



**The Global Initiative**  
*for Economic, Social and Cultural Rights*



**Parallel Report submitted to the UN Committee on Economic, Social and Cultural  
Rights**

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**Submitted by:**

**Defend Job Philippines**

*and*

**Global Initiative for Economic, Social and Cultural Rights (GI-ESCR)**



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### **Submitting Organizations:**

**Defend Job Philippines** is a non-profit and non-stock organization registered at the Securities and Exchange Commission in September 2009. The organization was founded by displaced women and men workers, labor unions and other sectoral groups in Metro Manila affected by the global economic crisis. Under the banner of Defend Job, Defend Life, workers, urban poor and different sectors are united for the realization of human rights including right to adequate standard of living, right to work, health, food and housing.

Defend Job Philippines gives focus to economic, social and cultural rights as they have particular importance in improving the condition of the poor especially women. The organization also believes that causes of the violations of civil and political rights are found in the violations of ESC rights. Thus, the organization strives to learn and effectively use international human rights framework and mechanisms to claim people's rights.

Defend Job Philippines' mission it to raises awareness in various workplaces and communities about human rights, document and expose violation of these rights, address these cases to the government's attention and forge solidarity amongst social movements and affected people for the realization of human rights and social justice.

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**The Global Initiative for Economic, Social and Cultural Rights (GI-ESCR)** is an international non-governmental human rights organization which seeks to advance the realization of economic, social and cultural rights throughout the world, tackling the endemic problem of global poverty through a human rights lens. The vision of the Global Initiative for Economic, Social and Cultural Rights is of a world where economic, social and cultural rights are fully respected, protected and fulfilled and on equal footing with civil and political rights, so that all people are able to live in dignity.

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## **Introduction**

This report provides information on the status of the implementation of the International Covenant on Economic, Social and Cultural Rights (ICESCR) in the Philippines with specific focus on Articles 7, 8 and 11 of the Covenant. The report also provides an update on the status of human rights defenders advocating for the protection of economic, social and cultural rights.

The information used in this report is based on the documentation and research by Defend Job Philippines in partnership with affected community organizations namely; PIMACRI, KASUSIKA, TAMBULI ng MAMAMAYAN, SAMANA.

The legal framework of this report is based on existing international and domestic laws affecting economic, social and cultural rights, namely:

- a. Philippine Constitution
- b. The Labor Code of the Philippines
- c. Wage Rationalization Act
- d. Herrera Law
- e. Urban Development and Housing Act
- f. Magna Carta of Women

## **Rights Discussed in this Report**

The right to work, the right to adequate housing and land and property rights have been recognised in the Philippine Constitution as basic human rights, but the implementation towards the fulfillment of these rights are far from what is envisioned in the Constitution.

There are existing laws such as the Herrera Law,<sup>1</sup> Urban Development and Housing Act (UDHA) and other policies in the Philippines that run counter to the ICESCR and are a hindrance to the full enjoyment and realization of economic, social and cultural rights. For instance, while the UDHA includes concepts from General Comments No. 4 and No. 7, courts are allowed to order evictions even in violation of the prohibition on forced eviction as laid out in those General Comments, which require evictions to only occur in the most exceptional circumstances, after all feasible alternatives to eviction are explored with those effected, after General Comment No. 7 due process protections are afforded, and that no eviction render persons homeless or place them at risk of other human rights violations.

In the field of promoting adequate housing and land and property rights, the existing practice of the Philippine government of demolitions and forced evictions giving way to Mega Public Private Partnership Projects, grossly violates economic, social and cultural rights of the urban poor in the Philippines, including women.

Human rights defenders in the Philippines who are fighting to protect economic, social and cultural rights are subject to reprisals and different forms of persecution. There is an on going trend of harassment, intimidation and criminalization of human rights defenders, trade union leaders, housing advocates and community organizers who work for human rights and fight for social justice.

We hope that a strong political will and sincerity of the new administration in the government can truly help in improving the working and living conditions of workers, women and the urban poor.

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<sup>1</sup> Republic Act No. 6715 of March 2, 1989.

## Updated Information

### Article 7

The passage of the Wage Rationalization Law has pushed down the wages of Filipino workers for 27 years already. The current legal minimum wage set by regional wage boards in the Philippines is very far from the family living wage. According to think tank Ibon Foundation,<sup>2</sup> the family living wage for a family of five on August 2014 is P1086 or \$23.60 per day. Yet, in the National Capital Region, the minimum wage as of August 2016 is only P491 or \$10.67 per day. Whilst in other regions, the minimum wages are even lower despite prices of many commodities in the provinces are higher than the National Capital Region.

Although government data shows that in 2015, the compliance rate for the minimum wage was 84.7% at the national level and in the NCR, the compliance rate was 85.5 percent, it doesn't mean that the condition of workers is better. According to our interviews with workers, many of them were forced to say during labor inspections that they are paid with the legal minimum wage to avoid threats of dismissal from employers.

Also, many complaints have been lodged at the National Labor Relations Commission concerning non-payment of minimum wages which takes years of legal battles between workers and their employers. Not even one violator has been sent to jail. In addition, the criminal penalty linked with non-payment of the minimum wage is also very low: according to RA8188 should not less than P25,000 nor more than P100,000. The imprisonment should not be less than two (2) years nor more than four (4) years. Even if these penalties were enforced, they would not act as a adequate disincentive because they are so low. Many workers are also discouraged to file complaints or to pursue cases that have been filed, in order to retain their jobs and due to lack of support from the government for their legal battles as well as strong pressure from employers. **Also, whenever a worker is dismissed from work, he or she receives nothing from the government such as unemployment assistance or legal support.**

Instead of taking heed of the demand of Filipino workers to implement a National Minimum Wage of P750 per day or \$16.30 per day, a two tiered wage system was implemented in 2012.<sup>3</sup> It was first tested in the Southern Tagalog Region and the concrete effect was wage cuts in the already low mandated minimum wage of the workers. This wage system is set to be implemented nationwide.

While wages are pushed down, In contrast, IBON said that big business is reeling in huge private profits. Between 2010 and 2014, the net income of the Top 1000 corporations grew 41% (from Php804 million to Php1.14 billion); and between 2010 and 2014, the net income of the some 360 listed corporations grew 33% (from 438 billion to Php583 billion).<sup>4</sup>

Also, the increasing rate of unemployment in the country has been used by companies to pushed down. When workers were asked, "why are they keeping their jobs amidst very low wage?" and they answered that they have no choice because it's the only job they find. In May 2016, Ibon Research Foundation said that Philippines still has the worst unemployment in Asia. In the latest labor force survey (LFS) data has official unemployment in the country at 5.8% in January 2016.<sup>5</sup>

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<sup>2</sup> See: <http://ibon.org/>

<sup>3</sup> See: <http://www.gov.ph/2012/06/10/dole-two-tier-wage-system-on-track-key-to-improving-phl-competitiveness-on-wage-flexibility-and-pay-and-productivity/>

<sup>4</sup> See: <http://ibon.org/2016/01/under-aquino-real-minimum-wage-up-by-only-p17-amid-huge-private-profits/>

<sup>5</sup> See: <http://ibon.org/2016/05/amid-growth-ph-unemployment-still-worst-in-asia-ibon/>

The passage of the Herrera Law or contractualization law in 1989 has perpetrated the rampant practice of short term employment contracts. Workers are easily dismissed after five months of work and deprived of their basic rights to fair wages, job security, social protection and union rights. Short term contract workers earn below the minimum wage, with no benefits. There are cases where on their first day of work, they are forced to sign blank documents which happened to be resignation and waiver papers in the future saying that the company has no obligation to them or that a worker voluntarily resign and cannot claim for separation pay. Short term contract workers have no voice inside the factory otherwise they will be easily dismissed if they complaint and because of the rising unemployment then workers are forced to work for short term contracts or with very low wages. An estimated 24.4 million or around 63% of total employed are actually in poor quality work, consisting of: non-regular and agency-hired workers (6.6 million), private households (2.0 million), self-employed without paid employee (10.7 million), employer in own family-operated farm or business (1.2 million), or unpaid family work (3.9 million).

A huge fire took place in Kentex Manufacturing- a slipper factory in Brgy. Ugong Valenzuela City in May 13, 2015 which killed 72 workers.<sup>6</sup> Investigation shows that the factory was owned by a Chinese businessman, Beato Ang. The workers were fatally trapped inside the factory due to lack of fire exits. Investigation also showed that the company was issued a compliance certificate before the tragedy from the Department of Labor and Employment and also a business permit from the Local Government of Valenzuela, despite the fact that the factory clearly did not comply with occupational health and safety standards, including fire safety standards. The workers who survived the tragedy shared that aside from violations of health and safety standards, the factory is also operating like a sweatshop—precarious contracts, no job security, working 12 hours a day for a meager P220 of wages and without any benefits, even those mandated by the government. There are many cases where deductions from salaries of workers for their Social Security System and Philhealth Insurance premiums were not remitted by their employers. This is a criminal act on the part of the employers, taking money from the the workers' fruit of labor. This has resulted to even harder harder condition for workers because they cannot avail benefits such as maternity, emergency and educational loans, disability and death benefits.

It is very alarming to know that after the Kentex tragedy, precarious work in various sweatshops like Kentex continue. The monitoring and compliance are supposed to be stricter in implementation but still the companies which are not complying with labor standards continue their operations, without government oversight or penalties. They continue to deceive and put the lives of our workers in great danger.

From June 2015-August 2015, a month after the Kentex tragedy (factory fire that killed 72 people), Defend Job conducted surveys and interviews with 150 workers in more than 40 factories in order to know their situation and to gather their views and demands. Data shows that the top concerns of workers are: very low wages (lower than the legal minimum wage); contractualization; 12 hour working days without overtime and night differential pay; lack of health and safety measures inside the factory; and inhumane working conditions. Inhuman working conditions included no supply of drinking water, deprivation of sleep, no access to toilet. no break until the reliever will come, no proper ventilation, and exposure to chemicals. Workers, especially women, also became housekeepers and domestic helpers for their employers and families of their employers. There are cases where workers clean and cooked in their employer's house or do household chores.

In addition, the Polytechnic University of the Philippines Department of Sociology and Anthropology in partnership with Defend Job conducted research project focusing on one barangay in Valenzuela and

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<sup>6</sup> See: <https://www.theguardian.com/global-development-professionals-network/2015/jul/20/the-inside-story-of-the-kentex-disaster-74-workers-died-but-no-one-is-in-prison>

found the same pattern of violations and abuse occurring against working people there. Out of fifty workers interviewed: 42 said they received below minimum wage; 35 worked for 12-hour long days; 32 were on short term contracts; 27 workers said they were working in unsafe working conditions; and all of them were not members of any union in their factories.

## **Article 8**

Government data shows that the unionization rate is gradually decreasing nationwide; 9.9% of total salaried workers in 2008; 9.7% in 2009; 9.3% in 2010; 8.9% in 2011 and 8.5% in 2012. Harassment of union members results in intimidation of low paid workers and those working on short terms contracts who arguably have the most to gain from union membership. The number of workers covered with collective bargaining agreements is only 227,049 based on the data of the Bureau of Labor Relations, September 2013.

Workplaces which are unionized are threatened and busted through different forms of contractualization such as outsourcing of workers in Philippine Airlines leaving more than 2000 workers displaced and some were absorb in third party service providers where previous rights and benefits are gone.

The 237 illegally dismissed workers of Toyota Motors are still fighting for justice despite 2012, 2013 and 2015 International Labor Organization Recommendation urging the Philippine Government to pursue for a equitable negotiated solution in the labor dispute between Toyota Motor Philippines Workers Association and Toyota Motors Philippines Corporation.

## **Article 11**

UDHA is the main national law relevant to the right to adequate housing in the Philippines. According to the state report, there have been initiatives to promote adequate housing in the Philippines such as presidential proclamations, community mortgage program and other resettlement programs. However, it is alarming the many cases of demolition and forced eviction impacting marginalized people in urban poor communities including women in the guise of “development” and providing housing to “informal” settlers.

### **Forced Eviction of Urban Communities**

Demolition Watch Program of Defend Job Philippines, documented 57 incidents of forced evictions and demolitions affecting 73,013 families from 2010 to 2013 that gave way to Public Private Partnership Projects including infrastructure, commercial residences, entertainment facilities and giant malls. In the name of urban development, the state invokes the Urban Development and Housing Act to argue that these evictions and demolitions are legal, although they rise to violations of the prohibition of forced eviction as laid out in General Comments No. 4 and No. 7.<sup>7</sup>

On October 22, 2014, residents of Phase 5, Orosa Compound, Tanyag, Taguig City received a Notice of Self Eviction/Demolition signed by the Office of the City Administrator of Taguig. The residents have lived there since 1970s. The location is formerly idle land. Due to lack of access to housing and capacity to pay for rent, the people settled there and develop into a community. The said Notice said that the residents are illegally occupying the land owned by the local government of Taguig. A second Notice of Self Eviction/Demolition was then issued on January 2015. Also, in meetings between residents and the Office of the Local Government of Taguig through the Urban Poor Affairs headed by Mr. Agapito Cruz and Taguig Local Housing headed by Generoso Ignacio on January 27 and February 4, the residents of

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<sup>7</sup> See: <https://demolitionwatch.wordpress.com/statements-and-documentation/>

Orosa Compound were ordered to vacate the land because the government intends to construct a development project known as Medium Rise Building (MRB).

The affected residents are worried because for them, the notice of demolition and eviction means loss of their livelihood, homes and even a destruction of their economic, social, cultural roots in the community. Most work in factories, shops, and markets near the community. It means further hunger and poverty. The community of Orosa Compound had been collectively developed by the sweat and hard won struggles of the residents for many decades already. They continue to build the community including their school, church, basketball court, roads, water and power facilities. Given the foundation the community has built and their desire to continue to develop their community facilities, it is difficult to understand why the City government is opting for eviction and demolition.

Indeed, this plan of the Local Government of Taguig brought fear and anxiety to the residents including women, the old and the children. Feared to be excluded and that their lives will worsen because of the demolition. It is also very disappointing to know that the local government mercilessly said to the residents especially those who already received notices that they are not entitled to any support or program from the government. And that affected families shall be sent to the provinces under the “Balik Prubinsya” program where the government will only purchase travel tickets and essentially abandon them.

In November 2010, residents of Fort Bonifacio Tenement, Taguig City were surprised to receive individual notices from the National Housing Authority (NHA), National Capital Region informing them to vacate their houses because the building is ‘no longer fit for occupation’. The notice also stated that the residents shall be entitled to relocation pursuant to the provisions of RA 7279 of the Urban Development and Housing Act. However, the residents undertook research about the matter and found that the Task Force on Building and Bridge Inspection of the Department of Public Work and Highways (DPWH) had previously recommended that the NHA should initiate the structural evaluation and rehabilitation of the whole building and the engagement of the services of consulting firm to undertake the Detailed Engineering Investigation and Design for the Retrofitting of the Fort Bonifacio tenement. However, the recommended retrofitting works were not implemented.

The residents complained about the eviction and the matter reached the attention of the House of Representatives’ Committee on Housing and Urban Development. The Committee on Housing and Urban Development of the House of Representatives undertook an inquiry on the issue and came up with HR 790 in 2011 which, among others, adopted the recommendations: that a decent and temporary relocation for those who will be displaced shall be guaranteed; that the NHA and the Housing and Land Use Regulatory Board (HLURB) shall implement a housing project in the same area, the funding of which shall be considered by the Congress in the coming budget hearing; and that the displaced residents shall be given priority to purchase a unit in the said housing project.

But still on August 14, 2014, the NHA issued individual Notices demanding that the residents vacate the Fort Bonifacio Tenement within 30 days from time of receipt and informing them that the NHA has a relocation site located at Southville 2 , Brgy. Aguado, Trece Martirez, Cavite. However, the relocation site is about two (2) to three (3) hours drive from Taguig where the Fort Bonifacio Tenement is located. The units allotted to Fort Bonifacio Tenement residents are not yet ready for occupancy because construction is not yet finished.

Transportation costs from their usual places of livelihood to the intended relocation site would reach about P400.00 a day. Moreover, electricity is limited only from 6:00am in the morning to 6:00pm in the evening. In fact, according to relocatees in the area from Mandaluyong, they still have no electrical connections despite being relocated to the area one year ago. There is also no potable water supply in the area as the

only source of water supply is a deep well and all relocatees have to fall in line to fetch water through manual pumping. Because of the high cost of bus fares and transportation, many relocatees from Metro Manila had a hard time reporting to their usual work and lost their jobs.

Unfortunately, there are also no available livelihood and job opportunities in the relocation site. Many children of relocatees were also forced to momentarily quit their studies because they could not afford the high cost of daily travel. There is a school in the relocation area but not enough to accommodate all children.

The residents are further investigating whether the reason behind their eviction is the joint venture project ARCA SOUTH of the City government of Taguig and the big real estate company AYALA LAND. Ayala Land is one of the largest estate company in the Philippines, responsible for malls, condominiums, and luxurious residential areas.

### **Status of Land and Property Rights in Proclaimed Areas**

Sometime in 2011, goons and private security guards were deployed inside the community of Sitio Kaunlaran, Western Bicutan, Fort Bonifacio, Taguig City on the orders of Dona Marga Osorio Cobbarubias. She introduces herself as the broker of Bonifacio Group of Ninety One Inc (BGNOI), a group of retired military officials claiming the parcel of land occupied by urban poor including women and civilians.

The community of Sitio Kaunlaran, Western Bicutan, also known as AFP Officers Village, is a public land protected under the Proclamation 461, which means that this is not owned by any private individual or corporation. Yet, the AFP Officers Village Association Inc (AFPOVAI) claims ownership of parcels of this land after backing off from their claim of owning all the land of the village.

The regular presence of goons and private guards in the community has vitiated the atmosphere and turned the former peaceful community into a war zone. Private guards and goons have indulged in many cases of harassment, physical attacks ranging from pelting stones to shooting at residents with firearms and so on to instill fear and scare the residents away from the area. These continued attacks have traumatized the community and disrupted the everyday lives of women with a serious impact on their livelihood and food security.

### **Update on the Status Land and Property Rights in Resettlement/Relocation Areas**

Those evicted or demolished in the urban areas are thrown to far flung relocation areas. In four (4) relocation sites where we conducted documentation: Kasiglahan, Montalban Rizal, Southville VIII-B, Southville III, Poblacion Muntinlupa City and Sunshine Ville, Cabuco, Cavite, the relocatees are telling the same stories of daily sufferings and challenges. All four relocation sites are very far from the location of work of the relocatees. One relocation site is declared as having earthquake fault line and therefore not safe to live with. Also all of them do not have hospital and very far from medical facilities in case of emergencies.

Also reported are the many cases of ejection due to unpaid rents by the relocatees. Many of them are forced to go back already in urban areas where they can find work or livelihood.

It is also not true that such relocation areas, the so called beneficiaries have security of tenure. This is because under the USUFRUCT AGREEMENT, the beneficiaries are not given entitlements to the housing units but only the right to rent is for a specific period of time.



## Recent and continued attacks against communities

On August 23, 2016,<sup>8</sup> homes of more than 300 fisherfolk and farmers' families were brutally demolished by more than 500 joint forces composed of demolition personnel, Philippine National Police and Philippine Air Force to give way to a high end beach resort. The said community is very abundant in aquatic resources and tree crops that serve as the main source of livelihood not only for the affected families but in nearby places as well.

President Rodrigo Duterte<sup>9</sup> during a meeting with members of the business community announced that one of his economic agenda is the acceleration of infrastructure spending through Public Private Partnership. Also in his State of the Nation Address, the President said that “No Demolition, Without Relocation”. Many communities are alarmed and worried already regarding these declaration as it can be used to easily demolished communities as long as there is a relocation program in order to give way to projects which will only benefit the business companies and shall only endanger the lives of the people. On the other hand, the communities are welcoming President Duterte's plan that he will provide in city socialized housing which provides access to work and social services.

## The Plight of Human Rights Defenders working on Economic, Social and Cultural Rights

Between 2010-2015, 15 people have been killed in the Philippines as a result or connected to violent forced evictions, such as in Paranaque, Caloocan, Navotas, Malabon and Manila. Antonio Homo (killed on March 16, 2011 inside his house during resistance against the demolition in Sitio Kadiwa, Navotas), Sol Gomez (Pangarap Village), Marlyn Sumera (a journalist from Malabon City opposing demolition in the area), Erning Gulfo (urban poor leader from Malabon), Malou Valle (urban poor leader from Tondo) and four others. On April 23, 2012, Arnel Leonor, a resident from the Silverio Compound died due to a gunshot wound to the head during a bloody and violent demolition.<sup>10</sup>

Illegal arrest and detention against human rights defenders fighting for economic, social and cultural rights is commonplace. Various incidents have been documented in many communities such as in Corazon de Jesus, San Juan City, Silverio Compound, San Dionisio, Paranaque, Guatematal Compound, San Isidro, Makati City, Sitio San Roque, Brgy. Bagong Pag-asa, Quezon City and Sitio Kadiwa, Brgy. San Roque, Navotas City.<sup>11</sup>

**MARITES BACOLOD (women and urban poor rights defender)**, a staunch defender of women's and urban poor rights and a disabled person was arbitrarily arrested and detained for her active participation in defending their community including filing a complaint to the United Nations Human Rights Committee.

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<sup>8</sup> See: <http://www.anakpawis.net/2016/08/anakpawis-condemns-violent-demolition-of-rural-community-in-patungan-cove-maragondon/>

<sup>9</sup> See: <http://www.gmanetwork.com/news/story/570703/money/economy/duterte-s-economic-team-reveals-10-point-socioeconomic-agenda>; See also: <http://www.rappler.com/nation/140860-rodrigo-duterte-speech-sona-2016-philippines-full-text>

<sup>10</sup> For media coverage, please see: <http://www.rappler.com/move-ph/4338-silver-homes-to-rise-from-rubble-of-demolished-silverio-compound>; <http://www.gmanetwork.com/news/story/255903/news/metro/one-killed-as-residents-assault-police-in-violent-paranaque-demolition>; <http://news.abs-cbn.com/nation/metro-manila/05/31/12/group-condemns-anti-demolition-leaders-killing>; <https://www.change.org/p/justice-to-the-killing-of-marlou-valle-justice-peace-for-sitio-damayan>; <http://bulatlat.com/main/2012/08/14/urban-poor-leader-killed-to-pave-way-for-%E2%80%98development-project%E2%80%99/>; <http://ireport.cnn.com/docs/DOC-641312>

<sup>11</sup> To find the names of victims, please see: <https://demolitionwatch.wordpress.com/2012/12/05/on-the-arrest-of-marites-bacolod-and-criminalization-of-leaders-of-corazon-de-jesus/>; <https://demolitionwatch.wordpress.com/2012/02/06/second-formal-complaint-of-corazon-de-jesus-residents-filed-to-the-united-nations-special-rapporteur-on-adequate-housing/>; <https://demolitionwatch.wordpress.com/2012/03/07/formal-complaint-nagkakaisang-samahan-sa-kadiwa/>; <https://demolitionwatch.wordpress.com/2012/04/24/100/>

The filing of trumped-up charges against human rights defenders fighting for economic, social and cultural rights is a common tactic of the government to silence these advocates. Such as the case of **AMELITA BRAVANTE (Board Member of Defend Job Philippines, women, trade union and urban poor rights defender)** a long time women and labor rights defender who has been charged with multiple murder cases along with other trade union leaders. As Amelita was forced to go into hiding to avoid arrest and detention, her work as a human rights defenders is severely affected. Just like Bravante, her husband Renante Gamara (trade union leader and peace consultant) also a trade union leader and a peace consultant for the peace process of the National Democratic Front of the Philippines, Roy Velez (trade union leader) of Kilusang Mayo Uno and Randy Vegas with Raul Camposano of the trade union confederation COURAGE are also facing the same fabricated criminal charges.

There are also incidents of death threats such the case of **GLACY MACABALE**, a woman leader and campaign director of the huge movement protesting against the destructive MANILA BAY RECLAMATION PROJECT.<sup>12</sup>

For the protection and realization of economic, social and cultural rights in the Philippines, it is essential that civil society members working to protect those rights, can do so without fear of intimidation, threats, harassment (including legal harassment through trumped-up charges), physical assaults, disappearances and murders. The Filipino government is obliged (under the ICESCR and the ICCPR) to protect those working to protect and advance economic, social and cultural rights, such as labour rights advocates, unionists, residents forcibly evicted, women's rights advocates and housing rights advocates. This includes putting in place legal protections and enforcing such protections. Where the perpetrators of violence and harassment against such defenders are third parties, the government is obliged to take active steps to investigate and prosecute the crimes and to ensure that its acts and legislative and policy settings signal to third parties, including the private and business sectors, the legitimate role of civil society actors in advocating for the protection and realization of economic, social and cultural rights. )

We respectfully urge the Committee on Economic, Social and Cultural Rights to recommend the Government to:

1. To repeal the Herrera Law and pass the Regular Employment Bill which will guarantee security to all workers. To pass a law and implement unemployment benefits or assistance for dismissed or unemployed workers.
2. To repeal the Wage Rationalization Law and pass a law that will ensure fair wages to workers such as the demand for a National Minimum Wage Law. In the meantime, strict monitoring, compliance and accountability for non compliance of minimum wage law.
3. To take effective measures to improve working conditions in the Philippines, including by strictly implement the labor standards in all workplace; investigating and urgently stopping the sweatshop condition of workers in Valenzuela City and elsewhere in the country; providing free legal and unemployment assistance program to distressed workers; and, putting in place mechanisms so that labor inspection do not endanger the work of workers.
3. To review the Urban Development and Housing Act and repeal provisions allowing or legalizing forced evictions and demolitions and enact provisions specifically protecting the right to adequate housing and

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<sup>12</sup> See: <https://demolitionwatch.wordpress.com/2014/07/27/bs-aquinos-public-private-partnership-ppp-program-is-for-foreign-and-domestic-superprofits-protected-by-violations-of-peoples-rights/>

prohibiting forced evictions, including in accordance with General Comments Nos. 4 and 7 of the Committee, and to interpret the revised UDHA consistent with all human rights obligations.

4. To halt the practice of forced evictions and demolition in accordance with General Comment No. 7 of the Committee. Instead, the government should be encouraged to provide adequate housing to urban poor communities, access to social services and security of tenure to urban poor dwellers including urban poor women and in-situ up-grading of settlements.

5. To stop all Public Partnership Projects that are destructive and dangerous to the rights and lives of the people. Instead, the government should be urged to invest directly in communities and assist them to develop sustainable adequate housing, livelihoods and associated services.

6. To provide access to justice to urban poor and women who are victims of marginalization and discrimination.

7. To strengthen and broaden efforts in educating workers, urban poor both men and women about their human rights stated in various domestic laws such as in the Philippine Constitution.

8. To drop all fabricated charges against human rights defenders and to hasten the enactment of a law giving unconditional and omnibus amnesty to all political prisoners who are also human rights defenders.