

TRIPARTITE LABOR DAY DECLARATION
May 1, 2002 LABOR DAY CELEBRATION

WE, THE REPRESENTATIVES of Government, Workers and Employees on the occasion of the celebration of labor Day in the Centennial Year of the Philippine Labor Movement.

RECOGNIZING that the sacrifices and initiatives of the pioneers of the Philippine Labor Movement serve as an inspiration in pursuing the goals of democracy and a better quality of life for the Filipino worker and society as a whole;

RESPONDING to the realities and challenges of globalization, improving standards of living, and promoting the mutual interests of workers and employers;

ACCEPTING our shared responsibility and accountability toward ensuring sustainable and equitable development of the country;

COMING together to underscore our commitment to core labor standards so that social progress and equity can go hand in hand with economic progress; and,

AFFIRMING that the promotion of the country's competitiveness in an environment of social justice and equity, shall be through the active partnership as well as the coordinated and creative responses of government, employers, and workers.

DO HEREBY REAFFIRM OUR COMMITMENT TO:

1. Respect and promote the ILO Declaration on Fundamental Principles and Rights at Work and comply with the labor standards embodied in the ILO Core Conventions by:
 - Upholding the basic workers' right to freedom of association and collective bargaining, the elimination of all forms of forced labor, the abolition of child labor, and the elimination of discrimination in respect of employment and occupation;
 - Implementing the Philippines' Action Programme for Decent Work;
 - Encouraging and implementing industry agreements and enterprise-based codes of conduct and social dialogues pushing for compliance with ILO core conventions and Philippine labor standards laws.
2. Promote the growth of unionism by:
 - Simplifying requirements for the registration of unions and collective bargaining agreements and certification election;
 - Rationalizing the exercise of the assumption of jurisdiction powers of the Secretary of Labor Employment;
 - Fast-tracking the disposition of all labor cases.
3. Ensure the protection of the right of workers to security of tenure by:
 - Rationalizing the privatization of government entities

- Reviewing governmental commitments to WTO, AFTA and APEC as well as international financial institutions to align these to job creation, preservation, protection and enhancement as specified in the Employment Summit of March 2001 and the National Socio-Economic Pact of November 2001.
4. Recognize the contribution of the informal sector and all marginalized sectors in the economy and their inherent right to social protection by:
 - Providing better access to productive assets, legal resources, security of tenure, occupational health and safety and social protection;
 - Calling for policy adjustments to accredit informal sector organizations and cooperatives as collecting agents of SSS and PHIC.
 5. Uphold and implement the constitutional guarantee of all living wage within a fixed and realistic time frame, working towards an acceptable tripartite formula and recognizing the vital role of an established and truly responsive wage-fixing machinery.
 6. Improve the social, economic and financial environment beneficial to both workers and employers by:
 - Ensuring that lowered interest rates shall have a positive impact on consumers;
 - Providing access to credit, technology and market to micro, small and medium scale enterprises;
 - Reviewing the policy on power, water, fuel, communications and other public utility rates in order to reduce the cost of production and the workers' cost of living;
 - Establishing productivity and skills enhancing measures which guarantee mutual gains among all parties;
 - Providing consultative mechanisms prior to the implementation of economic measures, and installing social protection to employers and workers that are adversely affected by such measures.

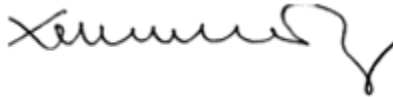
WE SHALL PURSUE THE FOREGOING COMMITMENTS BY:

1. Installing a monitoring mechanism under the National Tripartite Industrial Peace Council, particularly looking into the time periods and the sectoral commitments;
2. Establishing a system of periodic dialogues toward harmonizing fiscal, social and economic policies; and,
3. Adopting a selection procedure for ensuring sectoral representation in all tripartite and other policy-making, monitoring and implementing bodies.

SIGNED THIS 1ST OF MAY, 2002 IN MANILA, PHILIPPINES.

PATRICIA A. STO. TOMAS
Secretary
Department of Labor and Employment

Representing the Workers Sector:



DEMOCRITO T. MENDOZA
President
Trade Union Congress of the Philippines



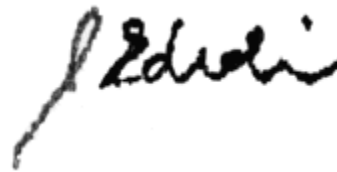
RAMON J. JABAR
National President
Federation of Free Workers



GREGORIO DEL PRADO
President Emeritus
Alliance of Filipino Workers



VLADIMIR R. TUPAZ
President
Trade Unions of the Philippines and Allied Services



DANIEL L. EDRALIN
Chairperson
Alliance of Progressive Labor



ROBERTO M. OCA, JR.
President
Pambansang Diwa ng Manggagawang Pilipino



BENJAMIN C. ALAR
Secretary-General
National Confederation of Labor

TIMOTEO A. ARANJUEZ
Chairman
Congress of Labor Organizations

Representing the Employers sector:



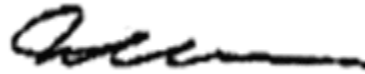
DONALD G. DEE
President
Employers' Confederation of the Philippines

SERGIO R. ORTIZ-LUIS, JR.
President
Philippine Chamber of Commerce and Industry,
Inc.



ANIANO G. BAGABALDO
Philippine Exporters Confederation, Inc.

MIGUEL B. VARELA
Chairman of the Board
Philippines, Inc.



MENELEO CARLOS, JR.
Chairman of the Board
Federation of Philippine Industries, Inc.



JOHN K. C. NG
Acting President
Federation of Filipino Chinese Chambers of
Commerce and Industry, Inc.

GUILLERMO LUZ
Executive Director
Makati Business Club