

International Newsletter of Kilusang Mayo Uno



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International

Filipino workers press for release of 23 Cambodian workers



Joining international labor groups' call for a Global Day of Action, workers from the national labor center Kilusang Mayo Uno (KMU) and labor advocates from the Center for Trade Ubion and Human Rights (CTUHR) and Women Wise picketed the Cambodian Embassy in Makati City on February 10 to call for the immediate and unconditional release of 23 workers currently imprisoned by the Cambodian government.

"We Filipino workers stand by our Cambodian brothers and sisters who are fighting for their rights. The 23 workers, like all Cambodian workers who joined the national strike, were merely fighting for a living wage and should not be imprisoned," said Nita Gonzaga, KMU vice-chair for women's affairs.

KMU said the imprisonment of the 23 workers, which stems from a national strike staged by Cambodian workers from December to January to call for increasing the minimum wage from \$75 to P160, is most unjust and goes hand-in-hand with the killing of at least four workers by the Cambodian military in a crackdown last January.

The labor leader said the Cambodian workers, who mostly come from the said country's garments industry which employs 600,000 workers and contributes 80 per cent of the country's exports, deserve a living wage.

She added that the Cambodian workers, who toil for long overtime hours in factories with bad ventilation and in which mass fainting is a common occurance, have every right to hold protests and even wage a national strike.



"We condemn the Cambodian government led by Prime Minister Hun Sen for violently suppressing workers who are fighting for a living wage. We also condemn the international clothing brands that shamelessly exploit the garment workers of Cambodia," Gonzaga said.

She also said that Filipino workers are being denied a living wage, even a significant wage hike such as the P125 across-the-board wage hike nationwide which workers have been calling for, and face retrenchment and repression when they assert their rights.

"We condemn President Noynoy
Aquino for referring to lower
minimum wage levels in other
Southeast Asian countries whenever
Filipino workers call for a significant
wage hike. We condemn him for
holding up the dire situation of
Cambodian workers as something
that the Philppines should emulate,"
Gonzaga said.

KMU also called for stronger international condemnation of the Cambodian government's repressive moves against the country's workers. #

WORKINS statement in support of Cambodian Workers

Workers International Struggle Initiatives (WORKINS) strongly condemns the violence inflicted by the Cambodian armed forces, under the direction of Prime Minister Hun Sen, against protesting workers in Cambodia on January 2-3, 2014, during which four were reported killed and 50 wounded, at the Canadian Industrial Park. We also condemn the arrest of 23 workers and the reported dismissal of 200 workers by their employers.

On January 4, 2014, the Cambodian police forcibly cleared Freedom Park-a government-designated park for people to raise their grievances. On the 6th January, women activists who were demanding the release of the protesters were also arrested and were only released when they signed a statement, under duress, that they would not protest again. Union organizers and human rights activists are now facing trumped up charges and 18 months of pretrial detention, five years' imprisonment and fines ranging from US\$1,000 to US\$2,500 for exercising their right to demand for better working conditions and living wages for Cambodian workers.

At the same time, we call on Cambodian workers to be vigilant against being used by Sam Rainsy of the Cambodian National Rescue Party in order to advance the interests of his faction of the Cambodian ruling classes. This happened on January 2, when Rainsy's protest over the outcome of July national elections merged with the workers' wage demand. Rainsy has repeatedly called for US, French and EU military intervention against the Cambodian government led by the Cambodian People's Party. We are calling on workers to build genuine organizations that are independent of capitalist and ruling class interests and are firm in upholding workers' rights and workers' alternatives to the current socio-economic system.

On December 24, 2013, the Labour Advisory Committee (LAC) had proposed an increase in the wage from \$80 to \$95 per month (2014), \$110 (2015), \$126 (2016), \$143 (2017), \$160 (2018). This triggered a strike call by seven independent union centres on December 24, with a demand for an immediate monthly wage of \$160.

On January 1, the government announced that wages for garment workers would increase a further \$5 to \$100 per month, from February 2014. A similar process had maintained industrial peace in 2011, but it did not work this time.



The 600,000 garment workers work 8 hours per day 6 days a week for their wage, and \$95, \$100 is nowhere near a living wage in Phnom Penh.

Years of exploitation of the workers through sub-standard working conditions and untenable minimum wages have pushed the Cambodian workers to exercise their legitimate right to strike and peacefully express their demands through the protests. There were 131 garment sector strikes in 2013. The brute force being used by the Cambodian government to quell the political protest in which the workers participated violates international human rights conventions.

Garment manufacturing is Cambodia's biggest foreign currency earner.

Clearly, the recent violence against protesters is an escalation of an already repressive environment for the workers.



Other foreign governments and corporations have also become involved in an effort to protect their corporate interests in the garment industry in the country. The South Korean Embassy asked the Cambodian security forces to exert "special protection" for Korean factories at the Canadia Industrial Park, a Special Economic Zone. including the South Korean -American company Yakjin, which supplies Gap, Old Navy, American Eagle, and Wal-Mart, and emphasized the need for the Cambodian government to take "decisive action." Yakjin trading Company was bought out by Carlyle, an American private equity fund giant (whose board members include George W. Bush Sr.), a week before the corporation also requested Cambodian Army intervention on 3 January, which resulted to the killing of five workers.

The protests in Cambodia coincide with the garment workers' campaign in Bangladesh for an increase in the minimum wage from US\$38 per month to US\$100 per month and for humane working conditions – legitimate demands of the workers which were highlighted since the collapse of the Rana Plaza garment factory complex in April 2013, which killed 1,134 mainly women workers, with 200 still missing.

In the Philippines the minimum wage is set at US\$250 per month (US\$11per day). Although higher than Cambodia and Bangladesh, it is still well below the necessary living standard. Factory conditions are sub-standard and workers are increasingly contractualised. Repressive measures are taken against workers who try to form unions or take collective action for their rights.

Workers' wages across Asia are being depressed by big global corporations seeking higher profits at the expense of workers' basic human rights. Attempts to raise the minimum wage are faced with threats to relocate factories where wages are lower and governments are pressured to ignore or actively repress workers' conditions by corporations and governments, especially imperialist regimes. Since the global financial crisis, economic instability and threats of unemployment have been used as a pretext to further degrade workingconditions and wages.

The Cambodian government has been subservient to the interests of imperialists by adhering to neoliberal policies and using cheap labor as the main attraction to foreign investors. As long as it serves capitalist interests, oppression and repression of workers will continue in the country. The fight of workers in Cambodia is tied to the struggle of workers all over the world against monopoly capitalism.

WORKINS stands in solidarity with the Cambodian workers and human rights activists, as we join people's organizations, trade unions and human rights organizations all over the world in calling for the following:

- The minimum wage to be raised to US\$160 per month as per the workers' demands;
- Drop all charges and release all protesters and human rights defenders who were arbitrarily detained during the protests;
- For the ASEAN Intergovernmental Commission on Human Rights (AICHR) to urge the ASEAN member states to respect and protect the rights of workers in the ASEAN region, according to international human rights standards;
- For governments to condemn the repression of workers in Cambodia and to respect and protect the rights of workers worldwide, by adhering to international human rights standards.

WORKINS urges the international labour movement to increase support for genuine trade union organisation in Cambodia. #

Introducing WORKINS

Workers International Struggle Initiatives or WORKINS is the union campaign network started by the International League of Peoples' Struggles (ILPS). It was launched last December in Bali, Indonesia right after the International Conference on Contractual Labor. KMU is one of the founding members of WORKINS and ILPS.

Join the ILPS

The International League of Peoples' Struggles (ILPS) is an anti-imperialist and democratic formation. It promotes, supports and develops the anti-imperialist and democratic struggles of the peoples of the world against imperialism and all reactionaries.

It has a broad mass character and not subordinate to any political party, government or religion and affords equality to all participating organizations.

It strives to realize unity, cooperation and coordination of anti-imperialist and democratic struggles throughout the world.

It aims to stimulate, facilitate and coordinate common lines of action and undertake definite actions on the aforesaid concerns and issues, to cooperate with all possible organizations, institutions and personages in the attainment of the aims and purposes of the League. The activities of the League include: advocacy, research, publications, conferences, seminars and social and political action.

Labor advocacy groups, trade unions and grassroots sectoral organizations – farmers, migrants, peasants, women, youth – are invited to join the International League of Peoples' Struggles.

ILPS website: http://ilps.info/

Justice for all abused migrant workers



Filipino workers led by national labor center Kilusang Mayo Uno (KMU) call for justice for Erwiana, the 23 year-old Indonesian domestic worker who was gravely abused by her employer in Hong Kong.

In her eight months working in Hong Kong, Erwiana Sulistyaningsih received numerous lacerations and burns. She was beaten everyday. Her employer scratched, slapped, and punched her. Erwiana's head was banged against the wall and she was hit by different objects. The burns, meanwhile, were caused by boiling water. She was deprived of adequate sleep and food. She was made to work without pay for several months.

KMU supports the campaign called Justice for Erwiana and All Migrant Workers as well as the continuing campaign for more countries to adopt the International Labor Organization Convention198, the convention concerning decent work for domestic workers.



Source: http://en.tempo.co/

Filipino workers condemn the Hong Kong government's anti-migrant policies (like the mandatory live-in arrangement, two-week rule and low protection of migrant workers) as well as the Indonesian government's labor export policy.

Indonesian President Susilo Bambang Yudhoyono said he was angry, but not much change is expected if he remains to be puppet to US and continues to promote labor export policy.

Migrant work serves the global capitalist system: In formal sectors, migrant work is used to keep wages down by pitting migrant workers to locals. Foreign domestic work, on the other hand, ensures that capitalists can maximize local workers. The latter are made to hard work for long hours without having the burden of domestic chores including care for children, the elderly and sick.

Governments gain a lot by serving capitalist interests. They have turned the migration of workers into an institutionalized moneymaking scheme. Migration is used to squeeze remittances and exorbitant fees from migrant workers' hard labor. Migration is also used to vent off the steam of rising unemployment and poverty which has the potential of exploding into protests, if not revolutionary uprisings.

Domestic workers mostly come from the poorest communities of the least developed countries. Had there been better employment choices in their country, they would not have left.

Domestic work must be valued by all working class. It encompasses tasks that are essential to every home. These tasks are ideally performed by family members but for various reasons are not performed by them. Primary among these reasons is the need of family members to work long hours which takes off their time for self and family, much more to performing house chores.

Hong Kong is reported to have around 300,000 foreign domestic helpers. Majority are Filipinos and Indonesians.

The plight of Erwiana should make workers all over the world reflect about the value of domestic work, how workers should unite against grave conditions of work, and how fighting for genuine political and economic change in every migrant worker's home country remain the most important task of migrants and all workers.#

We support South Korean workers' general strikes against privatisation of railways and against trade-union repression!

Step Down, Park! Stop Privatisation! Fight Trade-Union Repression!

Workers International Struggle Initiatives (WORKINS) salutes the Korean Rail Workers Union for its sustained strike action against privatization, in the face of relentless repression by the Korail management and the South Korean Park government.

WORKINS strongly supports the general strikes called by the Korean Confederation of Trade Unions (KCTU) for January 9 and for January 16 and the nationwide People's Day of Action on January 16, 2014. We call on militant unions around the world to show their solidarity.

The savage anti-worker policies of the Park regime are in full display in the repression of the striking Korail workers:

- · Arrest of union leaders and activists
- Police invasion of KCTU offices
- Attempt to legalize the sacking of workers in essential public services who go on strike
- Seeking civil damages against the union to bust the union
- Privatization of the new high-speed rail network Suseo-KTX

After 22 days of strikes, the KRWU decided to end its strike on December 31 and to continue the struggle in the workplace, because it won a significant concession in the National Assembly.

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KMU Correspondence is the bi-monthly newsletter of Kilusang Mayo Uno labor center. We welcome suggestions on topics and questions. For inquiries, please email: kmu.intl@gmail.com.

The said concession includes a plan that would avoid the privatization of Suseo-KTX in the short term and craft a comprehensive railway development plan in the mid to long term. KRWU will have the opportunity to give inputs to this plan. Despite this, the South Korean government and Korail management continue to seek punitive measures against the KRWU.

The KCTU action plan aims to ensure that the plan for quality public railways is adopted and that the repressive measures are abandoned.

International solidarity is still very urgently needed to stop the violation of human and trade-union rights through the heavy disciplinary measures, criminal charges, imprisonment and financial reprisal against the striking workers and leaders of the union.

We should stand shoulder to shoulder against the intensifying fascist attacks of the Park government against the Korean working class! #

Recommended Book



History and Reality:Sketch of Labor Movement in Philippines

Five parts of the book:

- 1. Overview of Philippines' social history, religious history, workers' daily life and labor union
- 2. Introduction of the Philppines workers' struggle experience
- 3. Interviews of the union leaders and workers in Philippines
- 4. Journals of several visitors of the group
- 5. Translation of Chapter 1 -18 of Genuine Trade Unionism in the Philippines

Written and printed in Chinese. Workers and friends in mainland China, Hong Kong, and Taiwan are encouraged to get a copy. #

No más despidos laborales

¡Apoyamos la justa lucha de los trabajadores de Coca Cola en España!



En solidaridad con los trabajadores de la multinacional Coca Cola en España, Sinaltrainal de Colombia y Kilusang Mayo Uno de Filipinas realizarán protestas en sus países respectivos el viernes 14 de febrero.

La multinacional Coca-Cola ha anunciado una regulación de empleo, que afectará al 30% de sus trabajadores encuatro fábricas de la compañía, Fuenlabrada (Madrid), Palma de Mallorca, Asturias y Alicante.

La decisión afectará 1.250 trabajadores, con más de 700 despidos.

La acción de la empresa es ilegal. Coca Cola es codicioso. Con más de 900 millones de euros de beneficios anuales en España, que quiere más beneficios a costa de sacrificar los trabajadores.

En solidaridad Kilusang Mayo Uno o KMU realizarán protestas en 14 de febrero durante las protestas de la campaña de los mil millones (One Billion Rising) de la misma fecha.

En Colombia, en cada planta de Coca Cola, especialmente en la oficina central en Bogotá, harán presencia los trabajadores de varias empresas multinacionales afiliados a Sinaltrainal. KMU y Sinaltrainal rechazan la acción de la multinacional Coca-Cola y exigen que sea revertido la decisión de cerrar las plantas en España. #



Espanyol

No to lay-offs

We support the just struggle of the workers of Coca-Cola in Spain!



In solidarity with the workers of the multinational Coca-Cola in Spain, Sinaltrainal of Colombia and Kilusang Mayo Uno of Philippines will conduct a protest in their respective countries on Friday February 14.

The multinational Coca-Cola has announced a layoff that will affect 30% of their workers in the four factories - Fuenlabrada (Madrid), Palma de Mallorca, Asturias and Alicante.

The decision will affect 1,250 workers, with more than 700 lay-offs.

The action of the company is illegal. Coca-Cola is greedy. With more than 900 million Euros in annual profit, it wants more profits by sacrifing workers.

In solidarity Kilusang Mayo Uno or KMU held an action protest during the February 14 One Billion Rising campaign. In Colombia, each Coca-Cola plant and especially in the central office, workers of Sinaltrainal held an action from its various affiliates. Sinaltrainal and KMU reject the action of the multinational Coca-Cola, and demand it reversed the decision to close the plants in Spain. #



English

On the integration of the PhP15 COLA to the basic pay

The implementation of the Wage Order NCR-18 which integrates the PhP15 (Philippine Peso, USD1= approx PhP45) Cost of Living Allowance to the basic pay of Metro Manila workers is a "cheap trick" to make workers accept the increase in prices of commodities and rates of basic services.

We want to make it clear, that the Wage Order NCR-18 could not be considered as a wage hike. It is merely a trick of transferring workers' money from their left pocket to the right. It is a desperate attempt to pour cold water over Filipino workers' rage against the Aquino government's unwillingness to stop the price and rate hikes.

The minimum wage for NCR workers remain at PhP 466 since the implementation of the PhP 10 hike in September 2013. A far cry from the Family Living Wage in NCR which, according to independent think-tank Ibon Foundation, is pegged at PhP 1,051/day as of August 2013.

The PhP15 COLA to be integrated to the basic pay is even useless in the face of the record-high power rate hike, the increase in SSS and PhilHealth premium contributions and the PhP 15 fare hike in MRT and LRT.



This typical Aquino publicity stunt just goes to show that government has no intention at all in increasing workers' wages but is at the same time hell bent on allowing capitalists to rake-in superprofits.

For three years, Aquino has widened the gap between the Family Living Wage and the minimum wage from PhP 551 in 2010 to PhP 585 in 2013. He has also consistently rejected calls for a significant wage hike and has imposed wage cuts and wage freezes through the Two-Tiered Wage System.



We insist that what workers need is a substantial wage hike to give immediate relief from the rising prices of commodities and rates of basic services.

We demand the immediate legislation of the PhP 125 acrossthe-board nationwide wage hike bill, which was recently refiled as House Bill 253 by Anakpawis Partylist. #



Banana plantation workers in Mindanao dance for justice



Plantation workers of Compostela Valley Province in Mindanao joined the One Billion Rising, an international campaign against VAW (violence against women).

Banana women workers are struggling for their jobs and livelihood against Japanese company SUMIFRU which earlier illegally suspended 141 workers without basis.

A compromise agreement averted a strike, and a workers' collective action against the company won reinstatement for all those suspended.

As their jobs and livelihood remain under attack, women workers heighten their struggle to claim their rights as workers and as women. #

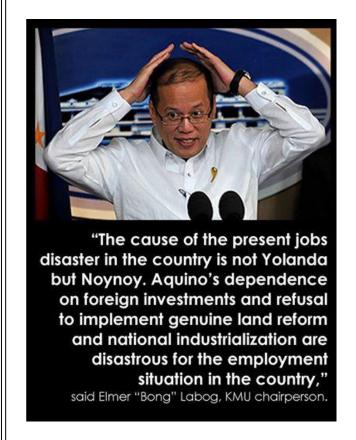
Noynoy, not Yolanda behind rising joblessness

National labor center Kilusang Mayo Uno condemned the Aquino government today for claiming that unemployment in the last quarter of 2013 increased because of supertyphoon Yolanda, saying the real cause is President Noynoy Aquino's policies.

The labor group said the increase in unemployment from 21.7 per cent in the third quarter of 2013 to 27.5 per cent in the fourth quarter of the year that was reported by the Social Weather Stations is a result of the government's dependence on foreign investments in trying to create jobs in the country.

It also said that even the government's Labor Force Survey shows that unemployment has been increasing, from 7.1 per cent in 2011 to 7.2 per cent in 2012 and to 7.3 per cent in 2013.

"The cause of the present jobs disaster in the country is not Yolanda but Noynoy. Aquino's dependence on foreign investments and refusal to implement genuine land reform and national industrialization are disastrous for the employment situation in the country," said Elmer "Bong" Labog, KMU chairperson.



He noted that the results of the SWS survey came out on the same day that it was reported that foreign investments in the country grew by 50 per cent in November 2013, supposedly as a result of higher investor confidence.

"Once again, we see that increases in foreign investments do not automatically result in more jobs. Wanting instant profits, foreign capitalists are investing in financial markets rather than building factories or even offices. They are also investing in the non-productive sectors of the economy," Labog said.

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The labor leader said foreign investments in the country are concentrated in mining, real estate, and business process outsourcing which do not create a labor base as broad as that of manufacturing.

He also added that the government's plan of attracting foreign investors to the country is detrimental to Filipino workers as it means the offering up of cheap and repressed labor.

"The Aquino government is trying to attract foreign investments by pressing down wages, contractualizing work forces and repressing labor rights. The result is a no-win situation where unemployment is high and workers are impoverished," Labog said. #

Probe Cebu call center's sudden closure

National labor center Kilusang Mayo Uno called for an investigation into the sudden closure of a call center company in Cebu City in the first week of January which has left 130 employees jobless.

KMU said the sudden closure of call center company Leadamorphosis exposes how workers' job security in the Business Process Outsourcing sector, which the Arroyo and Aquino governments have labelled as the country's "sunshine industry," is being violated.

"This is not the first time that a call center company suddenly stopped operating and left its employees jobless. The Aquino government, which brags about income from the call center sector, has been allowing call center companies to violate workers' job security," said Roger Soluta, KMU secretary-general.

The labor leader also said the sudden closure shows the fragility of employment in the country's call center sector, which according to the government currently employs more than 700,000 employees.

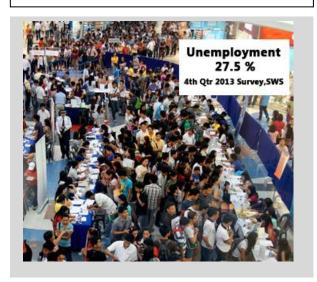
"It seems that there are call center companies who only take advantage of tax breaks and other perks offered by the government and then immediately leave when these perks end. The Aquino government clearly prioritizes the interests of call center companies over the interests of Filipino employees," Soluta said.

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The labor leader recalled that in July 2012, call center company Direct Access Corporation, also located in Cebu City, suddenly closed shop and left 600 employees jobless. There have also been other reports about call center companies suddenly closing down.

"It is clear that the Aquino government is clueless regarding the financial health of the call center companies that operate in the country. That's why these companies can always surprise their employees with sudden closure or with other anti-worker policies" Soluta said.

KMU called on employees in the country's BPO sector to form organizations and unions so that they can effectively defend and uphold their job security as well as their right to a living wage. #



Workers to Department of Labor: no lack of skilled Pinoys wanting jobs

National labor center Kilusang Mayo Uno condemned Labor Secretary Rosalinda Baldoz's announcement that the government is opening up jobs in the country to foreigners, saying there are many skilled Filipinos who need work and are looking for work.

KMU said there is no dearth of Filipinos who can work as architects, chemical engineers, chemists, environmental planners, fisheries technologists, geologists, guidance counselors, licensed librarians, medical technologists, sanitary engineers, computer numerical control machinists, assembly technicians, test technicians, pilots and aircraft mechanics.

"Again, Baldoz thinks she can get away with trying to fool the public. The country's high unemployment rate, the number of Filipinos leaving the country to work abroad, and the number of skilled Filipinos in the call center sector show there's no dearth of Filipinos looking for jobs," said Elmer "Bong" Labog, KMU chairperson.

For three years, the Aquino government has failed to bring down unemployment in the country, and more than 4,000 Filipinos leave the country every day to work abroad.

Unable to find work in other sectors of the economy, many college graduates find work in the country's Business Process Outsourcing sector.

"The so-called shortage of applicants is a myth being created by the Aquino government to try to justify its adherence to international agreements that seek to liberalize the local labor market.

It wants to please the elites of wealthy and powerful countries where unemployment is soaring because of the severe economic crisis," Labog said.

The jobs being opened up to foreigners are contained in a list made by the Bureau of Local Employment prodded by a project funded by the European Union.

"We believe that Baldoz is lying when she said that this measure would be temporary. It is more likely that the Aquino government is trying to prevent opposition to this measure so the latter can be made permanent in the future," Labog said.

The labor leader also said that it is unfair for Filipino migrant workers abroad, who comply with strict requirements, that foreigners who would seek work in the country will be exempted from the fee and publication required by the country's labor market test.

"It is disgusting that the Aquino government, which has been aggressively pushing Filipinos to work abroad, is now enticing foreigners to work in the Philippines. In both moves, it is prioritizing the interests of big foreign capitalists over the interests of Filipinos," Labog said. #



Fabella privatization, kiss of death to poor moms, babies



National labor center Kilusang Mayo Uno condems the impending privatization of the Dr. Jose Fabella Memorial Hospital, a maternity hospital known for catering to the poor. The move is a kiss of death for poor mothers and babies.

The hospital's impending transfer to a new building, which will be built by J. D. Legaspi Construction as part of a P743-million deal, in the San Lazaro headquarters of the Department of Health, will surely mean higher fees for giving birth.

Fabella's privatization shows that Pres.
Noynoy Aquino is not really concerned
with women's reproductive health and
pushed for the passage of the
Reproductive Health Bill to please giant
multinational pharmaceutical companies
which are eager to sell contraceptives to
the government.

Fabella's privatization is a kiss of death to poor mothers and babies, and shows that Aquino is not only a Disaster President but also a Health Disaster. Instead of upholding the public's interest by increasing subsidy to the health sector, Aquino is upholding big capitalists' interest in privatizing public hospitals.

The maternity hospital's privatization gives a new meaning to the DOH's Administrative Order 2008-0029, titled "Implementing Health Reforms towards Rapid Reduction in Maternal and Neonatal Mortality," which bans home birthing.

The administrative order, which is known as the "No Home Birthing Policy," was approved under the presidency of Gloria Macapagal-Arroyo but continues to be implemented by the Aquino government.

It is clear by now that Aquino continues the ban on home birthing in order to ensure the profits of big capitalists who are investing in the privatization of public hospitals. He is really not concerned with women's reproductive health but with big capitalists' profits.

KMU reiterates the call for the junking of the Aquino government's Public-Private Partnership program, which seeks to privatize public hospitals in the guise of improving hospitals' facilities and services. #



En abril de 2014, estamos celebrando los 30 años del Evento de Solidaridad Internacional ("ISA"). Su objetivo es compartir las historias y lecciones de solidaridad internacional. También tiene como objetivo discutir los planes para mover ISA hacia adelante, y para mantenerlo en diferentes países y ayudar a construir la solidaridad de los trabajadores en medio de la intensificación de los ataques de las políticas neoliberales.

On April 2014, we are celebrating the 30th year of the International Solidarity Affair (ISA). It aims to share the experiences and lessons in international solidarity. It also aims to discuss plans to move ISA forward, and to hold it in different countries and help build solidarity for workers amidst the intensifying attack of neoliberal policies.