

MEMORANDUM OF COOPERATION

Between and among
INDUSTRIAL AFFILIATES, PLAYFAIR ALLIANCE, ITUC, GLOBAL AND LOCAL
BRANDS IN SPORTSWEAR AND APPAREL, SUPPLIERS, TRADE UNIONS,
DEPARTMENT OF LABOR AND EMPLOYMENT (DOLE), AND OTHER
STAKEHOLDERS

on

THE PROMOTION OF FREEDOM OF ASSOCIATION AND FULL IMPLEMENTATION/ENFORCEMENT OF LABOR STANDARD LAWS IN THE APPAREL AND SPORTSWEAR SECTOR

Recognizing the strategic role of social partners and their long-term contributions in social dialogue towards advancing respect and protection of labor rights and promoting best practices in the implementation of/compliance with Philippine labor laws;

Affirming the principles of institutional integrity, social responsibility, accountability, social partnership and the common good;

Considering that the Philippines adheres to internationally-recognized labor rights and has ratified several ILO Conventions including ILO Convention No. 87 on Freedom of Association and ILO Convention No. 98 on the Protection of the Right to Organise and Bargain Collectively;

Aware that the existing labor standard laws in the Philippines guarantee safe, healthful, productive and beneficial working conditions for all workers;

Acknowledging that Freedom of Association (FOA) and enforcement of/compliance with statutory laws and regulations implementing international core labor standards in the Philippines remain an enormous challenge and requires the strong cooperation between and among the pertinent government agencies, global sportswear and apparel brands and their suppliers, allied industries in the supply chain, trade unions, and local government units;

Aiming to make concrete commitments to respect Freedom of Association (FOA) comply with Philippine labor standard laws, and codes of conduct to address decent working conditions including but not limited to the following issues:

1. Precarious employment;
2. Lack of authentic workers' representation;
3. Need to improve worker's awareness and appreciation of their labor rights;
4. Gaps between private and public initiatives;
5. Decent wages; and
6. The needs to strengthen of grievance mechanisms;

We, the participants to the Multi-Stakeholders Dialogue in the Sportswear Industry in the Philippines gathered on the 17th day of August 2012, at the Rajah Park Hotel, Cebu City, agree to strengthen our cooperation with respect to the right freedom of association and the right to organise and bargain collectively to ensure better working conditions, job security, protection and overall welfare of all workers in the sportswear and apparel sector.

In support of our commitment to the above principles and aims, we specifically agree to work together with other key stakeholders and industry partners to develop a joint plan of action through a forum convened by DOLE-Region 7 Office within two (2) months from the date of signing of this agreement.

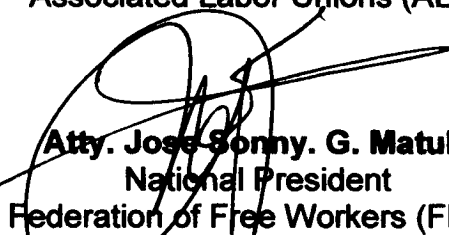
Signed this 17th day of August 2012 at Rajah Park Hotel, Cebu City, Philippines.

PARTIES

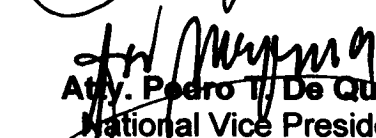
TRADE UNIONS



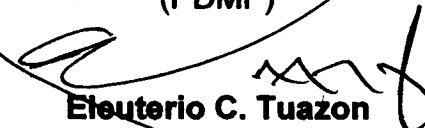
Gerard Seno
Executive Vice-President
Associated Labor Unions (ALU)



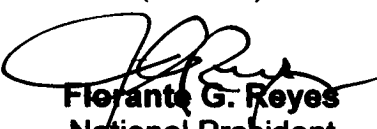
Atty. Jose Sonny G. Matula
National President
Federation of Free Workers (FFW)



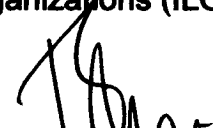
Atty. Pedro T. De Quiros
National Vice President
Pambansang Diwa ng Manggagawang Pilipino
(PDMP)




Eleuterio C. Tuazon
National President
Philippine Association of Free Labor Unions
(PAFLU)



Florante G. Reyes
National President
Integrated Labor Organizations (ILO-Phils.)

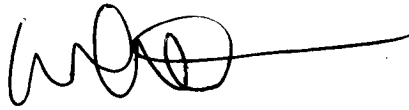


Temistocles Dejon, Jr.
National President
All Workers Alliance of Trade Unions (AWATU)



Slon Binos
National President
Pinag-isang Tinig at Lakas ng Manggagawa
(PIGLAS)


BUYERS PRODUCING IN CEBU



Bill Anderson
Vice President
Adidas



Crystal Xion
Compliance Manager
New Balance

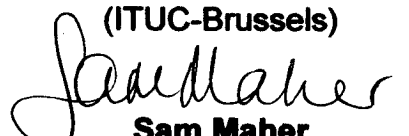


Stacy Gamble
Manager
Brooks

GLOBAL CAMPAIGNER



Kristin Blom
Campaigns Officer
International Trade Union Center
(ITUC-Brussels)



Sam Maher
Campaigns Officer
Labor Behind the Label/Clean Clothes
Campaign

P. S. Bati-on
Purificación Bati-on
Secretariat
Philippine Metalworkers' Alliance (PMA)

Gina A. Cedron
Gina A. Cedron
Coordinator
Metal Works Alliance Philippines (MWAP)

Felix B. Deyta, Jr
Felix B. Deyta, Jr
National Coordinator
Philippine Cement Workers Council (PCWC)

Honorio N. Marcelino
Honorio N. Marcelino
Board of Director/
Philippine Cement Workers Council (PCWC)

Cecilia V. Tuico
Cecilia V. Tuico
International Relations Officers
Workers Assistance Center, Inc. (WAC Cavite)


Salvador Carranza
Salvador Carranza
National Treasurer
National Federation of Labor Unions (NAFLU)

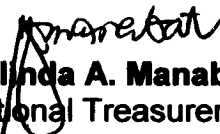
Jose P. Tomonghs
Jose P. Tomonghs
Chairperson - Visayas
Alliance Progressive Labor (APL)

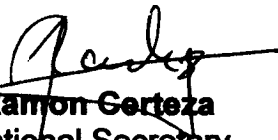
WPA


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Wilfredo Villarico
National Vice President
Philippine Social Security Labor Unions
(PSSLU)

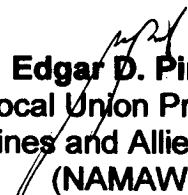

Rosalinda A. Manabat
National Treasurer
Philippine Trade and General Workers
Organization (PTGWO)


Ramon Gerteza
National Secretary
Confederation of Labor and Social Services
(CLASS)


Jorge D. Azuelo
National Secretary
Union of Filipino Workers (UFW)


Laudicia Casana
General Secretary
Textile Federation 2 - FFW


Angelina De Ocampo
Finance Officer
Confederation of Filipino Workers (CFW)


Edgar D. Pineda
Local Union President
National Mines and Allied Workers Union
(NAMAWU)

GOVERNMENT


Lilia Estellore
Assistant Regional Director and OIC
Department of Labor and Employment-Region 7



