



International  
Labour  
Organization

# ILO Newsletter

SUBREGIONAL OFFICE FOR SOUTH-EAST ASIA  
AND THE PACIFIC

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Minette Rimando

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### ON THE COVER...



### "Magkakaisang Manggagawa Para sa Kaunlaran"

by Georgi Nehru Dumdum  
12 years old  
Las Piñas City, Philippines  
IPEC On-the-Spot  
Painting Competition

Dear friends,



On 25 December I left for vacation, assuming that we had dealt, as well as we could, with the year's challenges. It was not going to be. We were all overwhelmed by the continuously rising casualty figures flickering across our screens, by the sheer scale of the tsunami disaster, by so much human suffering beyond our imagination. We started right away to put together our response, moving, as we are going along, from relief to rehabilitation and reconstruction. In doing so getting people back into work and securing livelihoods is a major thrust of our efforts.

In April some of us will meet in Melbourne, for the Second Decent Work Forum. The Forum will also provide a welcome opportunity to review our response to disasters, focusing on the tsunami, but also on other disasters that have recently hit our subregion, in particular the flash floods in the Philippines.

As part of this meeting we also propose a special session for and with our new members in the subregion. Kiribati and Vanuatu have recently joined the ILO, with Samoa being our most recent member, having joined the ILO on 7 March. We extend a very warm welcome to all of them. Decent work gaps and the challenges of globalization are very directly felt in small island states, with a limited resource base and expanding young population. We pledge our support to our constituents irrespective of the size of their countries. This cooperation between the developed and the less developed countries in our subregion will be essential.

Earlier in the year the Subregional Office in Manila moved to new premises. We include a few photos to capture the decisive moment when our tripartite constituents, the Honorable Secretary of Labour Patricia Sto. Tomas, Atty. Rene Soriano - President of the Employers Confederation of the Philippines and Mr. Avelino Valerio Vice President of the Trade Union Congress of the Philippines cut the ribbon. It is their house as much as it is ours.

Yours very truly,  
 Werner Konrad Blenk  
 Subregional Director

## SAMOA BECOMES 178TH ILO MEMBER STATE

The Independent State of Samoa has become the 178th member State of the International Labour Organization (ILO) following receipt in Geneva of a letter from the Prime Minister, Tuilaepa Sailele Malielegaoi, stating on behalf of the Government that Samoa formally accepts the obligations of the ILO Constitution.

Samoa's membership became effective on 7 March. The country has been a member of the United Nations since 15 December 1976.

### NOTE ON OUR SUBREGION

Our subregion of South-East Asia and the Pacific consists of the following ILO member States:

Australia	New Zealand	Solomon Islands
Fiji	Papua New Guinea	Timor-Leste
Indonesia	Philippines	Vanuatu
Kiribati	Samoa	





## **Indonesian Tripartite Summit**

# **Moving Forward through Social Dialogue and Sound Industrial Relations**

Employers, trade unions and the Government of Indonesia have agreed to eliminate the high-cost economy as an effort to help repair the investment climate and improve workers' welfare. They have also agreed to implement industrial relations based on common interest and equal partnership between the employer and worker and refuse the involvement of irrelevant parties.

These were two of the eight tripartite recommendations declared by the Government of Indonesia, Indonesian Employers' Association (Apindo) and three major trade union confederations (The Federation of All-Indonesian Workers Union/KSPSI; the Federation of Indonesian Prosperity Labour Union/KSBSI; and the Federation of Indonesian Trade Union Congress). The agreement was declared during the National Tripartite Summit, which was held on Wednesday, 19 January 2005, in Jakarta, Indonesia.

Other recommendations included the formulation of action plan to respond to technology development in the globalization era and to open wider job opportunities; the realization of work conditions through collective bargaining based on non-discrimination, fair wages based on work productivity, social security system; and the formulation of action program to address issues on wages negotiation mechanism and stipulation of minimum wages, business competitiveness, production cost and wages system, development of human resources, improvement of productivity and workers' welfare and corporate social responsibility issue of industrial relations.

The Summit was officially opened by the Vice President of Indonesia, Jusuf Kalla. In his address to more than 250 participants, including representatives from international chambers of commerce and institutions, the

Vice President emphasized the importance of social dialogue as an effort to create good management and relations that, in turn, lead to harmonious industrial relations.

Meanwhile, Fahmi Idris, the Minister of Manpower and Transmigration, stated that to respond to labour reforms, there was an urgent need for a new paradigm of industrial relations. There was also an urgent need for changes from employers, trade unions and the government.

"The most important thing is how the management and workers can develop a mutual partnership and collaboration. Any problems at company level should be resolved internally so that consultation forum and bipartite dialogue should be improved," the Minister said.

According to Alan Boulton, Country Director of the ILO in Indonesia, the Summit aimed to identify priority issues in industrial relations and to assist the new government to formulate a clear programme for sound labour relations. "The Summit can already be hailed as a great success of social dialogue. It is also the beginning of the road to building sound and enduring industrial relations based on social justice, social dialogue and the principles and rights at work as a prerequisite for economic and social progress."

Responding to the recommendations, all the trade union federations said that they would be behind the government in fighting the invisible costs which have been paid by employers at the expense of their workers. According to Secretary-general of KSPSI, Syukur Sarto, KSPSI had urged the government several times to revise the tax system and award a tax holiday to companies paying their workers decent wages and carrying out training programs to improve their skills and productivity.

*Continued on page 5*

**PHOTO:** (L-R) Sofjan Wanandi (Chair of Apindo), Fahmi Idris (Minister of Manpower and Transmigration), Payaman Simanjuntak (Employment Expert), Syukur Sarto (Secretary-general of KSPSI), Rekson Silaban (President of KSBSI), and Rustam Aksam (President of KSPI)

# Tripartite Partners Towards Industrial Stability and Job Security



In the Philippines, tripartite social dialogue resulted in a Social Accord signed on 14 October 2004 by the government, major business organizations and prominent trade unions in the presence of President Gloria Macapagal-Arroyo. The Social Accord seeks to address the current economic and financial problems in the country. The Accord proved to work well. Data from the National Conciliation and Mediation Board (NCMB) indicate working hours lost due to strikes and lockouts have decreased by 64 per cent (64%) in 2004. **(Petha Apala Naidu, Senior Specialist on Worker's Activities, ILO Subregional Office for South-East Asia and the Pacific).**

## SOCIAL ACCORD FOR INDUSTRIAL PEACE AND STABILITY COMMITMENT

1. To intensify and broaden current efforts of social dialogues intended to address problems of productivity, competitiveness, industrial peace, compliance with and improvements on existing labor and social standards on a tripartite basis;
2. For the workers' group, to exercise utmost restraint in declaring or staging strikes, work slowdowns, and other forms of concerted work stoppages, which shall be availed only as a last resort.
3. For the employers' group, to exercise utmost restraint in the retrenchment of employees, suspension of operations and lockout of its business, to be availed only as a last resort. All possible alternative measures shall be undertaken to preserve jobs.
4. For the government, through the Quick Response Teams (QRTs) of the Department of Labor and Employment (DOLE), as provided under Department Order No. 7, series of 2001, and subsequent issuances pertaining thereto:
  - a. to monitor job displacements or industrial peace destabilization, and to implement integrated packages of assistance, job placement, job market information, training, access to credit for entrepreneurship, and dispute resolution, subject to reporting to the Tripartite Assistance and Supervising Committee (TASC), as created hereunder; and
  - b. to establish and administer an "Industrial Peace and Stability Fund (IPSF)," for purposes of implementing the Accord.
5. To monitor the implementation and compliance with this Accord, a TASC shall be created, consisting of members/representatives from organizations that are signatories to this Accord. It shall perform the following duties:
  - a. to oversee the implementation of this Accord;
  - b. to oversee the functions of the QRTs;
  - c. to employ preventive measures to address possible occurrences of job displacement and industrial peace destabilization;
  - d. to draw up an action plan that shall guide the QRTs;
  - e. to ensure the creation of regional and/or area TASCs; and
  - f. to take all the necessary measures to inform all workers and employers of the Accord and assist them in working out mutual agreements or terms of understanding consistent with the spirit and letter of the Accord.
6. To strengthen the delivery of assistance, linkages with the Department of Trade and Industry (DTI), the Department of Interior and Local Government (DILG), Small Business Guaranty Corporation (SBGC), and identified financing and training institutions shall be established. The Memorandum of Agreement forged between the DOLE and the DILG on 11 March 2003 shall be implemented.
7. To ensure full implementation of the Accord, the parties support the establishment of IPSF.

*Indonesian Tripartite Summit from page 4*



Sofjan Wanandi, Chair of Apindo, said the majority of employers were optimistic of an immediate economic recovery in view of the government's commitment to repair the investment climate and eliminate the high-cost economy. "The most important thing is that the government has a strong commitment and has taken a series of measures to show its strong commitment," he said. **(Gita Lingga, Media Relations/ Public Information Officer, ILO Jakarta)**

*(L-R) Sofjan Wanandi (Chair of Apindo), Fahmi Idris (Minister of Manpower and Transmigration) and Payaman Simanjuntak (Employment Expert)*



## The Participatory Approach:

# Promotion of the Consultative Function and Social Dialogue

*Presentation by A M Zakaria, Director-ILO Office for South Pacific  
in the 7th Regional Seminar of ACP-EU Economic and Social Interest Groups  
Holiday Hotel Inn Hotel Suva, 20 October 2004*

Let us start with the question, what is it that accounts for the relatively recent infatuation with the term “Social Dialogue”?

Social Dialogue is a relatively new concept. Nowadays it has acquired significant importance in public debates throughout the world. Most notably, within what is now the European Union (EU), community level social dialogue became a regular feature of policy making in the middle of the 1980's, and has been further strengthened since the 1990s, among other things through the Treaty amendments at Maastricht and Amsterdam, which made incumbent upon the EU authorities to consult with the main social partners prior to the drafting of legislation and over specific proposals.

### Concept

There is not yet a commonly accepted, precise definition of the concept of “Social Dialogue.” Some people understand social dialogue to mean all forms of bi-partite or tri-partite negotiations and consultations on social dialogue issues, taking place at any level of society – nation, industry or enterprise – and involving the government, the employers’ and the workers’ organizations. Some others conceive social dialogue mainly as a process to take place at a relatively high level, such as national, regional or sectoral level, excluding the enterprise and workplace level. Some limit the use of the concept to cooperative relationship among the parties, while others also include conflictive relationships. In countries where procedures for negotiating collective agreements are explicitly established by law, social dialogue may refer to flexible forms of negotiation, which may take place outside the established mechanisms for the conclusion of formal collective agreements.

Social dialogue is sometimes used to refer to dialogue that involves more than the traditional social partner. Non-governmental organizations and other representative of the so-called “civil society,” are often invited to take part in negotiations and consultations together with the traditional

social partners. The EU has invented the term “civil dialogue” to refer this type of dialogue.



*AM Zakaria presenting the concept of Social Dialogue*

### Why Social Dialogue?

In spite of the ambiguity surrounding the concept, an increasing number of employers, trade unions and governments have embraced social dialogue as a desirable form of interaction among them. This is because it embodies certain values that are inherent to the ideas of democracy and meet certain aspirations for equity and efficiency, which the parties in industrial relations hold.

But whatever the definition of social dialogue is, it includes a tripartite process that gives a voice to employers and workers in the formulation of national and local policy on work related and other social and possibly economic issues. The concept of social dialogue normally covers bi-partite dialogue between employers’ and workers’ organizations. In this case, it is a process that enables workers to participate in managerial decision-making in industry. In both cases, social dialogue in itself constitutes an element of a democratic society, like the right of workers to organize and bargain collectively, and represent a practice to be upheld for its intrinsic value.

### Social Dialogue for Decent Work

ILO was founded in 1919 after the first great war with the concept of Tripartite participation. Social dialogue plays a key role in achieving the ILO’s objective of promoting opportunities for women and men to obtain decent and productive work in conditions of freedom, equality, security and human dignity.

Social dialogue is defined by the ILO to include all types of negotiations, consultations or simply exchange of information between, or among representatives of governments, employers and workers, on issues of common interest – relating to economic and social policies. It can exist as a tripartite process, with the government as an official party to dialogue or it may consist of bipartite relations only

*Continued on page 7*

## The Participatory Approach from page 6

between labour and management, with or without direct government involvement. Concentration can be informal or institutionalized, and often it is a combination of the two.

The main goal of social dialogue itself is to promote consensus building and democratic involvement among the main stakeholders in the world of work. Successful social dialogue structures and processes have potential to encourage good governance, advance social and industrial peace and stability – and boost economic progress. The examples of Ireland, the Netherlands, Austria and Denmark are often quoted in this respect.

## Governance and Scope of Social Dialogue

ILO's constitutional principle of tripartism is the foundation of 'social dialogue,' and social dialogue is an effective tool that ILO uses to promote good governance. The economic imperatives in the globalized world have changed the synergies of the labour market. Consequently, to confine social dialogue to labour market issues grossly understates the overwhelming influence of the microeconomic environment on the world of work. The changes that are taking place today in the labour market are generally just one phenomenon in a much larger and more complex macro economic policy framework. Structural adjustment programme and poverty reduction strategies suggested by the World Bank and IMF combined with the effect of globalization have made labour market issues far more complex.

Public policy issues such as labour legislation, privatization, corporatization, civil service reform, free trade zone and workforce reduction are policy incentives that are undertaken to affect labour markets within a certain macroeconomic framework. In other words, the reality of the economic environment is to confine tripartite social dialogue exclusively to labour market issues and to oversimplify the complex economic environment. We see that the structural adjustment programme or economic reforms which have direct impacts on labour markets often remain outside of social dialogue mechanisms. It is simply because the policy decisions are undertaken by economic actors beyond the tripartite mechanism.

Moreover, quite apart from the need to see tripartite consultation in the broader context of social and economic policy making, the

role of labour market institutions such as Tripartite Forum, Labour Advisory Board, National Tripartite Consultative Council and others are limited to Industrial Relations, Dispute Settlements, Occupational Safety and Health, etc. Hence, there is a need to relook at the scope of tripartite dialogue and the respective structure of social dialogue institutions.

## Examples of Social Dialogue in the Pacific

Let me conclude by giving a few examples of social dialogue at different levels in the Pacific. In Fiji, the "Tripartite Peak Body" created to provide policy guidance for Integrated Human Resource Development Programme for Employment Promotion, consists of sixteen Ministers and representatives of Employers' and Workers' organizations. This body reviews employment related issues. This is considered to be a good example of high level social dialogue. The 'National Tripartite Consultative Council of Papua New Guinea' is another example of a formal institution for social dialogue to promote consensus on economic and social issues.

The 'Informal Consultative Monthly Meeting on Decent Work' pursued by ILO Suva provides an opportunity to civil society organizations to exchange information with traditional social partners on issues of national, regional and international interest.

On sectoral dialogue, the 'National Committee on the Elimination of Child Labour', Fiji is composed of NGO's, media organizations, donor agencies, UN bodies, government ministries, employers' and workers' organizations to discuss issues relating to child labour. These are examples of participatory approaches which are applied in different ways, depending on the degree of involvement of the various actors and type of issues to deal with.



The scope of the tripartite consultation is referred in ILO Convention No. 144 – Tripartite Consultation to Promote the Implementation of International Labour Standards and Recommendation No. 152. Social dialogue can be an effective tool to promote social and industrial peace if it is construed in good faith, trust and professionalism. Having a voice at work helps fill the information

gap and lays the foundation for trust and cooperation in the management change – a vital function for social dialogue at the national, sectoral and firm levels.

*Continued on page 9*





# 2nd South-East Asia and the Pacific Subregional Tripartite Forum on Decent Work

**Melbourne, Australia**  
**5-8 April 2005**

In October 2003, the tripartite delegations of ten ILO member States in South-East Asia and the Pacific met in Auckland, New Zealand to discuss their National Plans of Action for Decent Work. That forum, the first of its kind, led to closer cooperation between the ILO and governments, employers' and workers' organizations. Outputs of that forum have

- Provided direction and guidance for the work of the ILO and its constituents on the ground;
- Improved advocacy for and greater visibility of ILO issues and approaches in policy debates at national and regional levels; and
- Stimulated the preparation and updating of Decent Work national action plans and programmes.

Overall, the workshop helped promote and consolidate the Decent Work Agenda across the subregion.

In order to build on this important progress, the 2nd Subregional Tripartite Forum on Decent Work in South-East Asia and the Pacific will be held in Melbourne, Australia on 5-8 April 2005. The Forum was organized pursuant to the recommendation of participants at the Auckland meeting that the tripartite delegations should meet to consider National Plans of Action for Decent Work prior to the 14th Asian Regional Meeting to be held in Busan, Republic of Korea, in October 2005.

A Special Session for delegations of new member States will be held on 4 April (Kiribati, Samoa, Solomon Islands, Timor Leste and Vanuatu). The objective will be to give the delegates a chance to learn more about the ILO and empower them to make use of the full range of ILO services.

The Forum must take into consideration the broader context of the region and the impact of globalization. Globalization creates both opportunities and threats, and

adjustments in economic and social policies and institutions must be made in response to changing conditions. Unanticipated shocks such as the tragic December 2004 tsunami disaster, SARS, bird flu and the HIV/AIDS pandemic have affected jobs and livelihood of people in the subregion. The subregion is also characterized by longstanding deficits in social protection, widespread informal economic activities, and high poverty rates. These and related economic and social factors create major policy challenges for governments and employers' and workers' organizations.

The Melbourne Forum will cover both of the dual roles of the Decent Work agenda: (a) to provide a strategic framework for coherent economic and social policies to achieve the ILO's fundamental goals, and (b) to provide a programming and benchmarking tool to guide ILO operations. The participants will discuss ways in which the programming aspects of Decent Work can be made more responsive to ILO priorities and help identify concrete initiatives to address critical development concerns for the region. Other points of likely discussion, as identified at Auckland and in the Office's consultations with constituents in the region, include:

- The appropriate role of the ILO in responding to major crises;
- The pressing need to build capacities of tripartite partners as they cope with the challenges of globalization;
- The need for workplace initiatives that effectively address the HIV/AIDS pandemic; and
- The need for integrated national approaches to improving occupational safety and health (OSH) across the subregion.

Additional concerns and priorities will be identified by the participants themselves. (**Aurelio Parisotto, Senior Enterprise Development and Employment Specialist, ILO Subregional Office for South-East Asia and the Pacific**).



# GENDER EQUALITY THROUGH COLLECTIVE BARGAINING



MANILA



CEBU

With women's increasing share of the paid workforce, the recognition and adoption of concrete measures to address gender and women specific concerns and issues in collective bargaining have acquired greater urgency. Despite steady improvements, the proportion of gender-responsive measures undertaken through collective bargaining remains inadequate. Most often, gender concerns are least considered as priority issues for negotiations. In response to these issues, the ILO's Turin Center with the support of the ILO Subregional Office for South-East Asia and the Pacific and the Bureau of Workers' Activities (ACTRAV) conducted two national forums on Promoting Gender Equality through Collective Bargaining.

The two forums held respectively from 13-15 October 2004 in Manila and 18-20 October 2004 in Cebu aimed at facilitating the systematic integration of gender issues and concerns in collective bargaining at the same time equip participants with relevant information, resources

and tools for more effective negotiation on gender issues. The workshop in Manila included tripartite participants - government, trade unions and employers' representatives from the National Capital Region and greater Luzon while representatives from the Visayas and Mindanao were brought together in the Cebu workshop.

Presentations of ILO Specialists included Gender and Collective Bargaining by Ms. Daniela Bertino (ITC/ILO); Key Gender Equality Issues and Relevant International Standards for Negotiation by Ms. Simonetta Cavazza (ITC/ILO); Decent Work and Gender Equality by Ms. Naomi Cassirer; and Highlights Promoting Gender Equality through Collective Bargaining by Mr. Abhik Ghosh both from the ILO Subregional Office for South-East Asia and the Pacific. **(Minette Rimando, Communication and Public Information Asst., ILO Subregional Office for South-East Asia and the Pacific. Excerpt from proceedings of the National Forum on Promoting Gender Equality through Collective Bargaining)**

*The Participatory Approach from page 7*

## ILO ACTIVITIES IN THE PACIFIC REGION

ILO activities are carried out under four broad strategic objectives. These are:

I. Fundamental Principles and Rights at Work;  
Major activities under this category in the Pacific are:

- Review of Labour Legislation
- Prevention of Child Labour

II. Decent Employment for Women and Men  
Major programmes are:

- Integrated Human Resource Development Programme for Employment Promotion
- Walking Out of Poverty
- Creating Unemployment Free Zones
- Start and Improve Your Business
- Job Creation through Infrastructure Building
- Vocational Training and Setting Up of Qualifications Standards

III. Social Protection for All. Major initiatives are:

- Improvement of the Efficiency and Coverage of Provident Funds
- Occupational Safety and Health Policy and Practices
- HIV/AIDS at the Workplace
- Development of Pension Scheme in the Private Sector

IV. Tripartism and Social Dialogue  
Major interventions are:

- Development of Tripartite Dialogue to Promote Harmonious Industrial Relations
- Institutional Capacity Building of Social Partners
- Promoting Social Dialogue Institutions (formal and informal)

ILO pursues its activities with tripartite participation of government, employers' and workers' organizations. **(AM Zakaria, Director, ILO Suva).**

# Tsunami in Indonesia



©ALAN BOULTON/ ILO

Indonesia was seriously affected by the earthquake and Tsunamis on 26 December 2004, swamping the northern and western coastal areas of Sumatra and outlying islands. Most of the casualties and damage took place within 14 coastal districts of the Province of Nanggroe Aceh Darussalam, the Province of North Sumatra as well as the Nias Islands. The quake, measuring 8.9 on the Richter scale, as reported by the U.S. Geological Survey, is Indonesia's worst natural disaster ever.

The tsunamis triggered by the massive earthquakes plunged those provinces into crisis:

- The number of people dead and missing in Indonesia has reached more than 240,000 and many bodies are still being found each day.
- Over 600,000 people have lost their jobs -mainly in agriculture, fishery and services sectors.
- An estimated 420,000 displaced persons are being located to 24 major evacuation camps(with more than 15,000 people in each).

- An estimated 1,500 civil servants, including those from manpower offices, are missing.

The physical damage has been extensive. Buildings were demolished, cracked or badly damaged, leaving people (the survivors) without place and conditions to live. Roads, bridges and communication networks were destroyed, making the delivery/distribution of emergency aid a nearly impossible task.

## **ILO Contribution: Programme and Strategy**

Employment issues arise in the humanitarian relief phase. In the affected areas, economic life has ground to halt; businesses have collapsed. The disaster predominantly struck poor communities where people lived on marginal land. Masses of people have lost their jobs and sources of livelihood, while others may face for the first time the need to find income-generating activities. Many previous job opportunities have disappeared (particularly in the formal sector).

*Continued on page 11*



## Tsunami in Indonesia from page 10

In Indonesia, the ILO implements a programme of technical cooperation with the Government of Indonesia that will provide local tools and methodologies that can be brought to bear on this devastating disaster.

This includes work on Rural Infrastructure Development with district governments in Eastern Indonesia, youth entrepreneurship promotion as part of Indonesia's Youth Employment Network, programmes on child labour, trafficking, etc.

With a focus on its core-mandate and based on previous experience in natural disaster situations, the ILO has participated in joint needs assessments with the Government of Indonesia and other partners. From the discussions and assessment of needs, the ILO has identified six major areas in which the ILO might support in an immediate and practical way the recovery and rehabilitation efforts in Aceh.

These are inter-related "entry projects" with a duration varying from 6 to 18 months, seeking to bridge the continuum from immediate livelihood recovery to longer term poverty reduction and socio-economic development.

The focus is on restoring the livelihood of families through gainful employment and other income generating activities and on reducing the vulnerabilities of women; children; youth; and disabled persons within an already obviously vulnerable population of displaced communities. Capacity building will be inherent, but the focus will be on quick action and immediate results, drawing on existing capacities to the extent possible, rather than on developing sustainability. **(Gita Lingga, Media Relations/ Public Information Officer, ILO Jakarta)**

***"The scale of destruction is unimaginable. There are major areas in which the ILO can support the recovery and rehabilitation efforts in Aceh."***

***We will support workers' and employers' organizations to rebuild their services and we will extend existing ILO projects."***

***The ILO is committed to help with long-term reconstruction and the revitalization of economic activities. We want people to get back to work quickly and prevent long-term unemployment."***

**Werner Konrad Blenk**  
**Subregional Director**  
**18 January 2005**

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COMPONENT	ISSUE
Emergency Public Employment and Livelihood Services Network	<ul style="list-style-type: none"> <li>- Building essential bridges between job seekers and employment opportunities created through the rehabilitation and reconstruction efforts</li> <li>- Deliver short cycle training programmes to meet the needs of the rehabilitation and reconstruction investment</li> <li>- Deliver micro-enterprise development support and funds for recapitalizing of micro-enterprises</li> </ul>
Immediate employment friendly rehabilitation of essential community and public infrastructure (EMPLOY)	<ul style="list-style-type: none"> <li>- Clean-up and rehabilitation of destroyed infrastructure while at the same time providing opportunities for local labour absorption</li> </ul>
Immediate support to development of livelihood activities in vulnerable rural communities	<ul style="list-style-type: none"> <li>- Support to community-based training, income generation and entrepreneurship development</li> </ul>
Protection of the most vulnerable groups of children (CHILD PROTECT)	<ul style="list-style-type: none"> <li>- Avoid large numbers of children end-up outside school, thereby being vulnerable to labour exploitation and even trafficking.</li> </ul>
Special youth programme: 'Youth for youth' support programme to address specific needs of young people. (YOUTH)	<ul style="list-style-type: none"> <li>- The Indonesian Youth Employment Network sets up a special support-programme for Acehnese Youth. ILO will provide technical expertise, tools and financial support</li> </ul>
Women's Empowerment and Counter Trafficking (TRAFFICK)	<ul style="list-style-type: none"> <li>- Women and young girls' social and economic disempowerment and increased vulnerability to gender-based violence, trafficking and forced labour</li> </ul>



## ILO and Disnaker Emergency Employment Service in Banda Aceh Registers and Places Jobs for Thousands



**B**ANDA ACEH (Joint Press Release): The Provincial Department of Manpower of Nanggroe Aceh Darussalam in Banda Aceh (Disnaker NAD) and the International Labour Organization (ILO) today provided an update on progress made at the Employment Service for the People of Nanggroe Aceh Darussalam Province (ESPNAD). The ESPNAD commenced its operations on 7 February 2005, to facilitate access to jobs for those who have lost their livelihoods as a result of the earthquake and Tsunami disaster.

During the first week of its operation, the ESPNAD registered 2,289 skilled people from all over the province for permanent placement and 580 people for cash for work programmes. To date, 100 people have been placed in cash for work programmes.

According to Freddie Rousseau, ILO's Chief Technical Advisor of the ESPNAD, the biggest challenge is to codify all registration forms and to compile a computerized database. This process is currently under way using casual workers from Aceh. "Around 2,000 forms will be captured by 17 February, and the first preliminary labour market assessment will be presented to the Deputy Governor on 19 February, by Disnaker," explained Rousseau.

Based on information in the database, the Centre is expected to be able to analyze labour market trends and identify any shortages in the labour market. In order to overcome labour shortages or address specific needs in the market, the Centre is going to run a range of short two to three week introductory/basic skills courses at the Vocational Training Centre of Banda Aceh (BLK).

Rousseau then added that one of the needs identified so far is the lack of people with basic English speaking skills for the IT, office tasks and field drivers. Starting from next week, three-week long basic conversational English classes will commence for people who have registered with ESPNAD to enhance their employability.

Located at the BLK, the ESPNAD is initially funded by Disnaker, ILO's financial resources and a contribution of UNDP, as well as functions with ILO technical expertise.

The main purpose of the Centre is to create and maintain a database of skilled people living in the Province of NAD in need of employment. To build up the database, the ESPNAD has placed advertisements in newspapers, all the camps as well as general gathering places to invite selected skills groups to come to the centre and register.

During the registration process the level of proficiency of applicants will be tested using the facilities of the BLK to ensure that work-seekers recommended to potential employers have the required skills. This process commenced on 9 February 2005, when people from the various building trades such as carpenters, bricklayers, plumbers, electricians, glazers, tilers, painters, etc. were invited to come and register. This was followed by registration of the mechanical trades, secretarial staff, senior programme officers, translators, etc.



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Meanwhile, in terms of income generation and self-employment, the ILO's Youth Employment Programme has delivered its first Training of Trainers (ToT) workshop for NGOs wishing to use the ILO's Start and Improve Your Business (SIYB) programme in their community support work. Starting on


14 February at the BLK, around 16 participants from as far as Simeulue and Lhokseumawe are participating in the workshop presented by Peter Piawu, an SIYB Master Trainer from Papua New Guinea. Due to big demand, a second ToT is being arranged to begin in March 2005.

Furthermore, starting 21 February 2005, an SYB ToT workshop for technical and vocational teachers from SMKs and the BLK in Banda Aceh and Aceh Besar will commence at SMK 3. Two SYB Lead Trainers from the Ministry of National Education will conduct the training.

"So the new Employment Service, as the collaboration between the Government of Indonesia and the ILO, is already providing lots of new training and livelihood opportunities for the people of Aceh," according to Rousseau. **(Freddie Rousseau, Chief Technical Advisor and Gita Lingga, Media Relations/ Public Information Officer, ILO Jakarta)**



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## ILO Director's visit applauded

Posted Tuesday, November 2, 2004

Vanuatu officials have spoken highly about the visit of Sub-Regional ILO Office Director for Asia and Pacific based in Manila, Philippines, Mr Werner Konrad Blenk recently.

The main purpose of Mr Blenk's visit was to discuss with the Vanuatu government through the ministry of Internal Affairs who is responsible for Labour and ILO matters on Vanuatu's commitment to the ILO after becoming a member of this important organization in 2003.

Interim Labour Commissioner Lionel Kaluat has said it is another important step in the labour developments to have such a high profile ILO Director in Vanuatu.

Mr Blenk pointed out that it is very important that Vanuatu makes good use in attending the annual ILO conferences as it is an investment opportunity since there is the potential for Vanuatu through this important meeting to explore avenues of assistance since the conference lasts up to three weeks and gathers some 180 labour ministers from all over the world.

He also pointed out that since the Geneva office is fully equipped with the required technical and financial assistance and expertise, it would be worthwhile pursuing Vanuatu's needs during these conferences.

He also stressed that since Vanuatu has now become a member of the ILO with other Island States namely the Solomon Islands, Kiribati, Samoa and East Timor he intends to formulate a forum for Small Island States in early February 2005 in Melbourne, Australia to prepare these Island State authorities to familiarize themselves in getting a clear understanding of ILO and what could be achieved during their attendance at the conference.

During his short visit Mr Blenk met with the minister responsible for Labour Hami Lini, the minister of Finance, the Governor of the Reserve Bank, the Unions and the Chamber of Commerce.

He also had the chance to meet all tripartite agencies and also held discussions with his colleague donor agencies such as ADB, European Union and ESCAP. He was accompanied by his wife Christiane and 7-month-old son Tilman.

Mr Blenk and his family left Vanuatu on Friday. "In the early days 'luxury' means being rich and having big houses and cars and wearing expensive clothes and jewellery etc.

But in this modern time 'luxury' is defined as having clean air, natural beauty, friendly people and a peaceful society.

I am so impressed that though Vanuatu is around the corner, it has these luxuries. Therefore, the people of Vanuatu should be very proud that they are probably one of the only countries in the world that lives in luxury regardless of the modern civilization," he said of Vanuatu beauty. (<http://www.news.vu/en>)



## **ILO-IPEC STUDY SHOWS**

# **Role of Parents, Community Key in Reducing Number of Children in Drugs**

While children must be recognized as the focus for social change in tackling the problem of children involved in the illegal drugs trade, their parents and community leaders are key to the success of programs to combat this social ill.

This was one of the lessons highlighted by a participatory action-oriented research on Working Children in Drugs in the Philippines. Supported by the International Labour Organization-International Programme on the Elimination of Child Labour (ILO-IPEC), the study was presented during the National Conference on Children in Drugs: Effective Community-Based Strategies for Prevention and Demand Reduction held on 11-12 August 2004 at the Richmond Hotel, Pasig City.

The IPEC study pointed out that the risks faced by children in drug use and trade go beyond the physical, social and psychological disorders prevalent among drug-addicted children. Children exposed to illicit drug use and trade often work and live their day-to-day life in a criminal environment rife with conflicts and tensions, and are often suspicious and fearful of adults and authorities.

In 1999, ILO-IPEC commissioned a rapid assessment study which concluded that a high proportion of children in the urban poor communities of Metro Manila and Cebu City were highly at risk to drugs, particularly methamphetamine hydrochloride, locally known as shabu.

**New approach needed.** However, not much was known about the profile of children engaged in substance abuse, sale, and trafficking; the pattern of recruitment into the drug network and the techniques and methods employed in getting the children hooked into drugs/drug network; and how these children could be “weaned” or removed from the drug network and become part of the mainstream institution of work, education, and social networks in the community.

To address the issue of children involved in drug sales and trafficking, ILO-IPEC initiated a research project in the Philippines, Indonesia and Thailand in September 2002. In the Philippines, this project was implemented by the Ateneo de Manila University, in collaboration with a number of community-based non-government organizations, namely, Childhope-Asia/Families and Communities for Empowerment and Development; Addictus-Philippines; and Kapatiran-Komunidad People’s Coalition.

The project sites were urban poor communities in Paco-Pandacan, Manila; Tatalon, Quezon City; and Barangays 91 and 92 in Pasay City. Carried out in three pilot communities in Metro Manila, the participatory action research was geared toward plugging some of the data gaps about children in drugs.

The activities of the community-based partners led to the identification of a strategic set of preventive and rehabilitative interventions. They also improved the capabilities of the partner non-government organizations/people’s organizations in providing direct services to children and their families.

The interventions sought to reach children at risk, as well as those involved in drugs through the mobilization of youth, community and families, counseling for families and children, and referral services for families and the child victims, among others.

By showcasing the findings and recommendations of the actions taken by the communities, the conference sought to engage and influence policy-makers, program planners and implementers in devising mechanisms to protect, as well as support the rehabilitation, of children involved in the production, sale and distribution of illegal drugs and substances.

**Lessons learned.** The participation of children, their parents and community officials is key to successful intervention programs. However, the IPEC study notes that appropriate types of participation must be selected. Articulating children’s needs must come from the children themselves, not from the assumptions of adults. Further, the sustainability of programs hinges on the participation and support of children and families, as well as community institutions and leaders.

The study also raised an important point: that rehabilitation centers must be child-friendly and community-based. Those established far from children’s communities tend to increase the child’s drug-related networks/expertise. More attention should also be given to the link between sex, crime, and drugs. There may even be a need to mainstream practical reproductive health education campaigns and activities, the IPEC study disclosed.

*Continued on page 15*





# Philippine Stakeholders Adopt a Resolution on ILO Conventions for Ratification

The Philippines is moving towards a more systematic and better participatory consultation process for prioritization of ILO Conventions for possible ratification. The conclusion on this structured process was embraced in a resolution endorsed by the multi-sectoral participants to the Consultative Tripartite Conference on Decent Work held on February 17-18, 2005. The Bureau of Labour Relations (BLR) of the Department of Labour and Employment (DOLE) organized this consultation in collaboration with the Ateneo Human Rights Center with the support of the ILO Subregional Office for South-East Asia and the Pacific.

This exercise is part of the larger action plan of the Philippines. The Philippines has launched its National Action Plan for Decent Work in May 2002. Creation of a national policy on international labour standards was included in this action plan.

The participants to this conference included the DOLE and other government agencies and bodies involved in the ratification process at the country level such as the Department of Foreign Affairs and relevant senate committees, trade unions, employers' organization, NGOs involved in specialized fields and the academe.

The conference started with the opening statement from Mr. Werner Blenk, Director of the ILO Subregional Office for South-East Asia and the Pacific, Ms. Teresita Soriano, the Executive Director of DOLE's Institute of Labour Affairs. The resource speakers were Mr. Temesgen Samuel, Senior Specialist on International Labour Standards of the ILO Manila, who provided an overview of the ILO's process of formal adoption and ratification of conventions; Professor Domingo Disini of the UP College of Law, who summarized an example for identifying gaps between ILO Conventions and Philippine Labour Laws; and Atty. Sedfrey Candelaria who presented the practices of ratification process at the national level. The conference officially ended with a message from Atty. Hans Cacdac, Director of the Bureau of Labor Relations.

## The Resolution on a Structured Process

This exercise provided an opportunity for participants to express their concerns and seek clarifications on some provisions in the conventions. The conference

culminated to a resolution that addressed both relatively specific and general objectives for action.

As to specific actions, the conference included 17 ILO Conventions as coverage of issues in the world of work such as forced labour, migrant workers, gender, homeworkers, social security, occupational safety and health, seafarers, indigenous peoples, and labour inspection. The conference endorsed to the Tripartite Industrial Peace Council (TIPC) to act on these Conventions "for discussion, consultation and possible recommendation for ratification." In addition, the body recommended the TIPC to make use of the proceedings of the conference wherein the participants discussed in working groups on specific concerns and strategies including general timeframe.

With regard to general actions, the conference recommended the appropriate and self-sustainable process or mechanisms for TIPC consultations through creation of sub-committees. These sub-committees are venues for more specific deliberations for the conventions and where resource persons and stakeholders can be invited. With these sub-committees, the TIPC would be even more participatory with contribution of stakeholders knowledgeable and experienced in respective issues. Such inclusive process would strengthen the application of ILO Convention No. 144 on tripartite consultation on international labour standards. The Philippines has ratified this Convention in 1991.

## Looking at the Future

This conference can set a momentum for systematic and structured follow-ups involving consultations towards ratification. It therefore step towards a national policy on international labour standards for the Philippines.

This exercise in the Philippines can serve as a model for systematic approach to international labour standards at national level that can be replicated in other countries with adjustment in accordance with their specific contexts - in particular, Indonesia and Fiji which have ratified ILO Convention No. 144. **(Diane Lynn Respal, Senior Programme Assistant, Temesgen Samuel, Sr. Specialist on Labour Standards and Shingo Miyake, Legal Officer on International Labour Standards, ILO Subregional Office for South-East Asia and the Pacific).**

## ILO-IPEC Study from page 14

Understanding and responding to the needs of children in drugs is a complex task. There are also risks and dangers involved in doing research and providing support and services for children involved in drug use, sales and trafficking. The child should be recognized as the central actor, as well as vehicle for social change as adults formulate and implement programs for children in drugs.

Among the main recommendations advanced by the IPEC study include the need for protection and support for children in drugs in developing the capacity of the police and justice system to deal with the problem; and creating awareness and building the capacities of the program actors. **(Mitchell P. Duran, Programme Officer ILO-IPEC Manila)**

# Decent Work in Agriculture



***“Those who produce the world’s food  
are often barely able to put food on their own family’s table.  
They are the majority of the working poor in the world.  
Our hearts and our minds tell us that such injustice must not continue.  
People must have a dignified way out of poverty.  
That path to social justice is called Decent Work.”***

***Director-General Juan Somavia***

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Half of the labor force in the world or an estimated 1.3 billion of workers are rural and agricultural workers. Every year 170,000 of these rural and agricultural workers die in work-related incidents. Growing deficit in decent work in the rural sector expressed in the widespread denial of rights at work, in poor quality employment and high levels of unemployment, in unsafe working conditions and lack of income security, and finally in the inadequate representation of rural and agricultural workers in social dialogue, which could subsequently improve their lives.

The Philippines is one of the countries that has a large population in the agricultural sector. This is comprised of four important areas particularly agriculture, plantation, fisheries and informal subsectors. Agriculture is the major contributor to the Philippine economy especially in terms of Gross Domestic Product or GDP, exports and employment. However, it is also a fact that Philippine poverty is rural in locus and agriculture-driven. Though agriculture is growing, it is still not enough to feed the nation. The problem in agriculture also affects the urban situation. The more the agriculture areas are neglected, the more the crisis in overcrowding urban areas.

To confront the prevailing global decent work deficits, the ILO has sponsored conferences and seminars particularly the Bangkok and Geneva Conferences on Decent Work in Agriculture held in August and September 2003, respectively. As a response to this ongoing effort, a National Workshop on Decent Work in Agriculture for Rural Workers was held in the Development Academy of the Philippines in Tagaytay City from November 23 to 25, 2004.

Peasant federations and association, trade unions with rural worker members and with potential to expand its scope in including rural workers participated to strengthen their capacity for the promotion of Decent Work in agriculture.

The seminar-workshop was guided by the following objectives:

- Inform the participants of initiatives of the ILO, the Philippine government and other related entities as regards to promotion of Decent Work in the Philippines for Rural Workers
- Enable participants to explain, analyze and discuss the issues surrounding the decent work deficit in Philippine agriculture from their point of view.
- Evaluate these decent work deficits and prepare a joint conclusion, recommendations and plan of action to address the decent work deficits among Philippine rural workers.

The workshop had a comprehensive discussion among rural workers’ unions, peasant federations, rural cooperatives, including main government agencies involved in rural development and the Food and Agriculture Organization (FAO). At the end of the workshop, concrete action plan was formulated and recommended in response to the issues and challenges to address decent work deficits affecting the rural and agricultural workers in the Philippines. ***(Petha Apala Naidu, Sr. Specialist on Worker’s Activities and Minette Rimando, Communication and Public Info Assistant, ILO Subregional Office for South-East Asia & the Pacific)***



## ILO Association of the Philippines Reconstituted

Promoting decent work for all is the primary goal of the International Labour Organization. Spanning over more than five decades, relations between the ILO and the Philippines have covered virtually all areas of working and living conditions, ranging from standard setting to technical cooperation on employment, human resource development and social protection.

“These mutually beneficial relations will take a new dimension in the light of new developments,” said Secretary of Labor and Employment Patricia Sto. Tomas, while announcing the reconstitution of the ILO Association of the Philippines (ILAPI).

This new initiative by ILO Philippine constituents – government, employers’ and workers’ organizations – responds to challenging developments in the world of work. These challenges have been brought into sharper focus by the Philippine 10-Point National Agenda, ILO’s global program of Decent Work for All, by the UN Millennium Development Goals and the recommendations of the World Commission on the Social Dimension of Globalization.



*Dr. Gert Gust, ILAPI President  
presenting the mission of the  
organization*

The mission of ILAPI is to assist ILO’s Philippine constituents in achieving “Decent Work for All”, as embodied in the Philippine constitution, policies and laws as well as in ILO’s international labor standards and fundamental principles and rights at work.

ILAPI provides much scope for a broader social dialogue; it holds

great potential for concerted action for the improvement of working and living conditions of vulnerable and disadvantaged sections of the working population: the youth, women, child workers, persons with disabilities, OFWs and workers in the informal sector.

To achieve its objectives, ILAPI will draw on the support of ILO and its social partners, as well as on civil society and the academe. Tailor-made programs will include a mix of advocacy, dissemination and exchange of information and best practices, advisory services, research and publications, extension services and training.

Werner Konrad Blenk, ILO Subregional Director for South-East Asia and the Pacific, welcomed ILAPI as a valuable informal channel for projecting ILO’s work in the Philippines, at home and abroad. Together with its counterpart associations in Japan and Korea, ILAPI would form the nucleus of an Asian network for inter-country consultations, exchange of trainees and other activities of mutual interest.

“ILAPI will be governed according to established ILO and Philippine principles of tripartism,” Sto. Tomas added. “All social partners must and will have a voice in the formulation and implementation of socio-economic policies and programs.”

The ILO Association of the Philippines was officially launched on 3 December 2004 and membership is open to organizations and units in the private and public sectors, members of academe and students, as well as practitioners interested in the subject of labor and employment. It is supervised by a tripartite Board of Trustees and managed by the following elected officials: Dr. Gert A. Gust (President), Atty. Mike Varela (Vice-President), Mr. Antonio Asper (Vice-President), Ms. Teresa M. Soriano (Treasurer) and Ms. Corazon C. Alfonso (Secretary). For inquiries contact: [gertgust@skyinet.net](mailto:gertgust@skyinet.net). (**Gert Gust, President, ILO Association of the Philippines**)

MONTH	PROPOSED ACTIVITY FOR 2005	TARGET PARTICIPANTS
February	• Global Labour Standards: Can We Get From Here to There? by Professor Anil Verma, University of Toronto	ILAPI Members, Other Tripartite Partners and the Academe
March	• Rationalizing Occupational Safety and Health (OSH) in the Philippines • Women’s Month • Social Protection/ Labor Inspection • The New Labour Standards Framework • Equality and Non-Discrimination	
April	• Migration • ILO Briefing for the International Labour Conference Delegates (ILAPI as Observer) • Employers Confederation of the Philippines’ Conference (ILAPI will be given a slot) • Federation of Free Workers’ Conference (FFW) Conference (ILAPI will be given a slot)	
May	• Youth Employment	

# Youth Employment: The Filipino Perspective

Today's youth hold the promise of tomorrow's labour market. They will become the business owners, the entrepreneurs, the public servants, the working men and women that propel the economy forward. Investments in youths' futures today will shape the flexibility and competitiveness of the national economy in decades to come.

The ILO is working with the national partners to promote such investments in youths, through skills development and economic opportunities. Indeed, the challenges that youths face in today's labor market are many. In fact, the unemployment rate is as high as 28.1 per cent among the youth in the age bracket, 20-24 . Digital divide, gender inequality, exploitation, financial instabilities and lure to migration pose a danger to obtaining a decent work for the majority of the youth.

The ILO Subregional Office for South-East Asia and the Pacific has undertaken research on perspectives of Filipino youths on their employment aspirations and opportunities. The research revealed 5 broad categories of youths in terms of their employment experiences, based on 22 in-depth interviews. These are the privileged, the connected, the stagnant, the survivors and the abandoned. The distinctions are based primarily on differences in access to financial resources and information. The research also found that employment opportunities were affected by five factors: gender; education; access to information; dependence on family; access to contacts.

While youth unemployment is high, the privileged and the connected enjoy relative advantages in labour market. For the privileged, family support contributes to

their employment, providing resources to start a business or engage in training. The connected also had relatively easy access to the labour market through contacts, and in often cases, numerous allies or backers that help an individual obtain a job through referral or special mention. Both the privileged and the connected do have good educational backgrounds and are less vulnerable than their less advantaged counterparts to gender-based discrimination.



*Young people from the Visayan Forum Foundation sharing their views on employment in the Philippines*

These benefits do not trickle down to the rest of the youth. For instance, the stagnant are disadvantaged—they lack backers and quality education. They are mostly graduates from universities with less prestigious reputations,

and sometimes lower quality educational tools, in part defined by a digital divide. The graduates of these schools are less able to find employment than those from prominent colleges or those with a higher degree of education. "I think that employers will not be able to find out my capabilities unless they give me a chance and employ me," said Polen who experienced discrimination based on her educational background. In terms of gender, stagnant youth tend to choose occupations that are stereotyped by sex.

The survivors and the abandoned are the most vulnerable in the labour force due to financial difficulties. The youth in these categories usually do not have access to higher education because they lack the financial means, as well as information regarding employment opportunities or labour standards.

*Continued on page 19*

STRENGTHS	WEAKNESSES	OPPORTUNITIES	THREATS
<ul style="list-style-type: none"> <li>Realistic</li> <li>Ambitious</li> <li>Adaptable to circumstances</li> <li>Aggressively looking for work</li> <li>Understand the qualities to be a good worker</li> <li>Understand the value of worker and its importance to the youth.</li> </ul>	<ul style="list-style-type: none"> <li>Lacks knowledge about their rights to decent work and gender equality</li> <li>Lacks career guidance</li> <li>Lacks training</li> <li>Lack of knowledge in regards to the labour market and of opportunities available.</li> </ul>	<ul style="list-style-type: none"> <li>Entrepreneurship</li> <li>Government programs for youth development</li> <li>Community Initiatives</li> <li>Job Creation through Private Sector Initiatives.</li> </ul>	<ul style="list-style-type: none"> <li>Exploitation</li> <li>Abuse</li> <li>Discrimination</li> <li>Digital Divide</li> <li>Gender Inequality</li> <li>Unfair employment practices</li> <li>Financial Instability</li> <li>Lure to migration (Brain Drain)</li> </ul>



# Expanding Opportunities through Lifelong Learning

In December 2004, the National Tripartite Workshop on Lifelong Learning was held and co-hosted by ILO Subregional Office for South-East Asia and the Pacific and ILO International Training Centre in Turin. This was the first national follow-up activity in the region of Asia since the Regional Tripartite Workshop on Lifelong Learning in Bangkok, Thailand, in December 2003.

The objectives of this Workshop were to review national and local experiences of lifelong learning policies, to facilitate collaboration among the different institutions and draw up a national plan of action. Tripartite constituents from Government, such as Commission on Higher

Education (CHED); Department of Education (DepEd); Department of Labor and Employment (DOLE); Technical Education and Skills Development Authority (TESDA); from Employers, Employers' Confederation of the Philippines (ECOP); and from Workers, such as Trade Union Congress of the Philippines (TUCP) and Federation of Free Workers (FFW), participated in this National Workshop.

The Workshop also invited participants from Academe and Philippine Association of State Universities and Colleges (PASUC).

The Workshop had several technical sessions such as new ILO Recommendation on human resources development, main findings of the Regional Tripartite Workshop in Bangkok and agency presentations on programmes in lifelong learning. This Workshop provided a good opportunity of information sharing as participants presented their activities on mainstreaming lifelong learning.

At the end of the Workshop, the constituents prepared their respective plans of action for the next three years. Specifically, the tripartite constituents will raise awareness of lifelong learning for various partners; examine reforms of the basic education system; review existing programmes and design more coherent programmes. All constituents agreed working closely together on those activities. The ILO Subregional Office for South-East Asia and the Pacific will continue working closely with constituents for promoting lifelong learning in the Philippines. (**Junko Nakayama, Vocational Training Officer, ILO Subregional Office for South-East Asia and the Pacific**)



*Ms. Carmela Torres, Deputy Subregional Director presenting the adopted Human Resources Development and Training Recommendation*



*Participants of the lifelong learning workshop*

## Youth Employment from page 18

Lacking employable skills in the formal sector, they work in the informal sector. Gender plays an important role in shaping the jobs these youths get. Usually female youth engage themselves in domestic work while males engage in physical and male-typed labour such as factory work.

"I believe that women are more easily exploited and put into dangerous working condition" said Pinky, originally a domestic worker, but trafficked as a prostitute. These kinds of precarious employment practices are experienced by the abandoned, distinguishing them from the survivors. Another example is Jake who was engaged in drug trafficking. He said, "Decent work should be provided to the youth who do not have good educational background. Otherwise, poverty will continue."

The study also shows that Filipino youths continue to persevere; they are constantly trying to find their place in

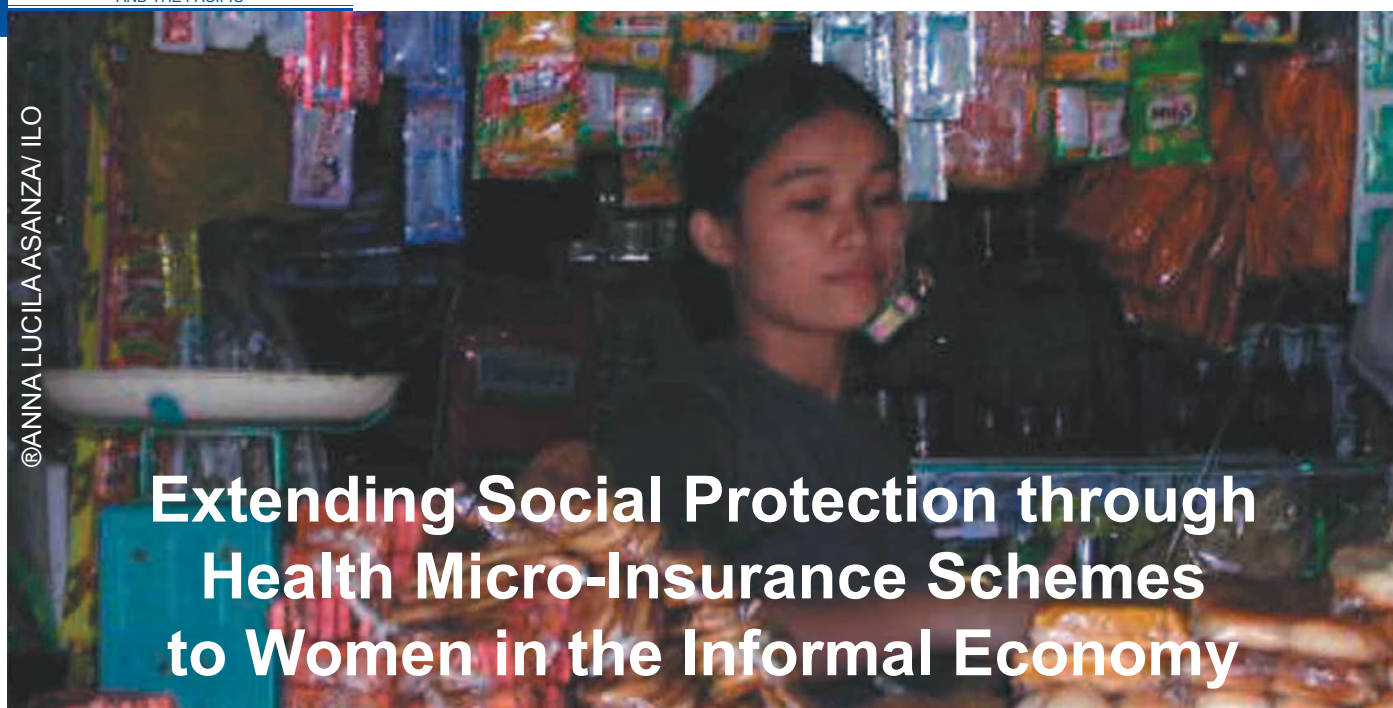


*Ric, one of the beneficiaries of the Philippine Youth Business Foundation*

a highly competitive labour market by quickly adapting to employers' demands. Keeping a realistic yet ambitious outlook, the youth understand the qualities to become a good worker and the value of work in their lives and to society.

Ensuring greater opportunities for youths to develop their skills as well as gain access to information about decent work and labour rights, would enhance their employment opportunities and empower them against exploitation and abuse.

Through concerted and strategic action, the national partners can promote awareness and provide an environment conducive for job creation through private sector initiatives as well as entrepreneurship for the youth. (**Yeon Me Kim and Abigail Imson, Interns, ILO Subregional Office for South-East Asia and the Pacific**)



## Extending Social Protection through Health Micro-Insurance Schemes to Women in the Informal Economy

Emily Villamayor works hard for her family. But the 48-year-old mother of six is worried. A home-based worker who makes Christmas decorative balls, Emily is painfully aware that what she earns is not enough for her family's healthcare needs. "We simply have no protection when any one of us gets sick. Where will we get the money to buy medicines and pay the doctor fees?"

Josie Lipio nods in agreement. "Most of us are forced to borrow money because we cannot afford the cost of health care for our families." Thirty-eight year-old mother of five children, Josie is a home-based worker who weaves beads onto clothes and makes chocolate to earn a living.

"Most of the time, we only need outpatient services," explains Mary dela Cruz, a 44-year-old home-based worker and vendor with four children. "Unfortunately, our rural health centre rarely has adequate medical supplies and the occasional medical missions can only provide limited supplies."

"Based on consultations and surveys, we identified that one of the most urgent needs of the informal sector in Angono, Rizal is access to health care," according to Rey Tan, officer-in-charge (OIC) of the Mayor's Extension Office and a member of the Angono Informal Sector Task Force. "Sixty per cent of the 80,000 households in Angono belong to the informal sector, most likely comprising the biggest sector in the municipality's population," explains Rey.

The local government of Angono, through its mayor, is fully committed to empower and protect the informal sector, says Rey. "In fact, our mayor signed an executive order two years ago creating the Angono Informal Sector Task Force, which is tasked with promoting and advancing the welfare of the sector."

"Government may lack funds, but not commitment," says Rey. "The people in the informal sector who work so hard to put up a micro-health insurance scheme do not

receive any salary, but they persevere day in and day out. With their help and government's commitment, I think financial constraints will not be a problem."

"There are many critics who will never believe the merits of a program unless they witness nothing short of a miracle," says Rey. "Whatever good the government is doing, these critics will only see the shortcomings and failures of the program. This is what politics can do to people," he added.

Rey believes that making the micro-health insurance scheme succeed will be "the acid test" for the task force. "But I am confident that once people realize that the project provides long-term and meaningful benefits to the informal sector and their families, they will join and work with our team."

### Work done

The project Rey is referring to is helping allay the fears of Josie, Emily, Mary and other women like them who comprise the informal sector in Angono, Rizal.

"Extending Social Protection through Health Micro-Insurance Schemes to Women in the Informal Economy" is funded by the Norwegian Government and delivered by the ILO in Nepal and the Philippines. The project is working with the Department of Agrarian Reform (DAR) in assisting six (6) farmers' cooperatives providing health insurance benefits to their members; it is also collaborating with the Local Government Unit of Angono, Rizal to help workers' associations establish a health insurance programme.

The project undertook a systems review of the five (5) farmers' cooperatives to evaluate their administrative and financial systems, accreditation or awarding of contracts of healthcare providers, and monitoring of service use, premium collection, marketing activities and member

*Continued on page 21*



satisfaction. It also assessed policies on women's participation in management as well as services specifically addressing women's and children's needs.

The project conducted a survey to determine the needs, willingness to participate in a social protection programme, capacity to pay, services needed and preferred providers of six (6) farmers' cooperatives and two (2) workers' associations in the area. The survey involved local residents as enumerators, capitalizing on existing organizations within the locality. Survey results revealed the following:

- Most men and women working in the informal economy earn on average Php5,000 to Php6,000 per month.
- Income is seasonal in rural areas and urbanizing rural areas.
- Only a small number of women are members of workers' organizations; women tend to perform work near their homes or work as ambulant vendors, posing a difficulty for community organizers.
- Majority of respondents want protection against unforeseen events, primarily illness, and are willing to participate in a health insurance programme.
- Respondents prefer access to outpatient care and some degree of coverage for medication costs.

The project adapted Health Micro-Insurance Scheme (HMIS) management tools from STEP in Africa and developed a marketing tool for HMIS. In addition, the project developed, pre-tested, and translated gender-sensitive materials (comics, flip charts, brochure and poster) into different local dialects and reproduced these for distribution. Case studies on community-based health insurance schemes, an inventory of micro-insurance schemes in the

Philippines and a study on maternity protection offered by community organizations were produced to show how these organizations contributed to social protection of workers in the informal economy. The project incorporated gender issues and concerns into the adapted HMIS management and marketing tools.

Local Government Units (LGUs) render their support to the schemes either by ensuring that healthcare services are available or providing administrative and technical support (For example, the LGU head provides the HMIS with a small office space in the municipality and assigns an LGU representative to be part of the working group). One (1) HMIS forged a partnership with PhilHealth through the LGU. Meanwhile, in Angono, Rizal, the LGU is working with a cooperative (ACDECO), which assists the HMIS working team by offering its depository facility even to non-members and providing technical expertise to the team. ACDECO is currently studying ways to augment the services offered by the LGU to HMIS members.

As a result of the project's collaboration, the Department of Agrarian Reform and ILO Subregional Office for South-East Asia and the Pacific are launching an initiative on occupational safety and health programme for agricultural workers. Several of the HMIS have incorporated preventive and promotive health care activities as well, to ensure better health care and practices among their members.

Aside from providing financial protection to members at times of illness, the HMIS has facilitated access of members to better health care. They have promoted the concept of preventive health care and healthy life styles. The HMIS also became the venue for the poor to negotiate with the Local Government Units for better health services and access to cheaper medicines. **(Anna Lucila Asanza, National**

## Staff Corner

Two of the ILO Subregional Office for South-East Asia and the Pacific specialists, namely; Ms. Naomi Cassirer and Mr. Shingo Miyake will be transferred to ILO headquarters in Geneva.

On September 1, 2002, Ms. Naomi Cassirer joined the ILO Subregional Office in Manila as Senior Gender Specialist. Prior to her employment with ILO, Ms. Cassirer had held several posts. She was the Visiting Scholar from the Department of Sociology, Harvard University, Boston MA, U.S.A. from 2000 to 2001 and served as Assistant Professor, Department of Sociology, University of Notre Dame, Notre Dame in, U.S.A. in 1997 to 2001. She was also a Researcher of the Economic Policy Institute and the Women's Research and Education Institute, Washington D.C. U.S.A. from 1996 to 1997.

Ms. Cassirer has done a number of research publications. She will be transferred in April 2005 as Technical

Specialist in the Conditions of Work and Employment Programme in Geneva.

Since March 2002, Mr. Shingo Miyake has served the ILO Subregional Office in Manila as Legal Officer on International Labour Standards until March 2005. His main tasks involved promoting international labour standards and assisting member countries in legal drafting. Prior to his assignment in Manila, he worked as Legal/Labour Law Officer in the Equality and Employment Branch, International Labour Standards Department in ILO Geneva.

Mr. Miyake will transfer to the ILO-Jakarta Office on a short-term assignment. He will then proceed to Geneva to assume his new assignment.

To Naomi and Shingo, thank you very much for your support and active participation to the Staff Union in Manila. We wish you good luck in your new assignments. **(Julita Yap, Library/Documentation Asst./Registry Clerk - ILO Subregional Office for South-East Asia and the Pacific).**

# ILO Subregional Office for South-East Asia and the Pacific 1-3 December 2004 Inauguration



**Ceremonial Ribbon-Cutting with Tripartite Constituents**  
(L-R) Mr. Werner Blenk (Subregional Director), Ms. Carmela Torres (Deputy Subregional Director), Ms. Mukda Sunkool (Chief, Regional Programming Services, ILO-ROAP), Atty. Rene Soriano (President, ECOP), Sec. Patricia Sto. Tomas (DOLE) and Mr. Avelino Valerio (Vice President, TUCP).



**Opening ILO Subregional Office in Manila Library**  
(L-R) Ms. Carmela Torres, Sec. Patricia Sto. Tomas (DOLE), Avelino Valerio (Vice President, TUCP) and Atty. Rene Soriano (President, ECOP).



**Launching of Art Exhibit**  
(L-R) Artist Wivinne Red Buhay, Sec. Patricia Sto. Tomas, Dr. Christiane Blenk, DOLE Usec. Manuel Imson, Mr. Werner Blenk and Ms. Carmela Torres.



**Directors' Gallery Ceremonial Ribbon-Cutting**  
(L-R) Mr. Richard Szal (Former ILO Manila Director), Mr. Werner Blenk (Subregional Director), Sec. Patricia Sto. Tomas (DOLE), Atty. Rene Soriano (President, ECOP) and Atty. Allan Montano (National Vice President/ Sec. General, FFW).



**The Subregional Meeting**  
ILO Directors, Specialists and Programme Officers discussing developments and activities in the subregion including updates on the Decent Work Agenda.



**2nd High-Level National Policy Dialogue on the Social Dimension of Globalization**  
(L-R) Dr. Maragtas Amante (UP-SOLAIR), Mr. Joachim von Amsberg (World Bank), Dr. Jesus Felipe (ADB) presenting their views on globalization.



# Winners

## On-the-Spot Children's Painting Competition

### 1 December 2004

Category A (Grades 1-3)

Category B (Grades 4-6)



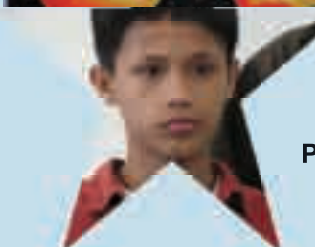
**Sharlene Mae Narzo**  
**First Place**  
Grade 1, 7 years old  
P. Guevarra  
Elementary School  
Binondo, Manila

***"Bawat Bata May Lungkot May Tuwa"***



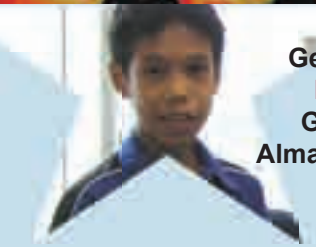
**Emmanuel Miranda**  
**First Place**  
Grade 6, 12 years old  
Kasarinlan Elementary  
School  
Kalookan City

***"Kalinga't Pagmamahal  
Pagsugpo ng Batang Manggagawa"***



**Sim Vicoy**  
**Honorable Mention**  
Grade 2, 12 years old  
P. Tuazon Elementary School  
Cubao, Quezon City

***"Mga Mukha ng Batang Manggagawa"***



**Georgi Nehru Dumdum**  
**Honorable Mention**  
Grade 6, 12 years old  
Almanza Elementary School  
Las Piñas City

***"Magkakaisang Manggagawa Para sa Kaunlaran"***

# Promoting Decent Work for All



## ILO SUBREGIONAL OFFICE FOR SOUTH-EAST ASIA AND THE PACIFIC

### MANAGEMENT

Werner Konrad Blenk  
Carmela Torres

Subregional Director  
Deputy Subregional Director and Senior Specialist on Vocational Training

### STANDARDS & FUNDAMENTAL PRINCIPLES & RIGHTS AT WORK

Temesgen Samuel	Senior International Labour Standards Specialist
Shingo Miyake	Legal Officer on International Labour Standards
Diane Lynn Respall	Senior Programme Assistant

### EMPLOYMENT

Aurelio Parisotto	Sr. Enterprise Devt. and Employment Specialist
Naomi Cassirer	Senior Gender Specialist
Junko Nakayama	Vocational Training Officer
Lourdes Kathleen Cacho	Programme Assistant

### SOCIAL PROTECTION

Kenichi Hirose	Social Protection Specialist
Sylvia Fulgencio	Senior Programme Assistant

### SOCIAL DIALOGUE

Abhik Ghosh	Sr. Labour Admin. & Labour Relations Specialist
Petha Apala Naidu	Senior Specialist on Worker's Activities
Sanchir Tugschimeg	Employer's Activities Specialist
Hilda Veronica Tidalgo	Senior Programme Assistant

### SUPPORT SERVICES

Virginia Creer	Personnel, Administrative and Finance Officer
Floerpidia Paraes	Administrative/ Human Resources Assistant
Angelina Dela Cruz	Finance Assistant
Minette Rimando	Communication & Public Information Assistant
Ma. Carmela Fuellas	Computer Technology Assistant
Roselle Agana	Secretary to the Director
Thelma Lampano	Senior Secretary to the Deputy Director
Rosalina Figueroa	Senior Secretary/ Fellowship
Ma. Alicia Fernando	Senior Secretary
Gloria Fabian	Senior Secretary
Julita Yap	Library/ Documentation Asst./ Registry Clerk
Alfredo Empil	Driver/ Registry Clerk
Antonio Jumaquio	Driver/ Registry Clerk
Antonio Triumfo	Driver

### TECHNICAL COOPERATION

<b>ISSA</b>	Hector Inductivo	Regional Director
<b>STEP</b>	Anna Lucila Asanza	National Project Coordinator
	Eloisa Raymundo	Administrative and Finance Clerk
<b>DOMWORK</b>	Ricardo Casco	National Project Coordinator
	Ma. Antonina Ducusin	Secretary
<b>InfRES/IRAP</b>	Martha Mildred Espano	InfRES Coordinator/IRAP Specialist
<b>INDISCO</b>	Domingo Nayahangan	National Project Coordinator
<b>TREE</b>	Rodolfo Baldemor	National Project Coordinator
	Sukarno Pendalilay	Community and Enterprise Organizing Specialist
	Orly Chio Mabinay	Skills Training Specialist
	Ednelyn Gulane	Administrative and Finance Clerk
	Dalisay Dicasaran	Administrative and Finance Clerk
	Nasser Sawi Ebus	Driver
	Salipada Nalud	Driver
	Laarne Tugade	Cleaner
<b>IPEC</b>	Serenidad Lavador	Chief Technical Adviser
	Ma. Concepcion Sardaña	Senior Programme Officer
	Imelda Ochavillo	Programme Officer
	Mitchell Duran	Programme Officer
	Sol Ebarle, Jr.	Field Coordinator
	Jesus Macasil	Field Coordinator
	Ronaldo Ponciano	Field Coordinator
	Vicente Magallanes	Field Coordinator
	Hazel Acabado	Finance Assistant
	Ma. Lourdes Aranzanso	Administrative Assistant
	Kalunsiang Dimalen	Country Programme Coordinator, IPEC Project on Children in Armed Conflict



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