

MEMORANDUM OF UNDERSTANDING

This **MEMORANDUM OF UNDERSTANDING** entered into this 23rd day of November 2016 by and between:

The **PEOPLE MANAGEMENT ASSOCIATION OF THE PHILIPPINES** with current address at 670 Lee Street, Addition Hills, Mandaluyong City, represented by its **President JESSE FRANCIS N. REBUSTILLO (hereinafter referred to as PMAP)**.

and

The **TRADE UNION CONGRESS OF THE PHILIPPINES** with current address at Rm. 714 7/F Future Point Plaza 1, 112 Panay Avenue, South Triangle, Quezon City, represented by its **President RUBEN D. TORRES hereinafter referred to as TUCP)**;

W I T N E S S E T H T H A T

WHEREAS, PMAP as the premier organization of human resource professionals and people management practitioners, recognizes that PEOPLE as Human Capital are the primary driver of business and national economic growth;

WHEREAS, PMAP believes that people's worth can be realized and further enhanced as a means towards developing a globally competitive Filipino workforce, achieved through professionalizing sound people management practices; promoting equal employment opportunities; maintaining harmonious and values-driven industrial relations; keeping workplace learning and organizational capability-building, improving productivity through safety, health and wellness programs; efficiency and productivity with evidence-based management practices; environmental stewardship through green practices; balanced, reasonable and competitive compensation and benefits programs; and upholding the highest standards of excellence, integrity and accountability in the workplace;

WHEREAS, PMAP endeavors to help develop employability of the Filipino workforce by (a) modelling the sound people management practices by serving as the HRD of Corporate Philippines; (b) assisting the government and small and medium enterprises institutionalize and enhance human resource management; (c) participating in public-private partnerships in people development; (d)

addressing Academe-Industry mismatch; and (e) influencing the regulatory framework governing employment;

WHEREAS, the TUCP --the biggest confederation of democratic trade unions in the Philippines is dedicated to building democratic organizations run and led by members; strengthening the labor movement through skills training and capacity-building; installing nationalism, solidarity, equity, and social responsibility; promoting equal rights and opportunities for all; improving conditions of work and life of workers and their families, including non-members;

WHEREAS, the TUCP is committed to developing critical cooperation with government and social partners; advocating for an economic policy which promotes national interest and international competitiveness [and with its parent organization the International Trade Union Confederation – Asia Pacific, works on many issues, including decent work and gender equality](#), for further strengthening internal and international solidarity and cohesiveness among unions of the world;

WHEREAS, in its meeting on 7 November 2016 in Pasig City, PMAP and the TUCP agreed to explore a more comprehensive cooperation agreement based on mutual interest;

AS AN INITIAL JOINT ACTION, PMAP and TUCP AGREED to undertake the following:

- a) Establish and implement TUCP and ITUC AP-initiated training programs against the Gender-Based Violence at the workplace in response to the growing incidence of violence and abuses encountered by workers regardless of their socio-economic status. As a joint initiative of both the PMAP and TUCP, the partnership aims to build a collaborative engagement by providing [FREE resource persons and materials](#) for training programs for the members of PMAP on GBV at the workplace.

PMAP shall:

1. Tap TUCP as its provider of [FREE resource persons and materials](#) for training programs on GBV at the workplace for its member companies that are unionized;
2. Assist TUCP in addressing queries of unionized member companies regarding matters pertaining to GBV at the workplace; and
3. Communicate to all its unionized member companies of TUCP's GBV advocacy programs and the terms and conditions of the program.

TUCP shall:

1. Serve as the provider of FREE [resource persons and materials](#) for training programs for unionized PMAP member companies on matters related to the advocacy against GBV at the workplace;
 2. Provide assistance to PMAP on queries related to GBV; and
 3. Provide regular updates to PMAP on the conduct of free trainings related to the advocacy against GBV.
- b) Adopt an environment conducive for social dialogue and enhance labor-management cooperation to resolve workplace conflicts and promote industrial peace among TUCP-affiliated unions by enabling PMAP as the conciliation, mediation and arbitration avenue;
- c) Advocate for policies and programs on human resource development towards decent employment ensuring a career path for workers; social protection; and equitable development for all;
- d) Undertake knowledge-sharing activities on emerging labor laws and policies at the national, regional, and international levels, including the Future of Work, Green Jobs and Sustainable Development, among others; and
- e) Strengthening the PMAP – TUCP partnership with activities and programs to be determined upon consultation with each group’s leadership and constituents.

Signed on 23 November 2016 in Pasig City.

PEOPLE MANAGEMENT ASSOCIATION OF
THE PHILIPPINES

TRADE UNION CONGRESS OF THE
PHILIPPINES

JESSE FRANCIS N. REBUSTILLO
President

RUBEN D. TORRES
President

Signed in the presence of:

REYNALDO M. GENER, DPM
Executive Director, PMAP

RAFAEL E. MAPALO
Director for Education, TUCP