likewise needs to address long-standing problems of low labour productivity, labour underutilization and other labour market inefficiencies. The profile of the employed is dominated by young, low-skilled, low-income and underemployed workers with poor levels of productivity. Many forms of employment, especially in the informal economy and among women and the youth, are precarious and temporary. Real wages as well as household income have not significantly improved. The labour force participation rate has remained lower than 60 per cent and remains skewed against women. Unemployment is especially high among the youth and the more educated. School-to-work transitions are long. There are also concerns on the high number of persons of working age who are not in education, employment or training (NEET); the existence of hard-to-fill occupations; and the efficiency of labour market information services. The combination of these factors give rise to a relatively high dependency ratio that adversely affects the effectiveness of programmes in reducing the larger problems of social and economic exclusion, inequality and poverty.



A manufacturing worker for a probiotic health drink wears personal protective equipment. Manufacturing is a sector with the highest proportion of occupational accidents involving young people. ©ILO/Maxime Fossat

<sup>4</sup>Philippine Statistics Authority (PSA), Labour Force Survey 2019



## Rights at work

The 1987 Philippine Constitution enshrines the overarching State policy of "protection to labour". The Constitution provides labour guarantees to all Filipino women and men workers, organized or unorganized, whether working locally or overseas. These guarantees cover full employment and equal employment opportunities, self-organization, collective bargaining, and negotiations, peaceful concerted activities including the right to strike, security of tenure, humane conditions of work, living wage, participation in policy and decision-making processes affecting workers' rights and benefits, and a just share in the fruits of production.<sup>5</sup> The enabling laws and institutions to operationalize these guarantees are found in the Labor Code of 1974, as amended by other related laws. The country's labour institutions are comprehensive and well-developed, many of which are patterned after international labour standards, including the eight ILO fundamental Conventions – all of which the country has ratified. Given the accelerated pace of transformations in the world of work, the challenge lies in improving implementation, modernizing the existing policy design and instruments of labour market governance, and ensuring effective and inclusive protection to all workers. The following factors influence the effective recognition of workers' rights at work:

- ▶ (a) There is existing legislation to promote equal opportunity, access and treatment; to prohibit sex- and age-based discrimination; and to protect and promote the welfare of women. In the public sector, there has been an increasing proportion of women occupying positions of higher responsibility. Nevertheless, the labour force participation rate of women remains lower compared to those of men. Concerns also remain on occupational segregation; and the differentiation in pay, opportunity and treatment which tend to put women and the youth at a disadvantage.

The country rejects all forms of unacceptable work. Slave labour is prohibited by the 1987 Constitution and other criminal laws. Laws protecting children as well as prohibiting child labour (especially its worst forms), forced labour, and human trafficking are comprehensive. However, policy outcomes continue to be hampered by the magnitude of these problems particularly on child labour<sup>7</sup> such as gaps in awareness, resources and enforcement capacity, and the larger context of high poverty incidence and limited economic opportunities.

- ▶ (b) In the private sector, legislation on freedom of association and collective bargaining, as found in the Labor Code, is likewise comprehensive. However, policy outcomes are weak, as evidenced by the thin and continuously declining trade union density and

collective bargaining coverage rates. The rights to organize and to bargain have become increasingly difficult to exercise especially among those involved in non-regular forms of employment. These rights are totally in-existent among overseas Filipino migrant workers, affecting both women and men. Moreover, cases against the Philippine government brought to the ILO's Committee on Freedom of Association (CFA) and referred to the Committee of Experts on the Application of Conventions and Recommendations (CEACR) also allege inconsistency or inadequacy of laws and ineffectiveness of public authorities in protecting the rights of workers to organize and to strike. Thus, there is a need to review, modernize and reform the current legal framework to strengthen its alignment with international labour standards, expand its scope and design to effectively cover workers in nonregular employment and atypical work arrangements (including migrant workers) and make the landscape more adaptive to present and future work settings in consideration of the Fourth Industrial Revolution (Industry 4.0).

In the public sector, an opportunity for a major legislative initiative is presented by the recent ratification of the Labour Relations (Public Service) Convention, 1978 (No. 151).

The COVID-19 pandemic accelerated the rise of e-commerce and use of digital technologies. The existing vulnerabilities of workers especially in the gig economy has also exacerbated during such crises. The gig economy and online workers generally operate without clear protections afforded by regular employees such as sick leaves, health insurances and medical benefits. With their "no work no pay" arrangements, these workers may be compelled to continue working despite risk of COVID-19 exposure, which could then inadvertently spread the virus. The rapid rise of online work and the gig economy require mechanisms for application of relevant labour standards to protect workers in these sectors.

- ▶ (c) The country has comprehensive legislations on general labour standards (GLS), occupational safety and health standards (OSHS), and standards relating to termination of employment which are generally patterned after the ILO's technical and governance Conventions and Recommendations. Recently passed legislations promote telecommuting<sup>8</sup> and strengthening OSHS.<sup>9</sup> However, there are also other outstanding issues that are important in order to realize the labour guarantees in the Constitution. In particular: the effectiveness of the minimum

<sup>5</sup>Art. II, Sec. 18 and Art. XIII, Sec. 3.

<sup>6</sup>See Observations of the Committee of Experts on the Application of Conventions and Recommendations (CEACR) in the implementation by the Philippines of ILO Conventions Nos 100 and 111, [http://www.ilo.org/dyn/normlex/en/f?p=1000:13201::NO:13201:P13201\\_COUNTRY\\_ID:102970](http://www.ilo.org/dyn/normlex/en/f?p=1000:13201::NO:13201:P13201_COUNTRY_ID:102970).

<sup>7</sup>The 2011 Survey on Children (SOC) estimated that 2.097 million (7.9 per cent) children aged 5 to 17 years old were in child labour. The incidence was 10.2 per cent for boys and 5.4 per cent for girls. In terms of sectoral and geographical distribution, SOC data show that 58.4 per cent (1.225 million) of child labourers are in rural areas, mostly in agriculture engaged in the production of sugarcane, banana, coconut, corn, hog, palm oil, rice, rubber and tobacco. Services including domestic work accounted for 34.6 per cent (726,000), while industry accounted for 7.0 per cent (147,000) who were employed in mining and quarrying, manufacturing pyrotechnics and construction, among others. In terms of nature of work, about 95 per cent (2.050 million) child labourers were engaged in hazardous work, including the worst forms of child labour. Eight out of every ten children working in hazardous environments were exposed to physical hazards.

<sup>8</sup>Republic Act. No. 11165 (2018).

<sup>9</sup>Republic Act. No. 11058 (2018).

wage-setting mechanism, the absence of tripartite consensus on balancing the security of tenure and promoting full employment, equality of employment and work opportunities.

- ▶ (d) Implementation and enforcement are done through labour inspection and labour dispute resolution. On labour inspection: the Labor Code vests the power of inspection on the Secretary of Labor and authorized representatives.<sup>10</sup> DOLE recently issued new rules and regulations clarifying and enlarging the scope of inspection. The administrative capacity of the inspectorate is being continuously enhanced with additional inspectors, advanced technical trainings, and improvement of management and monitoring systems. Representation of workers during the inspection process is now also required.<sup>11</sup> On labour dispute resolution: specialized agencies are in place performing conciliation, mediation and arbitration functions. These agencies have competence to facilitate settlement or to decide on rights and interest disputes, individual and collective disputes, and all employment-related disputes. A fairly recent legislative development is the mandatory use of conciliation and mediation on all issues arising from labour and employment including those arising from labour inspection, subject only to specific exceptions.<sup>12</sup> Nevertheless, there are still common violations of standards pertaining to minimum wages, working hours, categorization of employment, and use of contracting arrangements. Further, the effectiveness of inspection and labour dispute resolution mechanisms remain hampered by the high volume of cases, multiplicity or duplicity of mechanisms, complexity and litigiousness of procedures, and the need to continuously upgrade the administrative and technical capacity of officials to perform their functions. Efforts to more strategically address labour law violations through incentive and disincentive mechanisms, inter-agency coordination and social dialogue also need to be further enhanced.
- ▶ (e) Inclusivity of labour standards as instruments to realize labour guarantees is a key policy concern. Labour standards are generally applicable to the formal sector where employer–employee relationships are clearer. Therefore, workers are covered by minimum legal protection, rights and remedies. The protective divide and corresponding inequality of social outcomes tend to widen in sectors where the existence of an employer–employee relationship is less clear, as well as in the country’s less industrialized and less urbanized regions where most employment is informal. With this, a broader policy challenge puts into question how the scope and protective coverage of labour standards can be adapted to apply to precarious and ambiguous work relationships and support the transition of the informal to the formal economy. To date, there are still no indicators or measures to show progress in this area.

- ▶ (f) Another problem of inclusivity pertains to international labour migration, especially when it involves temporary migrant workers who work overseas while maintaining their residency in the Philippines. This is more popularly referred to as Overseas Filipino Workers (OFWs). In 2013, the number of Filipinos overseas was estimated at 10.239 million. Of this, about 4.21 million were OFWs. The policy and regulatory framework on temporary labour migration covers the full cycle of an OFW’s journey – from recruitment to deployment to re-integration. The situation of OFWs is more precarious because of the short-term nature of their employment and the different levels of treatment and protection afforded by host countries. They also continue to be employed mostly in low-skilled categories and “3-D” occupations (dirty, dangerous and demanding) where workers, particularly women, face higher risks. Documented and reported instances of illegal recruitment within the country and abuses committed by employers abroad as well as situations that may constitute trafficking in persons<sup>13</sup> are also not uncommon. Oftentimes, OFWs do not have ready access to dispute resolution or redress mechanisms in their host countries. Consequently, the effective implementation of existing laws and labour standards protecting them becomes particularly challenging.

The government envisions to provide more protection to OFWs with a proposal to create a Department of OFWs. Whatever new policies or structures will finally be put in place, a positive development that can help improve governance of labour migration is the ASEAN Consensus on the Protection and Promotion of the Rights of Migrant Workers (2017) which renewed the call for cross-border recognition of the rights of migrant workers to organize and to bargain, as well as to be accorded portable social protection wherever they may be deployed. Another positive development that could present new opportunities is a gradual shift in perspective. Regional and global integration has brought migration for work to another frontier: sharing valuable resources consisting of professionals and highly skilled workers who freely move across borders. It is now an opportune time for the country to re-examine its international labour migration policy from that of temporary employment and welfare to a more comprehensive migration and development perspective.

<sup>10</sup> Labor Code, Art. 128.

<sup>11</sup> DOLE Department Order No. 183-17.

<sup>12</sup> Labor Code, Art. 234 [228], as amended by Republic Act No. 10396 (2013), “An Act Strengthening Conciliation and Mediation as a Voluntary Mode of Dispute Settlement for All Labour Cases.”

<sup>13</sup> For detailed CEACR Observations on the implementation by the Philippines of the Forced Labour Convention, 1930 (No. 29), as it relates to trafficking in persons, see [https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100\\_ILO\\_CODE:C029](https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100_ILO_CODE:C029).

### Tripartism and social dialogue

These mechanisms are firmly entrenched in government institutions on labour and employment. The right of workers to participate in policy and decision-making processes directly affecting them is explicitly recognized in the 1987 Constitution. This is made operative through the Labor Code, which declares tripartism in labour relations as a State policy and provides representation of workers and employers in decision- and policy-making bodies of the government. The Code implements the Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144), and formalizes the role of the National Tripartite Industrial Peace Council (NTIPC) as a mechanism for tripartite advisement and monitoring of labour standards.<sup>14</sup> Furthermore, the right of workers and employers to nominate their representatives is mandatory in processes such as minimum wage-fixing through the Regional Tripartite Wages Productivity Boards (RTWPBs) and the National Wages Productivity Commission (NWPC), adjudication of cases at the appellate level of compulsory arbitration in the National Labor Relations Commission (NLRC), Technical Education and Skills Development Authority (TESDA), Philippine Overseas Employment Administration (POEA), Overseas Workers Welfare Administration (OWWA), Social Security System (SSS) and Employees' Compensation Commission (ECC), among others. Gaps remain, however, between law and practice:

- ▶ (a) A shared concern among workers' and employers' organizations claim they are not afforded the right to nominate the sectoral representatives appointed to some tripartite bodies in accordance with the law. Another issue is the effectiveness and inclusiveness of representation given the declining union membership. There is also the tradition of adversarial labour relations manifested in the tendency of the social partners to resort to highly legalistic, hard-line and positional approaches on difficult issues. This practice – institutionalized by the design of the laws – can undermine the primary value of tripartism and social dialogue as essential processes in generating consensus. Another long-standing issue is how to expand the space for social dialogue and make it more vibrant and inclusive. Bringing in new blood and fresh ideas to the current crop of representatives as well as including non-traditional sectors including those from the informal economy and civil society can be beneficial.
- ▶ (b) The most substantive but also the most difficult policy challenge confronting the tripartite partners at the present is how the State can carry out its Constitutional mandate of labour protection in light of the changing nature of work and the emergence of new technology-driven

and non-standard work arrangements in the context of Industry 4.0. The Labor Code is the main instrument for labour protection, with standards on working conditions, security of tenure, and enterprise-level collective bargaining among the major points of emphasis. Increasingly, however, questions are raised whether the Code can adequately serve this purpose in relation to non-conventional work arrangements that de-emphasize time, physical work space and direct employer control; supervision while emphasizing output, use of information technology, worker responsibility and autonomy; self-managed work processes and the increasing fusion between the human and digital spheres. All these come with the added complication that the work and employment relationship often coexist and intersect with other equally legal relationships that transcend national borders. This further emphasizes the need for open, informed and constructive dialogue towards modernizing the Labor Code and its various institutional mechanisms. This way, the Code remains a relevant and effective instrument to promote decent work and facilitate the larger development goal of inclusive social and economic growth, and transformation.

### Social protection

The country's social protection programme is comprehensive and continues to strengthen its alignment with international standards and towards universal coverage. Recently passed legislations are expanding maternity protection,<sup>15</sup> restructuring the SSS, institutionalizing an unemployment insurance, and expanding compulsory coverage to migrant workers.<sup>16</sup> Increase in the national expenditure programme for social protection and actual number of beneficiaries and access to social protection programmes over the years are notable. The main challenges in social protection are promoting universal coverage, ensuring adequacy and sustainability of benefits, streamlining fragmented programmes to maximize impact, and finding the proper complementary mix of passive and active labour market interventions while maintaining work incentives. With the country's inherent geographical vulnerability to natural disasters and climate change, as well as issues of armed conflict in specific parts of the country, the devastating effects of emergencies such as pandemics, emerging trends brought by technology and other risks need to be mitigated by social protection programmes with strategies for resilience and a just transition.

<sup>14</sup> Labor Code, Art. 290 [275], as amended by Republic Act No. 10395 (2013), "An Act Strengthening Tripartism."

<sup>15</sup> Republic Act. No. 11210 (2019).

<sup>16</sup> Republic Act. No. 11199 (2019).

## ▶ 2.4 Development cooperation initiatives and lessons learned

The ILO's experience in the implementation of programmes and projects in the Philippines provide a wealth of lessons learned, on which it can build interventions to address the country's remaining decent work deficits. In 2006, the ILO conducted an evaluation of its programme for support for the Philippines. Most of its conclusions and recommendations have been addressed in the ILO's DWCP and other guidelines at the corporate level, which included guidance on the use of results-based programming and planning.

- ▶ (a) The ILO's effectiveness in positioning its visibility depends on how substantively it can engage its major development partners – the tripartite constituents – to champion key issues and themes, particularly the Decent Work Agenda.
- ▶ (b) Beyond its tripartite constituents, it is also important to ensure the involvement and “buy in” of a much larger group of strategic partners. Social partners have limited organizational capacities and are often affected by competing priorities. Hence, there is the need to broaden the participation of stakeholders outside of the traditional formal workers' and employers' organizations, such as non-government and civil society organizations, and other government agencies, with the objective of imbedding decent work dimensions in their planning, budgeting and programming processes. This raises the need for continued capacity-building, particularly in the area of policy engagement.

The experience from completed and ongoing projects show that development cooperation interventions should be sensitive, among others, to the following:

- ▶ (a) Spatial and sectoral dimensions must be carefully considered in light of the differences in geographical endowments, levels of economic development and socio-political conditions. Targeted sectors for assistance such as women, children, the youth, persons with disabilities (PWDs), elderly, the rural and urban poor are at risk of vulnerability or marginalization and have inherently low tolerance for any risks, whether these be brought by natural disasters, armed conflict, weak governance or external factors like financial crises. Measures to prepare, manage and remedy such risks should be embedded in all development projects.
- ▶ (b) Government planning, programming and policy implementation can overlap and be fragmented. A major area for development cooperation is to promote intra- and inter-agency coordination and cohesion on decent work outcomes. Interventions of this nature should also involve the social partners, the private sector, and nongovernment organizations as much as possible.

- ▶ (c) A major strength of development cooperation partners lies in promoting synergies using their distinct comparative advantages of access to knowledge resources and international experience.
- ▶ (d) Pilot or demonstration approach needs to be preceded by a feasibility assessment and should consider the possibility of expansion or replication.

The ILO has implemented and obtained lessons learned from projects, which can serve as entry points for future initiatives.

### Employment

Projects and interventions on employment cover the promotion of decent work in employment policy, development plans and strategies, skills and enterprise development, peacebuilding, disaster and emergency response, and poverty reduction efforts. In the process, these interventions target the most vulnerable segment of workers.

On the protection of the environment, the ILO projects covered climate adaptation programmes, green businesses, and, ultimately, green jobs promoting just transition which adopt the decent work framework. The Philippines was a pilot country for the application of the ILO policy guidelines on just transition which supported the implementation of the Green Jobs Act of 2016 or Republic Act No. 10771.<sup>17</sup>

On advancing equal opportunities to training and employment, the ILO is currently implementing a project promoting women workers' employment in science, technology, engineering and mathematics (STEM) with access to relevant skills development. Another existing initiative is through the promotion of decent work in responsible supply chains among multinational enterprises (MNEs) with focus on the agriculture sector through the promotion of the ILO and the OECD's respective Declaration or guidance for MNEs.

### Labour market governance

Projects under this broad area aimed to improve application of fundamental principles and rights covering child labourers, domestic workers who are mostly women and migrant workers, as well as freedom of association and right to collective bargaining. Projects related to governance issues included labour inspection and occupational safety and health (OSH).

Combatting child labour has been a long standing initiative since 1994. This entailed national and sectoral approaches which address children's issues in various contexts, including the worst forms of child labour. Through the years, ILO interventions covered integrated and interrelated gender-sensitive approaches at the



macro, meso, and micro levels. These consist of enabling policy and legal environment, including ratification campaigns for key Conventions concerning child labour; advocacy, policy and programme design. Improving capacities to provide services for children and families, including rescue, livelihood, income and decent work opportunities, education and social protection was also driven. Establishment of monitoring and evaluation mechanisms as well as the institutionalization of child labour committees and enforcement took place.

Protecting domestic workers which initially looked at child labour dimensions subsequently expanded to adults, tackling forced labour and trafficking, gender equality, rights promotion and creation of decent work opportunities. One milestone is the enactment of the Domestic Workers' law otherwise known as the Batas Kasambahay in 2013 after the country's historic step to ratify the Domestic Workers Convention, 2011 (No. 189). The implementation of this enabling law promoted the visibility of domestic workers who are mostly in the informal economy. In the meantime, strategies are also needed to address broader concerns of the informal economy in its formalization.

Migrant workers are in situations vulnerable to forced labour and human trafficking which have been subjects of ILO support. Examples of ILO projects protecting migrant workers included economic and social empowerment of trafficked women, promotion for fair recruitment in migration corridors, and elimination of violence and harassment against women and girls. Most recent projects promoted better access to information and improved services for migrant workers. The projects also covered some specific categories predominantly occupied by women, including care and domestic workers.

Since 2009, projects on freedom of association and collective bargaining mainly aimed to improve application of key Conventions,<sup>19</sup> taking into account observations from the ILO supervisory bodies particularly on Convention No. 87, covering violence against unionists and other obstacles on the right to organize. While projects focused on workers' rights, civil liberties and elimination of the climate of impunity, they also addressed other related concerns including social dialogue and dispute settlement. Gaps remain in legislation, while achieving the impact of national reforms are also on the ground.

The labour inspection project established the institutional foundations of the Philippine labour inspection system to better enforce labour standards. This created the priority features of the Labour Inspection-Labour Management Information System (LI-LMIS) which established systems,

protocols and capacity-building to enforce labour standards such as occupational safety and health (OSH) and improved institutional capacities of workers and employers to support compliance. This project is complemented by an OSH project targeting the youth, generally focusing on notification and recording of injuries and illnesses, OSH standards formulation, awareness raising and promoting compliance of OSH standards. These projects focused on the formal sector.

### Social protection

Social protection aimed to broaden the use of safety nets in the context of disaster towards better income support and early livelihood recovery through labour-based rural infrastructure development.



A child is working in a plantation in Bacolod. Child labour has been a long-standing issue in the face of poverty. Through the years, the ILO has been combatting child labour through policies, programmes, and interventions that promote livelihood and decent work opportunities. ©ILO/Joseph Fortin

<sup>18</sup> Minimum Age Convention, 1973 (No. 138) and Worst Forms of Child Labour Convention, 1990 (No. 182)

<sup>19</sup> Freedom of Association and Protection of the Right to Organize Convention, 1948 (No. 87) and Right to Organize and Collective Bargaining Convention, 1949 (No. 98)

## ▶ 2.5 National and international development planning frameworks

As a strategic roadmap for national stakeholders and international partners in supporting the labour and employment goals and priorities of the country, the DWCP 2020–24 aims to ensure synergies between international and national development planning frameworks. In the process, the DWCP seeks to: **(a)** promote policy and programme coherence; and **(b)** determine the areas of cooperation which maximize the use of the ILO’s institutional comparative advantage in promoting social justice and addressing the need for a balanced distribution of attention and action across all four strategic objectives of decent work.

At the global level, the DWCP is primarily aligned with Goal 8 of the SDG on decent work and inclusive growth as well as with other dimensions and strategies which contribute to other Global Goals. These include decent work outcomes and interventions on ending poverty (Goal 1); ensuring inclusive and equitable quality education and promoting lifelong learning (Goal 4); achieving gender equality (Goal 5); reducing inequality (Goal 10); promoting peaceful and inclusive societies for sustainable development, and providing access to justice for all and building effective, accountable and inclusive institutions at all levels (Goal 16).

The DWCP is seen as the ILO’s contribution to the UN Partnership Framework for Sustainable Development (PFSD) priorities for 2019–23. Specific components of the DWCP is reflected in PFSD outcomes/intermediate outcomes. Green jobs is a prominent area of work linked with the PFSD outcome on **Prosperity** and **Planet**<sup>21</sup> which includes at the intermediate outcome level “promoting and creating decent and green jobs/livelihoods”. There are also opportunities for decent work contributions to other PSFD outcomes for **People**<sup>22</sup> and **Peace**<sup>23</sup> pillars.

Following the ILO’s Strategic Plan 2018–21, the DWCP 2020–24 will not only reflect the priorities and aspirations of tripartite constituents, but will also re-emphasize cross cutting decent work issues such as gender equality and environmental sustainability, along with international labour standards and social dialogue and tripartism.

The DWCP is aligned with national development objectives such as the Constitution’s aspirations of a just and dynamic social order, equitable distribution of opportunities, income and wealth, industrialization and full employment, and protection and promotion of the rights and welfare of all Filipino workers. These national goals are also articulated in the country’s long-term development plan, AmBisyon Natin 2040, and its

medium-term development plan, the PDP 2017–22, which has the following overarching targets:

- ▶ **(a)** The Philippines will be an upper middle-income country with per capita income increased from 3,500 US\$ (PPP) in 2015 to 5,000 US\$.
- ▶ **(b)** Growth will be more inclusive, with poverty incidence reduced from 30 per cent in 2015 to 20 per cent in 2022 in the rural areas and from 21.6 per cent to 13–15 per cent overall, and subsistence incidence from 8.1 per cent in 2015 to 5 per cent.
- ▶ **(c)** The Philippines will have a high level of human development.
- ▶ **(d)** Unemployment rate will be reduced from 5.5 per cent in 2016 to 3–5 per cent.
- ▶ **(e)** Youth unemployment rate will be reduced from 11 per cent in 2016 to 8 per cent.
- ▶ **(f)** Underemployment rate will be reduced from 19.7 per cent in 2016 to 16–18 per cent.
- ▶ **(g)** There will be greater trust in government and in society.
- ▶ **(h)** Individuals and communities will be more resilient.
- ▶ **(i)** Filipinos will have a greater drive for innovation.

These targets of the PDP are further reflected in more specific labour and employment outcomes under DOLE’s eight-point priority agenda where the strategic focus is on effective policies and measures in addressing unemployment and underemployment; promoting labour standards, the fundamental principles, and rights at work; strengthening protection and security of overseas Filipino workers (OFWs); and enhancing social protection and welfare programmes. The agenda is sought to be pursued with workers’ and employers’ participation through tripartism and social dialogue.

National and international development goals are aligned, interdependent and interconnected. The DWCP 2020–24 aims to provide a framework for achieving the common goals of these international and national development plans to achieve social justice for all through equitable and inclusive economic growth, massive creation of decent work opportunities, and a society free of poverty and inequality.

<sup>20</sup>PSFD Prosperity and Planet outcome statement: *Urbanization, economic growth and climate change actions are converging for a resilient, equitable and sustainable development path for communities.*

<sup>21</sup>PFSD People pillar: *The most marginalized, vulnerable, and at risk people and groups benefit from more inclusive and quality services and live in more supportive environments where their nutrition, food security, and health are ensured and protected.*

<sup>22</sup>PFSD Peace pillar: *National and local governments and key stakeholders recognize and share a common understanding of the diverse cultural history, identity and inequalities of areas affected by conflict, enabling the establishment of more inclusive and responsive governance systems, and accelerating sustainable and equitable development, for just and lasting peace in conflict-affected areas of Mindanao*

<sup>23</sup>ILO Convention 87, Freedom of Association and Protection of the Right to Organize Convention, 1948; and ILO Convention 98, Right to Organize and Collective Bargaining Convention, 1949.







A fisherman wearing a blue long-sleeved shirt and an orange cap is working on a boat. He is handling a large, green fishing net that is draped over the side of the boat. The net is made of a fine mesh and has some yellow rope or twine attached to it. The boat is on the water, and the background shows a clear blue sky and the ocean. The overall scene is bright and sunny.

# 03

- ▶ **Country priorities and outcomes  
DWCP 2020–24**



## 3.1 Priorities, action points and desired outcomes

Given the country context, DWCP 2020–24 will have four action points:

1) **supply-side measures** to improve the economy's capacity to produce, particularly in continuously developing and optimizing the utilization of human resources for productive and remunerative work;

2) **demand-side measures** to create adequate opportunities for equal access to productive, remunerative and decent work within the domestic economy;

3) **social protection measures** to provide a balanced, accessible and effective mix of active and passive labour market measures and social programmes; and

4) **institutional and governance measures** consisting of appropriate policies, laws, and governance mechanisms to ensure that the rights and opportunities of workers, employers and all stakeholders are not only recognized but also effectively realized.

### Three national priorities will be supported:

- ▶ (i) Productive, remunerative, freely chosen, green, and sustainable work and employment opportunities available for all Filipino women and men willing to work
- ▶ (ii) Improved labour market governance (including strengthened capacity of workers' and employers' organizations to effectively participate in and influence policy and decision-making processes) which ensures respect for all fundamental principles and rights at work, international labour standards and human rights
- ▶ (iii) Equitable social protection that is available and accessible to all

Consistent with the Bali Declaration,<sup>24</sup> the action points or strategies to be prioritized will include international labour standards as key benchmarks; capacity-building to enhance the efficiency, effectiveness, technical knowledge, management and leadership of institutions and stakeholders; and demonstration projects to promote experimentation, innovation, and collaboration between and among stakeholders. From the standpoint of decent work and inclusive growth, the transformations and outcomes will be measured according to growth with employment, rights at work, and social protection for all.

Specific outcomes and interventions in pursuit of these priorities shall take into consideration sectoral, spatial and geographical differences. In all outcomes, gender equality and non-discrimination, social dialogue, international labour standards, and environmental sustainability are also incorporated as cross-cutting concerns.

DWCP 2020–24 recognizes the peculiar development challenges in BARMM, which, with a new political structure in place, has entered a highly critical phase in developing all its institutions, including decent work and labour market governance institutions.

The succeeding section provides a brief description of the desired country priority outcomes, key outputs that will be produced, and major enabling activities per outcome. Together with expected progress indicators and milestones per DWCP country priority outcome, these resources and their links with the ILO's P&B indicators are discussed further in the DWCP results monitoring plan and the DWCP implementation monitoring plan.

<sup>18</sup> Minimum Age Convention, 1973 (No. 138) and Worst Forms of Child Labour Convention, 1990 (No. 182)

<sup>19</sup> Freedom of Association and Protection of the Right to Organize Convention, 1948 (No. 87) and Right to Organize and Collective Bargaining Convention, 1949 (No. 98)



## ▶ 3.2 Priority 1

**Productive, remunerative, freely chosen, green and sustainable work opportunities are available for all Filipinos willing to work**

**Priority 1** aims to help address constraints on the supply and demand sides of creating decent employment and work opportunities. It directly links with the following goals and targets of the 2030 Agenda (see **Annex 1**):

- ▶ SDG 8 on decent work and economic growth
- ▶ SDG 4 on quality education and lifelong learning
- ▶ SDG 5 on gender equality

**Priority 1** highlights the importance of responsive technical and vocational training programmes and the development of a skilled labour force as requisites for decent work; and the need to increase the capacity of micro, small and medium enterprises (MSMEs) in creating decent work opportunities. **Priority 1** also particularly includes cross-cutting concerns of gender mainstreaming and environmental sustainability especially in developing more informed employment policies, and programmes for equality and elimination of all forms of discrimination. It also highlights the just transition towards a green, sustainable economy and toward socio-political stability in areas affected by conflicts, as well as early recovery toward a better normal during pandemics.

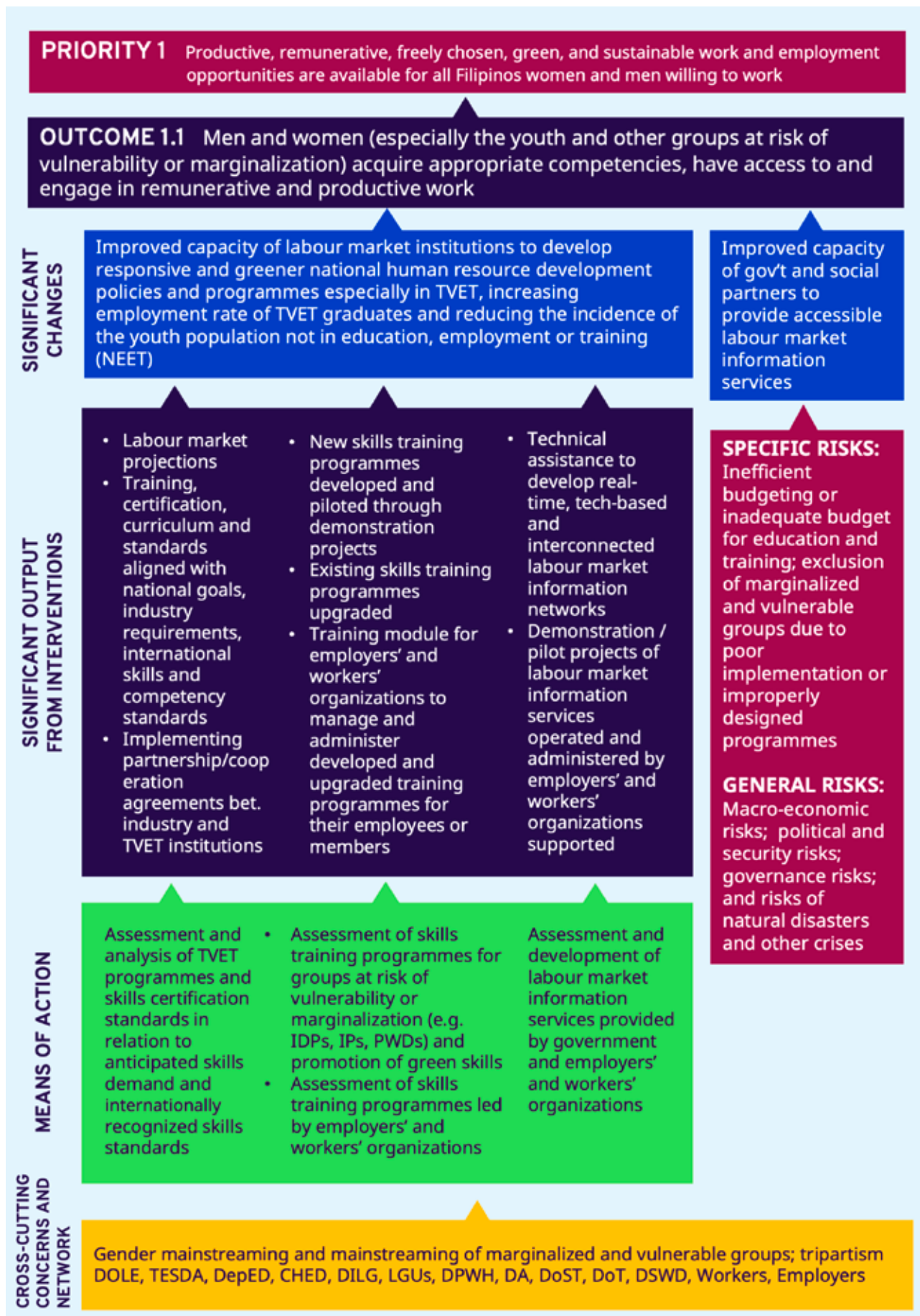
The main **Outcomes** under **Priority 1** are as follows:

- ▶ **Outcome 1.1** Men and women (especially the youth and other groups at risk of vulnerability or marginalization) acquire appropriate competencies and have access to and engage in remunerative and productive work
- ▶ **Outcome 1.2** Enhanced enabling environment, with better-informed, more responsive policies, programmes and institutions to promote the development and creation of sustainable and resilient enterprises in the entire value/supply chain, particularly for MSMEs
- ▶ **Outcome 1.3** Better-informed, more responsive, mainstreamed policies and programmes, targeting groups in situations of vulnerability and marginalization including those affected by all forms of discrimination (particularly sex- and gender-based), transition towards a green economy; technological changes, natural disasters, and armed conflicts

A group of technician trainees work on a piece of aircraft outer shell at the Technical Education and Skills Development Authority, Philippine (TESDA). © ILO/Ruben Dela Cruz



Figure 3. Theory of change: Enhancing human resource competencies



**Outcome 1.1** aims to help address the supply-side of the problem on how to increase labour force participation, employability and labour productivity, and how to equalize opportunity and access to technical and vocational education and training (TVET) of groups at particular risk of vulnerability or marginalization. The logic of desired results and interventions under **Outcome 1.1** is shown in **Figure 3**.

The targeted changes include **(i)** reduced incidence of the youth population who are considered not in education, employment and training (NEET); **(ii)** increased employability of TVET graduates; and **(iii)** improvement in the performance of government agencies involved in the development, delivery and certification of technical vocational courses and job matching of graduates. **Outcome 1.1** has the following means of action and significant output:

<b>DWCP means of action (activities supported)</b>	<b>Significant output</b>
Assessment and analysis of TVET programmes and skills certification standards in relation to anticipated skills demand and internationally recognized skills standard	<ul style="list-style-type: none"> <li>▶ Labour market projections</li> <li>▶ Training and certification curriculum and standards aligned with national goals, industry requirements and international skills and competency standards</li> <li>▶ Implementing partnership/cooperation agreements between industry and TVET institutions supported</li> </ul>
Assessment of skills training programmes for groups at risk of vulnerability or marginalization, including internally displaced persons (IDPs), indigenous peoples (IPs), and persons with disabilities (PWDs)	<ul style="list-style-type: none"> <li>▶ Skills training programmes developed.</li> <li>▶ Demonstration or pilot projects developed and supported</li> </ul>
Assessment of skills training programmes administered by employers' and workers' organizations	<ul style="list-style-type: none"> <li>▶ Skills training programmes developed and upgraded</li> <li>▶ Training module for employers' and workers' organizations to manage and administer developed and upgraded training programmes for their employees or members</li> </ul>
Assessment and development of labour market information services provided by government and employers' and workers' organizations	<ul style="list-style-type: none"> <li>▶ Technical assistance to develop real-time, technology-based and interconnected labour market information networks</li> <li>▶ Supported demonstration or pilot projects of labour market information services operated and administered by employers' and workers' organizations</li> </ul>





Agriculture is among the most hazardous sectors for workers of all ages, due to the nature of work and frequent lack of job training for the high number of low-skilled, seasonal and migrant workers. © ILO/M. Fossat

**Outcome 1.2** aims to help address the demand-side constraints of employment creation by focusing on interventions that will enhance the policy environment and capacity of institutions to promote the development and creation of sustainable and resilient enterprises in the entire value/supply chain, particularly MSMEs and cooperatives. The digital platforms for these enterprises (including worker-owned) can serve as an alternative digital business model. This is called platform cooperativism.<sup>26</sup> Micro- and small enterprises linked with agriculture will be given special attention, particularly in the context of supporting the agricultural modernization, and rural and value chain development strategy of *PDP 2017–2022*; the goal of inclusive growth and of leaving no one behind in *Ambisyon Natin 2040* and the *2030 Agenda*. This outcome will give preference to interventions and activities that promote entrepreneurship by reducing red tape pursuant to the new *Ease of Doing Business Act*<sup>27</sup> and removing barriers to financial access; demonstrate effective industry linkages (namely, agriculture to services to industry) as well as value-chain and market linkages (namely, upstream and downstream linkages of small and big enterprises and trade access); increase the number of enterprises shifting to productivity-enhancing green technologies and availing of employment-related incentives under the *Green Jobs Act*<sup>28</sup> while adopting decent work practices; and increase in the number of government agencies incorporating sustainable

environment with decent work measurements in their organizational outcomes related to enterprise development. It will seek to help enterprises optimize their potentials in creating decent and sustainable work opportunities in both the short- and long-term.

With this, the targeted changes are **(i)** enhanced contribution of MSMEs and cooperatives in creating sustainable decent work opportunities, particularly in agriculture, and strengthened industry, value-chain and market linkages; and **(ii)** enhanced environment in doing business, including reducing red tape and regulatory costs, promoting access to credit facilities, and promoting socially responsible and environmentally sustainable enterprises. This can include demonstration projects from the *Platform Cooperatives Incubation and Acceleration* which provide support mechanisms and resources such as training, technology, and financial capital access to workers to facilitate their transition to becoming technology-platform owners. In addition, this can establish a community investment fund at the LGU level to support Social Solidarity Economy (SSE) enterprises which create socially responsible businesses and decent work opportunities in local communities. The logic of desired results and interventions under **Outcome 1.2** is shown in **Figure 4**.

<sup>26</sup>“Ours to Hack and To Own: The Rise of Platform Cooperativism: A New Vision for the Future of Work and a Fairer Internet (2016). Anthology selection edited by Trebor Scholz and Nathan Schneider

<sup>27</sup>Republic Act No. 11032 (2018), amending Republic Act No. 9487 (Anti-Red Tape Act of 2007).

<sup>28</sup>Republic Act No. 10771 (2016).

Figure 4. Theory of change: Creating an enabling environment for sustainable and resilient businesses and MSMEs





The actions and significant outputs under **Outcome 1.2** are be as follows:

DWCP means of action (activities supported)	Significant output
<p>Assessment on the implementation of the simplified business permit licensing system (BPLS) under the Ease of Doing Business Act<sup>29</sup> for MSMEs, including linkage between Government's MSME interventions on entrepreneurship development and business start-up, expansion or survival</p>	<ul style="list-style-type: none"> <li>▶ Technical paper with recommendations on special requirements and expedited procedures for MSME registration</li> <li>▶ Training module for MSMEs on business planning, product development and marketing</li> <li>▶ Advocacy papers/materials supported by case studies of good practices on effective government interventions in promoting MSME development through green technologies and decent work practices</li> </ul>
<p>Mapping of areas and products for the establishment of technologically enhanced common facilities to promote MSME productivity, innovation, competitiveness and linkage to the value/supply chain</p>	<ul style="list-style-type: none"> <li>▶ Action programme for operationalization of area or product-based common facilities for MSMEs</li> <li>▶ Demonstration or pilot projects in the form of area-based or product-based "Innovation Hubs" supported</li> <li>▶ Demonstration project for <i>Platform Cooperatives Incubation and Acceleration Hub</i></li> <li>▶ Pilot/demonstration projects on the establishment of a community investment fund at the LGU level to support Social Solidarity Economy (SSE) enterprises</li> </ul>
<p>Development of technical assistance and capacity-building programmes for MSMEs,<sup>30</sup> including toolkits<sup>31</sup> to enhance sustainability of micro- and small enterprises, social enterprises and cooperatives, with focus on facilitating access to finance, improving productivity, upgrading processes and technologies, incorporating green and sustainable practices, and promoting linkages in supply/value chain</p>	<ul style="list-style-type: none"> <li>▶ Action programme for business/employers' organizations in setting up business advisory/assistance and trainers' training services for MSMEs, including Social Solidarity Economy (SSE) enterprises</li> <li>▶ Advocacy papers/materials supported by case studies of good practices of socially compliant MSMEs in the supply chain and success stories of businesses benefitting from business advisory/assistance programme</li> <li>▶ Advocacy papers/materials supported by case studies of good practices and success stories of MSMEs benefitting from employment-related incentives under the Green Jobs Act and adopting decent work practices</li> </ul>
<p>Mapping/forecasting of areas, industries or enterprises likely to benefit or to be adversely affected by technological change, climate change and adaptation to green technologies</p>	<ul style="list-style-type: none"> <li>▶ Action programme for identified areas or industries</li> <li>▶ Demonstration or pilot projects developed and supported</li> </ul>
<p>Support the advocacy of government and the social partners to promote sustainable environment and just transition</p>	<ul style="list-style-type: none"> <li>▶ Tripartite action programme to promote sustainable environment and just transition in enterprises, communities, industries and in the supply/value chain</li> </ul>

<sup>29</sup>Under Republic Act No. 11032, otherwise known as Ease of Doing Business Act [2018].

<sup>30</sup>Rephrased from Bali Declaration.

<sup>31</sup>Toolkits may be developed using existing ILO tools such as Start and Improve Your Business (SIYB), Women's Entrepreneurship Development (WED), Sustaining Competitive and Responsible Enterprise (SCORE) and other training courses on social finance, cooperatives and social and solidarity economy (SSE).



A 2019 study by NEDA revealed there is higher absorptive capacity of women workers in the services and manufacturing sectors, while there is a disproportionate representation of women in industries that require more cognitive skills than physical strength. Outcome 1.3 aims to promote labour force participation rate of women and increase the proportion of women in middle and upper management positions. ©ILO/Maxime Fossat

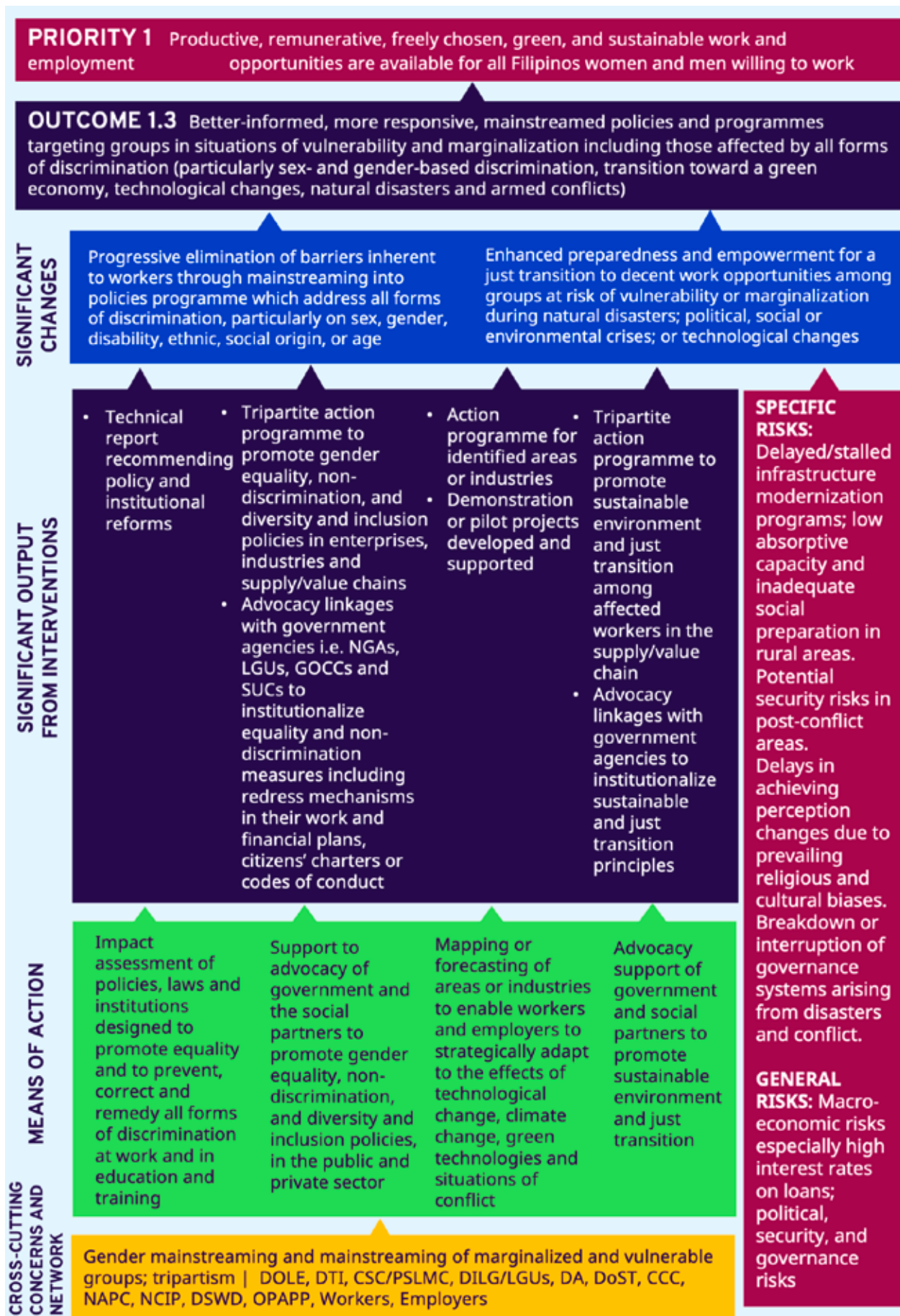
**Outcome 1.3** aims to help promote equal opportunity and treatment in employment and occupation. It targets two changes (**Figure 5**):

First, it focuses on the progressive elimination of barriers inherent to individual workers by mainstreaming into all policies and programmes, measures to eliminate all forms of discrimination particularly those based on sex, gender, disability, ethnic or social origin and age. The specific indicators under this target include increase in the labour force participation rate of women, the youth and other marginalized or excluded groups such as indigenous peoples, persons with disabilities and older workers; reduced pay gap between men and women; reduced incidence of women working longer hours than

normal; and increase in the proportion of women and other specific groups in positions of higher responsibility.

Second, it focuses on groups at particular risk of vulnerability or marginalization in times of natural disasters or emergencies or by political, social, environmental and technological changes, taking into account ILO Recommendation 205, Decent Work for Peace and Resilience, 2017. The targeted change is to make them more prepared and empowered for a just transition to other decent work opportunities. The logic of desired results and interventions under **Outcome 1.2** is shown in **Figure 5**.

Figure 5. Theory of change: Better-informed, more responsive and discrimination-free programmes toward inclusivity and equality







A tyre factory supervisor discusses the TPM Autonomous Maintenance Activity Board with employees. © ILO/Ruben Dela Cruz

Priority outputs and enabling activities under **Outcome 1.3** appears below:

<b>DWCP means of action (activities supported)</b>	<b>Significant output</b>
Impact assessment of policies, laws and institutions designed to promote equality and to prevent, correct and remedy all forms of discrimination at work and in education and training in the public and private sector	<ul style="list-style-type: none"> <li>▶ Technical report with recommendations for policy and institutional reforms<sup>32</sup></li> </ul>
Support advocacy of government and social partners to promote gender equality, non-discrimination, and diversity and inclusion policies in the public and private sector	<ul style="list-style-type: none"> <li>▶ Tripartite action programme to promote gender equality, non-discrimination, and diversity and inclusion policies in enterprises, industries and supply/value chains</li> <li>▶ Advocacy linkages with government agencies (namely, NGAs, LGUs, GOCCs and SUCs) to institutionalize equality and non-discrimination measures including redress mechanisms in their work and financial plans, citizens' charters or codes of conduct; Advocacy materials and activities must be disability-inclusive and PWD accessible</li> </ul>
Mapping/forecasting of areas or industries to enable workers and employers to strategically adapt to the effects of technological change, climate change, green technologies and situations of conflict	<ul style="list-style-type: none"> <li>▶ Action programme for identified areas or industries</li> <li>▶ Demonstration or pilot projects developed and supported</li> </ul>
Support advocacy of government and social partners to promote sustainable environment and just transition	<ul style="list-style-type: none"> <li>▶ Tripartite action programme to promote sustainable environment and just transition among affected workers in the supply/value chain.</li> <li>▶ Advocacy linkages with government agencies to institutionalize sustainable and just transition principles in their work and financial plans, citizens' charters or codes of conduct</li> </ul>

<sup>32</sup> Recommendations requiring legislation will be part of the comprehensive legislative agenda under Priority 3

## 3.3 Priority 2

**Improved labour market governance (including strengthened capacity of workers' and employers' organizations to effectively participate in and influence policy and decision-making processes) which ensures respect for all fundamental principles and rights at work, international labour standards and human rights**

**Priority 2** supports the national goals of people-centred, clean and efficient governance; pursuing swift and fair administration of justice; and reducing vulnerability of individuals and families. It directly links with the following goals and targets of the UN 2030 Agenda (see **Annex 1**):

- ▶ SDG 8 on decent work and economic growth
- ▶ SDG 10 on reducing inequality
- ▶ SDG 16 on peace, justice and strong institutions

As the recognized national authority in charge of labour and employment, DOLE has a leading role for most of the outcomes under **Priority 2**. While other government agencies do not have explicit labour market governance outcomes, they do have employment outcomes that can open up opportunities for exploring institutionalized collaborative arrangements in promoting decent work. In the sphere of public sector labour relations, the governance framework is yet to be reviewed.

The benchmarks for improved labour market governance under **Priority 2** are the fundamental principles and rights at work and international labour standards, particularly the ILO Conventions ratified by the Philippines including all of the eight core Conventions. In this context, an integral part of improving governance is to continuously strengthen the capacity of workers' and employers' organizations to effectively participate in and influence policy and decision-making processes in line with the ILO's unique comparative advantage of social dialogue and tripartism. With this, **Priority 2** will aim for the following outcomes:

- ▶ **Outcome 2.1** Strengthened capacity of government and social partners to effectively participate in social dialogue and tripartite processes at the enterprise, industry, subnational and national levels toward better-informed, consensus-driven policies and decisions on social and economic matters directly affecting them

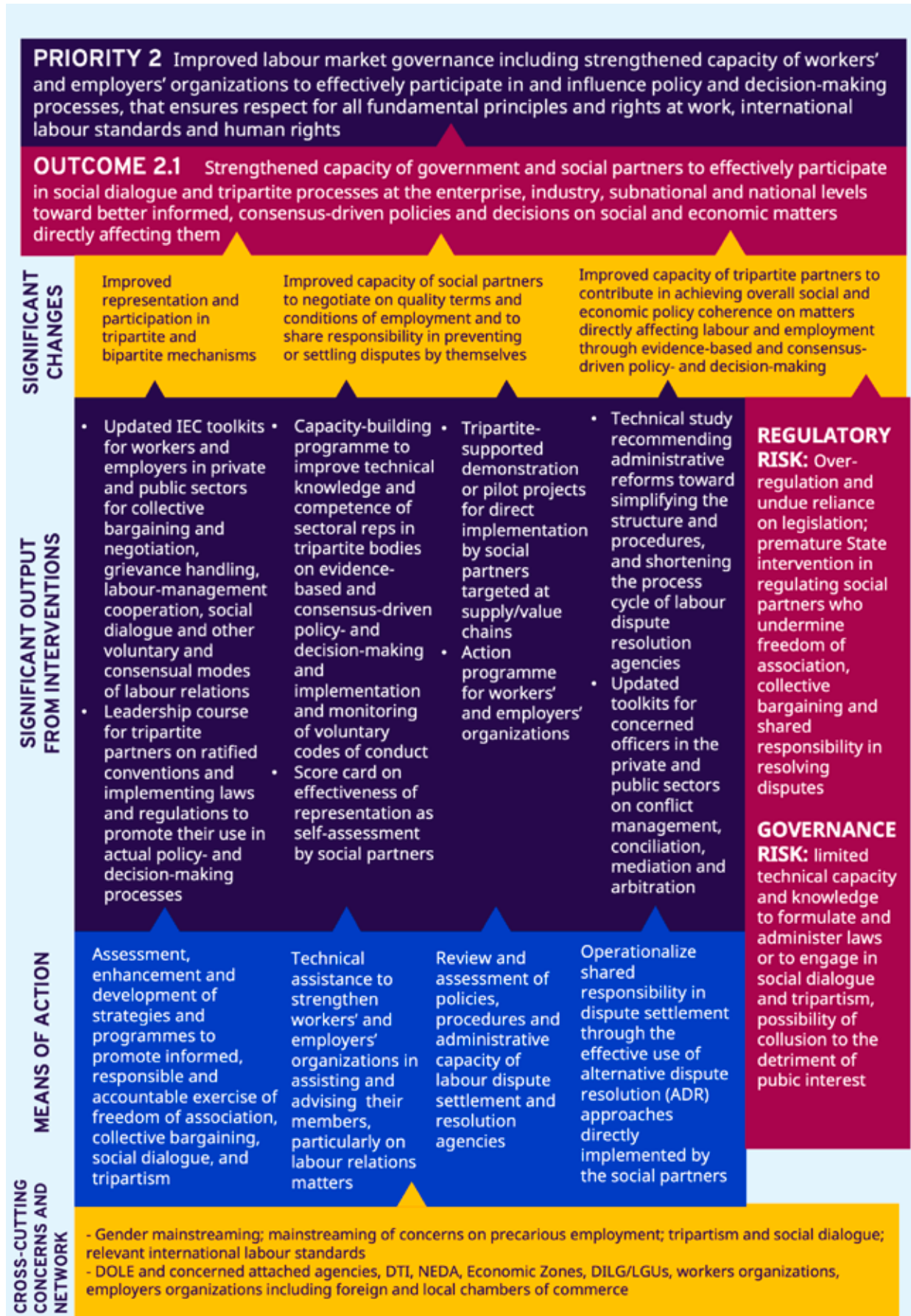
- ▶ **Outcome 2.2** Improved capacity of labour administration authorities with support of the social partners to implement and enforce core labour standards and all GLS, OSHS and social and welfare legislations; and to eliminate all forms of unacceptable work

- ▶ **Outcome 2.3** Strengthened, modernized and balanced policy, legal and institutional frameworks on labour protection for all including migrant workers, workers in the informal economy and in non-standard or atypical employment arrangements

**Outcome 2.1** will focus on the effective exercise of freedom of association by the social partners at the enterprise level and also at industry, national and subnational levels as well as in the domain of the public sector. Freedom of association enables more robust collective bargaining, social dialogue, and tripartism and other means of worker-employer participation which will then improve the ability of the social partners to regulate their own relationship, participate in policy- and decision-making processes, and share responsibility in settling or resolving disputes that may arise between them (**Figure 6**).

The targeted changes under **Outcome 2.1** are **(i)** improved scope and quality of representation and participation in labour market governance through tripartite and bipartite mechanisms; **(ii)** improved capacity of social partners to negotiate on terms and conditions of employment and to share responsibility in preventing or settling disputes by themselves; and **(iii)** improved capacity of tripartite partners to contribute in achieving overall social and economic policy coherence on matters directly affecting labour and employment through evidence-based and consensus-driven policy- and decision-making.

Figure 6. Theory of change: Strengthened social dialogue and tripartism for better-informed, consensus-driven social and economic policies affecting labour and employment

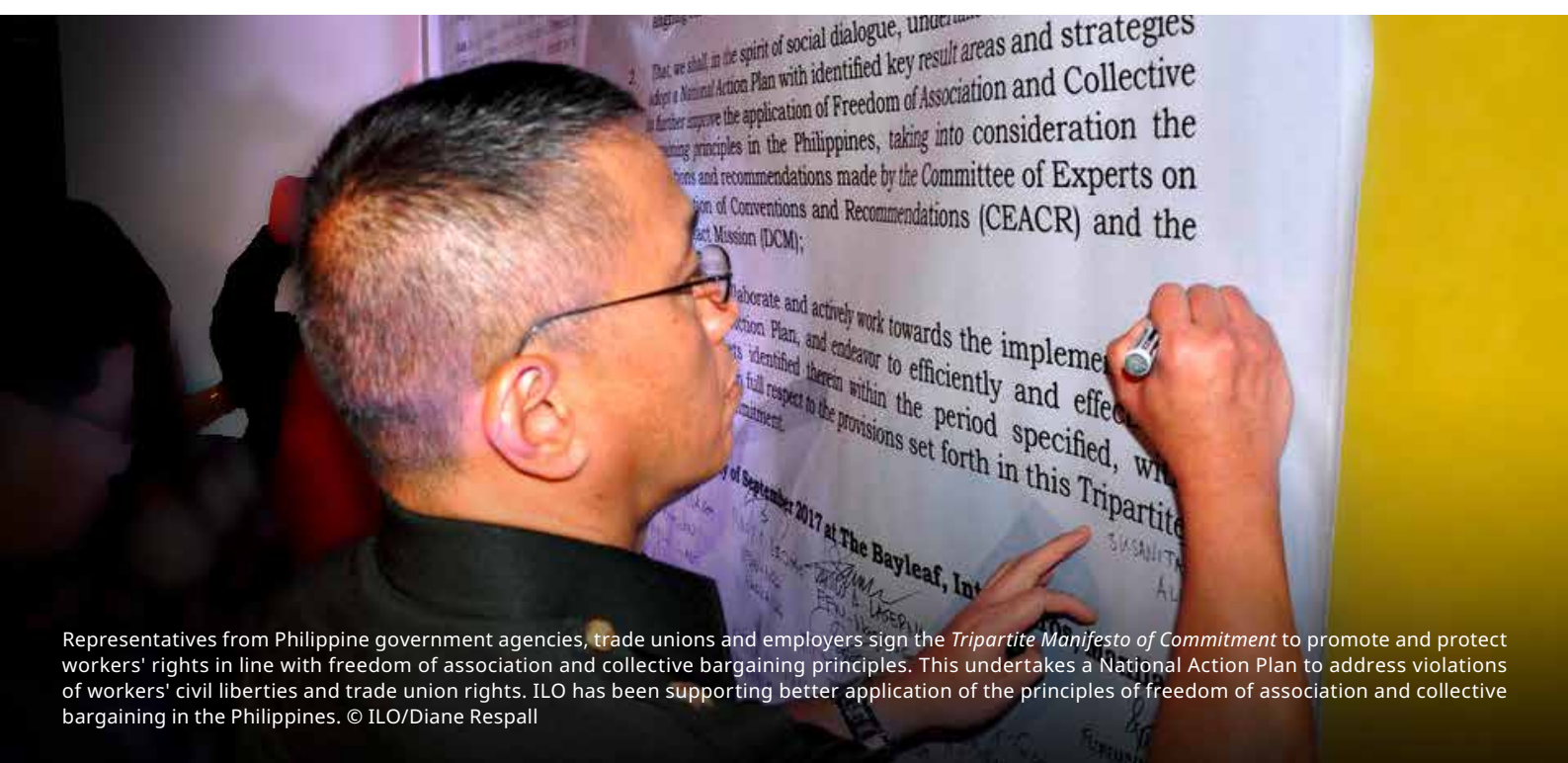




The actions and outputs to be supported under this outcome are as follows:

DWCP means of action (activities supported)	Significant output
<p>Assessment, enhancement and development of strategies and programmes to promote informed, responsible and accountable exercise of freedom of association and the rights to collective bargaining; and to participate in social dialogue, in the public and private sector, and tripartism</p>	<ul style="list-style-type: none"> <li>▶ Updated information, education, and communication (IEC) modules/toolkits for workers and employers in the private and public sectors to enhance enterprise-level capacity for collective bargaining and negotiation, grievance handling, labour-management cooperation, social dialogue and other voluntary and consensual modes of labour relations</li> <li>▶ Capacity-building programme to improve technical knowledge and competence of sectoral representatives in tripartite bodies on evidence-based and consensus-driven policy and decision-making, and on implementation and monitoring of voluntary codes of conduct</li> <li>▶ Leadership course for tripartite partners on ratified Conventions and implementing laws and regulations to promote their use in actual policy- and decision-making processes</li> <li>▶ Scorecard on effectiveness of representation to be used as self-assessment tool by the social partners</li> </ul>
<p>Technical assistance to strengthen workers' and employers' organizations in providing counselling and other forms of assistance to their members, particularly on labour relations matters</p>	<ul style="list-style-type: none"> <li>▶ Action programme for workers' and employers' organizations</li> </ul>
<p>Review and assessment of policies, procedures and administrative capacity of labour dispute settlement and resolution agencies in the public and private sectors</p>	<ul style="list-style-type: none"> <li>▶ Technical study with recommendations for administrative reforms toward simplifying the structure and procedures and shortening the process cycle of labour dispute resolution agencies in the public and private sector<sup>37</sup></li> <li>▶ Updated modules/toolkits for concerned officers in the private and public sectors on conflict management, conciliation, mediation and arbitration</li> </ul>
<p>Operationalizing shared responsibility in dispute settlement through the effective use of alternative dispute resolution (ADR) approaches directly implemented by the social partners</p>	<ul style="list-style-type: none"> <li>▶ Tripartite-supported demonstration or pilot projects for the social partners' direct implementation, possibly targeted at supply/value chains</li> </ul>

<sup>37</sup>Policy recommendations requiring legislation will be part of the comprehensive legislative agenda





A man works in a mining site in Bicol. Over the years, the ILO continues to address poor working conditions in artisanal and small-scale gold mines under the ILO CARING Gold Mining Project funded by USDOL. © ILO/Joseph Fortin

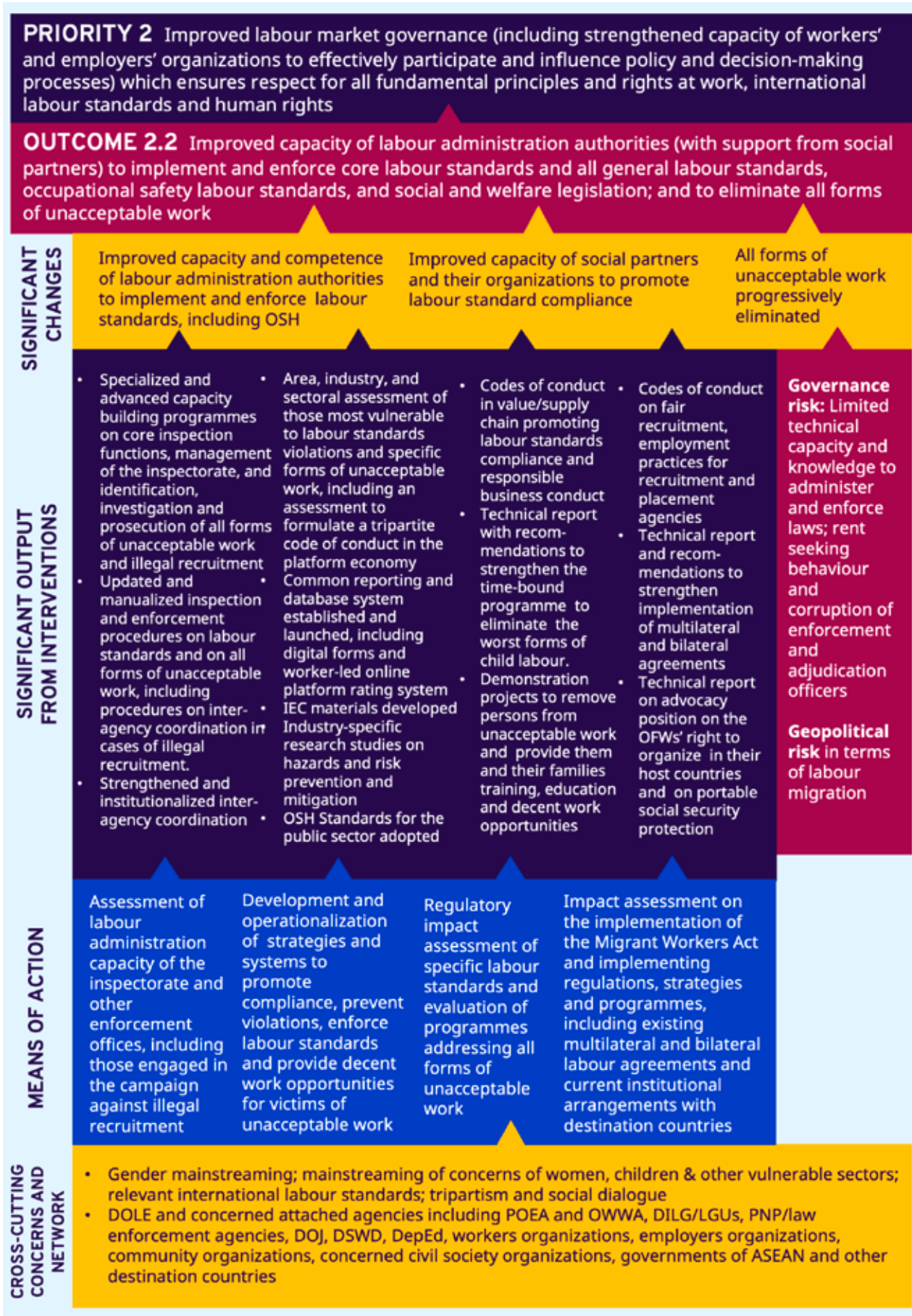
**Outcome 2.2** focuses on improving the capacity of tripartite partners to strengthen enforcement and strategically promote compliance with national labour laws and international labour standards on unacceptable conditions of work (based on the fundamental principles and rights at work, working time and wages, occupational safety and health). This may be coursed through improved labour administration systems such as labour inspection, other enforcement methods and improved capacity of social partners. With a new and strengthened Occupational Safety and Health (OSH) Law in place, there is an opportunity to update the OSHS regulations and adopt new strategies to improve enforcement.

Interventions under **Outcome 2.2** shall take into consideration the effects of the COVID-19 pandemic in terms of extending the protection of labour laws to the gig economy, including the possibility of online worker-led rating systems for virtual work platforms.

The targeted changes are **(i)** improved capacity and competence of labour administration authorities to implement and enforce all core labour standards, GLS, OSHS and social and welfare legislations through inspection and other enforcement methods; **(ii)** improved capacity of social partners and their organizations promote compliance with labour standards; and **(iii)** progressive elimination of all forms of unacceptable work. The logic of desired results and interventions under **Outcome 2.2** is shown in **Figure 7**.



**Figure 7. Theory of change: Improved labour administration capacity with enhanced participation of social partners to promote, implement and enforce all rights at work and eliminate all forms of unacceptable work**





The actions and output to be supported under **Outcome 2.2** are as follows:

<b>DWCP means of action (activities supported)</b>	<b>Significant output</b>
Assessment of labour administration capacity of the inspectorate and other enforcement offices, including those engaged in the campaign against illegal recruitment	<ul style="list-style-type: none"> <li>▶ Specialized and advanced capacity-building programmes on core inspection functions, management of the inspectorate, and identification, investigation and prosecution of all forms of unacceptable work and illegal recruitment</li> <li>▶ Updated and manualized inspection and enforcement procedures on labour standards and on all forms of unacceptable work, including procedures on inter-agency coordination in cases of illegal recruitment</li> </ul>
Development and operationalization of effective strategies and systems to enforce existing laws against violations of labour standards and against all forms of unacceptable work including child labour and forced labour	<ul style="list-style-type: none"> <li>▶ Area, industry and sectoral map of those most vulnerable to labour standards violations and to specific forms of unacceptable work</li> <li>▶ Common reporting system and database among concerned government and non-government organizations (NGOs), including unions, to raise awareness to monitor and report on all forms of unacceptable work launched and developed</li> <li>▶ Updated and manualized procedures for rescue, removal and rehabilitation of persons engaged in unacceptable work</li> <li>▶ Strengthened and institutionalized inter-agency coordination, particularly through the Inter-Agency Council Against Human Trafficking (I-ACAT) and the National Anti-Child Labour Committee (NCLC)</li> </ul>
Regulatory impact assessment of specific labour standards to improve implementation effectiveness and expand implementation scope	<ul style="list-style-type: none"> <li>▶ Industry-specific research studies on hazards and risk prevention and mitigation</li> <li>▶ Recommendations for updated OSHS regulations</li> <li>▶ Adoption of OSHS for the public sector</li> <li>▶ Assessment towards the formulation of a tripartite code of conduct for ensuring decent work in the platform economy</li> </ul>
Impact assessment and evaluation of programmes implementing the laws and regulations against unacceptable work	<ul style="list-style-type: none"> <li>▶ Capacity-building programmes for government and non-government organizations to plan, implement and advocate for the elimination of all forms of unacceptable work</li> <li>▶ Development of a worker-led online rating system of platforms</li> <li>▶ Technical report with Recommendations to strengthen the time-bound programme for the elimination of the worst forms of child labour</li> </ul>
Impact assessment on the implementation of the Migrant Workers Act and implementing regulations, strategies and programmes, including existing multilateral and bilateral labour agreements and current institutional arrangements with destination countries	<ul style="list-style-type: none"> <li>▶ Standard code of conduct on fair recruitment and employment practices to cover all recruitment and placement agencies completed and recommended for adoption</li> <li>▶ Study and Recommendations to strengthen implementation of multilateral and bilateral arrangements (based on the international human rights Convention concerning the protection of the rights of all migrant workers, ILO's multilateral framework for labour migration, Bali Declaration and ASEAN Consensus on migrant workers) to include dispute settlement and grievance mechanisms</li> <li>▶ Technical report on Philippine advocacy position on the rights of OFWs to join and be represented by unions in their host countries and to be afforded portable social security protection</li> </ul>

(Continued from previous page)

DWCP means of action (activities supported)	Significant output
Development of strategies, programmes and measures to effectively promote compliance with all labour standards, prevent all forms of unacceptable work, and provide decent work opportunities for victims of unacceptable work	<ul style="list-style-type: none"> <li>▶ Information, education and communication materials and campaigns developed and implemented</li> <li>▶ Standard code of conduct on fair recruitment and employment practices to cover all recruitment and placement agencies completed and recommended for adoption</li> <li>▶ Tripartite voluntary codes of conduct in the value/supply chain to promote labour standards compliance and responsible business conduct</li> <li>▶ Demonstration or pilot projects to remove persons from unacceptable work and to provide them and their families training, education and decent work opportunities</li> </ul>

**Outcome 2.3** supports the development of strengthened, modernized, and balanced policy; legal and institutional frameworks on labour protection for all, including migrant workers; workers in the informal economy; and workers in nonstandard or atypical employment arrangements. Among the substantive issues that need to be addressed are the perceived threats to freedom of association and the decline of unionism and collective bargaining; threats to security of tenure and rise of precarious and non-standard forms of employment; the absence of effective remedial measures against discrimination specifically pre-employment discrimination; the diversification and changing nature of work brought about by innovation, technology and new business models; the need for a

more efficient dispute resolution system; the need to effectively operationalize labour guarantees to OFWs; and the expansion of the scope of labour protection toward recognizing and respecting labour standards for workers in the informal economy.

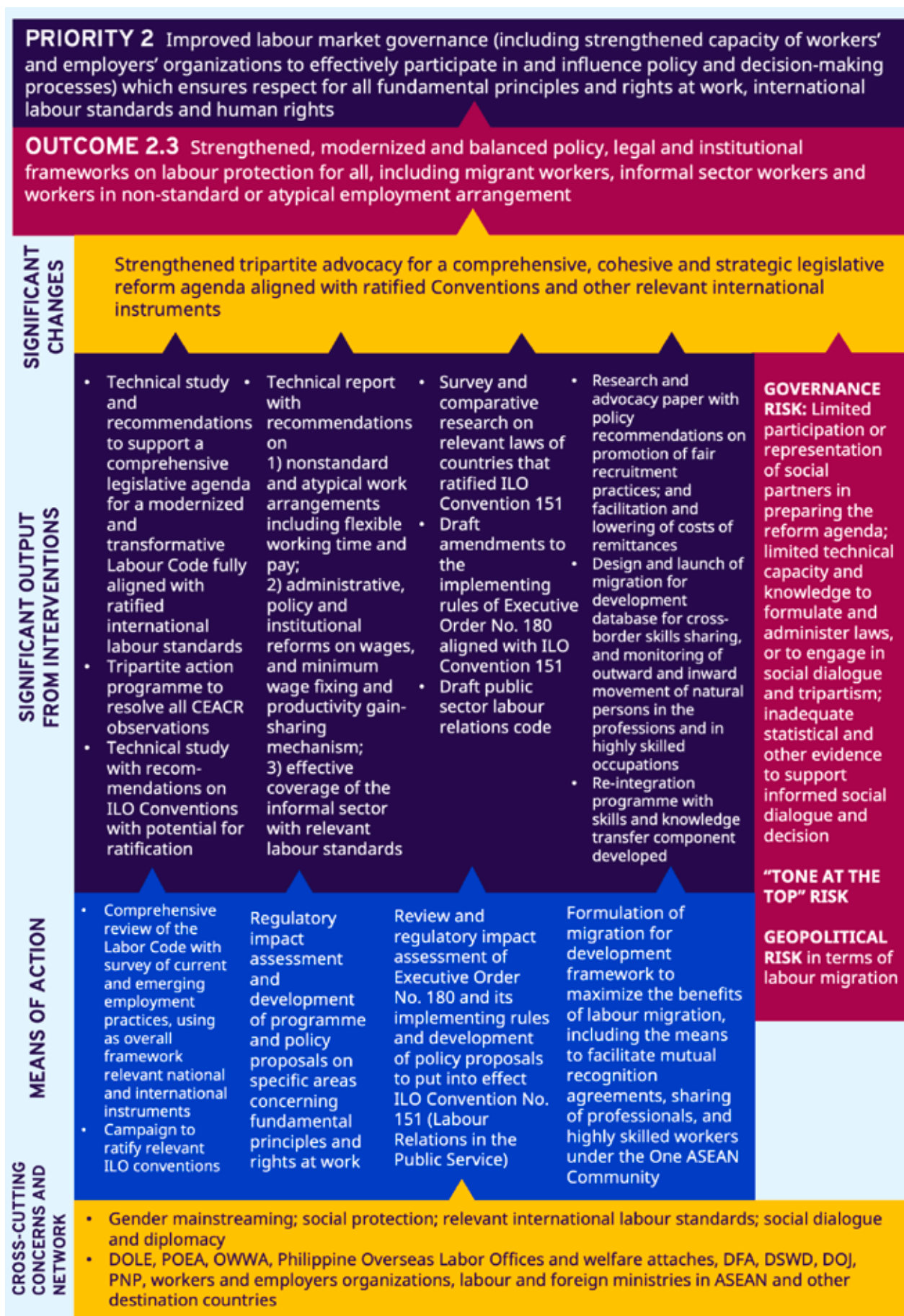
The targeted change is strengthened tripartite advocacy for a comprehensive, cohesive and strategic legislative reform agenda in the form of a modern, transformative Labor Code aligned with ratified Conventions and other relevant international instruments. Conventions for ratification will be identified through social dialogue processes.



Participants of the Safe and Fair public forum join the migrant workers in their petition to stop violence against women. © ILO/Avic Ilagan



**Figure 8. Theory of change: Strengthened tripartite advocacy for a comprehensive, cohesive, strategic, transformative and inclusive legislative agenda aligned with ratified conventions and other international instruments**





**Outcome 2.3** will have the following means of action and output:

<b>DWCP means of action (activities supported)</b>	<b>Significant output</b>
Comprehensive review of the Labor Code with survey of current and emerging employment practices, using as overall framework relevant national and international instruments	<ul style="list-style-type: none"> <li>▶ Technical study and recommendations to support a comprehensive legislative agenda for a modernized and transformative Labor Code fully aligned with ratified international labour standards</li> </ul>
Regulatory impact assessment and development of programme and policy proposals on specific areas concerning fundamental principles and rights at work	<ul style="list-style-type: none"> <li>▶ Tripartite action programme to resolve all CEACR observations</li> <li>▶ Technical report with Recommendations on non-standard and atypical work arrangements, including flexible working time and pay</li> <li>▶ Technical report with Recommendations for administrative, policy and institutional reforms on wages, and minimum wage fixing and productivity gain-sharing mechanism</li> <li>▶ Technical report with Recommendations on effective coverage of the workers in the informal economy with relevant labour standards</li> </ul>
Review and regulatory impact assessment of Executive Order No. 180 <sup>38</sup> and its implementing rules and development of policy proposals to put into effect ILO Convention No. 151 (Labour Relations in the Public Service)	<ul style="list-style-type: none"> <li>▶ Survey and comparative research on relevant laws of countries that ratified ILO Convention 151</li> <li>▶ Draft amendments to the implementing rules of Executive Order No. 180 aligned with ILO Convention 151</li> <li>▶ Draft public sector labour relations code</li> </ul>
Development of migration for development framework to maximize the benefits of labour migration, including on means to facilitate mutual recognition agreements and sharing of professionals and highly skilled workers under the One ASEAN Community	<ul style="list-style-type: none"> <li>▶ Research and advocacy paper with policy recommendations, particularly on promotion of fair recruitment practices, and facilitation and lowering of costs of remittances</li> <li>▶ Migration for development database to promote cross-border skills sharing and to monitor outward and inward movement of natural persons in the professions and in highly skilled occupations designed and launched</li> <li>▶ Reintegration programme with skills and knowledge transfer component developed</li> </ul>
Campaign for ratification of other ILO Conventions	<ul style="list-style-type: none"> <li>▶ Technical study with Recommendations on ILO Conventions with potential for ratification</li> </ul>

<sup>38</sup>Text of this national legislation can be found here: <https://www.officialgazette.gov.ph/1987/06/01/executive-order-no-180-s-1987/> and information is in the ILO website: [https://www.ilo.org/dyn/natlex/natlex4.detail?p\\_lang=en&p\\_isn=3709#:~:text=Philippines%20%3E,council%2C%20and%20for%20other%20purposes](https://www.ilo.org/dyn/natlex/natlex4.detail?p_lang=en&p_isn=3709#:~:text=Philippines%20%3E,council%2C%20and%20for%20other%20purposes). Executive Order No. 180 is a national law governing public sector and civil servants providing guidelines for labor relations, the exercise of the right to organize of government employees, and creates a public sector labor-management council, and for other purposes

## 3.4 Priority 3

### Equitable social protection that is available and accessible to all

The social protection goal of the country is embedded in the long-term vision of providing a secure life for all, and the medium-term pillar of inequality-reducing transformation that aim to reduce vulnerability of individuals and families. **Priority 3** links with the following goals and targets in the UN 2030 Agenda (see **Annex 1**):

- ▶ SDG 8 on decent work and economic growth
- ▶ SDG 1 on elimination of poverty
- ▶ SDG 10 on reducing inequality

Outcomes supportive of **Priority 3** as identified by government agencies are aimed at alleviating the plight of the poorest and groups at particular risk of vulnerability or marginalization.

Data shows that government has many social protection programmes in place and has mobilized a significant amount of financial resources to implement these. Many of these address the outcomes that workers have identified. However, these programmes tend to be disparate and dis-coordinated, as well as designed around cash transfers or subsidies and other similar forms of welfare assistance whose long-term viability may be difficult to sustain. There is an urgent need for a thorough evaluation of these disparate programmes towards improving efficiency and effectiveness, injecting an active labour market component to the system through the appropriate mix of interventions that will enable the beneficiaries to graduate from a state of welfare to a state of productive employment, and helping operationalize the welfare components of the national social protection framework into a viable social protection floor.

Two outcomes will be supported under **Priority 3**:

- ▶ **Outcome 3.1** Enhanced and more inclusive implementation of social protection policies, programmes and mechanisms especially for groups at particular risk of vulnerability or marginalization in the formal and informal economy including persons with work-related disabilities (PWRDs), workers in non-regular or atypical work arrangements, and overseas migrant workers

- ▶ **Outcome 3.2** Strengthened policy and legal framework for social protection, including reforms towards establishing a national social protection floor

**Outcomes 3.1** and **3.2** target two complementary changes: (i) improved implementation of existing social protection frameworks toward adequate universal coverage, accessible information on social security rights, and lower costs of administration of social security programmes (**Figure 9**); and (ii) strengthened social protection policy and legal frameworks toward adequate universal social protection coverage, including a viable social protection floor.

The logic of desired results and interventions under **Outcome 3.1** is shown in **Figure 9**.



Persons with disabilities like Paterno Durias are provided benefits under the Social Security System. © ILO/R. Dela Cruz

**FIGURE 9. THEORY OF CHANGE: ENHANCED AND MORE INCLUSIVE IMPLEMENTATION OF EXISTING SOCIAL PROTECTION FRAMEWORKS TOWARD UNIVERSAL SOCIAL PROTECTION**





**Outcome 3.1** will focus on addressing implementation issues arising from existing laws and programmes:

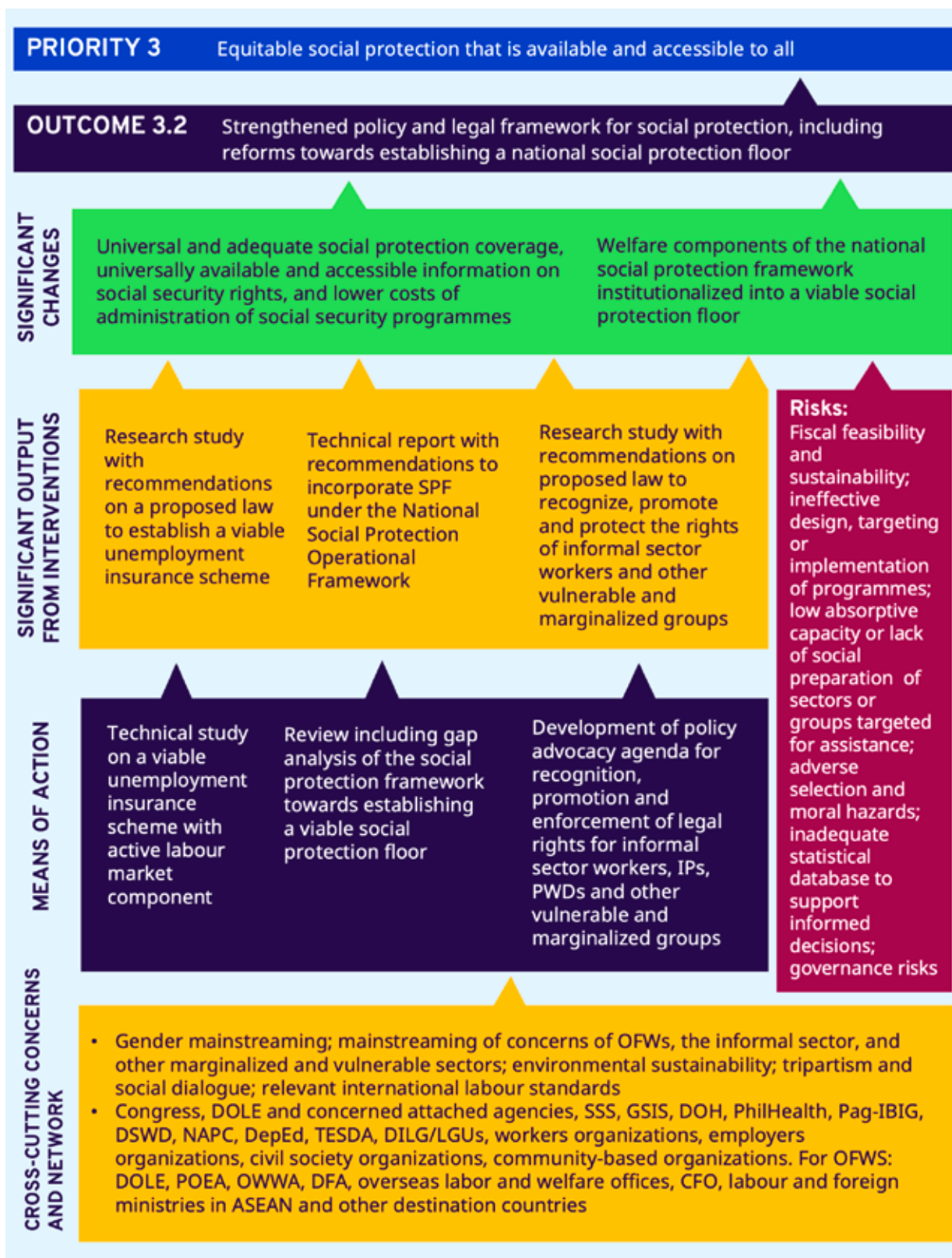
<b>DWCP means of action (activities supported)</b>	<b>Significant output</b>
Assessment of administrative processes and services of social insurance systems, including those applicable to vulnerable groups of workers including persons with work-related disabilities (PWRDs), workers in non-regular or atypical employment arrangements, and workers in the informal economy	<ul style="list-style-type: none"> <li>▶ Technical report with recommendations to simplify and facilitate enrolment and availment procedures in social security agencies</li> <li>▶ Demonstration project to reintegrate PWRDs in the economic mainstream either through formal employment or livelihood generation activities</li> <li>▶ Demonstration project of an on-line system for social security enrolment and payment of social security remittances for workers employed through digital apps and platforms</li> </ul>
Impact assessment and evaluation of selected existing social protection programmes for groups at particular risk of vulnerability or marginalization	<ul style="list-style-type: none"> <li>▶ Technical report with Recommendations to improve programme planning and management, particularly targeting of beneficiaries, lowering the costs of programme delivery, development of reliable database of beneficiaries, and setting up of monitoring and evaluation systems.</li> <li>▶ Development of information materials supported by good practices</li> <li>▶ Demonstration or pilot projects on “informal to formal”, “welfare to employment”, and “subsidy to sustainability” transitions</li> </ul>
Development of and advocacy for sustainable community or sector-specific micro-insurance schemes	<ul style="list-style-type: none"> <li>▶ Technical assistance programmes/toolkits for community or sector-specific micro-insurance schemes</li> </ul>
Study on the special concerns of migrant workers, particularly OFWs	<ul style="list-style-type: none"> <li>▶ Technical report with Recommendations for the setting up of on-site assistance facilities for migrant workers (possibly including reporting system, helpdesks and migrant workers resource centres or MWRCs)</li> </ul>

Health check-up with a medical doctor amid cases of COVID-19 in the Philippines. © ILO/Minette Rimando



**Output 3.2** will focus on addressing policy and institutional issues and expanding the scope of social protection that require the enactment of enabling legislation. The logic behind the desired results and interventions are reflected in **Figure 10**:

**FIGURE 10. THEORY OF CHANGE: STRENGTHENED SOCIAL PROTECTION FRAMEWORKS, ADEQUATE SOCIAL PROTECTION COVERAGE AND VIABLE SOCIAL PROTECTION FLOOR**







Genelyn Petelo has been a domestic worker since she was 12 years old. Working in households is very different now, Petelo says. There are contracts that specify tasks and benefits. She is a proud member of the SSS, as well as PhilHealth and the Pag-IBIG Fund. © ILO/J. Aliling

The actions and output under this outcome are as follows:

DWCP means of action (activities supported)	Significant output
Development of policy to further improve the new unemployment insurance law to include an active labour market component	▶ Research and technical study with Recommendations on a proposed amendatory law further enhancing the current unemployment insurance scheme <sup>39</sup>
Review including gap analysis of the social protection framework towards establishing a viable social protection floor ( <b>Figure 11</b> )	▶ Technical report with Recommendations to incorporate SPF under the National Social Protection Operational Framework
Development of policy advocacy agenda for recognition, promotion and enforcement of legal rights for workers in the informal economy, IPs, PWDs and other vulnerable and marginalized groups	▶ Research study with Recommendations on proposed law to recognize, promote and protect the rights of workers in the informal economy and other groups at particular risk of vulnerability or marginalization <sup>40</sup>

<sup>39</sup>Part of the comprehensive legislative agenda under Priority 2

<sup>40</sup>Also part of the comprehensive legislative agenda under Priority 2



- ▶ **Management and implementation planning framework**

▶ 04



## 4.1 Management structure

DWCP 2020–24 has the following management structure to be operationalized through a memorandum of agreement among all concerned:

- ▶ **(a) A high-level national Decent Work Advisory Committee (DWAC)** with ten members, including the Secretary of Labor or his designated representative as Chairperson. Each sector has three members each with the government and workers sectors expected to allocate representation for the civil service. The Director of the ILO Country Office may be requested to join the DWAC members as resource person or observer. DWAC has the primary policy and decision-making for DWCP 2020–24. It oversees the implementation of the country programme, endorses specific projects to be enrolled under any of the programme priorities, and provides overall policy guidance and direction to implementing agencies.
- ▶ **(b) A tripartite Technical Working Group (TWG)** shall provide technical support to the DWAC, and facilitate, monitor and report progress on the Decent Work Country Programme. Meetings will be held at least once very quarter.
- ▶ **(c) A Joint Secretariat** composed of DOLE's Institute for Labor Studies (ILS) and the Planning Service (PS) shall assist the TWG.

Activities and outputs are delivered in an integrated manner, as much as possible through projects or programmes aimed at promoting multiple but related priorities and outcomes. Potential of activities and projects to be implemented in poorer regions shall also be given due consideration. In particular, DWCP 2020–24 will endeavour to develop, in consultation with constituents and concerned stakeholders, a separate and distinct package of decent work interventions for BARMM.

The DWCP shall be subjected to a regular yearly monitoring and evaluation under the direction of the Committee, following the monitoring and evaluation instruments taking into account the DWCP Guidelines. It shall also be subject to a mid-term and final external independent evaluation and generally accepted monitoring and evaluation standards taking into account responsiveness, relevance, effectiveness, efficiency impact and sustainability as well as the extent of stakeholder participation and accountability. A results-based management (RBM) system with detailed indicators and database will be used to monitor the progress of the DWCP.

DWCP 2020–24 pursues these priorities with an overall strategy for decent work advocacy. Not listed under any of the specific outcomes and outputs, this advocacy will have two components:

The first strategic component is **enhancing information capability for evidence-based programming**. This builds upon a previous collaboration between ILO and DOLE, which eventually resulted in the development of decent work statistical indicators and measurements. The indicators are now part of the official statistics being generated by the Philippine Statistics Authority (PSA) and now serve as valuable resource in policy and programme formulation as well as in monitoring and evaluation of decent work outcomes. Under this component, the statistical database for decent work will continue to be enhanced and made accessible to a wider universe of policy makers.

The second strategic component is the **development of a pool of change agents through a Leaders for Decent Work Programme**. The programme targets to reach high-level policy and decision makers and responds to a glaring gap – that is, the concept of decent work itself is generally unknown across government agencies except DOLE. A starting initiative could be extending technical assistance and implementing capacity building programmes for the SDG TWG under NEDA and the Department of Budget and Management (DBM), on the interrelated dimensions of decent work, international labour standards, and how they complement the SDGs. Sensitizing various high-level officials and leaders to decent work is necessary in embedding decent work outcomes in their own spheres of influence.

## 4.2 Risk identification and management

The implementation of the DWCP will largely depend on how the assumptions of the country's development plans will hold, how efficiently and effectively the strategies and programmes are delivered, and how outcomes are realized in the short- to the medium-term. Specific risks under each priority which may have impact at the action, output and outcome levels cannot be discounted. Presented below are among the risks and their impact which will be the basis for DWAC monitoring:

**Table 3. Risks under specific DWCP priorities**

### Priority 1

- ▶ Monetary policy risk (high interest rates on loans, constriction of credit access for MSMEs)
- ▶ Fiscal and budget risk (high taxes for MSMEs; delayed or stalled completion of infrastructure and agricultural modernization programmes; inadequate technical and support facilities for MSMEs; inefficient budgeting or inadequate budget for education and training)
- ▶ Social risk (adverse selection and exclusion of groups at particular risk of vulnerability or marginalization due to poor implementation or improperly designed programmes; low absorptive capacity of targeted sectors to absorb assistance; no security of tenure in the place of operations; poor design or targeting of technical assistance programmes; low absorptive capacity and inadequate social preparation of MSMEs targeted for assistance)
- ▶ Governance risk (leakages of funds allocated to infrastructure and MSME programmes; poor implementation of Ease of Doing Business Act; inadequate coordination among government agencies)
- ▶ Market risk (low or lack of demand for products)
- ▶ Climate change risk
- ▶ Security risk

### Priority 2

- ▶ Regulatory risk (over-regulation that of enterprises that unduly increases the costs of doing business and creates disincentives to create work opportunities; undue reliance on legislation or premature State intervention in regulating the relations of the social partners that undermine freedom of association, collective bargaining and shared responsibility in resolving disputes)
- ▶ Governance risk (limited technical capacity and knowledge to formulate and administer laws or to engage in social dialogue and tripartism; rent-seeking behaviour and corruption of enforcement and adjudication officers)
- ▶ Geopolitical risk in relation to labour migration

### Priority 3

- ▶ Fiscal risk (inadequate funding for existing and intended tax-funded social protection programmes)
- ▶ Social risk (resistance or limited capacity of targeted sectors to cooperate in assistance programmes or absorb assistance)
- ▶ Governance risk (possibility of moral hazards and adverse selection of beneficiaries)
- ▶ Monetary policy risk (unfavorable interest rates; low yield on investments)
- ▶ Liquidity risk (inability of social insurance systems to meet obligations to members as these fall due)
- ▶ Sovereign risk (inability of government to operationalize its sovereign guarantee on social security payments when necessary)
- ▶ Geopolitical risk in relation to labour migration



▶ Funding plan

▶ 05



For the past ten years, around 61 development cooperation projects had been implemented in the Philippines cumulatively covering approximately 42.24 million US dollars.<sup>41</sup> Through the years, funding opportunities have declined. At present, funding for the implementation of the DWCP include the regular budget and Regular Budget for Technical Cooperation (RBTC), as well as the current projects covering approximately 7.4 million US dollars. Main funding sources for current development cooperation (DC) projects include Japan, United States (US), European Union (EU), Switzerland and Regular Budget Supplementary Account (RBSA).

Resource mobilization strategies will take into account key developments over the last decades, described as follows:

- ▶ **(a)** The Official Development Assistance (ODA) is shrinking.
- ▶ **(b)** Requirements in terms of development effectiveness have become more stringent.
- ▶ **(c)** While traditional donors are faced with budgetary restrictions, there are new potential partnerships (namely, the private sector) and emerging economies that are entering the development scene.
- ▶ **(d)** New modalities such as multi-donor partnership, outcome-based funding, South–South and triangular cooperation are emerging.

As the Philippines is classified as a middle-income country, challenges remain in mobilizing traditional ODA. In this context, resource mobilization for funding and financing DWCP implementation can be a joint concern of the ILO Office and the tripartite constituents. Nevertheless, the ILO will play a strong supporting role in mobilizing external funding, both from within its own regular resources, through donors as well as through parallel programming. The ILO will work through the DWAC, which will provide venue to discuss funding gaps and strategies for resource mobilization as well as financing.

Internal resource efficiency will be promoted by encouraging synchronized joint work plans, internal collaboration, and building on lessons learnt from evaluations of DC projects and global programmes to minimize overlaps and duplications.

Financing paradigm will also be explored, leveraging ILO technical capacity in achieving joint results towards decent work with other partners. Promoting policy coherence can be entry points for collaborating with the World Bank (WB) and the Asian Development Bank (ADB), South–South and

Triangular Cooperation, trust funds with the ILO, PPPs and multi-bilateral development programmes are potential sources that have been identified for the funding of DWCP.

Constituents may also explore the use of technology for mobilizing resource which may include crowd funding to deliver DWCP results.

Traditional modalities for funding will continue, including RBSA, country component for global projects, joint UN proposals for bids such as Human Security Trust Fund (HSTF) and participating in competitive bids. In the meantime, potential donors may be approached taking off recent funding for DC projects on child labour, labour inspection, freedom of association, OSH, trade and employment, skills development, green jobs/just transition, responsible supply chains (MNEs) and fair migration.

Since DWCP 2020–24 and PFSD 2019–23 both aimed to contribute to the broader national policy and development agenda through the government’s medium-term PDP for 2017–22, the ILO will work with the UN Resident Coordinator and other UN agencies for joint projects. At the PFSD outcome level for the Planet and Prosperity pillar, this covers promotion of green jobs adopting the decent work framework. There are also opportunities for ILO involvement in joint UN work for the two other PFSD outcomes on People and Peace pillar. ILO Manila has initiated informal discussion with several UN agencies in anticipation of the release of guidelines on the SDG Funds and Multi-Donor Partnership Trust Funds, particularly to support the new BARMM.

The ILO is currently implementing 13 active projects (see **Table 4**). The resource mobilization strategy for donor resources include the following:

- ▶ **(a)** mapping of donors and their priorities with DWCP
- ▶ **(b)** formulating concept notes, project summaries and project documents for submission to donors
- ▶ **(c)** presenting project ideas to donors and donor institutions
- ▶ **(d)** supporting capacities of social partners in donor resource mobilization and sharing of information on donor opportunities relevant to partners

<sup>41</sup>These covered the following areas: employment, green jobs, youth employment and skills, SMEs, disaster response including employment intensive infrastructure development, gender equality, wage fixing, local economic development in the context of support indigenous peoples development and peace building, migration, breastfeeding in the workplace, child labour, domestic workers rights, freedom of association and collective bargaining, responsible supply chains, labour inspection and OSH.

**Table 4. Development cooperation projects**

<b>Project symbol</b>	<b>Project title</b>	<b>Start date</b>	<b>End date</b>
PHL/20/50/GBR	ILO–UK Prosperity Fund Skills Programme for South East Asia (UKPFSEA) - Philippines	24 Oct. 2019	31 Mar. 2023
PHL/18/04/JPN	Improvement of Water Supply Equipment Management Capacity for the Establishment of Peace in Mindanao	01 Apr. 2019	28 Feb. 2021
RAS/19/01/JPN	Industry Skills for Inclusive Growth (In-SIGHT) Phase 2	14 Mar. 2019	31 Dec. 2021
PHL/16/01/RBS	Technical Support on Employment Creation for Young People and Vulnerable Groups	01 Jan. 2016	31 Dec. 2019
RAS/19/07/JPN	Achieving reduction of child labour in support of education	15 Mar. 2020	31 Dec. 2021
PHL/16/50/USA	Convening Stakeholders to Develop and Implement Strategies to Reduce Child Labour and Improve Working Conditions in Artisanal and Small-Scale Gold Mining - Philippines	11 Dec. 2015	10 Mar. 2020
GLO/13/22/USA	Country Level Engagement and Assistance to Reduce Child Labour (CLEAR)	01 Dec. 2013	31 Jan. 2019
RAS/16/13/EUR	Responsible Supply Chains in Asia	15 Dec. 2017	14 Dec. 2020
PHL/18/51/CHE	Integrated Programme on Fair Recruitment (FAIR) - Phase II - Philippines component	01 Nov. 2018	31 Oct. 2021
PHL/15/51/CHE	Integrated Programme on Fair Recruitment (Philippines component)	01 Aug. 2015	31 Dec. 2018
PHL/15/50/USA	Building a Generation of Safe and Healthy Workers - SAFE & HEALTHY YOUTH Philippines	19 Dec. 2014	28 Feb. 2019
PHI/14/06/USA	Building the Capacity of the Philippines Labour Inspectorate	01 Jan. 2015	31 Aug. 2019
PHL/16/52/EUR	Support GSP + beneficiary countries to effectively implement ILS and comply with reporting obligations - Philippines	24 Nov. 2016	31 May 2020
PHL/20/01/RBS	Promoting social dialogue for improved compliance, better application of ILS and COVID-19 response	01 Aug. 2020	31 Oct. 2021
PHL/20/02/RBS	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	01 Aug. 2020	31 Oct. 2021





## ▶ Communication and advocacy plan

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Communication and advocacy on the DWCP 2020–24 and its progress will be done at all levels: the national, regional and local, industry and sectoral, media and the academe. The NTIPC, Regional Tripartite Industrial Peace Councils (RTIPC) and Industry Tripartite Councils (ITCs) will be used as platforms for communication and advocacy. The Decent Work Advisory Council shall be directly involved and exercise oversight in the formulation and implementation of a detailed communication and advocacy plan.

Communication and advocacy shall be a continuing work of the ILO as integrated in DWCP implementation and shall be part of documenting and gathering support for the replication of good practices. A consultative and feedback mechanism shall be an integral part of the process. It shall include the following strategic elements: regular documentation of good practices, articulation of key messages to solicit and support, use of all available communication channels to transmit the key messages (including a more dynamic website allowing for public monitoring and reporting on the progress of all decent work initiatives), promotion of the visibility of project activities, and more active engagement of high-level policymakers and decision-makers in communication activities.



▶ 06



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# Annex



## ▶ ANNEX 1

### Consultations during the DWCP formulation

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Consultations using an evolving document

## Annex 1

**Consultations using an evolving document**

<b>Activity</b>	<b>Date</b>	<b>Participants</b>
ILO meetings with DOLE to agree on duration of DWCP, timelines and design process	01–30 Sep. 2017	DOLE
High level meeting with constituents, convened by DOLE, which endorsed the development of DWCP and launched the Decent Work Country Diagnostics	30 Oct. 2017	High level representatives of DOLE headed by Secretary Silvestre Bello, workers and government officials
<b>To gather input on their priorities and perspectives</b>		
Government workshop convened by DOLE for policy mapping, to gather inputs on their contributions to decent work, linking with their own priorities and plans	10 Nov. 2019	Government agencies covering mandates on labour and employment, national planning, trade and industry, natural resources, agriculture, education, skills development, peace, indigenous peoples, climate change social security, local government, inter alia, to promote whole of government
Employers' consultation	20 Nov. 2017	Employers
Workers' workshop	06 Dec. 2017	National federations and trade union centres
Tripartite-plus consultation workshop to discuss consolidated list of priorities	13 Dec. 2017	Government agencies, workers, employers as well as NGOs
<b>To discuss the DWCP draft</b>		
Series on DOLE–ILO Manila technical meetings to discuss and refine the draft DWCP, including the refinement of priorities and outcomes	17 Jan. 2018 02 Feb. 2018 16 Mar. 2018	DOLE Assistant Secretary and Director for planning with technical staff
Workers consultation to validate priorities outcomes and to solicit inputs on key outputs and indicators in the results matrix	10 Apr. 2018	Trade unions
Employers' consultation to validate priorities and outcomes and to solicit inputs on key outputs and indicators in the results matrix	27 Apr 2018	Employers
DOLE–ILO Manila meeting with consultant to refine results matrix and indicators, ensuring availability of data	07 June 2018 16 Aug. 2018	DOLE Assistant Secretary and Director for planning with technical staff
DOLE–ILO meeting to discuss DWCP revision (namely, reducing priorities and merging outcomes, validating revised results matrix, drafting communications plan and funding plan) to address QAM comments	03 Sep. 2019 05 Sep. 2019	DOLE Assistant Secretary and Director for planning with technical staff

## ▶ ANNEX 2

# Ratification record of the Philippines

## 38 Conventions

- ▶ Fundamental Conventions: 8 of 8
- ▶ Governance Conventions: 2 of 4
- ▶ Technical Conventions: 8 of 178

Out of 38 Conventions ratified by the Philippines – of which 31 are in force, six Conventions have been denounced; one has been ratified in the past 12 months.

Fundamental			
Convention	Date	Status	Note
<b>C029</b> - <a href="#">Forced Labour Convention, 1930 (No. 29)</a>	15 July 2005	In force	
<b>C087</b> - <a href="#">Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87)</a>	29 Dec. 1953	In force	
<b>C098</b> - <a href="#">Right to Organise and Collective Bargaining Convention, 1949 (No. 98)</a>	29 Dec. 1953	In force	
<b>C100</b> - <a href="#">Equal Remuneration Convention, 1951 (No. 100)</a>	29 Dec. 1953	In force	
<b>C105</b> - <a href="#">Abolition of Forced Labour Convention, 1957 (No. 105)</a>	17 Nov. 1960	In force	
<b>C111</b> - <a href="#">Discrimination (Employment and Occupation) Convention, 1958 (No. 111)</a>	17 Nov. 1960	In force	
<b>C138</b> - <a href="#">Minimum Age Convention, 1973 (No. 138)</a> Minimum age specified: 15 years	04 June 1998	In force	
<b>C182</b> - <a href="#">Worst Forms of Child Labour Convention, 1999 (No. 182)</a>	28 Nov. 2000	In force	

Governance			
Convention	Date	Status	Note
<b>C122</b> - <a href="#">Employment Policy Convention, 1964 (No. 122)</a>	13 Jan. 1976	In force	
<b>C144</b> - <a href="#">Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144)</a>	10 June 1991	In force	



Technical			
Convention	Date	Status	Note
<b>C017</b> - <a href="#">Workmen's Compensation (Accidents) Convention, 1925 (No. 17)</a>	17 Nov. 1960	In force	
<b>C019</b> - <a href="#">Equality of Treatment (Accident Compensation) Convention, 1925 (No. 19)</a>	26 Apr. 1994	In force	
<b>C023</b> - <a href="#">Repatriation of Seamen Convention, 1926 (No. 23)</a>	17 Nov. 1960	Not in force	Automatic denunciation on 20 Aug. 2013 by MLC, 2006
<b>C053</b> - <a href="#">Officers' Competency Certificates Convention, 1936 (No. 53)</a>	17 Nov. 1960	Not in force	Automatic denunciation on 20 Aug 2013 by MLC, 2006
<b>C059</b> - <a href="#">Minimum Age (Industry) Convention (Revised), 1937 (No. 59)</a>	17 Nov. 1960	Not in force	Automatic Denunciation on 04 June 1999 by Convention No. 138
<b>C077</b> - <a href="#">Medical Examination of Young Persons (Industry) Convention, 1946 (No. 77)</a>	17 Nov. 1960	In force	
<b>C088</b> - <a href="#">Employment Service Convention, 1948 (No. 88)</a>	29 Dec. 1953	In force	
<b>C089</b> - <a href="#">Night Work (Women) Convention (Revised), 1948 (No. 89)</a>	29 Dec. 1953	Not in force	Denounced on 27 Feb. 2012
<b>C090</b> - <a href="#">Night Work of Young Persons (Industry) Convention (Revised), 1948 (No. 90)</a>	29 Dec. 1953	In force	
<b>C093</b> - <a href="#">Wages, Hours of Work and Manning (Sea) Convention (Revised), 1949 (No. 93)</a>	29 Dec. 1953	Not in force	Instrument not in force
<b>C094</b> - <a href="#">Labour Clauses (Public Contracts) Convention, 1949 (No. 94)</a>	29 Dec. 1953	In force	
<b>C095</b> - <a href="#">Protection of Wages Convention, 1949 (No. 95)</a>	29 Dec. 1953	In force	
<b>C097</b> - <a href="#">Migration for Employment Convention (Revised), 1949 (No. 97)</a> has excluded the provisions of Annexes II and III	21 Apr. 2009	In force	
<b>C099</b> - <a href="#">Minimum Wage Fixing Machinery (Agriculture) Convention, 1951 (No. 99)</a>	29 Dec. 1953	In force	
<b>C110</b> - <a href="#">Plantations Convention, 1958 (No. 110)</a>	10 Oct. 1968	In force	
<b>C118</b> - <a href="#">Equality of Treatment (Social Security) Convention, 1962 (No. 118)</a> has accepted Branches (a) to (g)	26 Apr. 1994	In force	
<b>C141</b> - <a href="#">Rural Workers' Organisations Convention, 1975 (No. 141)</a>	18 June 1979	In force	

Technical			
Convention	Date	Status	Note
<b>C143</b> - <a href="#">Migrant Workers (Supplementary Provisions) Convention, 1975 (No. 143)</a>	14 Sep. 2006	In force	
<b>C149</b> - <a href="#">Nursing Personnel Convention, 1977 (No. 149)</a>	18 June 1979	In force	
<b>C151</b> - <a href="#">Labour Relations (Public Service) Convention, 1978 (No. 151)</a>	10 Oct. 2017	In force	
<b>C157</b> - <a href="#">Maintenance of Social Security Rights Convention, 1982 (No. 157)</a>	26 Apr. 1994	In force	
<b>C159</b> - <a href="#">Vocational Rehabilitation and Employment (Disabled Persons) Convention, 1983 (No. 159)</a>	23 Aug. 1991	In force	
<b>C165</b> - <a href="#">Social Security (Seafarers) Convention (Revised), 1987 (No. 165)</a> has accepted the obligations of Article 9 of the Convention in respect of the branches mentioned in Article 3 (a), (b), (d), (e), (h) and (i)	09 Nov. 2004	Not in force	
<b>C176</b> - <a href="#">Safety and Health in Mines Convention, 1995 (No. 176)</a>	27 Feb. 1998	In force	
<b>C179</b> - <a href="#">Recruitment and Placement of Seafarers Convention, 1996 (No. 179)</a>	13 Mar. 1998	Not in force	
<b>C185</b> - <a href="#">Seafarers' Identity Documents Convention (Revised), 2003 (No. 185)</a>	19 Jan. 2012	In force	
Amendments of 2016 to the Annexes of the Convention No. 185	08 June 2017	In force	
<b>MLC, 2006</b> - <a href="#">Maritime Labour Convention, 2006 (MLC, 2006)</a> in accordance with Standard A4.5 (2) and (10), the Government has specified the following branches of social security: medical care; sickness benefit; old-age benefit; employment injury benefit; maternity benefit; invalidity benefit and survivors' benefit	20 Aug. 2012	In force	
Amendments of 2014 to the MLC, 2006	18 Jan. 2017	In force	
Amendments of 2016 to the MLC, 2006	08 Jan. 2019	In force	
Amendments of 2018 to the MLC, 2006	26 Dec. 2020	Not in force	Formal disagreement period until 26 June 2020
<b>C187</b> - <a href="#">Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187)</a>	17 June 2019	Not in force	The Convention was set to enter into force for the Philippines on 17 June 2020
<b>C189</b> - <a href="#">Domestic Workers Convention, 2011 (No. 189)</a>	05 Sep. 2012	In force	

## ▶ ANNEX 3

# DWCP results matrix

Priority 1: Productive, remunerative, freely chosen, green and sustainable work and employment opportunities are available for all Filipinos women and men willing to work	
Relevant national development priority and sectoral policies	UN PFSD priorities
<ul style="list-style-type: none"> <li>▶ <b>PDP chapter 5:</b> People-centred, clean, and efficient governance</li> <li>▶ <b>PDP chapter 8:</b> Expanding economic opportunities in agriculture, forestry and fishing</li> <li>▶ <b>PDP chapter 9:</b> Expanding economic opportunities in industry and services through <i>trabaho</i> [jobs] and <i>negosyo</i> [entrepreneurship/business]</li> <li>▶ <b>PDP chapter 10:</b> Accelerating human capital development</li> <li>▶ <b>PDP chapter 12:</b> Reaching the demographic dividend</li> </ul>	<p><b>Planet and Prosperity pillar outcome:</b> Urbanization, economic growth, and climate change actions are converging for a resilient, equitable and sustainable development path for communities.</p> <p><b>DWCP contribution at the PFSD intermediate-outcome level:</b> Increased opportunities for decent, green and productive livelihood and employment opportunities</p> <p><b>Peace pillar outcome:</b> National and local governments and key stakeholders recognize and share a common understanding of the diverse cultural history, identity and inequalities of areas affected by conflict, enabling the establishment of inclusive and responsive governance systems, and accelerating sustainable and equitable development for just and lasting peace in conflict-affected areas of Mindanao.</p> <p><b>DWCP contribution at the PFSD output level:</b></p> <ul style="list-style-type: none"> <li>▶ Application of Recommendation 205; and Decent Work for Peace and Resilience Recommendation, 2017</li> <li>▶ Jobs for peace</li> </ul> <p><b>People pillar outcome statement:</b> The most marginalized, vulnerable and at-risk people and groups benefit from more inclusive and quality services and live in more supportive environments where their nutrition, food security and health are ensured and protected.</p> <p><b>DWCP contribution at the PFSD output level:</b> Decent work in sustainable agriculture and food value chains</p>
Link to programme and budget outcomes	SDG targets
<p><b>Outcome 3</b> Economic, social and environmental transition for full, productive and freely chosen employment and decent work for all</p> <p><b>Outcome 4</b> Sustainable enterprises as generators of employment and promoters of innovation and decent work</p> <p><b>Outcome 5</b> Skills and lifelong learning to facilitate access to and transitions in the labour market</p> <p><b>Outcome 6</b> Gender equality and equal opportunities and treatment for all in the world of work</p>	<p><b>SDG 8 (Decent work and economic growth)</b></p> <p><b>Target 8.2</b> – Achieve higher levels of economic productivity through diversification, technological upgrading and innovation</p> <p><b>Target 8.3</b> – Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity and innovation and encourage the formalization and growth of micro-, small- and medium-sized enterprises, including through access to financial services</p> <p><b>Target 8.4</b> – Improve progressively, through 2030, global resource efficiency in consumption and production and endeavor to decouple economic growth from environmental degradation, in accordance with the Ten-Year Framework of Programmes on Sustainable Consumption and Production (10YFP)</p>



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Link to programme and budget outcomes	SDG targets
	<p><b>Target 8.5</b> – By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities and equal pay for work of equal value</p> <p><b>Target 8.6</b> – By 2020, substantially reduce the proportion of youth not in employment, education or training</p> <p><b>Target 8.9</b> – By 2030, devise and implement policies to promote sustainable tourism that creates jobs and promotes local culture and products</p> <p><b>Target 8.10</b> – Strengthen the capacity of domestic financial institutions to encourage and expand access to banking, insurance and financial services for all</p> <p><b>Target 8(a)</b> – Increase Aid for Trade support for developing countries, in particular least developed countries, including through the Enhanced Integrated Framework for Trade-related Technical Assistance to Least Developed Countries</p> <p><b>Target 8(b)</b> – By 2020, develop and operationalize a global strategy for youth employment and implement the Global Jobs Pact of the ILO</p> <p><b>SDG 4 (Quality education and lifelong learning)</b></p> <p><b>Target 4.3</b> – Ensure equal access for all women and men to affordable and quality technical, vocational and tertiary education</p> <p><b>Target 4.4</b> – Substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship</p> <p><b>Target 4.5</b> – Eliminate gender disparities in education and ensuring equal access to all levels of education and vocational training for the vulnerable, including persons with disabilities, indigenous peoples and children in vulnerable situations</p> <p><b>Target 4.7</b> – Ensure that all learners acquire the knowledge and skills needed to promote sustainable development, including, among others, through education for sustainable development and sustainable lifestyles, human rights, gender equality, promotion of a culture of peace and non-violence, global citizenship and appreciation of cultural diversity and of culture's contribution to sustainable development</p> <p><b>SDG 5 (Gender equality)</b></p> <p><b>Target 5.1</b> – End all forms of discrimination against all women and girls everywhere</p> <p><b>Target 5.5</b> – Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life</p> <p><b>Target 5.7</b> – Undertake reforms to give women equal rights to economic resources, as well as access to ownership and control over land and other forms of property, financial services, inheritance and natural resources, in accordance with national laws</p>

## Bali Declaration

- ▶ Macroeconomic policy frameworks for inclusive growth
- ▶ An enabling environment for sustainable enterprises and entrepreneurship
- ▶ Institutions for skills development, certification and valuation that are responsive to employers and workers needs through social dialogue
- ▶ Targeted efforts at promoting decent work for traditionally disadvantaged categories of workers, including youth, people with disabilities, migrant workers, national minorities and indigenous peoples, and people living with HIV and AIDS
- ▶ Measures facilitating the transition of workers from the informal to the formal economy, particularly the extension of labour market institutions to rural area
- ▶ Responding to the impact of technological innovation on employers and workers
- ▶ Building resilience in situations of crisis arising from conflicts and disasters
- ▶ Global Supply Chains (GSCs)
- ▶ Maximizing the opportunities for decent work arising from investment, trade and the operation of multinational enterprises, reversing widening inequalities and the incidence of low-paid work

DWCP outcome 1.1	Partners		Integrated resource framework	
			Estimated to be available (US\$)	To be mobilized (US\$)
Men and women (especially the youth and other groups at risk of vulnerability or marginalization) acquire appropriate competencies and have access to and engage in remunerative and productive work	DOLE, TESDA, DepEd, CHED, DILG/ LGUs, DA, DOST, DoT, DSWD		US\$7,410,937.75	TBD
1.1 Indicators	Baseline		Target	
<b>1.1.1</b> NEET rate <sup>1</sup> (youth NEET placed in education, training or employment [PDP 2017–22 Indicator])	2015	20.5–22.7%	15–18%	
<b>1.1.2</b> Employment rate of TVET graduates <sup>2</sup> (NTESDP 2018–22 Indicator)	2016	66.2%	66.4%	
<b>1.1.3</b> Percentage of government agencies with frontline services related to the development and delivery of technical vocational education, assessment, certification, and provision of labour market information services, passing the Report Card Survey (cumulative, in per cent) <sup>3</sup>	2016	88.5%	95%	

<sup>1</sup> Percentage of youth NEET decreased (per cent), [PDP Midterm Update, \*data only for not in education and employment (NEE); LFS started to capture training component July 2018]

<sup>2</sup> PDP Midterm Update

<sup>3</sup> Based on PDP RM indicator on “Government agencies with frontline service offices passing the Report Card Survey increased (cumulative, in per cent)” is under the PDP Goal on “To lay down the foundation for inclusive growth, a high-trust and resilient society and a globally competitive knowledge economy”. The indicator formulated to specifically focus on services related to skills development.

DWCP outcome 1.2	Partners		Integrated resource framework	
			Estimated to be available (US\$)	To be mobilized (US\$)
Enhanced enabling environment with better-informed, more responsive policies, programmes, and institutions to promote the development and creation of sustainable and resilient enterprises in the entire value/supply chain, particularly for MSMEs	DOLE, DTI, NEDA, NAPC, PSA, DILG/LGUs, DPWH, DA, DENR, ECOP/ Employers		US\$479,238.75	TBD
1.2 Indicators	Baseline		Target	
1.2.1 Number of MSMEs/cooperatives integrated into corporate value chains (PDP 2017–22 Indicator)	TBD	TBD	TBD	
1.2.2 Employment rate of TVET graduates <sup>2</sup> (NTESDP 2018–22 Indicator)	2016	TBD	TBD	
1.2.3 Percentage of government agencies with frontline services related to the development and delivery of technical vocational education, assessment, certification, and provision of labour market information services, passing the Report Card Survey (cumulative, in per cent)	TBD	TBD	TBD	
1.2.4 Number and rate of availment of employment-related incentives under Green Jobs Act	TBD	TBD	TBD	
DWCP outcome 1.3	Partners		Integrated resource framework	
Better-informed, more responsive and mainstreamed policies and programmes, targeting groups in situations of vulnerability and marginalization including those affected by all forms of discrimination particularly sex- and gender-based discrimination, transition toward a green economy, technological changes, natural disasters and armed conflicts	DOLE, DTI, CCC, DILG/LGUs, DPWH, DA, DENR, DSWD, DOST, NAPC, NCIP, PCW, OPAPP, BARMM, MindA, CSC, ECOP and employers, workers organizations		Estimated to be available (US\$)	To be mobilized (US\$)
			US\$138,518.75	TBD
1.3 Indicators	Baseline		Target	
1.3.1 Percentage share in the labour force participation rate of women and other specific groups (indigenous peoples, PWDs, younger or older workers) <sup>4</sup>	2015	50.1%	51.3%	
1.3.2 Percentage share in the employment rate of women and other specific groups (indigenous peoples, PWDs, younger or older workers), disaggregated into wage and non-wage employment <sup>5</sup>				
▶ wage and salary workers	2017	56.9%	TBD	
▶ employers	2017	2.5%	TBD	
▶ self-employed	2017	28.6%	TBD	
▶ unpaid family workers	2017	9.4%	TBD	



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1.3 Indicators	Baseline		Target
1.3.3 Percentage change in the pay gap between men and women <sup>6</sup>	2015	-5.4%	TBD
1.3.4 Percentage change on the number of women working longer working hours than normal <sup>7</sup>	2017	26.1%	TBD
1.3.5 Percentage change in the proportion of women and other specific groups in positions of higher responsibility <sup>8</sup>	2017	47.1%	TBD

## Priority 2: Improved labour market governance (including strengthened capacity of workers' and employers' organizations to effectively participate in and influence policy and decision-making processes) which ensures respect for all fundamental principles and rights at work, international labour standards, and human rights

Relevant national development priority and sectoral policies	UN PFSD priorities
<ul style="list-style-type: none"> <li>▶ <b>PDP chapter 5:</b> People-centred, clean, and efficient governance</li> <li>▶ <b>PDP chapter 6:</b> Pursuing swift and fair administration of justice</li> <li>▶ <b>PDP chapter 11:</b> Reducing vulnerability of individuals and families</li> </ul>	<p><b>DWCP contribution at the PFSD output level:</b></p> <ul style="list-style-type: none"> <li>▶ Mainstreaming and promotion of ILS, social dialogue and improved engagement of workers and employers, particularly in <b>Prosperity and Planet</b>, and <b>Peace</b> pillars</li> <li>▶ <b>Peace</b> pillar for stronger labour market governance and institutions; promote and enforce nondiscriminatory laws and policies</li> </ul>
Link to programme and budget outcomes	SDG targets
<p><b>Outcome 1</b> Strong tripartite constituents and influential and inclusive social dialogue</p> <p><b>Outcome 2</b> International labour standards and authoritative and effective supervision</p> <p><b>Outcome 7</b> Adequate and effective protection at work for all</p>	<p><b>SDG 8 (Decent work and economic growth)</b></p> <p><b>Target 8.5</b> – By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities and equal pay for work of equal value</p> <p><b>Target 8.7</b> – Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms</p> <p><b>Target 8.8</b> – Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment</p>

<sup>6</sup>Gender wage gap, in per cent (PSA, DeWS)

<sup>7</sup>Employed with excessive hours (more than 48 hours actually worked per week), per cent of employed, women, in all jobs (PSA, DeWS)

<sup>8</sup>Female share of employment in senior and middle management, in per cent (PSA, DeWS)

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Link to programme and budget outcomes	SDG targets
	<p><b>SDG 10 (Reducing inequality)</b></p> <p><b>Target 10.2</b> – Promote social, economic and political inclusion of all</p> <p><b>Target 10.3</b> – Ensure equal opportunity and reduce inequalities of outcome by eliminating all discriminatory laws, policies and practices</p> <p><b>Target 10.4</b> – Adopt policies, especially fiscal, wage and social protection policies, and progressively achieve greater equality</p> <p><b>Target 10.7</b> – Facilitate orderly, safe, regular and responsible migration and mobility of people, including through the implementation of planned and well-managed migration policies</p> <p><b>Target 10.10</b> – Reduce the transaction costs of migrant remittances</p> <hr/> <p><b>SDG 16 (Peace, justice and strong institutions)</b></p> <p><b>Target 16.2</b> – End abuse, exploitation, trafficking and all forms of violence against and torture of children</p> <p><b>Target 16.3</b> – Promote the rule of law and ensure equal access to justice for all</p> <p><b>Target 16.5</b> – Substantially reduce corruption and bribery in all their forms</p> <p><b>Target 16.6</b> – Develop effective, accountable and transparent institutions at all levels</p> <p><b>Target 16.7</b> – Ensure responsive, inclusive, participatory and representative decision-making at all levels</p>

### Bali Declaration

- ▶ Realizing fundamental principles and rights at work and increasing the ratification rate, including a policy environment that enables the realization of these rights

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- ▶ The elimination of non-standard forms of employment that do not respect fundamental principles and rights at work, and are not in accordance with elements of the Decent Work Agenda

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- ▶ Accelerating action to eliminate child labour and forced labour

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- ▶ Enhancing labour migration policies based on relevant international labour standards

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- ▶ Strengthening social dialogue and tripartism based on full respect for freedom of association and collective bargaining, and the autonomy and independence of workers' and employers' organizations

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- ▶ Strengthening labour market institutions including labour inspection

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DWCP outcome 2.1	Partners		Integrated resource framework	
			Estimated to be available (US\$)	To be mobilized (US\$)
Strengthened capacity of government and social partners to effectively participate in dialogue and tripartite processes at the enterprise, industry, subnational and national levels toward better-informed, consensus-driven policies and decisions on social and economic matters directly affecting them	DOLE, CSC, DTI/PEZA, members of PSLMC, members of NTIPC, RTIPC, ITCs and other social dialogue mechanisms, ECOP, workers organizations/trade unions in the public and private sector		US\$436,173.75	TBD
2.1 Indicators	Baseline		Target	
<b>2.1.1</b> Total number of unions registered (public and private sectors): ▶ public sector ▶ private sector	2018	2,163 unions registered	n/a	
<b>2.1.2</b> Number of public sector federation, confederation registered, accredited	2018	17,574 federations/ confederations registered/ accredited	n/a	
<b>2.1.3</b> Union density rate <sup>10</sup>	2016	6.5%	n/a	
<b>2.1.4</b> Total number of collective bargaining agreements (CBAs) /collective negotiation agreements (CNAs): ▶ CBAs* ▶ CNAs	2018	126,228 for CBAs	n/a	
<b>2.1.5</b> Number of economic and social agencies with institutionalized representation and participation of the social partners in policy and decision-making, covering the public, private and informal sector	TBD	n/a	n/a	
<b>2.1.6</b> Number of sectoral representatives in economic and social agencies chosen in accordance with C.144 and applicable national law	TBD	n/a	n/a	
<b>2.1.7</b> Number of economic and social policies decided with the representation and participation of the social partners	n/a	n/a	n/a	
<b>2.1.8</b> Number of laws amended/formulated consistent with relevant labour relations and freedom of association (C.151, C.87 and C.98)	n/a	n/a	n/a	
<b>2.1.9</b> Number of policy recommendations/laws to improve social dialogue mechanisms in both the public and private sector, consistent with ILS	n/a	n/a	n/a	
<b>2.1.10</b> Number of local government units with ordinance localizing social dialogue (PSLINK)	n/a	n/a	n/a	
<b>2.1.11</b> Regularization plan in the public sector (PSLINK), adopted through social dialogue	n/a	n/a	n/a	

<sup>9</sup> Number of unions, workers association and CBA registrations (2008–19) [BLR data]

<sup>10</sup> Union density rate, in per cent (PSA, DeWS)

<sup>11</sup> Including non-traditional collective agreements (i.e. multi-employer, industry, area-based)

\*BLR data



DWCP outcome 2.2	Partners		Integrated resource framework	
			Estimated to be available (US\$)	To be mobilized (US\$)
Improved capacity of labour administration authorities with support of social partners to implement and enforce core labour standards and all general labour standards (GLS), occupational safety labour standards (OSHS) and social and welfare legislations, and to eliminate all forms of unacceptable work	DOLE, DSWD, DepEd, DOJ and IACAT, DFA, NCLC, CSC, PSLMC, OSHC, ECOP, workers organizations/trade unions in the public and private sector		US\$2,520,630.75	TBD
2.2 Indicators	Baseline		Target	
<b>2.2.1</b> Compliance rate with all labour standards	n/a	n/a	n/a	
<b>2.2.2</b> Incidence rates of occupational diseases, injuries, disability and death, and morbidity and severity of diseases and injuries in the private and public sectors: <sup>12</sup>				
▶ incidence rate of occupational injuries, fatalities per 100,000 employed persons	2015	3.8%	TBD	
▶ incidence rate of occupational injuries, nonfatalities per 100,000 employed persons	2015	426%	TBD	
▶ incidence rate of occupational diseases per 100,000 employed persons	2015	3,031%	TBD	
▶ incidence rate of tuberculosis per 100,000 employed persons	2015	80%	TBD	
<b>2.2.3</b> Incidence of precarious work in the public and private sector <sup>13</sup>	2017	28.5%	TBD	
<b>2.2.4</b> Number of children removed from the worst forms of child labour <sup>14</sup> (PDP 2017–22 indicator)	2011	2.1 million children	TBD	
<b>2.2.5</b> Number of persons rescued from trafficking including domestic workers	TBD	TBD	TBD	
<b>2.2.6</b> 100 per cent of complaints or reports involving any form of unacceptable work, including the worst forms of child labour and human trafficking acted upon	TBD	TBD	TBD	

<sup>12</sup> Incidence rate of occupational diseases (PSA, DeWS)

<sup>13</sup> Employees in precarious work, per cent of employees (PSA, DeWS)

<sup>14</sup> Number of children aged 5–17 years removed in child labour increased

DWCP outcome 2.3	Partners		Integrated resource framework	
			Estimated to be available (US\$)	To be mobilized (US\$)
Strengthened, modernized and balanced policy, legal and institutional frameworks on labour protection for all including migrant workers, informal sector workers and workers in non-standard or atypical employment arrangements	DOLE, CSC, DOJ, members of NTIPC, RTIPC, ECOP, workers organizations/ trade unions in the public and private sector		US\$835,704.75	TBD
2.3 Indicators	Baseline		Target	
2.3.1 Number of Conventions ratified	Fundamental Conventions	8 of 8	TBD	
	Governance Conventions	2 of 4		
	Technical Conventions	28 of 178		
2.3.2 Number of national laws and practices that are fully aligned with ratified Conventions with all CEACR observations progressively and adequately addressed	n/a	n/a	TBD	
2.3.3 Number of bilateral labour agreements incorporating fair and ethical recruitment practices; improving protection, national treatment and access to dispute settlement mechanisms to OFWs	n/a	n/a	TBD	
2.3.4 Costs of recruitment on the worker	n/a	n/a	TBD	
2.3.5 Costs of remittance	n/a	n/a	TBD	
2.3.6 One hundred per cent of complaints or reports involving any form of unacceptable work, including the worst forms of child labour and human trafficking acted upon	n/a	n/a	TBD	

### Priority 3: Equitable social protection is available and accessible to all

Relevant national development priority and sectoral policies	UN PFSD priorities
<ul style="list-style-type: none"> <li>▶ <b>PDP chapter 5:</b> People-centred, clean, and efficient governance</li> <li>▶ <b>PDP chapter 6:</b> Pursuing swift and fair administration of justice</li> <li>▶ <b>PDP chapter 8:</b> Expanding economic opportunities in agriculture, forestry and fishing</li> <li>▶ <b>PDP chapter 9:</b> Expanding economic opportunities in industry and services through <i>trabaho</i> [jobs] and <i>negosyo</i> [entrepreneurship/business]</li> <li>▶ <b>PDP chapter 11:</b> Reducing vulnerability of individuals and families</li> </ul>	<p><b>People pillar outcome statement:</b> The most marginalized, vulnerable and at-risk people and groups benefit from more inclusive and quality services and live in more supportive environments where their nutrition, food security and health are ensured and protected.</p> <p><b>DWCP contribution at the PFSD output level:</b></p> <ul style="list-style-type: none"> <li>▶ Social protection</li> <li>▶ Breastfeeding in the workplace and maternity protection</li> <li>▶ Occupational safety and health</li> </ul>

Link to programme and budget outcomes	SDG targets
<p><b>Outcome 8</b> Comprehensive and sustainable social protection for all</p>	<p><b>SDG 8 (Decent work and economic growth)</b></p> <p><b>Target 8.5</b> – By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities and equal pay for work of equal value</p> <p><b>Target 8.10</b> – Strengthen the capacity of domestic financial institutions to encourage and expand access to banking, insurance and financial services for all</p> <hr/> <p><b>SDG 1 (Elimination of poverty)</b></p> <p><b>Target 1.1</b> – By 2030, eradicate extreme poverty for all people everywhere</p> <p><b>Target 1.2</b> – By 2030, reduce at least by half the proportion of men, women and children of all ages living in poverty in all its dimensions according to national definitions.</p> <p><b>Target 1.3</b> – Implement nationally appropriate social protection systems and measures for all through social protection floors, and achieve substantial coverage of the poor and the vulnerable by 2030.</p> <p><b>Target 1.4</b> – By 2030, ensure that all men and women, in particular the poor and the vulnerable, have equal rights to economic resources, as well as access to basic services, ownership and control over land and other forms of property, inheritance, natural resources, appropriate new technology and financial services, including microfinance.</p> <p><b>Target 1.5</b> – By 2030, build the resilience of the poor and those in vulnerable situations and reduce their exposure and vulnerability to climate-related extreme events and other economic, social and environmental shocks and disasters.</p> <p><b>Target 1(a)</b> – Ensure significant mobilization of resources from a variety of sources, including through enhanced development cooperation, in order to provide adequate and predictable means for the country to implement programmes and policies to end poverty in all its dimensions.</p> <p><b>Target 1(b)</b> – Create sound policy frameworks at the national, regional and international levels, based on pro-poor and gender-sensitive development strategies, to support accelerated investment in poverty eradication actions.</p>
	<p><b>SDG 10 (Reducing inequality)</b></p> <p><b>Target 10.1</b> – Progressively achieve and sustain income growth and equality</p> <p><b>Target 10.2</b> – Promote social, economic and political inclusion of all</p> <p><b>Target 10.3</b> – Ensure equal opportunity and reduce inequalities of outcome by eliminating all discriminatory laws, policies and practices</p> <p><b>Target 10.4</b> – Adopt policies, especially fiscal, wage and social protection policies, and progressively achieve greater equality</p> <p><b>Target 10.7</b> – Facilitate orderly, safe, regular and responsible migration and mobility of people, including through the implementation of planned and well-managed migration policies</p> <p><b>Target 10.10</b> – Reduce the transaction costs of migrant remittances</p>

## Bali Declaration

- ▶ Extending social protection



DWCP outcome 3.1	Partners		Integrated resource framework	
			Estimated to be available (US\$)	To be mobilized (US\$)
Enhanced and more inclusive implementation of social protection policies, programmes and mechanisms especially for vulnerable groups in the formal and informal economy including persons with work-related disabilities (PWRDs), workers in non-regular or atypical work arrangements, and overseas migrant workers	DOLE, NAPC, DSWD, SSS, GSIS and PhilHealth, workers and employers' organisations		US\$103,856.75	TBD
3.1 Indicators	Baseline		Target	
<b>3.1.1</b> Share of population covered by the national insurance health programme <sup>15</sup> (especially individuals left behind)	2017	93%	100	
<b>3.1.2</b> Share of working economically active population contributing to SSS and GSIS <sup>16</sup>	2017	38.64% for SSS 4% for GSIS	44% by 2022 n/a	
<b>3.1.3</b> Absorption of PWRDs through job retention and return to work (RTW)	n/a	n/a	TBD	
DWCP outcome 3.2	Partners		Integrated resource framework	
			Estimated to be available (US\$)	To be mobilized (US\$)
Strengthened policy and legal frameworks for social protection, including reforms towards establishing a national social protection floor	DOLE, CSC, DOJ, Members of NTIPC, RTIPC, ECOP, workers organizations/trade unions in the public and private sector		US\$50,000.00	TBD
3.2 Indicators	Baseline		Target	
<b>3.2.1</b> Number of new and revised social protection policies (namely, strategies, legal frameworks, action plans, development plans) that extend coverage and enhance benefits and scope	TBD	TBD	TBD	
<b>3.2.2</b> Number of JOs, COS and contractuales covered by statutory social protection programmes	TBD	TBD	TBD	
<b>3.1.3</b> Absorption of PWRDs through job retention and return to work (RTW)	n/a	n/a	TBD	

<sup>15</sup> Percentage of population covered by PhilHealth insurance (cumulative) [PDP mid-term update]

<sup>16</sup> Share of economically active population contributing to a pension scheme, in per cent (PSA, DeWS)









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