



# FEDERATION OF FREE WORKERS

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## PROGRAMME THRUSTS OF THE FFW FOR CYCLE 2006-2011<sup>1</sup>

In its 21<sup>st</sup> National Convention in May 2001, the FFW adopted for its theme "*Promoting Decent Work in a Borderless World*". It was not expected to complete this work in the past five years that it has been initiated and undertaken. The FFW will thus sustain and improve the initiatives it has taken in this respect, at the same time that its 22<sup>nd</sup> National Convention in May 2006 has designed new policies and programs for the cycle 2006-2011 in pursuit of Decent Work

In the next cycle (2006-2011) FFW seeks to affirm the legacy left by its late founder, Juan C. Tan and, still in the overall context of promoting decent work, to focus on "*Building the Capacity of the FFW as a Trade Union-Social Movement*" or a Center for Social Movement Unionism.

Along this new direction, the FFW's 22<sup>nd</sup> National Convention has adopted the concept of social movement unionism having three elements: *organizing differently*, that is, organizing among all types of workers in modes appropriate for each type; *bargaining creatively*, by extending the principles of interest-based or win-win negotiations in all its negotiating endeavors; and acting as a *social change agent* to help transform Philippine society into a truly human and humane society.

### FFW'S INTERNAL PROGRAM

Towards this end, FFW is set internally to work towards a pentagon of organizing objectives to continue transforming itself into a social movement union. These pentagon of organizing objectives are: *workplace-based unions; community-based associations; crafts-based workers' associations or guilds; cooperatives; and civil society organizations.*

These objectives will remain to be framed by the four pillars of Decent Work: *availability of productive work; rights at work; social protection; and, social dialogue.*

In realizing these objective under the frame of decent work, the FFW's National Convention mandated the organization to deploy ten strategies. (Annex 1). Towards this end, FFW will improve itself along twelve capacities. (See Annex 2).

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<sup>1</sup> Document submitted by Atty. Allan S. Montañó to the DOLE Planning Conference, February, 2007

## FFW's External Advocacies

Aside from continuing involvement in the implementation of the National Action Plan on *Promoting Decent Work in the Philippines: Common Agenda*, promoting decent work for all types of workers will see the FFW responding to issues and advocating for national policies and programs in the following areas:

### **Availability of Productive Work**

- Fair Globalization<sup>2</sup> (See Annex Synopsis of the ILO Report) and Fair Trade<sup>3</sup> against neo-liberal globalization that promotes unbridled liberalization, deregulation and privatization.
- Critical support for the 10-point Medium Term Philippine Development Plan, (See Annex, MTPDP 10pt Agenda) emphasizing that work generation must focus on socially protected and regular work and not flexible work that are precarious, vulnerable and contractual.
- Promoting micro, small, and medium enterprises through cooperatives and workers' enterprises,
- Adopting an industrial policy that promotes agro-processing in rural areas, protects selected basic industries and promotes manufacturing of products for domestic consumption and exports. Thus, also realigning investment incentives along lines that support this industrial policy.<sup>4</sup>
- Continuing assets reforms, especially in respect to ownership and productive use of land and aquatic resources, and social housing for all.
- Greater investments in human capital formation that will make employers prefer Filipino workers because of their globally competitive skills, educational and work qualifications, and better work attitudes.
- Improving services for employment facilitation, especially in the areas of employment counseling and career guidance in particular for the youth, as well as in employment matching and placement

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<sup>2</sup> Fair Globalization is the subject of the report of the ILO's World Commission on the Social Dimensions of Globalization. See Annex \_\_, for a synopsis.

<sup>3</sup> The promotion of Fair Trade is an attempt to curve the excesses of neo-liberal globalization which underlie the multilateral agreements of the WTO, specifically in respect to unbridled liberalization or the opening up of domestic markets to global trade, and accompanied by IFI- and WTO-supported national policies and programs on deregulation and privatization. It proposes to implement liberalization in a manner that is phased, starting with those which will provide immediate benefits, and protecting vulnerable basic industries as well as providing social safety nets for firms and workers who are going to be affected in a manner that will help them restructure for global competition.

<sup>4</sup> Also See RPDAO-FFW Staff Papers on "*Determinants of Poverty: implications for unions and policy options*", Working Paper for the RTD on Poverty Eradication, April 7, 2006 and *Talakayang Malaya* on the same issue.

## ***Rights at Work***

- Campaigning for the ratification of ILO Conventions identified by the Philippine National Plan of Action on *Promoting Decent Work in the Philippines: A Common Agenda* and improving application of Conventions already ratified by the Philippine Government.<sup>5</sup> (Also see Annex 3 on List of ILO Conventions Ratified by the Philippine Government)
- Advocating for amendments in the Labor Code of the Philippines along the lines identified in the 12 Propositions adopted by the 21<sup>st</sup> National Convention's in its *Policy and Program of Action (2001-2006 (Refer to Annex 4 Summary of the 122 Propositions))* and the consolidated recommendations formulated by the recently concluded regional consultations held in Davao City,<sup>6</sup> Iloilo City,<sup>7</sup> and Manila.<sup>8</sup>
- Advocating for integration and incorporation in Philippine Law and Practice the principles defined by the ILO's *Declaration on Multinational Enterprises and Social Policy* and the *Declaration on Fundamental Principles and Rights at Work*<sup>9</sup>, the OECD *Guidelines on Multinational Corporations*, the UNO's *Global Compact Initiative*, and *Corporate Social Responsibility*.

## ***Social Protection***

Four-pronged reform in Social Insurance

### *Design and Architecture*

- Conduct social dialogue on establishing a four-pillar system within an overall social protection policy.
- Rationalize the contribution and benefits structures, and the administration of existing social insurance systems.

### *Fund Management*

- Outsource investment functions after strengthening the legal and regulatory framework.
- Align contributions rate and benefits payments, including reviewing phased increases of contribution rates and improvement of benefits

### *Quality & Equity*

- Improve retirement and pension benefits (levels and purchasing power)

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<sup>5</sup> As of 2005, the Philippine Government has ratified 32 out of the 186 Conventions of the ILO

<sup>6</sup> February, 2006

<sup>7</sup> March, 2006

<sup>8</sup> April 7-8, 2006

<sup>9</sup> Adopted by the International Labour Conference during its 86th Session in Geneva, June 1988. A Committee has been tasked to monitor the implementation of this Declaration, that requires Governments to submit annual reports to the ILO on their compliance to the Principles set forth in the Declaration.

- Study phase out of salary loans from social security systems and transferring this to a Provident Fund or Direct Contribution (DC) pillar in the proposed architecture
- Revisit proposal on housing loans
- Revisit proposals to add unemployment insurance and family allowance to the seven existing benefit branches of social security, and to establish an Employment Insurance System

#### Administration and Delivery

- Decrease the level of operating expenses (OE) and the ratio of OE to Membership Contribution (MC) and Investment Earnings (IE) of the SSS
- Rationalize and restructure staffing patterns and salary administration of the SSS
- Improve delivery of services to members in SSS (e.g. Covenant of Service Program)

#### *In Social Assistance*

- Emphasize the preventive rather than curative aspect of health care
- Improve the quality of services in public health and sanitation and occupational safety and health care, and the quality of universal primary education
- Promote social housing
- Increase the public budget (from the General Appropriations Act) for social services in general and social assistance in particular and source this from the pork barrel funds, the E-VAT and R-VAT.
- Promote community-based micro-health social assistance or social insurance programs

#### *Safety Nets*

- Improve active labor market intervention schemes, such as the PESO and Philjobnet to minimize study-work and work to work transition problems; and youth profiling, scholarship programs, employment counseling and competency-based technical-vocational education and training
- Improve targeted assistance for poor families, including livelihood generating projects and community-based health and sanitation programs.

## **Social Dialogue<sup>10</sup>**

Promote social dialogue as the principal means of cohering law and practice, in developing a common national agenda, in engaging the global trading institutions and international financial institutions, in promoting cooperation in labor relations and in promoting the four sectors of decent work.

Reform the system of appointing workers' representatives to tripartite bodies by making these appointments more transparent and making the appointees more accountable to their constituencies.

Expand the appointment of workers' representatives not only in tripartite bodies concerning labor policies but also in the Public Boards, Committees and Clusters that decide on socio-economic development policies in general and on trade and investments, taxes in particular, including in Regulatory Boards on Energy, Power and Electricity, Water and other utilities.

## **Decent Society**

As much as the realization of decent work will precipitate a transformed society, it is equally important to promote a "Decent Society" in order to attain and sustain Decent Work. In this respect, FFW will continue to advocate for:

- A Social Market Economy Model adapted to Philippine setting<sup>11</sup>
- A Parliamentary form of Government and a Federal State<sup>12</sup> through a Constitutional Convention towards the realization of a "developmental state"<sup>13</sup>
- Fiscal Discipline and a Balanced Budget, including minimizing smuggling<sup>14</sup>
- Stable Monetary Policy characterized by low inflation, stable foreign exchange rate, stable and lower interest rates than is presently experienced.
- Family Living Wage<sup>15</sup>
- Good governance.

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<sup>10</sup> The ILO defines social dialogue "to include all types of negotiation, consultation or simply exchange of information between, or among, representatives of governments, employers and workers, on issues of common interest relating to economic and social policy." Under this definition, social dialogue can be bi-partite or tripartite. However, social dialogue has now taken on a broader meaning in that it is no longer limited to the "tripartite partners" but has broadened to include "other partners" in the civil society as well as the various national and global actors that shape not only economic and social policy but political and cultural policies as well.

<sup>11</sup> The Social Market Economy Model of socio-economic integration was adopted by the FFW's 18<sup>th</sup> National Convention, the main elements of which are "freedom, social justice and solidarity".

<sup>12</sup> Federalism and a Parliamentary form of Government were adopted as an official advocacy platform of FFW by the Governing Board in 1987. Since then, FFW mostly favored a Constitutional Convention as the means to achieve these goals.

<sup>13</sup> A "developmental state" is a type of "rational/legal state" where the "state is greater than business" as the state is "involved in a lot of economic activities. See Annex for the Hutchcroft Matrix of states and Romulo Neri's description of how an oligarchic state or booty capitalist state works in the Philippine setting.

<sup>14</sup> See also A.C. Asper, "Taxing Solutions to the Fiscal Crisis", FFW-RPDAO. 2005

<sup>15</sup> A family living wage has been a continuing advocacy of the FFW since its founding. Its realization has been incorporated as a task in the first and amended Constitution of the FFW and again affirmed as one of the goals in FFW's "Statement of Vision, Mission, Core Values and Goals".

- Reforms in the judicial and electoral systems.
- Cooperative Industrial Relations System along the *Social Partnership Accord (SPA) Model*,<sup>16</sup> and the *12 Propositions* in amending the Labor Code<sup>17</sup>

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<sup>16</sup> The Social Partnership Accord (SPA) Model, an enhanced collective bargaining agreement, was pioneered by the National Steel Labor Union-FFW in 1996 in Iligan City and was replicated/adapted by several unions of the FFW. (See also, “*Bargaining without tears and fears*”, in page 7, Workers’ Satellite, Volume 5, No.3, September 1997) and Antonio C. Asper; “*Workplace Democracy and Cooperation: The Social Partnership Accord (ISPA) Model of the National Steel Corporation*”, (revised, July 2005. powepoint presentation with Notes). This experience gave impetus to efforts within FFW to promote interest-based or win-win negotiations that was eventually incorporated into the PSI’s training programs on negotiation and resulted in the publication of a pamphlet on the same subject.

<sup>17</sup> These 12 Propositions have been spelled out in the FFW Policy and Program of Action (2001-2006), under the theme of the 21st National Convention “Trade Unionism in the 21<sup>st</sup> Century: Promoting Decent Work in a Borderless World”. (Also published in DLSU-AKI Quarterly, Volume 1, No. 4, November 2003).

## Deploying Ten Strategies

The way to achieving the results necessitates cohering ten strategies which, in the past, FFW has deployed. These are:

1. Through *organizing* all types of workers, expanding their memberships and consolidating their various organizations, realize the social movement character of the FFW as an evolving Center
2. Through *cooperatives and workers' enterprises*, develop options or alternatives for livelihood and income security of workers and their families
3. Through *research and ICT*, improve knowledge-base, profiling, information-sharing and communications among unions, workers' associations, and workers' enterprises, as also between and among the social partners;
4. Through *legislation*, and standards setting cohere and develop law and practice on decent work and promote globally compliant and harmonized labor and social standards;
5. Through *advocacy*, strengthen the voice of workers in policy-making and implementation at national, industry and enterprise levels.
6. Through *workers' education and training*, arouse, organize and mobilize workers for social movement unionism;
7. Through *competency-based training, assessment and certification in a lifelong learning continuum, equivalency and recognition of prior learning*, build workers' capacity for decent work and self-development towards controlling their everyday work life;
8. Through *employment counseling, matching and placement*, provide continuing paid work and productive work for workers here and abroad;
9. Through *collective bargaining and social negotiations*, improve the quality of workers' life and work as well as achieve work-life balancing;
10. Through *social dialogue*, converge public and private-sector programs and mobilize resources for promoting decent work and social solidarity.<sup>18</sup>

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<sup>18</sup> Social solidarity here is taken to mean actions including consumer protection, preventing ecological degradation and restoring ecological balance

## Building Twelve Capacities for the FFW

Deploying the ten strategies

- to achieve optimal results in three key defined areas
- towards realizing the pentagon of mutually-reinforcing objectives
- that are framed by the four sectors of decent work

require building twelve capacities of FFW to effectively carry out its vision, mission and goal as a trade union and social movement at the same time.

In addition to the capacities that have been well developed by the FFW as a traditional trade union, such as in organizing unions, collective bargaining, grievance handling and shop stewardship, and handling labor and labor-related legal cases, and workers' education and training, capacity building -- in the next five years -- foremost, shall involve the FFW in strengthening its actions on:

1. Learning to effectively and efficiently *organize workplace-based unions, community-based associations, crafts-based unions or guilds, functional cooperatives and profit-making workers' enterprises and social issue-focused civil society organizations; and to expand their membership and consolidate their various organizations into a center of Social Movement Unions;*
2. *Practicing Result-Oriented Planning, Monitoring and Evaluation*<sup>19</sup> at all levels of the FFW, from its most basic unit to its highest organizational and administrative structures, that are consistent with these Policy and Program of Action, and which are framed by the Vision, Mission, Core Values and Goals of the FFW; and installing performance appraisal systems.
3. Re-orienting its education and training programs about trade unionism and technical education and skills development along the frame of *competency-based training, assessment and certification, including recognition of prior learning and equivalency within a lifelong learning continuum*, and gaining the techniques to do this, including in courses on effective leadership, managing cooperatives and business enterprises and in revitalizing the FFW Educators' WebLink (FEWL) and the Philippine Social Institute (PSI) for this purpose;
4. Engaging the World Trade Organization (WTO) and the Regional Trading Arrangements (such as the Asia-Pacific Economic Community and the ASEAN Free Trade Association), as well as the International Financial Institutions (IFIs, such as the International Monetary Fund, the World Bank Group and the Asian Development Bank) into a social dialogue in order for these institutions to

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<sup>19</sup> The Result-oriented planning, evaluation and monitoring (ROPeME) method was introduced first to the FFW Governing Board by its solidarity partner – the CNV Internationaal – in October, 2002 and sustained till now. As a result, this methodology has gained widespread acceptance and application that now includes the trade federations and some local affiliates.

- incorporate at least the *Core International Labor Standards*<sup>20</sup>, the principles of the *Global Compact Initiative* (GCI, see Annex \_\_) and the *Millennium Development Goals* (MDG, see Annex \_\_) into their policies and programs and/or Operating Manuals, as applicable in each global institution.
5. Building capacities to negotiate social charters,<sup>21</sup> global framework agreements and multinational codes of conduct, using the supervisory mechanisms of ILO to promote Freedom of Association and Free Collective Bargaining, as well as to represent members in international supervisory mechanisms established by the OECD, the UNO, ASEAN and such like;
  6. Learning the art and techniques of effective and accountable *workers' representation and social dialogue* in and within public bodies when advocating for specific policies and programs for good governance, sustainable socio-economic development and labor and social relations, including gaining skills in political mapping, bills-writing, legislative lobbying, alliancing, and political networking;<sup>22</sup> and training leaders and militants in the art and science not only of collective bargaining but also more broadly in *interest-based or principled negotiations* <sup>23</sup>in a bi-partite, tri-partite and multi-partite setting,
  7. Mastering information, education and communication (IEC) techniques and technologies as tools for internal and external advocacy of policies and programs, sub as web-based communication and information sharing, management information systems, including establishing a data bank on the profiles of members, and information that are needed in collective bargaining, and other research studies;
  8. Expanding the services of FFW's Legal Center to enable it to represent and defend the legal cases of all types of members and supplementing this by *continuing training of para-legal advocates*, and organizing them as a craft union or guild;<sup>24</sup> as well as building the capacity of the legal center to intervene in the judicial or quasi-judicial fora to promote and advocate for socially-relevant national policies and programs.

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<sup>20</sup> The ILO lists eight core-labour standards as composing the CILS: 1) Convention 87: Freedom of Association and Protection of the Right to Organize; 2) Convention 98: Right to Organize and Collective Bargaining; 3) Convention 105: Abolition of Forced Labour; 4) Convention 138: Minimum Age for Employment; 5) Convention 182: Worst Forms of Child Labour Convention; 6) Convention 100: Equal Remuneration for Work of Equal Value; 7) Convention 29: Forced Labour; 8) Convention 111: Discrimination in Employment and Occupation. The Philippine Government is signatory to all 8 of these conventions, as of December 2005

<sup>21</sup> FFW has been invited to take part in the ASEAN Trade Union Council (ATUC) to push for the ASEAN Social Charter, the full text of which Social Charter is attached as Annex \_\_

<sup>22</sup> This term is used here to mean building a network of legislators across party lines who can be depended on to sponsor bills proposed by FFW and its allies, and to work for their passage into law by Congress. Accordingly, this is felt to be effective especially in cases of focused or single-issue legislations.

<sup>23</sup> A Short description of principled negotiation may be found in the Annexes to this draft PPOA.

<sup>24</sup> The National Paralegal Council of the FFW resulted from the undertaking of the FFW-BATU-WSM Implementors and the CNV-assisted FFW Workplan to train paralegals from among the officers and members of the FFW, in cooperation with the FFW Legal Center.

9. Expanding and strengthening the *FFW Occupational Safety and Health (OSH) Advocates*<sup>25</sup> to capacitate them to formulate policies and carry out programs on OSH in their workplaces or communities through programs such as SOLVE,<sup>26</sup> Reproductive Health, Responsible Parenthood and Family Welfare,<sup>27</sup> and become certified health or safety officers.
10. Improving its capacity for *research-based studies, pronouncements and statements*<sup>28</sup> on issues of significance to firms, industries, the nation, the region and the world and in support of its planning, monitoring and evaluation exercises and advocacy programs.
11. *Gaining adequate capacity to run, and expand in its branch offices, the FFW's Public Employment Service Office (PESO)* which has been recognized as an outlet in NCR,<sup>29</sup> and reconfiguring it as a one-stop-shop common facility for employment counseling, matching, placement, access to training and livelihood or for incubating<sup>30</sup> micro, small and medium scale workers' enterprises and cooperatives;<sup>31</sup>
12. *Improving the system of dues collection, creating trust funds and revolving funds* for specific purposes such as for legal defense, education and training, scholarship, assets acquisition, and *learning to invest the surplus funds* of the FFW and its affiliates in order to enhance their capacities for sustainable and self-reliant funding.<sup>32</sup>

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<sup>25</sup> The OSH Advocate resulted from FFW's training program on occupational safety and health under the Philippine Social Institute (PSI) and the FFW-CNV Workplan, undertaken in cooperation with the OSHC, which revived the previous programs that trained a number of union officers to participate in in-plant health and safety committees. Training Programs on Reproductive Health and Responsible Parenthood have also been undertaken separately and jointly by the FFW Women's Network (FWN) and the Philippine Social Institute (PSI). These various programs now need to be cohered.

<sup>26</sup> SOLVE is an ILO-formulated integrated training module on OSH involving whose expanded meaning includes resolving in the workplace the following OSH problems: Stress, Tobacco, Alcoholism, HIV-AIDS and Violence in the workplace

<sup>27</sup> A Program on Reproductive Health and Responsible Parenthood has been undertaken by the FWN and the PSI between 2004 and 2005. Another Program is on the planning board of the FFW Secretariat.

<sup>28</sup> This is carried out by the FFW's Research, Project Development and Advocacy Office (RPDAO) with support coming from the BATU-IIWE Socio-Economic Development Project, the FFW-CNV Workplan and the ILO-Manila Office.

<sup>29</sup> In January 2005, the FFW and the DOLE-NCR signed a Memorandum of Agreement recognizing the FFW in NCR as Public Employment Service Office (PESO). Capacity building to operate the PESO is ongoing with technical assistance provided by the DOLE-NCR.

<sup>30</sup> Incubating" involves providing common offices, office equipment, administrative staff and a common website for members wanting to engage in entrepreneurial activities, until they can go on their own.

<sup>31</sup> The FFW-BATU-WSM Program includes the organization of a Tertiary Cooperative, composed of primary and secondary ones, as part of its project goal. This was initiated through a Roundtable Discussion it conducted at the FFW Board Room last September, 2005.

<sup>32</sup> A conference on Sustainable and Self-Reliant Funding for FFW was conducted in 2004 from which recommendations were presented. Currently, under the FFW Workplan, a legal defense fund and a scholarship fund for union officers who have been dismissed because of their union activities has been set up. See also the *Report of the National Treasurer on the Finances of the Federation for the years 2000 to 2005*.

## List of ILO Conventions Ratified by the Philippines

No	Title	Date Ratified
17	Workmen's Compensation, 1925	17.11:1960
19	Equality of Treat (Accident Compensation), 1925	26.4;1994
23	Repatriation of Seamen, 1926	17.11:1960
29	Forced Labor	2005
53	Officers' Competency Certificates, 1936	17.11:1960
59	Minimum Age (industry) (Revised), 1937	17.11:1960
77	Medical Examination of Young Persons (industry) 1946	17.11:1960
87*	Freedom of Association and Protection of the Right to Organise, 1948	29.12:1953
88	Employment Service, 1948	29.12:1953
89	Night Work of Women Employed in Industry, 1948	12.12:1953
90	Night Work of Young Persons (industry) (Revised) 1948	29.12:1953
93	Wages, Hours of Work and Manning (Sea) (Revised), 1949	29.12:1953
94	Labour Clauses (Public Contracts), 1949	29.12:1953
95	Protection of Wages, 1949	29.12:1953
98*	Right to Organize and Collective Bargaining, 1949	29.12:1953
99	Minimum Wage Fixing Machinery (Agriculture), 1951	29.12:1953
100*	Equal Remuneration for Men and Women Workers for Work of Equal Value, 1951	19.12:1953
105*	Abolition of Forced Labour, 1957	17.11;1960
110	Plantations, 1958	10.10:1968
111*	Discrimination (Employment and Occupation), 1958	17.11.1960

118	Equality of Treatment (Social Security), 1962	26.4:1994
122	Employment Policy, 1964	13.1:1976
138*	Minimum Age, 1973	4.6:1998
141	Rural Workers; Organisations, 1975	18.6:1979
144	Tripartite Consultation (International Labour Standards), 1976	10.6:1991
149	Nursing Personnel, 1977	18.6:1979
157	Maintenance of Social Security Rights, 1981	26.4:1994
159	Vocational Rehabilitation and Employment (Disabled Persons), 1983	23.8:1991
176	Safety and Health in Mines, 1995	27.2:1998
179	Recruitment and Placement of Seafarers, 1996	13.3:1996
182*	Worst Forms of Child Labour, 1999	12:2004
*Core Labour Standards		

Source: ILO, in Leogardo (2005)

## **12 PROPOSITIONS FOR ESTABLISHING A MORE COOPERATIVE LABOR RELATIONS SYSTEM IN THE PHILIPPINES<sup>33</sup>**

### **Summary**

**Proposition 1:** The orientation of reforms in labor and social legislation should focus on developing social partnership in creating employment AND in promoting decent work.

**Proposition 2:** Coverage of the Labor Code should be expanded to include legal guarantees and protection for the unionization of other social sectors or along any mode of organization that can protect and promote their freedom of association and advance collective bargaining or social negotiation.

**Proposition 3:** Standards to be defined by a revised labor code should hue more closely to international labor and social standards, principally on the core international labor standards and complementarily on ILO and UN Conventions and Recommendations ratified or supported by the Philippines government but which have not yet been incorporated into our national laws.

**Proposition 4:** Particularly on employment, the labor code review and reforms should aim at strengthening active and passive labor market interventions by government to make it a crucial or strategic player in the labor market.

**Proposition 5:** Provide for institutional mechanisms that will give fiscal and financial aid and incentives to corporations who restructure for global competitiveness with a social dimension.

**Proposition 6:** Improve social protection schemes that will provide better, adequate and portable social security and protection for workers, such as limited unemployment benefits, improved retirement benefits and pension, survivors' benefits, sickness benefits, medical care, disability or work injury benefits, maternity benefits, family allowances, on the one hand and social housing and continuing education and training on the other.

**Proposition 7:** Strengthen institutional mechanism for social negotiations such as summits, tripartism, social compacts, social dialogue and collective bargaining or such other schemes of co-decision or co-determination that may be adapted to the Philippine setting, all for the purpose of assuring workers' and people's

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<sup>33</sup> Revised (September, 2003) from FFW's Policy and Program of Action (2001-2006) in "*Trade Unionism in the 21<sup>st</sup> Century: Promoting Decent Work in a Borderless World*", FFW, July 2001.

participation in decision-making and in the implementation of policies and programs that affect their lives, their work and their interests.

**Proposition 8:** Mandate the negotiation of social plans at plant level in cases of corporate restructuring that affects work, the workplace and the workforce.

**Proposition 9:** The mechanisms being proposed for more consensual labor relations necessitates an overhaul of the concept, rules and procedures regarding employee representation.

**Proposition 10:** There should be transparency and sharing of information, not only as a matter of statutory right but also as a right gained in collective bargaining.

**Proposition 11:** Corporate ownership should be changed or widened, from closed or family-owned to open and more public corporate ownership.

**Proposition 12:** There should be less legalism in labor relations and less delay in the resolution of disputes.