

National Plans of Action for the Promotion and Protection of Human Rights - Philippines

1. Women
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Implementation/Social Mobilization Plans

1. Rural Workers
2. Informal Labor
3. Youth
4. Children

SECTORS	NATIONAL	.	PHRP AGENDA	.
.	SITUATIONER	LEGISLATIVE	ADMINISTRATIVE	PROGRAMME OF ACTION
1. Women	Legal Discrimination	Repeal discrimination laws in areas of politics, justice, health, employment, education and property rights	Institute measures which will promote women's participation in politics and governance and ensure equal access to the allocation and distribution of public lands.	Affirmative Action program - promotion of employment opportunities for women Land Tenure Empowerment Program - no gender bias and discrimination in the access, control, and benefits of farm workers to lands by CARP
.	Violence Against Women (VAW)	Amend laws not responsive to the needs of VAW victims - decriminalize prostitution, widen the concept of traffic of persons, recognize rape and sexual violence in situations of conflict as war crimes; redefine rape as a crime against person and dignity; redefine domestic violence as crime	Organize VAW victims to form support system; formulation, development and implementation of projects on VAW victims Establishment of Sexual Harassment Boards in schools, universities, workplaces unions, and government offices Initiate bilateral relations with	Support system and direct services to VAW victims like creation of women's desk in police stations, assignment of female investigators, prosecutors, judges, medical personnel in VAW cases; establishment of crisis centers and provision of educational and productive opportunities

			receiving countries to protect migrant workers and practice selective overseas employment	
.	Others: non-recognition of reproductive rights, poor state of health, stereo-typing and sexism, limited educational and employment opportunities	Pass laws to eliminate discrimination and protect the rights of women	Education - integration of gender perspective in all levels of private and government learning and training institutions Health - implement gender-sensitive health care services; promote family planning and reproductive health rights; educate women of their health rights, research on environmental and occupational health	Education - research on sexism, stereotyping and gender bias in textbooks in schools; training on gender-sensitivity in law enforcement agencies
.	.	.	Promote daycare and breast feeding centers and other support services; promote equal share in parenting, bread winning, and housework arrangements Implementation existing anti-discriminatory laws, international human rights instruments, and strengthen monitoring efforts in human rights and humanitarian law and the effects of armed conflict on women Encourage media activities showing positive images of women; training programs for women in non-traditional roles so as diversify	Labor-saving devices to reduce drudgery of women's work Public hearings and tribunal where women can speak and be heard Career guidance orientation where stereotyped career tracking will be corrected
2. Children	Those in conflict with the law - experience prolonged	Creation of a comprehensive juvenile system which includes Child and Family Courts "Amendment of the	Provision of separate facilities and detention centers at the provincial and municipal levels; expeditious	Socio-legal defence for children; continuous training for project implementors and law enforcers; collection

	detention: detention with adult offenders: inadequate rehabilitation programs Working Children - increasing incidence of violation of labor code provisions	provision on the suspension of sentence and commission of child offenders in institutions (Art.192 Of PD 603)	disposition of cases; inclusion of child- sensitive measure in investigation/ litigation procedures; more rehabilitation centres and facilities	of data Programs for the children to improve their work ethics, skills development children's rights
	Those in situations of armed conflict - limited access to basic services due to militarization of areas		Inclusion of the non- use of child combatants as part of the agenda peace process	Advocacy and social mobilization for and of children, specifically on the Rights of the Child
	Street Children Those trapped in sexual exploitation Victims of natural disasters, abuse and drug and substance abuse Children of migrant workers indigenous Cultural Communities (ICC), and refugees	Discrimination of vagrancy Laws protecting the child from the use of narcotics and psychotropic subtonic and the production and trafficking of such	Inclusion of the non- use of child combatants as part of the peace process agenda Early detection, intervention, and rehabilitation programs and law enforcement for the prompt protection of abused, neglected, exploited, and all other children in difficult circumstances Inclusion of a course on child rights in the law curriculum	Development and implementation of a program which would enhance family functioning skills among low-income communities
3. Youth	In-school youth - violation of right to freedom of expression and access to quality education: protection from campus violence	Drafting and passage of an act on the Guidelines in the Conduct of School Rallies and other Student Mass Actions Institutionalization in school boards and other policy- making bodies Studies on strategies to increase the youth's access to relevant and quality education	Implementation and coordinating mechanisms for the implementation of the Anti-Hazing Law Monitoring structures in schools and communities to reduce drugs and substance abuse	Formulation/ strengthening of programs that would better equip the youth by making them aware of their rights For LGUs to have alternative approaches in reaching out to the youth and to recognize them as partners in nation- building
	Out of school youth - inaccessibility to			Programs to institutionalize human rights education and gender-sensitivity for

	capability building and manpower development			out-of-school youth
	Working youth - vulnerability to exploitative employers	Review and amend relevant laws concerning the protection of the rights of working and special youth	Reviewing the State's policy on tourism and imposing stricter licensing requirements for tourism business, including non-renewal of licences, for establishments found to be venues for sexual exploitation of the youth	
	Special youth - includes youth of ICCs, those with disabilities, those in situation of armed conflict, victims of natural disasters and calamities, and delinquents.		Strengthening/ establishment of school systems to make them aware of their rights. Strengthen efforts against violators; strengthen implementation of RA 7610 and PD 603; provision on the separation of youth offenders and adult offenders.	National campaigns to shape public knowledge, perception, and attitude towards special youth to integrate them better into the society and increase their potential for self-determination. Formulation/ strengthening of programs which provide legal assistance to young victims of violence.
4. Indigenous Cultural Communities	Illiteracy due to scarcity of schools	Education - inclusion of a course/subject on the appreciation of ICC culture; mandatory course on indigenous law in law schools; establishment of an institute of Studies on Cultural Community in UP, transferring of scholarship program/grants for ICCs from DECS/CHED to OMA, ONCC, and OSCC.	Education and research - comprehensive census, survey and mapping of ICC household; continuous research on ICC needs; study on the possibility of implementing local economy under the LGC as a system of limited self-rule. Monitoring of human rights by the CHR through its human rights desks.	Research Programs specifically on customary laws and concepts; customs and traditions, population of ICCs, and other socio-economic factors, cultural mapping and other ICC - related issues. Advocacy Programs - intensive information dissemination campaign on ICCs; speedy resolution of various tribal issues and concerns; orientation program for all CHR offices and other IP agencies in the human rights of IPs from a holistic world view.
	Insufficiency of basic social services and social infrastructure support		Support Projects/Services - upgrade and improve coordination for	Support system in the implementation of DAO O2 s. 1993 l ending programs -

			effective delivery of basic social services; social infrastructure support services such as roads, bridge, and transportation, assistance to tribal council	to infuse the required funds in the acceleration of the growth of tribal enterprises
	Political instability in their communities causing massive displacement and land dispossession	<p>Short-term acts banning access of non-tribal individuals, logging concessionaires, etc. from ICC domains</p> <p>Recognizing and promoting the rights to self-determination intellectual property; ban on bioprospecting and biopiracy in ancestral domains; customary laws into system of laws of the Republic; repeal of laws which alienate from ICCs their lands, forest stands, mineral</p> <p>Recognition and adoption of indigenous systems of customary laws and traditional mores; integrating codified resources, and other communal and ancestral patrimonies</p>	POs and NGOs; exemption of ICCs paying taxes on small scale industries	
		<p>Law to involve ICCs in the planning, policy formulation implementation, and evaluation of programs affecting them</p> <p>Appointment of ICC sectoral representative</p> <p>Immediate ratification of ILO Convention N° 169 and other human rights covenants by Congress</p>	Representation and involvement - adequate representation of ICCs at all levels of government; representation and involvement of tribal councils in all local government unit decisions and programs through the tribal affairs council; tapping tribal councils as stewards/protectors of forests	Tribunal Council Organizations/POs Development Program - developing and strengthening the institutional roles of the tribal councils in the development process through capability-building programs.
		Institution of legal framework for the autonomy of ICCs	Autonomy and Equality - operationalization	

		<p>outside the Cordillera and the ARMM</p> <p>Full implementation of the Cordillera ICCs autonomy</p>	<p>and enhancement of tribal councils as self-governing bodies; recognition of the ICCs conflict resolution and peace maintenance mechanisms and leave the enforcement of internal security with traditional tribal warriors; respect ICCs freedom to cultivate cultural relations with foreign peoples; guarantee ICCs equality with the rest of Philippine citizenry.</p>	
5. Muslim	<p>Discrimination - unequal trade, opportunities especially of Muslim women; abusive use of the term "Muslim" by the media and some government officials in their reference to Muslim issues</p> <p>Curtailement and violation of religious rights - desecration of mosques and other places of worship; prohibition or wearing islamic attires in school.</p>	<p>Include as libellous the derogatory use of criminal who belong to the Muslim tribe.</p> <p>Increase the penalty of the crime of violation of places of worship and consider it a serious offense and grave felony</p>	<p>Investigation, prosecution, and dismissal of law enforcers.</p> <p>Adoption of non-discriminatory guidelines in providing witnesses protection to Muslims.</p> <p>Promotion of rights in schools - exemption from taking theologic courses; allowing them to wear their Islamic attire; provision of prayer rooms in public establishments, schools and offices where there are Muslims.</p>	<p>Media campaign on the proper use of the word "Muslim"</p> <p>Information drive through the collective efforts of the OMA, CHR, Muslim NGOs and POs as well as the religious sector to educate the Muslims of their human rights.</p>
	<p>Militarization and other violations - intrusion and encroachment of Muslim ancestral domains, violations of rights during custodial investigation; indiscriminate military operations in Muslim communities; military abuse of authority, illegal arrests, massacre, harassment, involuntary disappearance; ecological aggression and exploitation of natural resources detrimental to livelihood opportunities</p>	<p>Enact a law punishing law enforcers committing sexual abuse.</p> <p>Bill to support the peace process, suspend the election in ARMM until the registration of Muslims outside the ARMM.</p> <p>Establishment of shariah courts in Metro Manila and Metro Cebu.</p> <p>Establishment of a fund for assistance</p>	<p>Dismantling of military checkpoints in areas where they are no longer needed.</p>	

		to Madrasah education.		
	Lack of proper representation in various government organizations.	Elevation of the Office of Muslim Affairs to Department of Muslim Affairs.	Appointment of Muslim representatives in decision-making agencies of the government. Appointment of Shariah lawyers in the DOJ, CHR and Philippine embassies abroad where there are Muslim migrant workers; strengthen the legal services for the OMA by having more Muslim lawyers in plantilla positions.	For enforcement agencies to involve OMA in all custodial investigations to address the legal needs of Muslim crime suspects.
			Representation in the tri-media and integration of their customs and traditions in existing guidelines of the MTRCB	
6. Elderly	Plight of elderly mendicants - violation of their inherent right to reside in a ; limited access to health care.	Bill to conduct barangay survey to determine the extent and kinds of abuses committed against the elderly with corresponding appropriations to cover the 41,924 barangays of the country	EOs to upgrade retirement benefits, PCSO funding for free medicines for government hospitals intended for disadvantaged sectors through special draws twice a year, maximization of the elderly to intensify collection of enormously mounting delinquencies in the municipality where on resides.	CHR's legal assistance in cases of human rights violations involving the elderly and monitoring implementation of programs to prevent human violations of the elderly in all levels. Intensify provision of technical assistance on devolved programs/services on Total Family Approach and SEA - Family Enterprises to ensure quality and effective program implementation.
		Integration of geriatric courses in medical curricula and other allied profession.	Approval of the implementing Rules and Regulations of RA7876 by the NEDA-Social Development Committee. Establishment of Geriatric units/wards with trained workers in all government and private	Inter-Agency cooperation program to institutionalize elderly in the Group s.

			hospitals	
7. Persons with Disabilities	Unequal employment opportunities	Involvement of the disabled in the review of laws affecting their status and mobilizing the media in making known their	Organize persons with disabilities to involve them in the review of existing legislations concerning them. Budgetary support for disability related programs and monitoring of such Fund-raising strategies which reinforce the dignity and human rights of persons with disabilities	Empowerment through consultations in decision-making and active participation in monitoring and evaluation of programs
.	.	Amendment of Magna Carta for Disabled Persons specifically its employment provision	Strict monitoring of NGOs which use persons with disabilities as beneficiaries of fund-raising activities to prevent exploitation of persons with disabilities as well as the general public	Strengthening Community Based Rehabilitation as an alternative approach in the delivery of comprehensive services for greater reach and giving the LGUs the duty to implement the programs
.	Inaccess to quality education	Legal study on the elevation of the Special Education division into a Bureau. Tax incentives to schools, universities offering scholarships to persons with disabilities	Mass education campaigns on issues concerning persons with disabilities and related laws. Legal aid especially to the indigents; DILG implementation of RA 7277	.
.	Problems on accessibility	Effective implementation guidelines for the Magna Carta for Disabled Persons (RA 7277), Accessibility Law (BP Bldg.344) and White Cane Act.	.	.
8. Mentally Disabled Persons	Stigmatization of the mentally disabled Lack of awareness and low priority given to the mentally disabled	A mental health bill which would proclaim the rights of mentally disabled person and provide implementation mechanisms	Administrative focus on mental health at the Department of Health	Educational programs on the prevention of mental sickness Training of caregivers in the community on the identification and rehabilitation of persons with mental disabilities
.	Unjust compensation and unequal employment and education opportunities	.	Exclusion of the question "Have you been treated for mental illness?" in application forms	Self-help groups and family care programs
.	Physical and sexual	.	Budgetary allocation	Programs for the

	<p>abuse</p> <p>Arbitrary detention in hospitals resulting from lack of understanding of the illness and lack of consent of the patient to undergo treatment and research procedures</p>		<p>for compensation of pay incentives to those in the vocational rehabilitation programs</p> <p>Guidelines for hospital authorities, police, prisons, and other institutions and the media for the just and humane handling/treatment of mentally disabled persons</p> <p>Integration of the rights of the mentally disabled with the Rights of the Patient in the national Health Agenda</p> <p>Comprehensive quality assurance for the care of the mentally disabled</p>	<p>prevention, treatment, and rehabilitation of torture and battered women</p>
9. Prisoners/ Detainees	<p>Subhuman living and health condition</p> <p>Lack of visitation facilities; lack of separate cells for women and young offenders</p>	<p>Integration of the Bureau of Corrections, Provincial Jails, and the Bureau of Jail Management and Penology under a single agency or Department of the Justice (DOJ)</p>	<p>Strengthening of jail institutions- recruitment of additional personnel, acquisition of high technology equipment for effective monitoring of security activities, training and education of officials, revamp of the political structure in the Prison Communities.</p>	<p>Support/lobby in Congress, which establish one, integrated penal system.</p> <p>Coordinate with NGOs and other GOs for purposes of funding and resources mobilization.</p> <p>Expansion of community involvement on institutionally based livelihood and educational programs.</p>
.	.	<p>Budgetary support - to improve and upgrade prison/jail facilities and dormitories; establishment of two more regional prisons, higher salary for prison/jail guards</p>	<p>Free legal service, detention cells for women and children, court sala within big jails and penal farms, comprehensive rehabilitation programs and adequate support services to youthful offenders, women, prisoners/detainees, elderly and the mentally disabled</p>	<p>Conduct of human rights awareness and orientation program among prisoners/detainees as well as prison/jail guards.</p> <p>Moral formation program for correctional employees, court personnel and the PAO.</p>
.	.	Institutionalization of	.	.

		a National Paralegal System in the barangay level		
		Study of current laws allegedly discriminatory to political prisoners		
	Physical and moral abuse by prison and jail guards Exploitation of inmates by other inmates Existence of repressive laws curtailing the rights of alleged political prisoners	Benefits to detention prisoners acquitted by a trial court after undergoing preventive imprisonment of at least 2 years, provided he/she is not a recidivist. Tax incentives to companies or individuals who employ non-institutional prisoners.	Systematic review of interrogation rules to prevent torture, harassment, and maltreatment of inmates. Regular visitation to all jails detention facilities in all regions by DOJ and BuCor. Give prosecutory powers to the CHR and create special courts for human rights. Inclusion of internship program in law curriculum requiring law students to coordinate with the Public Attorney's Office (PAO) in assisting an indigent client in court.	
10. Internally Displaced Persons (IDPs)	Problem of attaining adequate level of socio-economic stability and provision of basic needs and services to cope with the difficulties due to displacement.	Abolition of CAFGUS, Civilian Volunteer Organizations (CVO) and dismantling of all armed vigilante groups and private armies.	Additional budget for disaster preparedness relief and rehabilitation needs of IDPs. Low cost housing and resettlement areas for permanently displaced families.	Immediate stop to massive, intensive and destructive types of military operations that affect civilian population.
		Repeal of repressive laws (PD33, PD 110-A as amended, PD 90, PD 169, PD 1866, GOs 66 and 67).	Recognition of the existence of internal refugees (IDPs) and compensation for their losses and allowing them to return to their communities so they can rebuild their lives.	Compensation and rehabilitation of all human rights violations victims arising from displacement/ rehabilitation of all human rights victims; prosecution of all perpetrators.
		Bill on compensation of rights laws relating to victims of displacement arising from armed conflict.		Assiduous implementation, monitoring and evaluation of all Government-NGO agreements as negotiated and

		Codification of human rule of engagement		<p>finalized in the Philippine Human Rights Commission.</p> <p>Coordination with agencies addressing the issue of IDPs</p>
11. Migrant Workers	<p>Exploitation of undocumented workers.</p> <p>Subjection to conditions in host countries which give rise to abuses.</p> <p>Social costs - separation from family, danger of marital and family breakdown, stress associated with working in an unfamiliar environment, trauma from having ran afoul of the law in a foreign country.</p>	<p>Effective implementation of RA 8042 - continued and consistent appropriation for POEA's Anti-illegal Recruitment Fund; creation of Anti-Illegal Action Desks in every city/province.</p>	<p>For DOJ; implementation of the Witness Protection Program for victims of illegal recruitment nationwide; strict adherence to the resolution period of illegal recruitment cases as mandated by law; creation of a pool of prosecutors for illegal recruitment cases nationwide; tighten departure checks of "tourist workers"</p> <p>For the SC; to designate special courts to hear and decide illegal recruitment cases nationwide.</p> <p>For law enforcement agencies; create the Anti-Illegal Recruitment Action Desks in every command.</p> <p>For DOLE, DFA, OWWA; establish</p>	<p>Welfare support and rescue services to migrant workers.</p> <p>Selective overseas employment .</p> <p>Coordinated implementation of the laws on illegal recruitment/speedy disposition of cases.</p> <p>Institutionalization of the Pre-Employment Orientation. (PEO)</p> <p>Support and encouragement of organization of Filipino OCWs.</p> <p>For OWWA and POEA to spearhead the adoption and implementation of the plan.</p> <p>Provide technical assistance in the implementation of the plan</p> <p>Availability of the regional network of the CHR for advocacy programs under the plan.</p>
12. Public Sector Labor	<p>Absence of right to strike/no partisan political activities</p> <p>Management interference on union matters despite prohibition by EO 180</p>	<p>Right to strike and full bargaining rights (repeal of CSC MC N°. 6, s. 1987)</p> <p>Definition of management prerogative regarding matters covered by SC decisions</p>	<p>CSC formulation if factual situations which can be considered as grave abuse management.</p>	.
.	Ineffective job evaluation/ qualification	Registration of Federations/ confederations	CSC Memorandum Circular requiring attendance by Management in	.

	standards		Executive Forum to broaden their knowledge on public sector unionism	
	Educational requirements for certain positions which work to the prejudice of those who have been in the service for some time		Review CSC Memorandum Circular N°. 42 s. 1991 to further allow substitution deficiencies in education and experience requirements and to recall the requirements of masteral degree for division chief positions or equivalent rank Designation of an agency which will accredit training and seminars for purposes of recruitment, job evaluation, promotion, and merit and systems award;	
	Absence of human rights advocate officer		MOA between CHR and agency heads to institutionalize a human rights advocate officer in every agency	
	No uniform retirement age and benefits		Formulation of study groups on the Standard Retirement Scheme for Government Workers	
	Selection of the resident ombudsman by the management	Representation in Congress	MOA between CHR and the Office of Ombudsman on the selection of a resident ombudsman	
	Use of Attrition Law as excuse to go into labor-contracting		Prohibition on labor-contracting for regular and recurring functions	
	No union representation in the Public Sector Labor Management Council (PSLMC) and in either policy/decision making bodies	Clear definition of powers and functions of the PSLMC and inclusion of a union representative in its membership	Union representative in all management bodies/Committees	
	Complaints on the Salary Standardization Law		Speedy disposition by the DBM of all pending cases on the implementation of SSLI	
	Need for a Magna Carta		Study group on the Magna Carta for government workers	
	Need for structural adjustment programs		CSC to call conference on structural adjustment program and its impact on public	

			services	
.	Disregard for CSC decisions	.	CSC Memorandum Circular providing that non-compliance by agency heads shall constitute unfair labor practice	.
13. Private Sector Labor	High unemployment and underemployment rates	An Act on Labor Sub-Contracting	Strengthening of - DOLE's administrative capability	Integration of workers co-ownership in DOLE's advocacy program
.	Low level of compliance with minimum labor standards covering wages, occupational safety and health, and other terms and conditions of work	Amendments to the Apprenticeship Law An act to Further Strengthen mechanism for Voluntary dispute Resolution Between labor and management	.	Establishment of Human Rights Desks at the Union level and at the DOLE Special technical assistance program for small and medium scale enterprise
.	Minimum levels of welfare services, not only in numbers but also in coverage	An act to institutionalize the Public Employment Service Offices	.	Enhancement of most of the quality and scope of the labor education program to reach both the organized and the unorganized workers
.	.	Amendment of Productivity Incentives Act of 1990	.	For DOLE to promote labor-management cooperation, consultative mechanisms, productivity gain-sharing, collective bargaining, and other plant level approaches in adjusting labor-management relations
.	.	Grant of Paternity leave Unemployment assistance program Provision of salary to daily wageworkers during special non-working days Amendment of Labor Code to align labor laws with ILO Convention 87 (Freedom of Association and Protection of the Rights to Organize) and 98 (Right to organize and bargain collectively)	.	System of incentives of trade unions and other forms of workers organizations. Promotion of tripartism and workers' Participation in policy and decisions-making process. Promotion of conciliation, mediation, and voluntary arbitration as preferred modes of setting labor disputes.

.	Slow process of organizing workers in all types of enterprises	Penal and administrative sanctions for violations of implementing Rules and Regulations of the Labor Code	.	.
.	Slow process of resolving labor disputes and dispensing labor justice	Restrictions on fixed period of employment where the activities involved are usually necessary or desirable in the usual business or trade of employers	Temporary employment of additional personnel within judicial and quasi-judicial bodies to minimize case backlogs	Continued sponsorship/ promotion of labor-employment government summits
.	.	Amendment of Article 245 of the Labor Code prohibiting supervisory unions from affiliating with national federations of labor. Review of Policy instructions N ^o . 20 stipulating that project workers are not authorized to set up bargaining units at enterprise level. Amendment of Sec. 27 of Proc. 50 (Automatic termination of employer-employee relations upon sale or disposition of the ownership and/or controlling interest of the government in a corporation held by the Assets Privatization Trust).	.	.
14. Informal Labor Sector	Exposed to harassment from authorities	Adopt a simplified registration and licensing procedures and create one-stop processing centres in the LGUs to minimize cost and enhance flexibility	Implement strictly criminal laws and establish advocacy programs that prevent extortion or "tongs" and bribery especially by law consultancy services Designate and accommodate jeepney terminals and loading areas	Conduct of seminars "walang lagay" and install monitoring schemes on wayward public and law enforcement officials
.	Expose to exploitative terms and condition of work	Review labor sub-contracting schemes and clarify the parameters for arrangement and the modes by which to protect the workers from possible abuses	Review OSHS standards and recommend new ones in consideration of the unique working conditions and employment arrangement in the	.

			informal sector	
			<p>A comprehensive review of business laws and procedures, policies and programs as these relate to enhancing the growth of micro-enterprises and the protection of the informal sector workers at the enterprise and industry levels</p> <p>Promote associations and/or organization of informal sector workers through a system of incentives and other forms of financial, technical and other institutional support to NGOs and interest groups or organizations</p>	
	Limited knowledge of potential business opportunities	<p>Amend the Magna Carta of Small and Medium Enterprises (SMEs) to include and emphasize access by Micro-Enterprises to productive resources, e.g., financial services market, technology and other infrastructures provided for the SMEs.</p> <p>Introduce legislations that promote and protect the native jeepney industry, and explore its potential as a basis for a local automotive industry</p>	<p>Encourage the creation of a tripartite level of cooperation in the Local Government Unites: LGUs, Informal Sector and Business</p> <p>Provision of technical support to indigenous social protection schemes</p>	Set-up training on business skills on how to make enterprise more attractive to consumers.
	Lack of Social protection/ exposure to occupational hazards and health	Introduce legislation for coverage of the drivers with a minimum or socialized premiums in the insurance, medicare, scholarship and housing programs of government	Develop a common conceptual framework on the informal sector and develop survey and measurement standards to determine the population and economics contribution of the sector	Provision of basic welfare services targeted mainly on poverty alleviation to safeguard less successful segments of the informal sector.
	Limited access of informal products to		The LGUs through SB Resolutions identify	

	the market		<p>possible locations where food vending may be allowed.</p> <p>A comprehensive review of land use and urban development policies to include provision for adequate and accessible market sites and infrastructures</p> <p>Reappraise legislations and development programs that unfairly favour large-scale industries and introduce alternatives to improve the market environment for informal products</p>	
15. Urban Poor	Policy contradictions (Squatters treated as criminals	.	Enactment of the Magna Carta for the urban poor	Lobby for the repeal of PD 722 or the Anti-Squatting Law
.	Ineffective socialized housing program/lack of socialized housing units	Creation of a Department of Housing and Urban Development	Specific guidelines of IRR in the awarding of 20% allocation to urban poor in relation to Sec. 18, of RA 7279	<p>Advocacy and lobbying for the implementation of CISFA</p> <p>Push for the strict implementation by LGU's of RA and its IRR</p> <p>Request PCUP and CHR to undertake issue on land relocation to housing right in aid of legislation</p>
.	Lack of security in land tenure	Enactment of National Land Use Policy	Memorandum Order from the president for local government units to strictly follow the implementation of RA 7279	.
.	Lack of Sectoral Representation	.	<p>Certify as urgent by the President the allocation of fund for the conduct of sector election</p> <p>Memorandum Order to strictly implement representation to different local board</p>	.

	Lack of employment opportunities/ enterprise development	Enactment of a High Commission on poverty alleviation	Implementation of the 2 nd and 3 rd phase of "linking Urban Poor Productivity with the challenges of a Dynamic Industry and Economy". Establishment of the Urban Poor Pamilihan 2000 which will provide better accessibility of basic commodities at relatively affordable prices to the urban poor and will provide them livelihood and employment opportunities through the formation of cooperatives	Inventory of skills of the urban poor and matching it up with available employment opportunities
			Installation of PCUP Referral Center, Urban Poor Resource Network (URBANET) on Urban Poor Concerns to provide intersectoral linkages among international and local entities for effective delivery of program and projects for the urban poor NHA shall undertake a comprehensive review of existing resettlement program in relation to employment opportunities, basic services, etc. which shall serve as standard for all	
	No access to safe drinking or adequate sanitation		Continuing coordination with the National Advisory Board (PCUP-NAB) to ensure policy formulation and program implementation primarily on resolution of problems related to urban migration, migrant employment and urban development	Executive Order directing all concerned government agencies to provide basic services to all blighted communities and resettlement areas Provide resettlement areas suitable for dignified living and environmentally safe Strict

				implementation of local ordinances on waste management
				Proper location of dumpsites Strict implementation of pollution - related laws and ordinances
	Lacks of funds		Implementation of CISFA-IRR specially its budgetary allocation Make funds available for productions loans	Monitor to release and allocation of funds for CISFA

PHRP IMPLEMENTATION PLAN

RURAL WORKERS SECTOR

AGENDA	PRIORIT Y N°	RESPONSIBLE PARTY/IES	TARGET DATE/S	TASK LISTING
<p>1. Legislative</p> <p>1. Immediate passage into law of the Rural Workers Code, the Fisheries Code, moratorium on agricultural land and water conversion into industrial or commercial purposes, equal application/treatment of the Labor Code to workers in both formal and marginalized (urban informal labor and rural workers sector), more appropriations/</p> <p>additional budget for basic and support services, and more relief programs and services in disaster stricken rural areas</p>	1	Congress, ILO Office in Manila, CHR and BRW-DOLE on coordinating Council for Marginalized Sector (HRCC-MS) at all levels, and other concerned government agencies and Non-Government Organization	June 1996 Continuing	<p>Draft legislative proposals and the appropriate bills</p> <p>Review of the final draft Rural Workers Code, Fisheries Code and other existing proposed bills and legislation.</p> <p>Coordination from the ILO Office in Manila, CHR, HRCC-MS at all levels and other concerned government organizations for endorsement and submission to Congress</p> <p>Preparation of position papers, speeches for sponsorship, lobbying and monitoring</p> <p>Participation in the</p>

						Congressional hearing and meetings
2. Legislation and policy encouragement for organization of rural workers (implementation of Convention 141, 11 and 87)	do	do	do	do	do	Draft rural worker code with UP Law Center
3. Laws and regulations expanding the existing mandate of DOLE-BRW and establish a machinery within the office that will guarantee the effective application of laws and protect the functioning of organization marginalized sector through a well organized and coordinated system of labor inspection	do	do	do	.	do	.
4. More mandate for DOLE-BRW and other concerned government agencies to expand coordination	1	.	.	.	.	.
II. Administrative 1. Designating DOLE-BRW as the responsible office for the marginalized sector creation of Human Rights Coordinating Council at all levels (national, regional, provincial, city, municipality and barangay)	1	BRW-DOLE in Coordination with all the umbrella organizations of marginalized sectors	.	March 1996	April 1996	Consultation meeting with the marginalized sectors on the proposed creation of HRCC-MS Drafting of DOLE Administrative Order for the creation of HRCC-MSS Finalization of the Philippine Human Rights Plan Implementation for Marginalized Sectors Preparation and submission of budget proposals and financial requirements for the implementation of the plan and operationalization of the HRCC-MSS
.	.	.	.	.	.	Meeting with DOLE

						<p>Hon. Sec. Leonardo Quisumbing for the representation of the final draft report and the Philippine Human Rights Plan Implementation of such plan and the operationalization of the HRCC-MSS</p> <p>Planning and budgeting for the one year financial requirements for the implementation of the plan and operationalization of the HRCC-MSS</p> <p>Draft the necessary implementing rules and guidelines governing the implementation of the plan and the operationalization of the HRCC-MSS for recommendation by the CHR and approval by the DOLE Hon. Secretary Leonardo A. Quisumbing</p>
.	.	.	.	.	.	<p>Organizational meeting of the HRCC-MS at all local levels (regional, provincial, city, municipality and barangay)</p> <p>Meeting of the NHRCC-MS, evaluation and planning for implementation of the next remaining priority agenda</p>
2. More institutional arrangement and procedures to ensure effective consultation with the organizations	1	BRW-DOLE in coordination with the HRDD at all	.	June 1996	Continuing	.

of marginalized sector al I matters relating to conditions of work and life in the countryside and implementation of economic and social policies for the development of rural areas		levels				
3. Strict implementation and monitoring of agricultural wage level and local and international laws effecting rural workers, and on non-interference military and para-military personnel on land dispute	1	BRW and other concerned government agencies with DOLE and BRW-DOLE in Coordination with the HRCC-NG at all levels	.	do	do	.
III. Program Measures 1. Assistant to Rural Workers Organizations	1	BRW-DOLE and other concerned government agencies, organizations and academic in coordination with the HRCC-MS at all levels	.	June 1996	Continuuing	NHRCC-MS Consultation meeting and planning/budgeting for the priority program measures
2. Education of the general public	1	do	.	do	do	Preparation and submission of necessary program project proposals and its corresponding financial requirements
3. Education and training of rural workers	1	do	.	do	do	Program implementation, monitoring and evaluation
INFORMAL LABOR SECTOR						
1. Legislative a) Adopt a simplified registration and licensing procedures b) Create a one-Stop-Shop processing centers for micro-business registration	4	DOLE-BRW DOLE	LGUs, DTI. NGOs & POs DTI, LGU	.	.	Convene a technical study group include DOLE & DTI as Technical Working Group Commission on the UP Law Center to draft the bill Look for bill sponsor in House of Representatives and Senate, have the bill

						signed as administration priority bill endorsed jointly by DOLE & DTI Lobby
b) create a National Secretariat for informal Sector workers	2	DOLE	CHR, Urban & Rural Workers	April 1996	June 1996	Determine the nature, objective & functions of the National Council, as used as its powers & duties Identify/determine mechanisms for electing representatives to the Council Determine the activities of the Counciling functions of Secretariat & allocating funds therefore
c) Review labors sub-contracting schemes for implementation	5	DOLE	Labor Unions Urban & Rural IS	.	.	How the elected Council Officers and members officially appointed by CHR/DOLE Determine the accountabilities of the Council to the IS both on operational & program levels Task the Council to come-up with a master plan for 1996-1998 Presentation of current law on sub-contracting and initiatives undertaken to update the same Set-up technical study group to recommend administrative or legislative measures that respond to the mark of the IS

						workers Consultation with some sub-sectors of the IS, especially works, plantation workers, construction and other sub-groups suffering from exploitative labor arrangement.
d) Amend Magna Carta for SMEs	.	DTI	NEDA, NGOs & POs	.	.	<p>Conduct of advocacy campaign thru fora news/press releases, etc. A modest media advocacy program may be conducted for this purpose.</p> <p>Consolidate inputs from the dialogues and consultations. Please note that all consultation to update/require the law on sub-contracting should involve the companies industries, IS worker NGOs and government</p> <p>Convene a technical group from IS workers (rural &urban) to study the law on SMEs and evaluate the merits of bills submitted in Congress to amend the same. Also to review the current programs of the DTI and press thereafter for the issues & recommendations of the IS on both the program and representation levels.</p>
e) Legislation for	3	SSS	NGO, POs &	.	.	Note: SSS already

coverage of the drivers social protection & security			Drivers Associations			covers the drivers taxi, pedicabs, jeepney etc. There is no need to lobby further. However, the drivers are asking for coverage: Medical, Social Housing and Schooling for their children. Legislation may be necessary for coverage of IS workers in the Pag-Ibig Fund of HMDF under the non-member program
f) Review and amend existing laws, regulations & policies related to penalties affecting the transport industry	6	DOTC	DOJ, LGUs, DOLE, MMDA, NGOs & POs	.	.	.
g) Introduce legislative that protect the native jeepney industry and stress the importance of PUV over the private vehicles	7	DOTC	DTI	.	.	.
h) Expedite the passage of Magna Carta for - based workers	1	DOLE	DTI, NEDA	.	.	.
i) Welfare and benefit program: sickness, maternity, educational benefits	.	DSWD	NGOs, POs	.	.	.
j) Unfair Labor Practice: Child Labor, no-employee, employer relationship; poor working condition, lack of contractual protection	.	DOLE	ILO, CHR, UNICEF, ECOP, Labor Unions, NGOs, PO, Urban & Rural IS Workers	.	.	To touch base and coordinate with agreement agencies NGOs/POs, church & private sector groups working on the issue of child labor To campaign for enforcement of existing legislation over child labor To initiate dialogues with representative of committees using child labor
2. Administrative a) Develop a conceptual framework, national	.	DOLE	BRW, ILS, ILO, CRD, UP-Solair, NSO, NGO & POs	May 1996	May 1997	Gather data on urban informal sector/profile of identified groups according to sub-sectors

survey (data banking), standards to determine population & economic contribution on the informal sector for policy discussion & program-level interventions						Come-up with a directory of groups in key urban as growth areas
b) Review and intensify OSHS standards include Compliance Orders & Notices of Inspection Result in the IS	.	OSHC	NGOs & POs	.	.	.
c) Review of business laws, policies, procedures to enhance the growth and protection of micro-enterprises and IS	.	DOLE	DTI, NGOs & POs	.	.	.
d) Promote associations/organizations of IS workers thru incentives, financial, technical support of NGOs, etc.	.	DOLE	DTI, NGOs & POs	.	.	.
e) Reappraise legislations and development programs that unfairly favour large scale industries and introduction alternatives to improve the market environment for IS products	.	DTI	DOLE, NGOs & POs	.	.	.
f) Review of land use and urban development plan & policies to include provisions for adequate and accessible market sites and infrastructures	.	LGUs	HLURB, DAR, CHR, NGOs & POs	.	.	.
g) Provision of basic welfare services on poverty alleviation to safeguard less successful segment of IS	.	.	.	.	.	.
h) Encourage financial, private business institutions to develop entrepreneurship/ employment-generation projects especial community based	.	DTI	DOF, TLRC, TEDA, DOLE, NGOSs & POs	.	.	.
i) Encourage the creation of tripartite level of cooperation in LGUs: LGUs, IS,	.	LGUs	NGOs, POs & IS Organizations	.	.	.

business						
j) Implementation of criminal laws & establish advocacy programs that prevent extortion of "tongs" and bribery of law enforcers	.	DOJ	LGUs, MMDA, CHR, NGOs & POs	.	.	.
k) The LGU thru SB Resolutions to identify possible locations where food vending may be allowed	.	LGUs	CHR, NGOs & POs	.	.	.
l) DOH should set guidelines for hygiene & sanitation for street food vendors Provisions to set-up outlets store where street foods can be bought	.	DOH	.	.	.	.
m) Designate/ accommodate jeepney terminal/loading & areas to help decongest traffic	.	DOLE	DTI, NGOs & POs	.	.	.
n) Implement the Clear Air Act: Introduce anti-smoke belching campaign Promote financial incentives for overhauling of engines to reduce air pollution	.	DOTC	MMDA, LGUs, NGOs & POs	.	.	.

YOUTH SECTOR

PRIORITY AGENDA	LEVELS	SOCMOB ACTIONS PLANS (Advocacy, IEC, Organizations etc.)	RESPONSIBILITY FRAME	TIME
LEGISLATIVE Enactment of Magna Carta of Students	National	1. Submit draft bill and position paper to identified sponsor, the chairman and members of the committee 2. Attend committee hearings and session deliberation 3. Generate awareness and support for the issue through publicity and sponsorship of fora where the author/respective	SWG Congress	October 1996 October 1997

		legislators are invited to speak 4. Network with CHR, Sectoral (youth) Reps. In Congress 5. Mobilization, demo, picket		
Restoration of JDRC (Juvenile Delinquency Relations Court)	National	(Same as no. 1, 2 & 3 above) 4. Network with CHR, Sectoral (youth) Reps. In Congress	SWG Congress	October 1996 October 1997
Institutionalization of student publication by amending Campus Journalism Act	National	(Same as no. 1, 2, 3 & 5 above) 4. Network with CHR, Sectoral (youth) Reps. In Congress, and Chairman of Committee on Education	SWG Congress	October 1996 October 1997
Prohibition of labor only contracting where the most affected employee group is composed of	National	(Same as no. 1, 2 & 3 above) 4. Network with CHR, Sectoral (youth) Reps. In Congress	SWG Congress	October 1996 October 1997
Establishment of separate detention/prison and rehabilitation center	National	1. Make representation with the DILG, DOJ, LGU, BJMP, DSED Network with prisoners and detainees sector of the PHRP, DSWD and other human rights groups	SEG, DILG, DOJ, LGU, BJMP, DSWD	January 1997 June 1998
Revision of CHED guidelines on tuition fee increases	National	1. Initiate dialogue with CHED officials 2. Submit position paper 3. Network with PTA, Alumni Association, student organization, faculty	DSWD, CHED	September 1996
Formulation of CHED/DECS/TESDA guidelines mandating school administrators to respect Freedom of Religion	National	1. Submit position paper, initiate dialogue with CHED, DECS, TESDA	SSWG, CHED, DECS, TESDA	January-April 1996
PROGRAM MEASURES Incorporate PHRP, HRE in the ISKOLAR Program of NYC	Provincial Municipal	Prepare module to be incorporated in the Iskolar Program	SWG, CHR, SK, leaders, Youth Groups	January 1997 December 1998

Human Rights awareness for students (information and education)	Regional	Compliment program of CHR, DECS, CHED through student initiated FORA	SWG, National Student	November 1996
			Organizations, NYC, CHR	December 1998
HRE and PHRP Information drive for other youth groups	Regional	Support the Human Rights Education activities initiated by other youth groups by providing resource speakers and available logistical support	SWG, CHR, AL other HR groups	January 1997
	Provincial			December 1998
Info Drive in Schools on Sexual Harassment Law (SHL)	National Municipal	Request CHED, DECS to provide info material (e.g. posters, leaflets, audio, etc.) on SHL	SWG, DECS, CHED	January-December 1997

CHILDREN

AGENDA	SUGGESTION	RESPONSIBLE PARTY/IES		TARGET DATES		TASK LISTING
		LEAD	PARTICIPATING AGENCY	START	COMPLETION	
.
1. LEGISLATIVE 1. Drafting and filing of a bill providing for funding support for children in especially difficult circumstances	Change CEDC to CARE children at risk and endangered in trouble with the law. Target the drafting of bills so as not limit legislative section	CWC Task Force on Legislative Agenda	.	.	.	.
2. Legislative action providing for the creation of comprehensive juvenile justice system which include Child and Family courts	.	CWC Task	PAYO	.	.	.
3. Amendment of Article 192 of PD 603-Automatic suspension of sentence for youth offenders	Updating	CWC, TFLA	NAPOLCOM	.	.	.
4. Decriminalization of vagrancy for Children	.	CWC-TFLA-CHR	.	.	.	.
5. Provision for a "Child Friendly Media"	.	CWC, CHR, CRC	.	.	.	.
6. Provision for the protection of	Inclusion of shabu in the	.	.	.	.	.

children from the use of narcotics and psychotropic substances and the production and trafficking of such substances	classification (mandating LGUs)					
7. BCPC- Barangay council for the protection of children	CWC & CRC will give an updates with regards to the legislative for the working paper	.	.	.	.	.
8. Inclusion of Children as a separate sector						
II. ADMINISTRATIVE				.	.	.
1. Early detection, intervention and rehabilitation programs for law enforcement for the prompt protection of abused, neglected and all other children in difficult circumstances, prevention of youth offenders	Children in problematic circumstances CRC to update the body CWC secretariat of the Group on the Special Committee on Children by FVR Focus "Child Prostitution with existing mechanics or initiatives on prevention, intervention to children	Committee on the special protection of children - CWC Secretariat	Committee on SAGIP BATANG MANGGAGAWA , MPSC, DOLE, STOP- Networking & Advocacy PAYO			
2. Provision of separate facilities and detention centers for child/youth offenders both at the provincial and municipal level	Problematic child/youth offenders to child in trouble with the law Rehabilitation & facilities c/o DSWD Detention -c/o DILG & BJMP PD 603 to go down for a particular barangay to write agency concerned re:rehabilitation , prevention &	DSWD, DILG, CHR AVS to provide Updates Target SCC	SPM, PAYO, NPSC, NCSD	.	.	.

	rehabilitation Provision of updates c/o CHR					
3. Expeditious disposition of cases	Expeditious & judicious disposition of cases	DOJ Task force	.	.	.	.
4. Inclusion of Child sensitive measures in investigation/ litigation procedures including special rules of procedures & evidence	Inclusion of social legal measures/ approach adoption of Socio-legal Administration of cases involving children	DOJ	Agencies in the criminal justice system	.	.	.
5. Inclusion of a course on child rights in the law curriculum	To include also responsibilities Update from Atty. Sedfrey Candelaria must be included in the police DSWD update re:teaching CEDC in the Police Academy	NAPOLCOM	.	.	.	.
6. Establishment of more rehabilitation centers and facilities for youth offenders	.	.	.	.	.	.
7. Inclusion of non-use of child combatants as part of the agenda of the peace process	Exclusion of the use of child combatants Should be a part of the agenda on the peace process Ask an update from OPPAP CHR-CRC to monitor the situation	.	.	.	.	.
II. PROGRAM MEASURE		.	.	.	.	.
1. Advocacy & Social mobilization for children,	Each agency must list down their particular					

especially on the Convention on the Rights of the Child	<p>program</p> <p>Share resources</p> <p>Update child rights olympics from Pambatang Museo</p>					
2. Training programs for the five pillars of the justice system	<p>Instead of training program coordinative training program for the 5 pillars</p> <p>Coordinative... capability building on the protection/ assistance of children</p> <p>Make a survey, how many groups have been trained, come up a list to eradicate duplicity...</p>	.	.	.	.	.
3. Comprehensive & integrated programs for CEDC which include among others; Socio-legal defense for children, continuous training for implementors and rehabilitation programmes	Same with n°. 1 update from agency efforts	.	.	.	.	.
4. Program for equipping working children which would include modules on developing work ethics, etc.	To include re: guidance for hazardous occupation, separate guidelines for children	.	.	.	.	.
5. Establishment of monitoring & evaluation system for CEDC	To emerge with n°. 6	.	.	.	.	.
6. Mapping out data which	.	.	.	.	.	.

include quantitative and qualitative data on children						
7. Rehabilitation & social integration Programs for disabled children	Invite NCWDD (Disabled...)	.	.	.	.	.
