

TUCP Statement on the DOLE Transition Conference 6-7 July 2004

Sa 10-point agenda ng ating mahal na Pangulong GMA, isa ang direct concern ng DOLE. Ito ang Agenda No. 1: "The creation of six million jobs in six years via more opportunities given to entrepreneurs, tripling of the amount of loans for lending to small and medium enterprises and the development of one to two million hectares of land for agricultural business."

Ok to. Maganda yan. This is proper appreciation of priorities.
Let us work together seriously to meet this ambitious but correct target.
Sa tingin ko, doable yan kung pagtutulungan.

But life and work is not mere jobs and meager wages.
There should be more to employment and entrepreneurship.

In any case,
we have a formal listing of our proposed amendments to the Labor Code and other regulations – which we have submitted to DOLE and Congress.
Also we have a listing of the top 13 concerns of workers and unions, which Secretary Pat and other DOLE officials and we in TUCP monitor every quarter or so.
I can give you copies of these if you wish.

I don't have to re-present these.
Sa amin hindi ito ang mas mahalaga.
For us, the important thing is you ...
The DOLE officials the DOLE people the DOLE bureaucracy.
Your mindset, your attitude your aptitude ...
... your commitment to the cause of workers and their unions and their communities.

Sa amin,
the DOLE should be responsive to a new political direction.
Ang dati ay walang kwenta.
The old one was elitist, largely catering to the interest of the haves, less to the have-nots.
The old direction exploited people.
People are being used for other things, rather than their own interest.
People are getting tired of these,
and the poor are moving to the left – who romantically promise the world and everything.

The old direction was not serious with people's problems.
Kung nasaan ang pera doon ang tungo ng lahat.

Ngayon parang wala nang middle ground – either mahirap ka o mayaman.
The country is polarized.
We should be concerned: delicato itong sitwasyon na to.

The new direction should be people's politics
-- people's needs and wants as basis of changes.
All these past 60 years – money and power was everything.

We should think of the good of the majority
We should not forget people's needs and aspirations.

Ano ang magagawa ng DOLE dito?
DOLE people should start with themselves
The most basic concern of workers and unions is compliance with
fundamental ILO Conventions, which, for the most part, are contained
in our national laws and regulations.
Are DOLE people ensuring that this compliance is guaranteed?
Ang sagot ay hindi.
Mapait man pero iyon ang totoo.
Regardless of the seriousness and efforts of DOLE's officials,
despite all our good intentions, the results are not good.
Meron ngang mga DOLE agencies at opisyaales na nagiging instrumento ng pagsupil
ng karapatan ng manggagawa.
Madaling magsabi na fragmented ang Philippine trade unions, na mabagal ang
union organizing sa Pilipinas.
Pero ano ang role ng DOLE sa ganitong pangyayari?
May mga frivolous cases against registered unions, pinapabayaang magtagal.
Meron mga CEs tumatagal ng two years bago ma-order.
Merong mga kompanya tahasang physically preventing CEs from taking place,
walang magawa ang election officer.
Meron nga panalao na sa CE, dalawang taon na wala pang bargaining.
Bakit?
Pwede ba -- tigilan na natin ang over-due process na to.

Ang tingin namin:
In your zeal to comply with DOLE's indicators of success –
So many notices not maturing into actual strikes
Less workplaces with violations of labor regulations
So many training programs conducted with so many trainees

... nawawala na ang tunay na concern sa manggagawa at sa union.
We have overly concerned ourselves with numbers.
We have relegated to the background the quality of our work.

Hala nga, let's have an examination of our conscience.
Let's start with ourselves.
Think of the time when you first came to DOLE,
fired by the enthusiasm of doing good for workers and the country, xxx
What happened between then and now?
Anong nangyari sa atin?
Tayo pa rin ba ito?

Kung minsan di namin kayo masisi.
Sa pagdaan ng panahon, sa tagal ng panunungkulan nyo sa DOLE,
Sa dami ng problema, violations of law, disputes, strikes,
na dumaan sa inyong mga kamay ...
Sa tingin ko, karamihan sa inyo ... sa atin ... somehow na-inure sa mga ito.
Nag- takeover ang ating defense mechanisms.
We take these things now as par for the course,
as part of bitter reality – of which we can do very little about.
Sabi natin: Ganyan talaga. Nag-iisa ako ... diko kaya lahat ng problema.
Bahala na. Tama na to. Pwede na.
Para tayong nagsawa.
And we have withdrawn from our original noble intentions
of doing good for workers, country and community.

Hindi yan ang solusyon, mga kasama.
Ang dapat ay pagbabago, a re-dedication to DOLE's and our calling.
Dapat pag-ibayuhin pa ang ating efforts.

Are we still contributing to changes in social conditions?
Are we really so devoted to law that we forget about justice and equity?

The Philippines is fast becoming a country of traders and vagabond workers.
Nauubos na ang viable manufacturing operations.
Nawawalan na ng makabuluhan, remunerative jobs dito sa bansa.
Lalong dumarami ang problema.

Ano ang gagawin natin?
Ano ang gagawin ng DOLE?
Well, you will discuss these things in the next two days.

Wag lamang nating kalimutan:

Leadership by example --

your people in the bureaus and regions look up to you.

And: Changing our flagging mindsets.

We just can't have more of the same things we have done in the past.

Wag rin nating kalimutan:

Let's have a tripartite oversight committee to evaluate and monitor what policies and programs you will plan and implement.

In closing,

In all these

If you are true

to yourself and DOLE's calling –

you can't go wrong.

We hope you have good and lively discussions.