

Building the Capacity of the Philippines Labour Inspectorate



International
Labour
Organization

100
1919-2019



AT A GLANCE

→ Partners

Department of Labor and Employment (DOLE), Employers Confederation of the Philippines (ECOP), Alliance of Progressive Labor-Sentro ng mga Nagkakaisa at Progresibong Manggagawa (APL-SENTRO), Associated Labor Unions (ALU), Federation of Free Workers (FFW), IndustriAll Global Unions, Trade Union Congress of the Philippines (TUCP)

→ Donor

United States Department of Labor (USDOL)

→ Duration

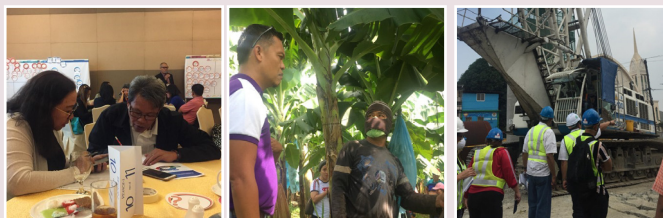
December 2014 to August 2019

→ Target beneficiaries

Labour inspectors, government, workers' and employers' organizations

→ Geographical focus

National



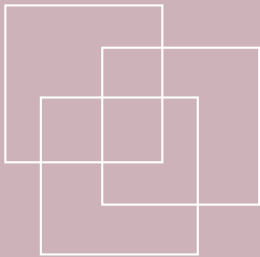
PROJECT OBJECTIVES

The Philippine's labour inspectorate system faces a number of challenges in providing labour inspection services to the country's 945,000 registered establishments, covering around 7.8 million workers. A 2009 ILO Technical Audit of the Philippines' labour inspectorate system, pointed to some of these challenges which included low coverage due to inadequate number of labour inspectors and limited capacity of labour inspectors in carrying out specialized inspections. The ILO Technical Audit also raised the need to examine the quality of inspections conducted and whether they lead to compliance.

As a response to these challenges, the Department of Labor and Employment (DOLE) has undertaken initiatives to strengthen its labour inspectorate system. This included the hiring of hundreds of additional labour inspectors and computerization of the inspection process with the ILO supporting the development of an initial Labour Inspection Management Information System (LI MIS). Central to these reforms was the adoption of a more balanced approach combining both regulatory and developmental strategies to labour inspection. A key feature of the government's labour inspectorate reforms is the granting of more active involvement of both employer and workers' representative in the inspection process and in the promotion of labour laws compliance in general.

From September 2015 to August 2019, the International Labour Organisation Country Office for the Philippines, with funding support from the US Department of Labor has implemented a Project on "Building the Capacity of the Philippine Labour Inspectorate". The main objective of this Project was to contribute to improving workplace compliance with national labour laws through a more effective labour inspectorate system.





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MAIN ACTIVITIES

Main strategies and activities under this Project included the following:

- Contribute to improved collection and management of labour inspection data and statistics.
- Contribute to the strengthening of the legal and institutional framework of the labour inspection system in the country aligning it with provisions of ILO C 81.
- Contribute to the capacity building of labour inspectors so they can fulfil its mandates under the Labor Code as well as its functions under ILO C 81.
- Support mechanisms and models for effective social dialogue on labour laws compliance.
- Support workers' broader opportunities for participation in the promotion of labour laws compliance at various levels.
- Implement interventions that will improve the capacity of employers' organisations to more pro-actively and more sustainably promote labour laws compliance.

PROJECT OUTCOMES

By the end of the Project the following results have been achieved:

- Enhancement of the Labour Inspection Management Information System (LI-MIS) to ensure customization according to the Philippines' labour inspection procedures and labour laws, flexibility and sustainability. The LI MIS enables labour inspectors to electronically input inspection findings through a mobile application which can work both online and offline. Furthermore, the enhanced MIS helps DOLE Regional Offices track the performance of their labour inspectors, the status of labour standards cases arising from inspections, and in the process contributes to the Department's capacity to ensure accountability, transparency and more effective case management. The LI MIS helps DOLE more strategically plan and implement inspection activities through its report generation features, including its auto notification feature for serious violations such as child labour. Also, soon to be launched is the DOLE Online Services Platform which would support compliance to the OSH law as it allows the public to report workplace accidents and injuries so these can be immediately inspected, and allows online submission of DOLE registration and enterprise-reporting requirements under the OSH law. The MIS is already being used by DOLE, and from the 1st quarter of 2018 to June 2019, there have been around 58,000 establishments inspected entered into the System.
- Capacitated a core group of more than 534 labour inspectors on legal sufficiency and evidence-gathering during the conduct of inspections, writing of inspection reports, conduct of accident investigations and labour inspection of working and living conditions of fishers, of agricultural plantation workers, and conduct of OSH inspections in construction. By the end of the Project, major DOLE regional offices have replicated these trainings, with their own funding for 361 other labour inspectors and DOLE personnel involved in the management of labour standards cases. To secure support for these trainings, the ILO also implemented an executive course for regional managers to help them more strategically manage labour standards enforcement activities in the regions from the conduct of inspections, case management and engagement with social partners in pro-actively promoting labour laws compliance.
- The Project developed and implemented a training programme for hundreds of national, sectoral, regional and local representatives of workers' organisations on all labour standards covered by inspection. The Project has also worked closely with the EU GSP+ Freedom of Association Project to help workers address retaliation in the event of a workplace complaint or collective action arising for a labour standards case. The Project also worked with another USDOL Project on SafeYouth@Work focusing on occupational safety and health to promote awareness on OSH at the enterprise level, among workers. In the process, the ILO USDOL Labour Inspection Project has supported the establishment of inter-trade union monitoring networks in selected export processing zones in the country.
- The Project also worked with the Employers' Confederation of the Philippines (ECOP) to train their national focals and regional Chapters so they can more effectively provide advice, technical assistance and implement programmes on labour laws compliance for enterprises, even for small, medium and micro enterprises. The programme which the Project has supported ECOP with, has already been broadened to include a one-day senior executive orientation, a two to three-day course for human resource managers to a ladderised course combining industrial relations and HR. By the end of the Project, four ECOP Regional Chapters have also implemented labour laws compliance programmes in their respective regions.

Contact information:

Diane Lynn Respal, Programme Officer
ILO Country Office for the Philippines
19th Floor, Yuchengco Tower, RCBC Plaza
6819 Ayala Avenue, Makati City

Tel. +632 580 9900

Fax. +632 856 7597

Email: respal@ilo.org

Web site: www.ilo.org/philippines

ilo.org/philippines

twitter.com/ilomanila

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