

**Ayuba Wabba**

President  
Président  
Präsident  
Presidente

Silvestre H. Bello III  
Secretary of Labor and Employment  
7th Floor, DOLE Building, Intramuros, Manila  
The Philippines  
Email: secshb3@dole.gov.ph, osec@dole.gov.ph

**Sharan Burrow**

General Secretary  
Secrétaire générale  
Generalsekretärin  
Secretaria General

5 June 2019

Dear Secretary Bello,

The International Trade Union Confederation (ITUC) representing 207 million workers in 163 countries strongly condemns the assassination on 2 June of Leonides "Dennis" Sequeña, a labour organiser and the vice-chair of the Labor Party in Cavite (Partido Manggagawa). Mr Sequeña was shot in Barangay Bunga in Tanza, Cavite, by men riding a motorcycle while he was attending a workers' meeting. He died after arriving at the hospital.

Mr Sequeña was an active member in the Freedom of Association (FOA) Committee of the Nagkaisa Labor Coalition and the DOLE-Nagkaisa Technical Working Group on FOA since 2018. He actively supported trade unions in the Cavite Export Processing Zone in Rosario, and he was a party-list nominee of the Labor Party in the mid-term elections that ended last month. His assassination is a clear case of extrajudicial killing.

According to Nagkaisa, this is the 43rd case on record of assassinated labour rights defenders under the administration of President Rodrigo Duterte. Up to now, 68 extrajudicial killings cases were filed by the National Tripartite Industrial Peace Council under the previous administrations, and the cases are still pending. This does not include numerous cases misclassified as non-labour related and stuck in the tedious criminal procedure that lacks due diligence and independence.

We deplore the ongoing violence and assassinations targeting labour and human rights defenders in the Philippines. Extrajudicial killings must be stopped and the environment of impunity must come to an end. It is the responsibility of the government of the Philippines to ensure that the lives and personal security of workers and activists are guaranteed and that they are able to exercise their basic rights without threats and fear.

We urge you to immediately call an emergency meeting of the Monitoring Body of the National Tripartite Industrial Peace Council (NTIPC) to discuss this case. The Regional Tripartite Monitoring Body should convene for an extrajudicial killing

investigation that is independent, thorough and inclusive of the relevant labour and trade union organisations that Leonides "Dennis" Sequeña worked with. We also support the call upon the Congress to probe the alleged extrajudicial killings of labour leaders and activists and to hold the responsible state agencies accountable.

Yours sincerely,

A handwritten signature in black ink, appearing to be 'A. B.', written in a cursive style.

General Secretary

Draft Program

**Legal Workshop on Labour Legislations in India**

**Indian National Trade Union Congress, Hind Mazdoor Sabha, Confederation of  
Free Trade Unions of India, Self Employed Women's Association and  
International Trade Union Confederation**

**1-3 April 2019**

**Delhi, India**

The government of India has initiated various labour law reforms at the central and state level since 2014. The scope of the labour law reform is wide involving the consolidation of 44 labour related laws into amended or new national legislations namely the Code on Wages, Industrial Relations Act, Child Labour (Prohibition and Regulation) Act, Maternity Benefit Amendment Act, Employee Compensation Act, Payment of Gratuity Act, draft Code on Social Security and Welfare, and draft Code on Occupational Safety, Health and Working Conditions. Legislative changes at central and state levels will have tremendous implications on hundreds of millions of working people in India, and the observance of international labour standards of the government of India. Trade unions in India have been engaging the government in tripartite consultations and advocated their concerns on the labour law reforms.

Based on the Workers' Charter of Demands on the labour law reforms proposed by the central trade unions in alignment, the legal workshop jointly organised by ITUC and its affiliates in India aims to review the labour law reforms and provide legal advices to trade unions on international labour standards and comparative labour law for informed comments and trade union proposals on the labour law amendments.

Objectives: To consolidate the trade union proposals on the amendments of the labour laws; provide technical competencies to ITUC affiliates in India on application of international labour standards at the national level.

Program :

No.	Date	Activity	Time	Person responsible
1.	31 – 03 – 2019	Arrival and meeting with Officers from affiliates in charge of the law reform process	15:00	Monina Wong
2.	01 – 04 – 2019	Introduction to Labour Law Reforms in India and implications for workers	9:00 – 9:45am	National Legal Expects/Officers of affiliates
3.		Introduction into the legislative Process in India, current stage of the law reform in the legislative process and the opportunities for engaging with the process to ensure respect for international labour standards and the interests of workers	9:45- 10:30am	National Legal Expects/Officers of affiliates
4		Discussion of key aspects of proposed provisions regarding:	10:30 – 17:00	National Legal Expects/Officers of

		<ul style="list-style-type: none"> <li>- <b>draft code on wages,</b></li> <li>- <b>draft code on industrial relations,</b></li> <li>- <b>draft code on social security &amp; welfare, and,</b></li> <li>- <b>draft code on occupational safety, health and working conditions</b></li> </ul>		affiliates
5.	02 – 04 – 2019	<p>Introduction to relevant principles of international labour standards including mapping of ratifications by India and existing comment of CEACR regarding aspects of key concerns to workers and the unions:</p> <ul style="list-style-type: none"> <li>- <b>draft code on wages,</b></li> <li>- <b>draft code on industrial relations,</b></li> <li>- <b>draft code on social security &amp; welfare, and,</b></li> <li>- <b>draft code on occupational safety, health and working conditions</b></li> </ul>	9:00 – 17:00	ITUC Legal team
6.	03 – 04 - 2019	<p>Discuss and draft joint positions covering process and content of the proposed reforms. Joint positions to be adopted by the unions.</p> <p>Discuss and plan engagement and consultations strategy</p>	9:00 – 17:00	National Legal Experts/Officers of affiliates
7.	04 – 04 – 2019	Departure of ITUC team		

**\* for each day, there will be one hour lunch break and short stretching breaks**