

# Building the Capacity of the Philippines Labour Inspectorate



International  
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## 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



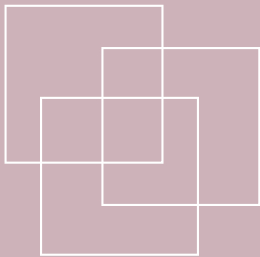
## PROJECT OBJECTIVES

The Philippines' 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, whether they lead to sustained compliance, as well as lack of workers' representation in the inspection process.

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 the Labour Laws Compliance System-Management Information System (LLCS- MIS). Central to these reforms was strengthening the enforcement approach to labour inspection, while giving space for social partner involvement during the conduct of inspection and promotion of labour laws compliance in general.

The main objective of the ILO USDOL Project on Building the Capacity of the Philippines' Labour Inspectorate is to contribute to improving workplace compliance with national labour laws through a more effective labour inspectorate system, by focusing on these two immediate objectives:

- Improved effectiveness of Labour Laws Compliance Officers (LLCO) or labour inspectors in conducting labour inspections.
- Engagement of workers' and employers' on labour laws compliance LLCS is improved.



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## MAIN ACTIVITIES

The Project immediate objectives with the following strategies and main activities:

- Facilitate tripartite review of the inspection tools so they can more effectively guide labour inspectors in targeting and probing violations.
- Enhance the LLCS-MIS and building the capacity of DOLE to use and manage the System.
- Contribute to DOLE efforts to strengthen human resource systems supporting labour inspection, including the development of proposed job descriptions and identification of priority training needs.
- Develop the core competency of labour inspectors in the conduct of inspections and to enhance the capacity of regional managers to more effectively and strategically manage the inspectorate and support tripartite compliance campaigns and initiatives.
- Support tripartite efforts to ratify ILO Convention No. 81 on Labour Inspection in Commerce and Industry and No. 129 on Labour Inspection in Agriculture, and advocate for the passage of a proposed bill to strengthen the labour inspectorate.
- Support establishment of inter-agency coordination between DOLE and other government agencies which have overlapping inspection functions, to facilitate more strategic inspections and maximise existing resources.
- Develop a pool of focal persons for workers' and employers' organizations on labour inspection and labour laws compliance who can cascade and institutionalize these programmes in their respective organisations.
- Support for tripartite compliance campaigns in selected sectors or regions.
- Documentation of good practices for government, workers' and employers'.

## PROJECT OUTCOMES

The Project has so far contributed to the following:

- Revised labour inspection tools such as inspection workflows and protocols including accident investigation procedures and reporting forms.
- Ongoing enhancement of the MIS to support the conduct of evidence-based inspections and improved report generation for more targeted and strategic inspections and compliance campaigns.
- Revised labour inspection rules otherwise known as Department Order 183-17. The ILO provided technical inputs on the inspection component of the recently adopted Occupational Safety and Health (OSH) law and the inspection component of the proposed revised OSH standards.
- Revised job descriptions for labour inspectors focusing on core inspection work, as provided for by ILO Convention No. 81.
- Initial capacity building of 281 core labour inspectors, conciliators and mediators and national and regional labour arbiters involved in labour inspections and handling of cases of labour-only contracting.
- Development of proposed new job descriptions for labour inspectors including appropriate individual performance metrics that support DOLE's overall performance indicators on both compliance rates and enforcement rates.
- Capacity building of a core group of 54 inspectors and inspectorate support staff on the conduct of accident investigation.
- Development and implementation of capacity building programmes for 143 labour inspectors and regional managers. The training for inspectors covered core competencies required of labour inspectors to include legal sufficiency, rules of evidence and evidence gathering, determining employee-employer relationship, illegal contracting and subcontracting, general labour standards and OSH, correction and remediation. Regional managers were trained on effective case management, drafting of Compliance Orders and strategic review of inspection data for inspection planning and targeting.
- Capacity building of a core group of 30 trade union leaders, educators, organizers and paralegals responsible for mainstreaming labour laws compliance in their regular services. Some of these core group members have been involved in replicating the programme to reach local union leaders.
- Capacity building of a core group of 30 employers' representatives so they can assist in expanding ECOP's expanded membership service programmes in the regions.
- Development of proposed tripartite strategic compliance plans in all regions, identifying areas for collaboration and interventions that could address more systemic and root causes of non-compliance.

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