

THE PHILIPPINES: CONSOLIDATION OF THE LABOUR MOVEMENT - RAF 2016-19

Programme Objective	Indicators	Baseline	Means of verification
Partner organisations and their target group, organised workers (women and men), have increased their participation and capacity to defend and claim their rights.	<p>1. Examples of progressive¹ reforms, policies, agreements or amendments presented or actively advocated by the partner organisations.²</p> <p>Target: At least one (1) example per project and year.</p>	<p>1. In 2015, all projects organisations can provide examples of at least one (1) reform, policy or other issues pushed or advocated by them.³ However, not all have resulted in adopted policies.</p>	<p>1. Midyear and annual reports.</p>
	<p>2. Number of new/re-negotiated Collective Bargaining Agreements (CBAs), or other examples of improved socio-economic rights of the target group.</p> <p>Target: At least five (5) CBAs or other examples annually for the program.</p>	<p>2. In 2015, the project organisations contributed to nine (9) CBAs being completed and/or re-negotiated. This resulted in verifiable improvements in salaries, benefits and labour conditions for at least 1 456 workers and union members.</p>	<p>2. Dialogue meetings/monitoring or communication.</p>
	<p>3. Number of legal cases filed or other formal complaints presented by the target group or the partner organisations.</p> <p>Target: At least fifty (50) workers have annually filed legal cases when their rights have been violated.</p>	<p>3. In 2015, the project organisations provided legal support and training to hundreds of workers. In 2015 alone, this resulted in at least 218 workers winning cases against their respective employers concerning issues such as non-payment of salaries, illegal dismissals.⁴</p>	<p>3. Partner meetings.</p>

¹ For example concerning energy, transport/infrastructure, climate change and sustainability, security of tenure, social security, non-discrimination, labor standards including occupational health and safety, womens' rights, the peace process, transparency etc.

² For example in tripartite and bipartite bodies, national and local sector councils and other local special bodies.

³ Some of the highlights from 2015 are: Draft amendments to the Land transportation and Traffic Code as well as Local Government Code; The National Electrification Administration's draft amendment to CBA; and a draft joint department order for the protection of commercial fishing workers by the Department of Labour and Employment

⁴ Some of the highlights from 2015 are: 173 workers won cases against their respective managements, ranging from non-payment of salaries and or overtime, benefits to illegal dismissals; 43 Filipino fishers were released from imprisonment in Indonesia. The partner organisations also succeeded in pressuring the government to provide the fishers with a PHP 2 million livelihood-project which was used to construct three fishing vessels, and 2 workers who had been demoted from sewers to janitors were reinstated, thanks to the union pressuring the management.

Intermediate Objective 1	Indicators	Baseline	Means of verification
<p>The partner organisations influence policy and contribute to raising public awareness through advocacy, campaigning and participation in governance.</p>	<p>1. Examples of partner organisations' participation in governance and decision-making⁵ processes on local, regional and national levels. Target: The Palme Center will collect data on at least five (5) examples annually for the program.</p>	<p>1. The civic space of the labour movement, especially the unions, in the Philippines is limited. According to several of the Palme Center's partner organisations, anti-union attitudes of politicians and employers pose a great obstacle for workers' rights to defend their socio-economic rights and their right to freely assemble. Currently, all Palme Center partner organisations participate in platforms and fora for policy with different stakeholders. The most common examples are collaboration with local government units through Bottom-up Budgeting⁶, sectoral councils, consultations and meetings with the Department of Labour and Employment, and participation in bi- and tripartite councils. There are also collaborations established with the Department of Trade Industry, National Electrification Administration.</p>	<p>1. Participant evaluation /- questionnaires</p>
	<p>2. Examples of partner organisations' networking and coordination with other civil society organisations in campaigns and advocacy. Target: At least four (4) examples annually for the program.</p>	<p>2. In 2015, the project organizations aligned with other civil society organisations, within and outside the program, to campaign and influence policy on issues such as:</p> <ul style="list-style-type: none"> - Climate change and energy democracy; - Against illegal practices of the fishing industry; and - Against fast food companies exploitation of young workers <p>Some of the external organisations were the Passionist priests in General Santos, the International Union of Foodworkers (IUF), Greenpeace Southeast Asia.</p>	<p>2. Participant lists, Annual written reports from partner organisations, Interviews with partner organisations.</p>

5 For example bottom-up budgeting, people's plan, national disaster reduction and other policies.

6 Bottom-up-Budgeting (BuB) is a policy pushed by the labour party Akbayan and adopted by the government coalition under the administration of Benigno Aquino II (of which Akbayan is part). The BuB allows participation and influence of civil society groups in local governance, in particular in the allocation and distribution of government resources on the local level.

Intermediate Objective 2	Indicators	Baseline	Means of verification
<p>The target group has increased awareness of its rights and improved their leadership skills.</p>	<p>1. Percentage of individuals undergoing trainings of partner organisations who report increased knowledge and skills as a result. Target: At least eighty (80) percent annually for the program.</p>	<p>1. The general awareness among Filipino workers concerning their human rights, in particular their socio-economic rights, is low.</p>	<p>1. Midyear and annual reports. Focus group interviews. Dialogue meetings/monitoring or communication. Partner meetings.</p>
	<p>2. Percentage of women participating in project activities. Target: At least forty (40) percent per year for the program.</p>	<p>2. In 2015, the total share of women participants in project activities were forty seven (47) percent.</p>	<p>2. See above.</p>
	<p>3. Percentage of individuals who become capable leaders, educators or organisers after undergoing relevant training by partner organisations. Target: At least forty (40) percent of the total number of participants, throughout the entire project cycle, have contributed in organising, education or similarly of the project organisations.</p>	<p>3. The target group is new and has yet to undergo relevant leadership trainings.</p>	<p>3. See above.</p>
Intermediate Objective 3	Indicators	Baseline	Means of verification
<p>The organisations within the program enhance their organisational capacity.</p>	<p>1. A) Increased number of individual members of the partner organisations. Target: At least three thousand (3 000) new members per year. 1. B) Increased number of unions and cooperatives created and affiliated to the partners within the program. Target: At least ten (10) new affiliates per year.</p>	<p>1. A) The project organisations have a total of 51 519 individual members by the end of 2015. This is an increase by 6 785 since 2014 (43 841). 1. B) In 2015, the project organisations recruited sixteen (16) new unions and three (3) new cooperatives, thereby contributing to the continued consolidation of the labour movement and increased membership.</p>	<p>1. Midyear and annual reports.</p>
	<p>2. Number of internal policies, routines, steering documents, educational material, committees etc. of partner organisations which have been established, updated or developed. Target: At least five (5) examples annually for the program.</p>	<p>2. The levels of organisational capacity and needs varies between the different partner organisations.</p>	<p>2. Dialogue meetings/monitoring or communication.</p>
	<p>3. Examples of project staff increasing its capacity in relevant areas.⁷ Target: At least one (1) example per organisation and year.</p>	<p>3. The levels of project staff capacity varies between the different partner organisations.</p>	<p>3. Partner meetings.</p>

⁷ For example in the area of conducting research, reporting, administrative skills, conducting trainings, business model development, strategic planning, social media etc.