

**Tripartite Industrial Peace Council  
and Tripartite Executive Committee Labor Sector**

**JOINT RESOLUTION NO. 02**  
*Series of 2013*

***“Calling on All Government Agencies to Uphold the Protection and Promotion  
of Workers Rights”***

**WHEREAS**, the State recognizes labor as a primary social economic force hence, it endeavors to protect the rights of workers and promote their welfare;

**WHEREAS**, the promotion and protection of the rights of workers are vital in achieving inclusive growth through decent work;

**WHEREAS**, it is the policy of the State to adopt the generally accepted principles of international law as part of the law of the land and adheres to the policy of peace, equality, justice, freedom, cooperation, and amity with all nations;

**WHEREAS**, the Philippine Government is a signatory to the eight (8) ILO Core Conventions categorized as:

- a) The rights to form or join trade unions and workers' organizations of one's choosing and without distinction whatsoever and the promotion of the rights to organize and the right to free collective bargaining with management (C87 on Freedom of Association and Protection of the Right to Organize; C98 on Collective Bargaining)
- b) Freedom from forced and bonded labor, involuntary servitude, slavery or slave-like conditions at work (C29 on Forced Labor; C105 on Abolition of Forced Labor)
- c) Freedom from discrimination at work, including getting equal pay for work of equal value (C100 on Equal Remuneration; C111 on Discrimination [Employment and Occupation])
- d) Elimination of the worst forms of child labor (C138 on Minimum Age for Employment; C182 on Worst Forms of Child Labor)

**WHEREAS**, one of the challenges faced by workers in the Philippines is ensuring respect to freedom of association and collective bargaining, and the need to strengthen compliance with these constitutionally protected rights as increasingly observance of these core conventions are a factor in trade relations;

**WHEREAS**, in order to reinforce the promotion and protection of workers' rights, the Philippine Government should demonstrate its earnestness in upholding the same hence, it should be vigilant and intolerant of violators of said rights;

**NOW THEREFORE, BE IT RESOLVED, AS WE HEREBY RESOLVE**, that we, the National Tripartite Industrial Peace Council (NTIPC), reconstituted through Executive Order No. 49, series of 1998, as amended, and duly constituted as the High Level Tripartite Monitoring Body on the Application of International Labor Standards, in particular ILO Convention on Freedom of Association and Protection of the Right to Organize pursuant to TIPC Resolution No. 1, series of 2010, recommends the following:

- 1) For the President to give a directive that all offices under the executive branch shall refrain from engaging companies or business organizations found to be violating the rights of its workers and failed to comply with the award or order; and
- 2) For the Department of Labor and Employment, together with the Department of Budget and Management and Commission on Audit, to inform all government offices to refrain from engaging companies or business organizations found to be violating the rights of its workers, and to include the observance of these rights as a factor in the procurement of products and services from companies or business organizations. Specific example is the Dusit Hotel Nikko case docketed as ILO Case No. 2716 where the ILO found that the termination of 90 NUWHRAIN-Dusit Hotel Nikko Chapter officers and members who shaved or cropped their hair was in violation of the principles of ILO Convention No. 87;

**APPROVED** this 9<sup>th</sup> day of May 2013, at Occupational Safety and Health Center, Diliman, Quezon City.

  
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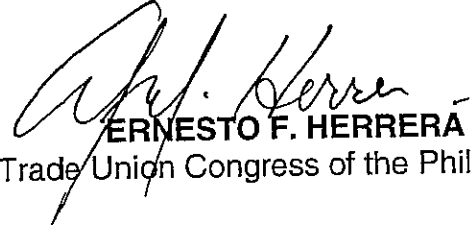
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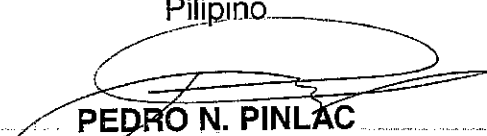


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