

## 6. Validation and Triangulation

Integrated into the research design, the ILO Country Office for the Philippines conducted validation workshops to ensure that the findings and recommendations of the study are credible, actionable, and well-aligned with the intended users of the research, especially those from the aquaculture industry. The workshops, held across the country's three main islands, were essential for validating and triangulating the research findings. The workshops enabled discussions to refine the general recommendations, including those that are sector-specific, identify challenges, and explore tools and mechanisms to support priority tripartite action in promoting decent work and responsible business conduct in the shrimp and seaweed sectors. A total of 117 participants attended the workshops, with women comprising almost half (48.7 per cent).

► **Table 21. Validation Workshop Attendees**

|                     | Luzon                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | Visayas                                                                                                                                                                                                                                                                                                           | Mindanao                                                                                                                                                                                                                                                                                                                                                     |
|---------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Date                | 23 July 2024                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | 15 August 2024                                                                                                                                                                                                                                                                                                    | 28 August 2024                                                                                                                                                                                                                                                                                                                                               |
| Venue               | Seda Hotel-Vertis North, Quezon City                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | Marco Polo Hotel-Cebu, Cebu City                                                                                                                                                                                                                                                                                  | Q Citipark Hotel, General Santos City                                                                                                                                                                                                                                                                                                                        |
| Government Partners | Department of Agriculture (DA) <ul style="list-style-type: none"> <li>► Bureau of Fisheries and Aquatic Resources (BFAR)</li> <li>► Regional Offices (NCR, Regions I, III, &amp; MIMAROPA)</li> </ul> Department of Labor and Employment (DOLE) <ul style="list-style-type: none"> <li>► Bureau of Local Employment (BLE)</li> <li>► Bureau of Working Conditions (BWC)</li> <li>► Bureau of Workers with Special Concerns (BWSC)</li> <li>► International Labor Affairs Taskforce (ILATF)</li> <li>► Institute for Labor Studies (ILS)</li> <li>► National Wages and Productivity Commission (NWPC)</li> </ul> | Department of Agriculture (DA) <ul style="list-style-type: none"> <li>► Bureau of Fisheries and Aquatic Resources (BFAR) Regional Offices (Regions VI &amp; VII)</li> </ul> Department of Labor and Employment (DOLE) <ul style="list-style-type: none"> <li>► Regional Offices (Regions VI &amp; VII)</li> </ul> | Department of Agriculture (DA) <ul style="list-style-type: none"> <li>► Bureau of Fisheries and Aquatic Resources (BFAR)</li> </ul> Department of Labor and Employment (DOLE) <ul style="list-style-type: none"> <li>► Region XII Office</li> </ul> Ministry of Labor and Employment (MOLE) <ul style="list-style-type: none"> <li>► BARMM Office</li> </ul> |

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|------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| International Partners | <ul style="list-style-type: none"> <li>► Occupational Safety and Health Centre (OSHC)</li> <li>► Technical Education and Skills Development Authority (TESDA)</li> <li>► Regional Offices (NCR, Regions I, III, IV-A, &amp; MIMAROPA)</li> </ul> <p>Department of Trade and Industry (DTI)</p> <ul style="list-style-type: none"> <li>► Export Marketing Bureau (EMB)</li> <li>► Board of Investments (BOI)</li> </ul> |                                                                                                                                                                            |                                                                                                                                                                                                                                                                                                                                                                                     |
|                        | <p>Embassy of Japan in the Philippines</p> <p>Food and Agriculture Organization (FAO; online)</p>                                                                                                                                                                                                                                                                                                                      |                                                                                                                                                                            |                                                                                                                                                                                                                                                                                                                                                                                     |
|                        | <ul style="list-style-type: none"> <li>► Federation of Free Workers (FFW)</li> <li>► Alliance of Workers in the Informal Economy/ Sector (ALLWIES)</li> <li>► Pambansang Lakas ng Kilusang Mamamalakaya ng Pilipinas (Pamalakaya)</li> <li>► Employers Confederation of the Philippines (ECOP)</li> <li>► Aztec Food Growers</li> <li>► Feedmix</li> <li>► QMark</li> </ul>                                            | <ul style="list-style-type: none"> <li>► Alliance of Workers in the Informal Economy/ Sector (ALLWIES)</li> <li>► Philippine Shrimp Industry (PHILSHRIMP) Inc.,</li> </ul> | <ul style="list-style-type: none"> <li>► Alliance of Workers in the Informal Economy/ Sector (ALLWIES)</li> <li>► Sentro ng mga Nagkakaisa at Progresibong Manggagawa (SENTRO)</li> <li>► Alliance of Progressive Labor (APL)</li> <li>► Employers Confederation of the Philippines (ECOP) – Zambasulta</li> <li>► Philippine Exporters Confederation, Inc. (PHILEXPORT)</li> </ul> |
|                        | <ul style="list-style-type: none"> <li>► ILO CO-Manila</li> <li>► RISSC Project Team</li> <li>► Deloitte (Research Team)</li> </ul>                                                                                                                                                                                                                                                                                    | <ul style="list-style-type: none"> <li>► ILO CO-Manila</li> <li>► RISSC Project Team (Online)</li> <li>► Deloitte (Research Team)</li> </ul>                               | <ul style="list-style-type: none"> <li>► ILO CO-Manila</li> <li>► RISSC Project Team</li> <li>► Deloitte (Research Team)</li> </ul>                                                                                                                                                                                                                                                 |

Several themes emerged from the validation workshop including, scope and sampling of the study, wages, training and skills development, informality, worker displacement, OSH and sanitation, social protection, social dialogue and industry collaboration, responsible business conduct, and government support. Annexed to this report is a synthesized list of results from the validation workshops. The questions raised centred on clarifying some of the research findings, while identified other region-specific contexts and actionable recommendations. Through the workshop, it was validated that there is a need for wage re-evaluation due to insufficiency of the current wages for aquaculture workers, and that the lack of worker benefits is attributed to the overall low income of farms which reflects the informality and economic realities of the industry. Further, it was revealed that the lack of uptake of trainings from government-sponsored opportunities can be attributed to geographical inaccessibility of training facilities, while occupational safety is an industry-wide issue resulting from the lack of general awareness and understanding.

On the other hand, among important recommendations identified were the conduct of a time and motion study to address wage-related concerns of workers with irregular work hours, introduction of an incentive-based approach to help formalize workers in the informal sector along with the development of a typology of informality to help better identify appropriate interventions toward formalization, development of a tailored OSH standards for the industry, and the creation of a tripartite council that will facilitate social dialogue and industry collaboration. Beyond these specific issues and additional recommendations, the rest of the research findings were found to align with existing sector trends and experiences, strengthening the relevance of recommendations to practical, on-the-ground realities.

As part of the workshop, participants were separated into groups to (1) prioritize issues presented by the study, and identify (2) mechanisms, tools, and structures to address these issues, (3) anticipated challenges in implementing these mechanisms, tools, and structures, (4) policy reforms or interventions to address promoting decent work and responsible business conduct, and (5) resources needed to facilitate these interventions. Copies of the groups' outputs can be found in the Annex.