



# GAZETTE

The Official Newsletter of the Institute for Labor Studies

ISSUE  
NO. 4

BRIDGING RESEARCH, POLICY AND PRACTICE



## Just transition toward a Green Economy

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## Synergies and sustainability take center stage at 13th DOLE Research Conference

**MANILA** - The Institute for Labor Studies successfully hosted the 13th DOLE Research Conference on October 15-16, 2024, at Century Park Hotel, Manila. With the theme “Bridging Synergies and Sustainability for a Future-Ready Filipino Workforce,” the conference highlighted the importance of partnerships in creating a resilient labor market capable of withstanding future challenges and uncertainties.

The conference participants included representatives from government agencies, tripartite partners, research institutions, academe, industry leaders, and other key stakeholders, both in person and online.

In his keynote message, Department of Labor and Employment (DOLE) Undersecretary for Labor Relations, Policy, and International Affairs, and Regional Operations Cluster Atty. Benedicto Ernesto R. Bitonio, Jr. highlighted the pivotal role of researchers in shaping labor policies. “Researchers are expected to use information with care and discretion and to cultivate the habit of acknowledging and building on others’ ideas. Armed with the data that you have as a researcher — a researcher must educate and influence. We have to ensure that what we write, what we produce, is something that reaches the table of decision-makers and policymakers,” the Undersecretary stated.

ILS Executive Director III Jeanette T. Damo warmly welcomed participants and guests, expressing her gratitude to research partners and scholars and researchers. “It is our collective passion for advancing labor policy and your tireless efforts that make this

positive change it sparks—not only possible but impactful,” Executive Director III Damo said.

Researchers and scholars from the ILS, the International Labour Organization, the Occupational Safety and Health Center (OSHC), and National Conciliation and Mediation Board (NCMB), and the Manila Observatory presented their studies during the two-day conference.

DOLE Assistant Secretary for Labor Relations, Policy, and International Affairs, and Regional Operations Cluster, Atty. Lennard Constantine C. Serrano, delivered the closing remarks, commending the conference for fostering meaningful dialogue on pressing labor and employment issues. “These past two days, the research presentations fostered fruitful and engaging discussions about crucial labor and employment issues. Findings of these studies shall serve as inputs in the policymaking and program development and enhancement mandates of the Department with the end goal of creating a resilient and future-ready workforce,” Assistant Secretary Serrano emphasized.





### ILS 2024 Research Papers presented at the 13th DOLE Research Conference

- Impact of Artificial Intelligence (AI) on the Labor Market
- National Green Jobs Human Resource Development Plan 2020-2030: Pathways for Building a Sustainable Workforce
- Just Transition Pathways in the Philippine Blue Economy: Exploring Sustainable Coastal Accommodations and Tourism Initiatives
- Towards a Unified Labor Negotiation Framework: Identifying Elements of Sound Labor Provisions in Free Trade Agreements
- Benchmarking of Company Practices in Labor Standards Compliance and Labor-Management Relations
- Labor Management Councils and Grievance Machineries: Bipartite Dispute Mechanisms as Drivers of Industrial Peace
- Mental Health at Work: Determinants of a Safe and Healthy Workplace
- Revisiting Social Amelioration Program (SAP) in the Sugar Industry Using the Transformative Social Protection Framework
- Green Jobs and Renewable Energy: A Sectoral Human Resource Development Roadmap

### A Platform for Inclusive Dialogue

Preceding the main conference, the 2024 ILS Working Papers underwent rigorous tripartite validation forums from September 30 to October 7, 2024.

These fora brought together key stakeholders — including DOLE clients, tripartite representatives, and Regional Tripartite Wage Boards — to validate data from and exchange insights on the working papers for their further improvement before public presentation and dissemination.

Since 2012, the research conference has served as a platform for DOLE researchers and other scholars to present studies on key labor issues to policymakers, government program managers, and tripartite partners toward enabling evidence-based policy and decision-making processes in promoting decent work in the country.

The two-day 13th DOLE Research Conference was live-streamed and can be viewed through <https://www.facebook.com/ilsdoleofficial>.

# COP29

# Baku Azerbaijan

NOVEMBER 11-22  
2024

## ILS, DOLE advocate for Just Transition at COP 29

The Institute for Labor Studies joined the Department of Labor and Employment among the Philippine delegates to the 29th Conference of the Parties of the United Nations Framework Convention on Climate Change held from November 11 to 22, in Baku, Azerbaijan.

ILS Executive Director III Jeanette T. Damo is among the delegates representing DOLE. She also participated in the event “Just Transition Across Borders: Sharing Perspectives, Forging Partnerships” at the World Climate Action Summit, a side event at COP 29 organized by the Asian Development Bank.

The session highlighted the country’s initial consideration for a just transition roadmap and its development of a just transition strategy, which ensures that the shift to a low-carbon economy will be beneficial and equitable for all, including workers and communities who may be disproportionately affected by the changes. The event also leverages the fostering of global partnerships and the international exchange of strategies and best practices from countries of diverse economies. The discussion also drew upon the expertise of other nations, including South Africa and Singapore.



Last year, Executive Director Damo also represented DOLE at COP 28. Among the key takeaways was the adoption of the UAE Just Transition Programme, which includes core elements for future initiatives such as the just transition pathways, including energy, socio-economic and workforce development; opportunities, challenges, and barriers relating to sustainable development and poverty eradication; approaches to enhancing adaptation and climate resilience; creation of decent work and quality jobs, including social dialogue, social protection and recognition of labor rights; inclusive and participatory approaches; and international cooperation.

# ILS promotes the National Green Jobs Human Resource Development Plan at just transition and renewable energy fora

**Makati City** — The Institute for Labor Studies (ILS) is among the panelists at the 7th Renewable Energy Congress themed “RE calibrate, make Renewable Energy Right,” held from December 12-13, 2024, at the AIM Conference Center, Makati City.

During the plenary session on “Charting Just Energy Transition Framework and Direction, Acting Chief Bernard Paul M. Mangulabnan of the Employment Research Division shared the National Green Jobs Human Resource Development (NGJ HRD) Plan.

Organized by the Center of Empowerment, Innovation, and Training on Renewable Energy (CENTRE), the conference discussed policy progressions, challenges, and the programs and activities implemented by the government, other sectors, and stakeholders to support just transition and advocate for using renewable energy. Earlier, Senior Labor and Employment Officer Athena Mari E. Son also presented the 2024 working paper on green jobs and renewable energy at the green jobs forum organized by the Philippine Energy Research and Policy Institute on December 11, 2024, at the Berjaya Hotel, Makati City.

## Green TVET Forum

Ms. Son also represented ILS and highlighted the progress of the NGJ HRD Plan at the e-Forum-themed “Building Pathways to a Green Economy through Skills Development,” held on December 12, 2024, via the Zoom platform.



Her presentation provided valuable insights on sustainable workforce and development strategies in ensuring equitable workers’ transition to green jobs. The event was organized by the Technical Education and Skills Development Authority (TESDA), with attendees composed of TESDA offices, regional stakeholders, national government agencies, the public sector, local government units, and industry leaders.

The National Green Jobs Human Resource Development Plan 2020-2030 is a comprehensive roadmap designed to transform our workforce and support the Philippines’ transition to a green economy. The plan is built on five strategic goals that systematically address skills development, job creation, and workers protection. For skills development, the Department and the other implementing agencies of the Philippine Green Jobs Act and the NGJ HRD Plan aim to continue implementing a multi-pronged approach in integrating green skills into career development programs, basic and secondary education curricula, and technical vocational education.



## ILS promotes transformative social protection for the social amelioration program at the national sugar congress

**BACOLOD CITY, NEGROS OCCIDENTAL** – The Institute for Labor Studies (ILS) was among the presenters at the recently concluded Joint Sugar Tripartite Council (STC) and District Tripartite Councils (DTC) Congress held from November 7 to 8, 2024, in Bacolod City, Negros Occidental.

ILS Chief Labor and Employment Officer Miraluna S. Tacadao and Senior Labor and Employment Officer Joan N. Comillo presented the study titled “Revisiting Social Amelioration Program (SAP) in the Sugar Industry using the Transformative Social Protection Framework.”

Apart from the study, the presentation of the consultations, outputs, and validation of comments on the proposed revision of the implementing rules and regulations of the Social Amelioration Act was also the highlight of the 2024 STC and DTCs congress.

# ILS promotes inclusive care economy for persons with disabilities (PWDs) and senior citizens in the Philippines

**QUEZON CITY** – The Institute for Labor Studies (ILS) organized a public webinar titled “Care About Care: Exploring the Care Economy for Elderly Persons and Persons with Disabilities in the Philippines” on November 21, 2024, via Zoom and Facebook Live. The online event was graced by key stakeholders, including representatives from the Department of Labor and Employment (DOLE) bureaus, regional offices, tripartite partners, academe, and other partners from the public and private sectors.

The webinar aimed to elevate policy discourse and raise public awareness on the care economy, with a spotlight on the needs of senior citizens and persons with disabilities (PWDs) in the Philippines.

Ms. Mercy B. Apurado, Supervising Labor and Employment Officer of the Bureau of Workers with Special Concerns, provided a presentation on Department of Labor and Employment’s (DOLE) programs designed to support persons with disabilities (PWDs) and senior citizens.

Ms. Fe Manapat, Secretary-General of the National Rural Women’s Coalition, delivered a presentation on the care economy and discussed the non-government organizations’ initiatives to empower the vulnerable groups including women, senior citizens, and PWDs in rural areas, highlighting programs that promote economic autonomy, reproductive self-determination, and community-led care solutions.

The webinar is part of the Institute’s continuing work on decent work for care workers in the Philippines. Earlier this year, the Institute hosted a webinar titled “Care Has No Gender: Looking through the Spectrum of the Care Economy” last March 14, 2024. The event explored the complex dimensions of care work, its implications for gender equality, and the policies designed to promote equitable care responsibilities nationwide.

The replay of the “Care About Care: Exploring the Care Economy for Elderly Persons and Persons with Disabilities in the Philippines” webinar is accessible at: <https://bit.ly/ILSCareAboutCareWebinar>.



Care About Care Public Webinar hosted by Marvin Cabangunay of the ILS Advocacy and Publications Division



Bureau of Workers with Special Concerns Supervising Labor and Employment Officer Ms. Mercy B. Aprubado presenting DOLE’s programs for PWDs and senior citizens.



National Rural Women’s Coalition Secretary-General Ms. Fe Manapat during her discussion on care economy.

# 18-Day Campaign to End Violence Against Women

November 25 to December 12, 2024



Know more about the campaign visit:  
[f](#) [i](#) [X](#) [in](#) [v](#) [@PCWgovph](#) [www.pcw.gov.ph](#)



## ILS unveils lineup of activities for 18-Day Campaign to End Violence Against Women (VAW)

**QUEZON CITY** – The Institute for Labor Studies (ILS) joins the nationwide observance of the 18-Day Campaign to End Violence Against Women (VAW) with the 2022-2027 recurring campaign theme, “UNiTEd for a VAW-free Philippines” and its 2024 sub-theme, “VAW Bigyang Wakas, Ngayon na ang Oras!”, led by the Philippine Commission on Women (PCW) from November 25 to December 12, 2024.

In line with its commitment to gender equality and the eradication of violence against women, the ILS’ Gender and Development (GAD) Committee has prepared a series of activities designed to raise awareness, foster practical solutions, and empower participants to take action against VAW and related issues, including Online Sexual Abuse and Exploitation of Children (OSAEC).

### Schedule of Activities:

- **November 25: GAD Kick-off Activity (Orange Exhibit).** The campaign begins with the Orange Exhibit, a creative and participatory activity for ILS staff to reflect on and interpret the sub-theme “VAW Bigyang-Wakas, Ngayon na ang Oras!”. The exhibit seeks to deepen participants’ understanding of the challenges faced by women due to VAW while fostering a sense of urgency for action.
- **November 28: The SELF SAFETY: Self-Defense Strategies for Personal Safety.** This hands-on session aims to empower the ILS staff by teaching personal safety strategies, including risk assessment and situational awareness. Through practical self-defense techniques and de-escalation strategies, the session equips participants with the skills needed to navigate real-life situations confidently. The class also aims to enhance the participants’ physical and de-escalation skills and strategies by teaching practical self-defense techniques that are easy to remember and apply to real-life situations.
- **December 2: Public Webinar – Beyond the Screen: Identifying and Responding to Online Gender-Based Harassment and Violence.** The webinar aims to discuss with the participants the important provisions of the Safe Spaces Act and ILO Convention No. 190 (C190) on online gender-based harassment and violence (GBHV) by underscoring the various forms

of GBHV and providing effective response strategies for addressing, reporting, intervention/de-escalation of different forms GBHV, and providing practical support to victims of GBHV, aligning these strategies with the preventive measures encouraged by C190 and Safe Spaces Act.

In addition to online GBHV, the activity aims to afford digital literacy to the participants in recognizing and reporting online sexual abuse and exploitation of children (OSAEC).

- **December 4, 2024: Podcast Series – #GADSpaceWednesdays: Voices of Change – Women in Transition.** A project of the ILS GAD Committee, the podcast series aims to highlight the intersectionality of climate change impacts, economic transition, care, and VAW while amplifying women’s voices as key agents of change in environmental sustainability. Likewise, it seeks to discuss how climate-related stress exacerbates genderbased violence and identify pathways to advance a gender-responsive and gender-transformation just transition for all. Additionally, the Institute participated in the #OrangeYourIcon advocacy initiative to show its full support. ILS also actively shared VAW-related news, articles, and advocacy campaigns of PCW through the ILS’ Facebook page and other online channels.

### A National Commitment to End VAW

The 18-Day Campaign to End VAW supports the Philippine government’s goal of protecting the human rights of women and girls by upholding its commitment to address all forms of gender-based violence as enshrined in the 1987 Constitution.

By virtue of Republic Act 10398 or the Act declaring November 25 of every year as the National Consciousness Day for the Elimination of VAWC, government agencies are mandated to raise awareness on the problem of violence and the elimination of all forms of violence against women and girls.

# An Overview of Employment Generation of Select Ecozones in the Philippines

## AUTHORS / RESEARCHERS

Frances Camille G. Dumalaog  
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Angel Faye G. Castillo

## Overview

Republic Act 7916 or the "Special Economic Zone Act of 1995" aspires to develop some regions of the nation into "highly developed agro-industrial, industrial, commercial, tourist, banking, investment, and financial centers." The National Tax Research Center's report underscored that ecozones increased the number of direct jobs created by 248,626 in 1997 from 24,343 in 1988. In terms of its regional impact, the report also noted that the workers were primarily residents of nearby areas – proving its significant employment benefits to the locality. This study explores possible labor market bottlenecks, and inter-agency collaboration on labor and employment concerns in ecozones.



**413**

**ECOZONES**

In **2022** across all industries in the Philippines are **mostly IT Parks**.

In **1972**, the first Ecozone in the Philippines was built.

## Policy Issue / Objectives

With policy changes, it may be vital to document if firms in ecozones are able to produce quantity and quality jobs. This is also an opportunity to: (1) analyze the trends of employment generation in ecozones under the Philippine Economic Zone Authority (PEZA); (2) describe and analyze the profile of workers in ecozones under PEZA; and (3) document labor market concerns of locators in PEZA.

### 1. Economic contribution

**77.9%**

Highest generated average of foreign stockholding in 2022

Apart from fiscal incentives, other reasons for investment include:

- Market strategic location
- Favorable business climate
- High productivity labor supply
- Business safety

### 2. Innovation and Infrastructure

#### Key employment-generating industries:

- Manufacturing
- Information Technology
- Tourism
- Agri-business

### 3. Sustainable Development for Employment Generation

\*As of April 2023

**84%**

out of the 1.5 million direct workers\* were regular employees

**16%**

casual, contractual, or outsourced workers

**78%**

out of the 166,210 indirect workers\* were regular employees

### 4. Top In-demand Skills



Communication



Digital Literacy



Leadership



Problem-solving



Personal Development Skills



Life Skills



Critical Thinking

## Recommendations

- Consistent and more aggressive implementation of the Republic Act No. 11927 or the Philippine Digital Workforce Competitiveness Act of 2022. This law created an Inter-Agency Council for Development and Competitiveness of Philippine Digital Workforce.
- Improve the labor market information exchange between ecozone locators, Public Employment Service Offices (PESO), and educational and training institutions near ecozones to respond to skills requirements of the locators.
- Reinforce existing information exchange and partnership programs between DOLE and PEZA on employment facilitation, competency needs and upskilling opportunities.
- Strengthen collaboration with PEZA, DOLE, PESO, and educational and training institutions in co-creating location-specific policies; 'localizing' or 'contextualizing' national and international policies and trends can incite specific policies through: (1) Labor Market Information, (2) promote industry compliance on good business practices, (3) reskilling and upskilling aligned with the requirements of the locators/enterprises, (4) establishment of database of skills, and (5) collaboration with Local Government Units through PESOs.

\*Directly employed refers to Filipino workers, whether regular, casual, or contractual, who are hired to provide services to a locator in exchange for compensation. Meanwhile, indirectly employed are people working in non-production operations of the locator but employed by or in the payroll of another contracted company or agency.

You may scan the QR code to download the full paper.





# HOW WILL WASTE WORKERS BENEFIT?

Examining Just Transitions and Circular Economy Paradigms in the Waste Sector

## Authors / Researchers

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Bernard Paul E. Mangulabnan  
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## Overview

The International Labour Organization (ILO) considers just transition as a significant mechanism to greening the economy, leaving no one behind. A just transition is an approach that simultaneously addresses environmental pollution, inequality, and social inclusion. If managed well, the transition to sustainable economies can become a strong driver of job creation, poverty eradication, and social justice with active engagement in the world of work (Poschen, 2017). ILO (2022b) further emphasized that the just transition to a green economy will inevitably involve the destruction of some jobs while creating new ones. About 100 million new jobs can potentially be created by 2030 – leading to a net job creation of 25 million jobs through the just transition.

2

## Key Findings

Following the ILO Decent Work Agenda assessment, the following are the key findings of the study:



### Employment

Few waste workers are integrated into formal systems. Some are at least earning a minimum wage, while many earn less due to reliance on scrap sales or due to the constrained budget of the local government unit. Integrated waste workers have fixed work hours, while some sites implement shifting schemes.



### Rights at Work

- Lack of segregation compliance and occurrence of extreme weather conditions compound hazards and risks.
- Backbreaking physical demands of waste work, malfunctioning machines, and inadequate materials recovery facility space present safety risks.
- Workplace injuries are treated on-site or at the local health office for free. PPEs are provided as well.

### Social Protection

Health insurance and social security coverage are non-existent for scavengers and sparse for formal waste workers. Hazard pays are not also instituted as a standard protection notwithstanding frequent occupational risks.



### Social Dialogue

Platforms for genuine worker representation in decision-making and planning are lacking. Workers associations are also few.



1 Poschen, P. (2017). Decent work, green jobs, and the sustainable economy: Solutions for climate change and sustainable development. Routledge.

2 International Labour Organization. (2022). How to work in the green economy? Guide for young people, job seekers and those who support them. [https://www.ilo.org/wcmsp5/groups/public/---ed\\_emp/documents/publication/wcms\\_856666.pdf](https://www.ilo.org/wcmsp5/groups/public/---ed_emp/documents/publication/wcms_856666.pdf)



## Policy Issue / Objectives

This study is carried out to respond to critical policy questions and provide empirical data about the state of decent work in the waste management sector, and to further spur discussions on safeguarding workers' welfare and generating employment while increasing climate resilience in the sector.

## Recommendations

### 01 Magna Carta for Environment and Natural Resource (ENR) Sector and Informal Economy Workers.

The research underscored the need for legal recognition and protection of these essential contributors to sustainable waste management.



### 02 Institutionalization.

A policy on the recognition of waste workers must be advocated toward creating permanent employment opportunities within the sector and ensuring income stability and job security.

### 03 Employability and Skills Development.

Technical and vocational education and training institutions in partnership with local government units, can develop capacity building for workers on recycling, business management, highly employable skills, financial literacy, and other areas, allowing workers to transition to formalized, higher-skilled waste management roles in the circular economy.



### 04 Social Protection.

Creating a comprehensive social protection framework with insurance coverage, paid leave, hazard pay, and disability assistance through partnerships with the private sector and workers groups may be possible with adequate budget allocation and prioritization – indicating the viability of expanding social protection and improving workers' welfare.



### 05 Livelihood Support.

Local governments and DOLE regional and field offices may collaborate to create alternative sustainable livelihood opportunities for wasteworkers.



You may scan the QR code to download the full paper.





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# GAZETTE

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BRIDGING RESEARCH, POLICY AND PRACTICE

# 37 YEARS

1987 · JULY 25 · 2024

## Bridging Research, Policy and Practice.



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## DOLE, ILS join PHL delegation to the ASEAN Socio-Cultural Community Council High-level Interface in Lao PDR

Vientiane, Lao PDR – The Department of Labor and Employment (DOLE), along with the Institute for Labor Studies (ILS), represented the ASEAN Labour Ministers Meeting (ALMM) in the ASEAN Socio-Cultural Community (ASCC) Council High-Level Interface held on August 13, 2024, in Vientiane, Lao PDR. The Philippine representation is incidental to its current chairpersonship of the ALMM.

The meeting focused on the development of the ASCC Post-2025 Strategic Plan aimed at strengthening the socio-cultural sectors across the ASEAN region for the next 10 to 20 years.

The Philippine delegation was led by DOLE Undersecretary Carmela I. Torres, representing DOLE Secretary Bienvenido E. Laguesma, Philippine Ambassador to Lao PDR, H.E. Deena Joy Amatong alongside Vice Consul Michael Joseph Ostique, Mike Mohen A. Padilla from the Department of Social Welfare and Development, and ILS Deputy Executive Director Atty. Mary Grace L. Riguer-Teodosio.

During the high-level dialogue, Undersecretary Torres emphasized the vital role of ensuring decent employment for all as a foundation for attaining lasting peace,

security, stability, and sustainable development across the ASEAN region.

Undersecretary Torres also urged the region to prioritize enhancing youth employability, providing equitable access to employment opportunities, implementing inclusive social protection measures, and safeguarding the rights of cross-border migrant workers, particularly given the evolving labor landscape and the diverse needs of the region to “ensure that the next generation of the regional workforce fosters ASEAN connectivity, economic integration, and social cohesion, exchanges among the youth must be strengthened through cross-country scholarships, training, internships, immersions, and cultural exchanges supported by regional learning networks and institutions.

The formulation of the ASCC Post-2025 Strategic Plan is envisioned as a comprehensive endeavor, engaging diverse stakeholders including the private sector, civil society organizations, academic institutions, think tanks, youth groups, women's associations, and other relevant entities. These consultative discussions are intended to ensure that the strategic plan encapsulates the multifaceted perspectives and requirements of the ASEAN community.



# ILS Executive Director is SLOM-PH Representative at the ASEAN Connectivity Regional Workshop

Bangkok, Thailand – The Institute for Labor Studies Executive Director Jeanette T. Damo served as the Philippine representative of the Senior Labour Officials Meeting (SLOM) at the Regional Workshop on the End-Term Review of the Master Plan on ASEAN Connectivity (MPAC) 2025 and the Development of the ASEAN Connectivity Strategic Plan (ACSP) held from September 2 to 4, in Bangkok, Thailand.

The regional workshop was essential to facilitate participatory discussions among ASEAN Member States (AMS) to know the progress and intended outcomes of the MPAC 2025 and obtain feedback from stakeholders to improve the implementation of the Draft ASEAN Community Vision (ACV) 2045. The ACSP is among the documents created to enhance regional connectivity under the ACV, and covers six areas including “sustainable infrastructure, smart and sustainable urban development, digital innovation, seamless logistics and supply chains, regulatory and supply chains, regulatory excellence and cooperation, people-to-people connectivity,” and integration of cross-cutting themes such as “the promotion of sustainability, gender equality and inclusion, and climate change.”

The country representatives from the Department of Labor and Employment who joined ILS Executive Director Damo included OIC-Regional Director Imelda E. Romanillos of DOLE Regional Office V, and Chief Labor and Employment Officer May C. Velonta of DOLE Regional Office XIII.

The three-day regional workshop involved relevant officials from AMS, chairs of ASEAN Sectoral Bodies, development partners, sectoral dialogue partners, regional and sub-regional arrangements, private sector and business associations, international organizations, and multilateral development banks.

The development of ACSP is led by the ASEAN Connectivity Coordinating Committee, together with ASEAN Sectoral Bodies, and the ASEAN Secretariat, with support from the Australian Government through Australia for ASEAN Futures Initiative and the Economic Research Institute for ASEAN and East Asia.

# ILS advocates for green jobs advancement in APEC green economy forum, development of country positions for UNFCCC COP 29



The Institute for Labor Studies participated as a country representative in the Asian Pacific Economic (APEC) Workshop on Green Vocational Skills from September 19 to 20, in Chengdu City, Sichuan Province, China.

Bernard Paul M. Mangulabnan, Acting Chief of the ILS Employment Research Division, and Myka Rose Trono from the Department of Labor and Employment – Bureau of Local Employment, co-presented the overview of the mandate of the Department of Labor and Employment (DOLE) under Republic Act No. 10771 or the Philippine Green Jobs Act, the National Green Jobs Human Resource Development Plan, and the assessment and certification system and standards for green jobs.



The two-day workshop aimed at fostering cooperation and sharing best practices and country achievements in promoting green vocational skills among APEC economies, policymakers, experts and practitioners, the academe, and relevant stakeholders. Discussions during the workshop include training, resilience building, and tangible and intangible achievements among member economies on green vocational skills. The project was built to support the APEC Putrajaya Vision 2040, reflecting the priorities of equity and inclusion and the 2023 work plan.

The forum was organized by APEC through the Chinese Academy of Personnel Science, Southwest Jiaotong University, with 21 APEC member economies invited to participate.

## ILS prepares for UNFCCC COP 29

Meanwhile, ILS Executive Director Jeanette T. Damo attended the preparatory training and writeshop to develop country positions for the 29th Session of the Conference of the Parties (COP 29), to the United Nations Framework Convention on Climate Change (UNFCCC) from September 25 to 27, in Quezon City.

Hosted by the Department of Environment and Natural Resources, the activity served as

a venue to provide participants with updates, substantive knowledge, and technical skills in critical areas of negotiation at the UNFCCC COP 29. Draft initial country positions on key negotiation work streams were among the outputs of the writeshop.

In 2023, Executive Director Damo served as a member of the Philippine delegation and a co-lead negotiator representing the Department of Labor and Employment at the UNFCCC.

## ILS, ECC step up collaboration to address mental health-related conditions in the workplace

**Manila** – The Institute for Labor Studies (ILS), in collaboration with the Employees' Compensation Commission (ECC), successfully organized the forum on “Mental Health at Work: Exploring Compensability of Work-related Mental Health Conditions,” on August 12, 2024, at The Manila Hotel, One Rizal Park, Ermita, Manila.

The forum focused on topics related to mental health, including the manifestations of work-related mental health conditions, strategies to prevent them, promoting mental well-being in the workplace, and discussing compensation and support mechanisms for both employees and employers.

In her opening remarks, ECC Executive Director Kaima Via B. Velasquez highlighted the importance of mental health dialogue in the workplace. “Despite its significance, mental health continues to be overlooked and underserved. We face challenges such as inadequate resources, limited access to care, and persistent stigma. However, we also witness growing awareness, increasing advocacy, and a collective determination to prioritize mental health,” Executive Director Velasquez emphasized.

Resource speakers from the Occupational Safety and Health Center, International Labour Organization, University of the Philippines, Department of Labor and Employment – Legal Service, and Philippine Mental Health Association discussed and underscored the importance of national policies and programs in promoting mental health and preventing discrimination against mental health conditions in the workplace.

The forum also initiated discussions on the feasibility of compensation under current legal and policy regulations such as the Republic Act 11036 or the Mental Health Act, RA 11058 or the Occupational Safety and Health Law, as well as the issuance of DOLE Department Order 208, series of 2020 or the Guidelines for the Implementation of Mental Health Workplace Policies and Programs for the Private Sector and DOLE Labor Advisory No. 19, series of 2023 as supplementary guidelines. ILS Senior Labor and Employment Officer Franchesca Rose S. Castillo presented the preliminary findings of an ILS study titled “Mental Health at Work: Determinants of a Safe and Healthy Workplace,” further fueling the discussions.

Following the presentations, participants engaged in a workshop activity, formulating strategic actions to prevent, protect, and promote mental health in the workplace. They also shared recommendations on the compensability of mental health issues in work environments.

In her closing remarks, ILS Executive Director Jeanette T. Damo expressed her gratitude to the ECC and all resource speakers. “Today’s gathering highlighted the need for collaboration between government, experts, workers, employers, and the broader community. My heartfelt thanks go to the ECC for not only providing resources but also for championing this vital cause to ensure every worker’s right to a healthy workplace,” Executive Director Damo added.

ILS remains committed to promoting workers’ welfare and the protection of mental health in the workplace. For more information about the Institute’s studies on mental health, please visit the ILS website at <https://ils.dole.gov.ph>.





## ILS presents Gap Analysis in ILO C188 Ratification National Validation Workshop

Manila – The Institute for Labor Studies (ILS) together with the Bureau of Working Conditions (BWC), and in collaboration with the International Labour Organization (ILO), spearheaded the National Tripartite Validation Workshop on ILO Work in Fishing Convention, 2007 (C188) on July 10, at the Century Park Hotel, Malate, Manila.

The workshop aims to raise awareness of the core principles of C188 and seek the views and recommendations of tripartite bodies from relevant government agencies, employers, workers, and other stakeholders. This is an essential component of DOLE's social dialogue initiatives as the Philippines weighs in on the ratification of ILO C188. Atty. Alvin B. Curada, Director of BWC, presented the alignment of national laws and policies with international standards.

This was followed by an overview of ILO Convention No. 188 presented by Mi Zhou, Chief Technical Adviser of the Ship to Shore Rights Southeast Asia, ILO Regional Office for Asia and the Pacific. ILS Deputy Executive Director Atty. Mary Grace L. Rigueur-Teodosio presented the 2015 ILS Gap Analysis and the 2019 ILO Comparative Analysis on the ILO C188 ratification. This was followed by a validation workshop participated by tripartite partners.

As a way forward, the conduct of a regional tripartite consultation in coordination with relevant bureaus and agencies is being eyed on the review of DOLE Department Order No. 156, series of 2016 on the “Rules and Regulations Governing the Working and Living Conditions of Fishers On Board Fishing Vessels Engaged in Commercial Fishing Operation.”



ILS Deputy Executive Director Atty. Mary Grace L. Rigueur-Teodosio during her presentation of the 2015 ILS Gap Analysis and the 2019 ILO Comparative Analysis on the ILO C188 ratification.





Photo | International Labour Organization

Photo | International Labour Organization

## ILS presents gap analysis at ILO C190 forum

The Institute for Labor Studies joined the International Labour Organization in the forum "Forging a Path Forward: Implementing ILO C190 in the Philippines" on September 13, 2024, at the Commission on Human Rights in Quezon City.

The event served as a platform to discuss the roles and responsibilities of stakeholders from the government, workers and employers in addressing violence and harassment in the workplace. In February 2024, the Philippines, through the Department of Labor and Employment, represented by Undersecretary Benedicto Ernesto R. Bitonio Jr., deposited the instrument of ratification of ILO Convention 190 at the ILO Headquarters in Geneva, Switzerland. The dialogue discussed steps to ensure the proper implementation of the convention in the country.

In the opening remarks, ILO highlighted how the ratification of C190 would translate tangible improvements among Filipino workers.

Franchesca Rose S. Castillo, Senior Labor and Employment Officer of the Workers Welfare Research Division represented ILS and was among the discussants during the forum. She presented the previous study on the gap analysis of ILO C190, and the insights from the ILS' C190 Forum held in March. The DOLE – Bureau of Workers with Special Concerns also provided the existing mechanisms and programs afforded to support the ratification of the convention. The Women Workers United discussed the current state of violence and harassment in workplaces.

The event concluded with the closing remarks from the representative of the Office of House Speaker Ferdinand Martin Romualdez who urged the collective participation of the sectors involved in addressing cases of harassment and workplace violence.

The event was attended by advocates of ILO C190, and was co-organized by the International Labour Organization, Women Workers United, Federation of Free Workers, and Gabriela Women's Party.

# ILS revives Trabahong Trending

## Youth is the Future of Work

### @ PUP Manila



Manila – The Institute for Labor Studies (ILS) successfully relaunched its advocacy series “Trabahong Trending” with the theme “Youth is the Future of Work” on July 17, 2024, at the Ninoy Aquino Library and Learning Resources Center (NALLRC) Building of the Polytechnic University of the Philippines (PUP), Manila. Graduating students from the Communication Research program and faculty members from the PUP College of Communication attended the event.

In line with the Institute’s aim of strengthening its advocacies through the promotion of its research, “Trabahong Trending” aims to empower young Filipinos entering the labor market by providing them with valuable insights into current trends, issues, challenges, and opportunities in the employment landscape.

ILS Deputy Executive Director III Atty. Mary Grace L. Riguer-Teodosio delivered the opening message on behalf of Executive Director III Jeanette T. Damo, highlighting the importance of collaboration between government institutions and academic establishments in equipping the youth with the necessary skills to thrive in the workforce.

“Today’s youth face significant challenges that hinder their ability to contribute to and benefit from sustainable development,” Atty. Riguer-Teodosio emphasized. “These challenges include barriers to education, health concerns like mental health issues, job readiness, and securing employment.”

Adopting the “TEDx” type of forum, #TrabahongTrending featured informative talks and presentations from the ILS in collaboration with partner agencies such as the Bureau of Local Employment (BLE), the

Bureau of Labor Relations (BLR), and the National Wages and Productivity Commission (NWPC).

Resource speakers tackled various topics relevant to young job seekers, including: Labor Market Information: Nelly-Ann C. Projo, Labor and Employment Officer III, BLE; Basic Labor Rights and Obligations: Atty. Ramon A. Saura III, Mediator-Arbitrator, BLR; Work Ethics of a Productive Worker and Blending into the Company Culture: Reena May Ibanez, Labor and Employment Officer II, NWPC; Generation Z in the Philippine Labor Force: Profile, Perspectives, and Prospects: Athena Mari E. Son, Senior Labor and Employment Officer, ILS; and On-the-Job Training Experiences: Dr. Hemmady S. Mora, Internship Adviser, PUP College of Communication.

In her closing remarks, Engr. Florinda H. Oquindo, MIT, Director of the PUP Alumni Relations and Career Development Office, expressed her appreciation to DOLE and ILS for partnering with PUP to prepare their students for the future of work. “We are hopeful that this is just the beginning of many collaborations between PUP and ILS,” Director Oquindo said.

Trabahong Trending: Youth is the Future of Work seeks to establish long-term partnerships with educational institutions through knowledge-building initiatives. Schools and universities interested in collaborating with the ILS may contact the Institute’s Advocacy and Publications Division at [apd@ils.dole.gov.ph](mailto:apd@ils.dole.gov.ph).



## Sec. Laguesma emphasized ILS' key role within DOLE during 37th anniversary celebration and office blessing

DOLE Secretary Bienvenido E. Laguesma graced the blessing of the new office space of the Institute for Labor Studies as it celebrated its 37th anniversary at Mega One Building, España Boulevard, Quezon City.

Secretary Laguesma, in his inspirational message, highlighted the role of ILS in conducting relevant policy research studies aimed at addressing pressing issues in the labor and employment sector. He commended the milestones of the Institute in its research accomplishments, policy advocacy initiatives, technical secretariat support on legislative and research matters, and international engagements in ASEAN and the United Nations Framework Convention on Climate Change (UNFCCC) for the just transition workstream, among others.

“Sana itong institusyong ito ay maging napakahalagang bahagi ng Department of Labor and Employment tungo sa isang masusi at matalinong pagsusuri ng mga usapin at aralin sa larangan ng paggawa — upang itong institusyon ay makatulong din sa ‘Bagong Pilipinas’ na mayroong matatag, maginhawa, at panatag na buhay,” he emphasized.

“Nawa ang mga research na magawawa pa sa darating na panahon ay makatulong na maingat ang kalagayan ng mga manggagawa pati na rin ang mga namumuhunan upang makalikha ng mga bagong hanapbuhay,” he added.

The program kicked off with ILS management and employees' dialogue with its cluster head, DOLE Undersecretary Benedicto Ernesto R. Bitonio Jr., to seek guidance for its 2025 indicative researches.

“While you are expected to be independent in your research function, our outputs in policy research should be something useful to our policymakers and our clients. Much of your researches should have something to do with our existing policies,” he emphasized. During the dialogue, ILS Deputy Executive Director Atty. Mary Grace L. Riguer-Teodosio presented the 2025 indicative research priorities of DOLE agencies and bureaus which comprised the DOLE Research Agenda 2025–2026 and the ILS indicative researches for 2025. The presentation highlighted the Institute's 2023 major outputs including eight policy research studies, publications, and the upcoming 13th DOLE Research Conference in October 2024. This was followed by holy mass and the blessing of the new office space.

ILS Executive Director Jeanette T. Damo emphasized that the new office space aims to provide a better work environment and working conditions for its employees in the performance of their functions and targets.

The event was attended by senior officials and representatives from DOLE services, bureaus, and attached agencies.

ILS was formally established on July 25, 1987, through Executive Order No. 251 in response to the growing need for DOLE to produce comprehensive and innovative research studies to back up its policy recommendations. Headed by an Executive Director and assisted by a Deputy Executive Director, ILS has been instrumental in the promotion of labor market efficiency, industrial peace, and social justice in the last 37 years by bridging policy and practice by undertaking policy research and advocacy on key labor and employment challenges and opportunities.



“

**“Sana itong institusyong ito [Institute for Labor Studies] ay maging napakahalagang bahagi ng Department of Labor and Employment tungo sa isang masusi at matalinong pagsusuri ng mga usapin at aralin sa larangan ng paggawa - upang itong institusyon ay makatulong din sa “Bagong Pilipinas” na mayroong matatag, maginhawa, at panatag na buhay.”**

Secretary Bienvenido E. Laguesma  
Department of Labor and Employment

**37** | Bridging Research,  
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# FACILITATING EMPLOYMENT OPPORTUNITIES IN THE DIGITAL SPACE:

## A Study on the Activities and Services of Digital Labor Market Intermediaries

By: Chelsea Nicole P. Pineda, Loren Art S. Cayabyab

### Policy Issue

The research sought to explore gaps in policy and determine whether the activities and services performed by DLMI are considered recruitment and placement under the Philippines' existing policies and legal frameworks.

### Key Findings

**38.2 Million**

total number of job vacancies across all platforms and different sectors

**14.5 Million**

total number of job seekers registered across all platforms

**53,800**

total estimated number of employers

**Most popular traditional mode of seeking job opportunities:**



**42 %**



**38 %**

**57.94 %**

percentage of respondents with improved pre-employment experience, with an average time of 1 to 3 months before being hired



Private Employment Agencies (PEAs) conduct end-to-end activities in the hiring and selection process, as compared to software and tools of DLMI used by HR professionals.



Supervisory, managerial, and executive positions are posted on DLMI platforms due to access to a wide talent pool, while vacancies for rank-and-file positions are mostly disseminated through non-digital means.



Employers avail themselves of fee-charging services of DLMI due to access to wider talent pool and cost-efficiency.

The primary service of most DLMI is job advertisements, while some integrate employer branding into their packages. The online websites owned by DLMI have replaced the old-fashioned method of recruitment and job matching, eliminating the need for physical spaces for job seekers and employers to connect.

DLMI utilize their website algorithms and spaces to advertise employer banners on their platforms. In the study conducted by Spitzer et al. (2013), employer branding in digital platforms has become a strategy to attract high-quality job candidates.<sup>3</sup> Fees charged to employers are determined by the number of job postings, duration of the job posting, employer branding ad placement on the website, and other customizations the DLMI may offer.



Enumerated acts of recruitment and placement listed in Section 13(b) of the Labor Code of the Philippines are also applicable in the digital space.

1 Autor, D. H. (2009). Studies of labor market intermediation: Introduction. Studies of labor market intermediation, 1-26.

2 McDonald, S., Damarin, A. K., & Membrez-Weiler, N. J. (2022). Organizational perspectives on digital labor market intermediaries. *Sociology Compass*, e13061.

3 Spitzer, B., Vernet, A., Soderstrom, C., & Nambiar, R. (2013). Using digital tools to unlock HR, s true potential. CapGemini Consulting.

### Overview

Employer-employee matching in the labor market has transformed to meet the demands posed by 21st-century innovations and technologies (Autor, 2001). According to McDonald et al. (2022), Labor Market Intermediaries are migrating their activities to the digital space, creating Digital Labor Market Intermediaries (DLMI). These online platforms have improved the efficiency of the hiring and recruitment process, expanding the reach of job postings, and attracting high-quality talents for employers. However, issues on data privacy, cybersecurity and government oversight on employment facilitation in the digital space remain a challenge.

### Recommendations



**Create a policy addressing specific circumstances of DLMI.**

(1) Oversight on employment facilitation, (2) Reiteration of rules on foreign ownership, (3) License or recognition from DOLE to conduct recruitment and placement activities for local employment, (4) Cybersecurity and (5) Data privacy.



Strengthen and increase information dissemination campaigns to protect job seekers in the digital space.



Benchmark technologies used by DLMI to improve the government jobs portal, and further attract employers and job seekers.



**Assist/encourage DLMI to form industry organization, and adopt a business code of conduct aligned with national legal frameworks and development thrusts.**

The policy may include: (1) industry outlook, (2) action plan to support government initiatives to improve labor market conditions and increase the competitiveness of the workforce, (3) cybersecurity and data privacy standards, (4) compliance with national legislations in support of protecting and promoting the rights and welfare of job seekers.



**Enhanced partnership between the government and DLMI in terms of LMI.**

This will serve as a platform for gathering crucial inputs in crafting policies to address job-skills mismatch, and further improve employment facilitation services of the government.

You may scan the QR code to download the full paper.



# EVOLVING A GOVERNANCE FRAMEWORK FOR WORKERS IN THE GIG ECONOMY

## AUTHORS / RESEARCHERS

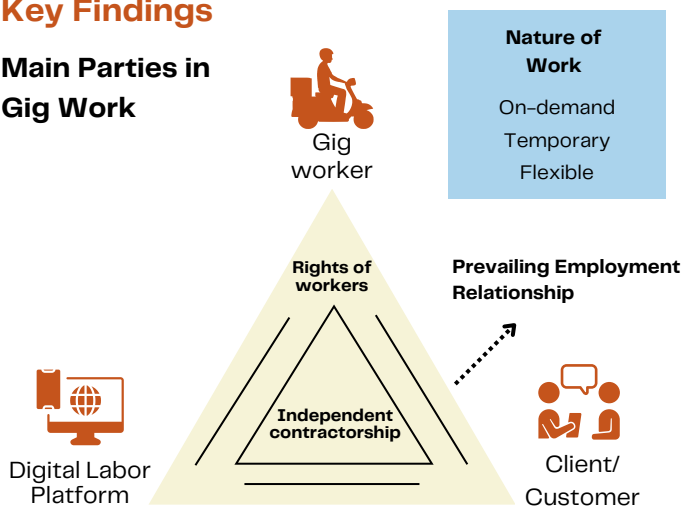
Miraluna S. Tacadao  
Diether B. Navarosa  
Jan Danielle S. Bondad  
Mary Rosarie B. Sto. Tomas

## Overview

Transformations in the world of work pose vast opportunities and adverse impacts on workers and employers. However, the prevailing institutional mechanisms and regulatory regimes are being challenged to respond effectively to the transformation. Using a qualitative method approach, this study seeks to gain a detailed understanding of gig economy governance and uncover new insights and opinions through key informant interviews and focus group discussions among participants from targeted sectors. Interviews revealed that the employment relationship of gig workers remains a contentious issue in the gig economy despite the presence of legal frameworks (i.e., test of relationship). Policy options ranging from retaining the status quo (factual determination), amending a law, and /or formulation of an enabling law have opportunities and challenges. With the gig economy rapidly expanding, the identified multifaceted opportunities and challenges in this paper should not be assessed in isolation but rather as part of a broader package of actions.

## Key Findings

### Main Parties in Gig Work



## Summary of Policy Options

Thematic areas / concerns that need to be addressed:

No.	Policy Options	DOLE agencies	Employers	Platform Company	Workers' Groups
1	Retaining the status quo (factual determination)	✓	✓	✓	✗
2	Recognizing gig workers as employees	✗	✗	✗	✓
3	Recognizing gig workers as employees and independent contractors	✗	✗	✗	—
4	Formulating sector-specific regulations (i.e. labor standards, e.g. Freelance Protection Act, Delivery Platform Riders Protection Act)	✓	—	—	✓
5	Developing specific category of worker for gig workers	✓	—	✓	—
6	Undertaking administrative reforms (i.e. dispute resolution mechanisms)	✓	—	—	✓
7	Extending social protection for gig workers	✓	✓	—	✓

Legend: (favorable); X (challenging); — (neutral; no side taken)

Note: The Labor Force Survey (LFS) still doesn't capture the gig work. There was an attempt through a rider question in the LFS, but formal inclusion of this has not yet materialized.

## Policy Issue / Objectives

The common denominator among gig workers is their reliance on digital or technological platforms or applications in offering their specific services to their clients. However, there is diversity among countries and legal systems in characterizing the economic relationship of gig workers. Policy-makers, and other stakeholders widely agree that with the technology-driven transformations of the Fourth and Fifth Industrial Revolutions, the gig economy will continue to grow exponentially, and will become an integral part of discussions on decent work and the future of work.

## Recommendations

Establish criteria for determining the employment status of gig workers to prevent worker misclassification and ensure that employees receive appropriate benefits and protections.



Reinforce labor laws and protections, and labor dispute mechanisms that are responsive to platform workers.

## Strengthen social dialogues

A **Voluntary Code of Good Practices** can be formulated for self-regulation.

(e.g. through a Tripartite Advisory Council or Technical Working Group composed of government agency/ies, platform companies, and labor groups.



## Improve Learning & Development



Labor Education on new forms of work and the necessary skills to thrive in platform work

## Gathering of Accurate Data

Labor Force Survey and Labor Market Information to accurately capture evolving forms of work



## Incorporate gender lens on policies



Mapping gig economy to understand the existing models and implications for women workers

## Significance of Employment Relationship

Participants shared that employment relationship is important as it determines the rights and obligations between the employer and employee, and the level of protection afforded to the worker, such as the applicability of labor and social security legislations. There is no hard and fast rule on which test should be prioritized in determining employment relationships, as tests (four-fold test, employer-employee relationship test as factual determinants) can be applied on a case-to-case basis.

You may scan the QR code to download the full paper.





# GAZETTE

*The Official Newsletter of the Institute for Labor Studies*

BRIDGING RESEARCH, POLICY, AND PRACTICE

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## SEND US YOUR FEEDBACK

Do you have research suggestions or advocacy event that are relevant to labor and employment?

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# GAZETTE

The Official Newsletter of the Institute for Labor Studies

ISSUE  
NO. 2

BRIDGING RESEARCH, POLICY AND PRACTICE



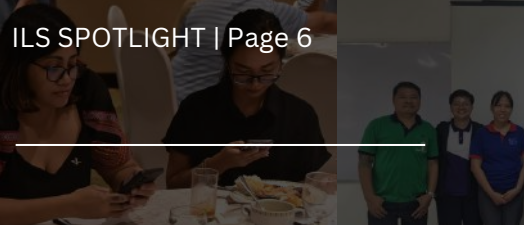
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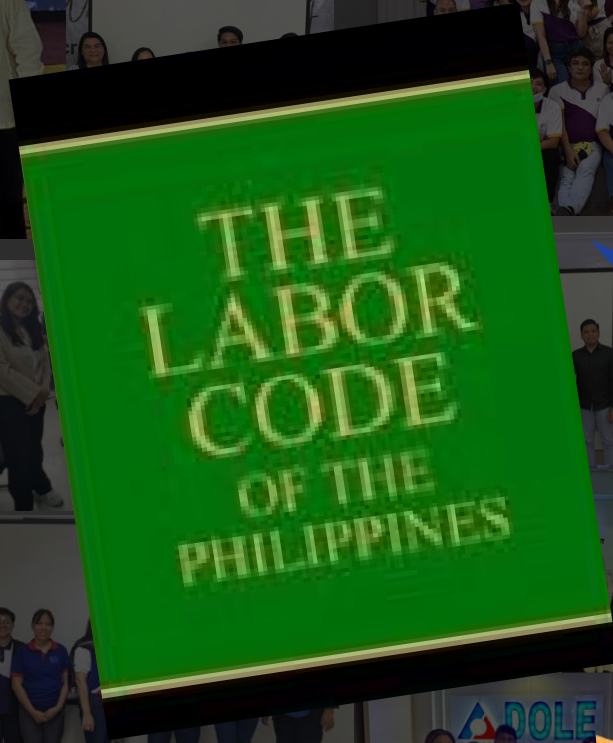
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# Anniversary

## Memorializing 50 years of PH's Labor Code at the 122nd Labor Day

# ILS JOINS BWC AND ILO IN REGIONAL TRIPARTITE VALIDATIONS FOR GAP ANALYSIS OF ILO C188

The Institute for Labor Studies (ILS) joined the Bureau of Working Conditions (BWC) of the Department of Labor and Employment (DOLE), and the International Labor Organization (ILO) in the conduct of the Regional Tripartite Validation of the Gap Analysis relative to the International Labour Organization (ILO) Work in Fishing Convention 2007, No. 188 (C188) in the cities of Zamboanga and General Santos, in two regions with established Industry Tripartite Councils (ITC), on May 28 and 30, 2024.

The Regional Tripartite and Industry Peace Council (RTIPC) validations were conducted to present the consolidated and comprehensive matrices of the gap analysis and gather inputs and insights from stakeholders for validation of the said assessment. The inputs and responses obtained from the members of the tripartite council and stakeholders will serve as a reference as the Philippines pushes for the ratification of ILO C188 in the country.



On June 25, other regions attended another consultation on the ratification of C188. A national validation was conducted in July this year. Attendees of the consultations include Fishing ITC members, employers, and workers representatives.



BWC Director Atty. Alvin A. Curada presented the objectives of the Industry Tripartite Council (ITC) meeting and tripartite validation of both events. He provided context on the proposed ratification of ILO C188 and the alignment of national laws and policies with international standards, consistent with the Convention. The Senate Committee on Foreign Relations called for a public hearing on the proposed Senate Resolution No. 534, or the "Resolution Urging the Executive Department to Ratify the International Labour Organization Work in Fishing Convention, 2007 (No. 188)" introduced by Senator Joel Villanueva. DOLE has since conducted a series of regional and national tripartite validation of the gaps, issues, and concerns through ITCs and RTIPCs as part of the social dialogue mechanism of the Department.

DOLE Regional Directors Albert E. Gutib (Region IX) and Joel M. Gonzales (Region XII) discussed the 2023 Accomplishments and 2024 Updates on the Strategic Compliance Plan implementation and partners' progress including other stakeholders' inputs and contributions in their respective regions. ILO representative of Ship to Shore Rights Southeast Asia Technical Officer Ben Harkins shared the overview and key provisions of C188 ensuring decent work in the fishing industry. ILS Deputy Executive Director Atty. Mary Grace L. Riguer-Teodosio presented the ILS 2015 Gap Analysis Assessment findings and developments done by the Workers Welfare Research Division. ILS and BWC served as the event secretariat.





## ILS joins NCMB and ILO in advancing strengthened industrial relations

**TAGAYTAY CITY, CAVITE** - The Institute for Labor Studies (ILS) attends the Decent Work Country Programme Philippines 2020 to 2024 consultation workshop organized by the International Labour Organization (ILO), in partnership with the National Conciliation and Mediation Board (NCMB), on April 4 to 5, 2024 in Tagaytay City, Cavite.

Senior Labor and Employment Officer Atty. Joanne Camille P. Bejarin represented the Institute in the workshop themed "Strengthening Workplace Consultation and Cooperation for Productive Industrial Relations: Consultation with Labor-Management Cooperation (LMCs)." The activity sought to (1) "understand the roles of bipartite mechanisms and their

key players towards decent work and productivity;" (2) "review the best practices of labor-management committees/councils (LMCs) in strengthening workplace partnership mechanisms;" and (3) "discuss industrial relations challenges and gaps."

Aimed at improving the labor-management relations in the country, the two-day activity featured topics including workplace consultation, bipartite cooperations, dispute resolution, the roles, achievements, and challenges of labor-management committees, and collective bargaining as an industrial relations tool, among others.

NCMB Executive Director Maria Teresita D. Lacsamana-Cancio and Country Director Khalid

Hassan of ILO Manila gave the opening messages and welcomed the participants during the two-day consultation workshop. Department of Labor and Employment Assistant Secretary Lennard Constantine C. Serrano gave the keynote message. The presenters of the consultation workshop were comprised of Arun Kumar, ILO Specialist for Social Dialogue and Collective Bargaining, and Julie Rodriguez, Chief Labor and Employment Officer of the NCMB Workplace Relations Enhancement Divisions. NCMB Deputy Executive Director Teresita E. Audea moderated the session on ways forward in pursuing a culture of collaborative industrial relations.





## ILS joins DOLE in Regional Pre-Employment Summit Consultations

**QUEZON CITY** - The Institute for Labor Studies, together with the Bureau of Local Employment, Planning Service, and regional offices of the Department of Labor and Employment (DOLE), has successfully concluded the Regional Pre-Employment Summit Consultations, at the Park Inn by Radisson North ESDA, Quezon City.

In her opening remarks, DOLE Undersecretary for Employment and Human Resource Development Cluster Carmela I. Torres highlighted the importance of the pre-employment summit consultations in preparation for the National Employment Summit.

"The outputs of this regional consultation will be the building blocks to the employment covenant in the formulation and realization of the 10-year Trabaho Para sa Bayan (TPB) Plan. Such will be adop

-ted and signed by the National Economic and Development Authority Secretary as the Chair and DOLE and DTI as co-chairs of the Trabaho Para sa Bayan Inter-Agency Council during the National Employment Summit."

DOLE Undersecretary Torres also extended her sincere appreciation to the International Labor Organization (ILO) for its ongoing provision of technical guidance and financial support to the Pre-Summit consultations and to the policies and programs of DOLE.

Conducted in various regions in the country, the pre-summit regional consultations were organized to harmonize the priorities, outcomes, and strategies of the Philippine Development Plan 2023-2028, Philippine Labor and Employment

2023-2028, and Strategic Investments Priority Plan and align them with the formulation of the 10-year TPB Plan. The Philippine Labor and Employment Plan 2023-2028 is a primary source document of the 10-year TPB Plan.

The National Employment Summit was conducted in June 2024, at The Manila Hotel, Manila. The summit aimed to forge commitments among social partners, workers, employers, organizations, and sectoral and other relevant stakeholders towards developing the 10-year TPB Plan.



## ILS receives 12th “unmodified opinion” from the Commission on Audit

**Manila** - The Institute for Labor Studies (ILS) has once again secured an ‘unmodified opinion’ from the Commission on Audit (COA) for its 2023 Financial Audit Report. This marks the 12th consecutive year that the Institute has received the recognition.

In a communication dated May 8, 2024, Officer-in-Charge Director IV Marivel C. Bronola of the COA’s National Government Audit Sector informed the ILS that “the audit provides a reasonable basis for rendering an unmodified opinion on fairness of the presentation of the financial statements.”

The audit was conducted in accordance with the International Standards of Supreme Audit Institutions (ISSAIs) to: (a) ascertain the level of assurance that may be placed on management’s assertions on the financial statements; (b) determine the propriety of transactions as well as the extent of compliance with applicable laws, rules and regulations; and (c) determine the extent of the implementation of prior year’s audit recommendations.

ILS Executive Director III Jeanette T. Damo expressed gratitude for the Institute having received the recognition. “This recognition gives us honor, inspiration, and motivation,” she stated. “It inspires us to continue striving for excellence and assures the public that we utilize public funds and resources

efficiently, effectively, transparently, and with the utmost accountability”, Executive Director Damo added.

In 2021, the ILS was recognized for the fourth time by the Association of Government Accountants of the Philippines (AGAP) as one of the country’s “Most Outstanding Accounting Offices” in recognition of its “quality, timeliness and accuracy of ILS financial reports.”

“

***“This recognition gives us honor, inspiration, and motivation. It inspires us to continue striving for excellence and assures the public that we utilize public funds and resources efficiently, effectively, transparently, and with the utmost accountability.”***

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**Jeanette T. Damo**  
**ILS Executive Director III**



Photo from the Department of Labor and Employment website (<https://www.dole.gov.ph>)

## Memorializing 50 years of PH's Labor Code at the 122nd Labor Day

*This year marks the 50th anniversary of enacting the Labor Code of the Philippines, a monumental piece of legislation that serves as a foundation of Filipino workers' rights and industrial peace.*

Presidential Decree No. 442, also known as the Labor Code of the Philippines, was signed by Former President E. Marcos, Sr. on Labor Day, May 1, 1974. The book codified all labor and social regulation decrees in the country, revising and consolidating labor and social laws to afford protection to labor, promote employment and human resources development, and ensure industrial peace based on social justice. At that time, Former Labor Minister Blas Ople, who had facilitated the creation of the law, was considered the "Father of the Labor Code."

For half a century and to this day, the Labor Code has evolved and continues to safeguard and advance labor rights and workers' welfare, providing further protection to special groups such as women, minors, and those in the informal and vulnerable sectors. In recent years, new laws like the Tripartism Law, Occupational Safety and Health Standards, *Kasambahay* Law, and *Trabaho Para sa Bayan* Act have been enacted to boost the employability and competitiveness of the Filipino workforce while bolstering decent work principles, protect workers' rights, and addressing the needs of a growing economy.



**Commemorative Stamps featuring the 50th Anniversary of the Labor Code of the Philippines**

Photo from PhilPost (<https://philpost.gov.ph/>)

To commemorate its 50th anniversary, the Department of Labor and Employment (DOLE), in partnership with the Philippine Postal Corporation, released commemorative stamps and an Official First Day Cover. During the 122nd Labor Day celebration on May 1, 2024, President Ferdinand Romualdez Marcos Jr., together with DOLE Secretary Bienvenido E. Laguesma, House Speaker Martin G. Romualdez, and Postmaster General Luis D. Carlos, unveiled the stamps at the Malacañang Palace. These commemorative items symbolize the enduring significance of the Labor Code in fulfilling our collective dream of ensuring total, decent, and productive employment for every Filipino worker.

As the policy research and advocacy arm of DOLE, the Institute of Labor Studies (ILS) has also been instrumental in promoting labor market efficiency, industrial peace, and social justice in the country. Its policy research and studies contributed to the constant review, development, and implementation of our existing labor and employment-related legislations and regulations, including the Labor Code.

# ANALYZING DOLE LABOR INSPECTION POLICY: A CASE STUDY APPROACH

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## Overview

Over the years, the Department of Labor and Employment (DOLE) labor inspection system has undergone reforms to achieve a higher level of compliance with labor laws and standards and ensure continuity and sustainability of compliance at workplaces. Given this circumstance, compliance is not a one-and-done goal. It is important to understand the impact of these regulatory changes and assess whether these reforms have resulted in the achievement of policy objectives.

## Policy Issue / Objectives

The study analyzed the policy shifts and context of reforms with respect to DOLE issuances on labor inspection and determine the effects on the compliance with labor standards. It also aimed to draw policy options toward enhancement of the labor inspection policy and programs of DOLE.

## Key Findings

**1. A combination of regulatory and developmental approaches to inspection has proven to ensure compliance across different industries.** Regulatory approach was proven effective in large establishments while the developmental approach provided an enabling environment for micro-, small, and medium-sized enterprises (MSMEs) to eventually comply with standards.

**2. Inspection coverage is directly affected by policy shifts and changing priorities.**

The steady increase of inspection targets and inspected establishments effected the Department's actions to promote inspection and widen its reach.



**3. Many inspectors are saddled with non-inspection workload.**

**4. The "one-size-fits-all" approach to the labor inspection checklist does not apply to all establishments,** especially to Barangay Micro Business Enterprises and MSMEs.



**5. The number of inspectors with the ability or capacity to conduct specialized or more technical aspect of inspection (i.e., LI with license on Mechanical Engineering) needs to be increased.**

## Recommendations

### Operations and Program Implementation

Strengthen the partnership with Tripartite Industry Peace Council (TIPC) and formation of industry/sector-specific tripartite council to reinforce compliance with labor laws, and to promote voluntary identification, and declaration of work dangers/risks.



Streamline job functions of inspectors through a review of the structure of labor inspectorate system including the terms of reference and scope of work of labor inspectors (i.e., labor inspectors perform inspection, administrative functions, and are also hearing officers), as well as the demand for specialized labor inspector functions.



Conduct continuous capacity-building activities for labor inspectors especially those assigned to conduct Technical Safety Inspections and those that handle sector-specific compliance.



Provide legal assistance to labor inspectors who face prosecution in relation to the discharge of their functions.

You may scan the QR code to download the full paper.



# REGULATORY IMPACT ASSESSMENT OF DOLE DEPARTMENT ORDER NO. 174-17, SERIES OF 2017:

## An Initial Assessment of Stakeholders' Insight

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### Overview

As part of DOLE's commitment to develop and improve its guidelines, this study evaluated the regulatory impact of DOLE DO No. 174, series of 2017, to identify and address gaps and provide valuable inputs toward improving the guidelines and addressing emerging labor-related issues.

### Policy Issue

Due to the issues in the labor and employment landscape in the previous years since the issuance of DO 174-17, some existing policies and practices may not sufficiently address emerging labor-related cases resulting in oversights.

### Objectives

This paper assessed the regulatory impact of DOLE DO 174-17 by analyzing stakeholders' experiences and insights, focusing on the DO's legal, administrative, and operational aspects, guided by Labor Code Articles 106-109, and other related policies.

## Key Findings

### LEGAL ASPECT

- Updating the definitions of "Labor-only Contracting (LOC)," "substantial capitalization" and "necessary and desirable activities" to keep up with evolving trends on contracting and subcontracting."

### ADMINISTRATIVE ASPECT

- Difficulty in the implementation of provisions of the regulations on the exercise of verification and inspection;
- Non-aligned validity of required documents vis-à-vis validity/renewal of the certificates of registration;
- Lack of penalties for late registration and non-renewal; and
- Irregular consultations with stakeholders.

### OPERATIONAL ASPECT

- Intermittent capacity building of regional implementers;
- Suitability of fees and costs;
- Inconsistencies on the implementation of DO 174-17 with the Labor Code and Department Circular No. 01-17.

## Policy Options/Recommendations

### 01 Adopt DO 174-17 but develop a uniform streamlined process flow

This option proposes the continuous implementation of DOLE Department Order No. 174-17 but should provide a clear and efficient sequence of steps or activities that all regions can consistently follow.

### 02 Revise the current regulation entirely

This option requires the revision of the entire regulation to take into consideration the gaps and challenges identified by the stakeholders.

### 03 Review and/or harmonize provisions of D.O. 174-17 with existing jurisprudence and other regulations

Section 3	Provide an updated definition of LOC, necessary and desirable activities, and substantial capitalization; decide on whether bonds should be mandated
Section 10	Educate and intensify workers' right to self-organization, collective bargaining
Section 13	Harmonize provision on temporary work suspension
Sections 15 and 21	Streamline registration and renewal requirements and explore the possibility of imposing penalties for late registration and non-renewal
Section 22, 23 and 24	Strengthen provisions on submission of semi-annual reports and cancellation of registration; specify the authority given to Regional Directors to investigate and revoke certificates of registration
Section 31	Re-evaluate if setting-up the Financial Relief Program / Unemployment Assistance Fund is necessary

You may scan the QR code to download the full paper.





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APR - JUN 2024 | ISSUE NO. 2

MARVIN G. CABANGUNAY  
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ISSUE EDITOR

YVETTE MARIE M. MANAHAN  
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THE OFFICIAL NEWSLETTER OF THE INSTITUTE FOR LABOR STUDIES

## *ILS Celebrates Women's Month*

# DOLE rallies support for a violence and harassment-free workplace

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# DOLE rallies support for a violence and harassment-free workplace



Institute for Labor Studies Gender and Development Committee with DOLE Undersecretary Benedicto R. Bitonio, Jr. (Center), ILS Executive Director Jeanette T. Damo, Deputy Executive Director Atty. Mary Grace L. Riguer Teodosio with speakers during the forum on Convention 190 held on March 21, 2024 at Bayleaf, Intramuros, Manila.

**MANILA** - In line with the celebration of the National Women's Month, the Department of Labor and Employment, through its attached agency the Institute for Labor Studies (ILS), organized a forum on Convention 190 on Eliminating Violence and Harassment in the World of Work following the country's ratification to raise awareness and common understanding of its principles. The forum serves as a platform for tripartite discussion on concrete policies and programs, various approaches and avenues to promote and engage the support of stakeholders in the implementation of the said Convention.

In his welcome remarks, DOLE Undersecretary Benedicto Ernesto R. Bitonio, Jr. underscores the role of government as duty bearers and its tripartite partners in advocating for and realizing the principles of the Convention. He also identified the different avenues and platforms to promote the Convention which includes incorporating it as an elective course in the curriculum of higher education and technical vocational education, developing a distinct policy and establish reporting system in the workplace, and integrating it on DOLE programs and services.

“

***"The ratification of the Convention should not end there. There are many things that we need to do, including adjustments in our legislations that the tripartite partnership work on..."***

DOLE UNDERSECRETARY BENEDICTO ERNESTO R. BITONIO, JR.

"The ratification of the Convention should not end there. There are many things that we need to do, including adjustments in our legislations that the tripartite partnership work on. The second is the enhancement of institutions to put into effect the concept, which may require adjustments in national laws and implementing mechanisms. The third is the buy-in from employers, particularly employers, which the Convention identifies as primarily responsible to ensure that their workplaces, whether physical or virtual, are indeed free from violence and harassment," Undersecretary Bitonio, Jr. emphasized.

The forum featured presentations of resource speakers on various initiatives being undertaken by different organizations in support of the Convention. Ma. Rebecca Rafaela R. Baylous from the Philippine Commission on Women (PCW), spoke about the impact of C190 on women's empowerment in the workplace; Dir. Jerrick Gerard C. Go of the Commission on Human Rights (CHR), discussed the convention's rights-based framework; Brent Kenneth L. Calvo from the Bureau of Workers with Special Concerns (BWSC) presented the DOLE's initiatives; Ms. Nenette Fernando of the Employers Confederation of the Philippines (ECOP), addressed the role of employers in upholding the principles of C190 as well as employee engagement initiatives; and Ms. Fidelina Geraldez of the United Domestic Workers of the Philippines (UNITED) shared the experience of domestic workers as victims and the importance of soliciting the support of the local government to protect their rights.

The recorded forum can be accessed through the ILS Official Facebook page at [https://bit.ly/ILS\\_C190PHLRatification](https://bit.ly/ILS_C190PHLRatification).

# ILS OIC-Executive Director formally takes oath as full-fledged ILS Chief

**MANILA** - Department of Labor and Employment (DOLE) Secretary Bienvenido E. Laguesma administers the oath of office to Jeanette T. Damo, CESO III as Executive Director III of the Institute for Labor Studies (ILS) at the DOLE Main Building Office of Secretary, Intramuros, Manila on 23 January 2024.

The oathtaking was witnessed by Senior Officers of the Department. Prior to her appointment, Executive Director Damo was the Officer-in-Charge of the Institute since 17 October 2022. She started her career at the ILS as Research Assistant in 1989 before being promoted to Chief Labor and Employment in 2003. She transferred to the National Wages Productivity Commission in 2008 as Director II and was promoted to Deputy Executive Director IV in 2014.

In 2016, Executive Director Damo was conferred with the rank of Career Executive Service Officer (CESO) III after passing and completing the rigorous process of examinations.

Executive Director Damo vowed to continue the legacy of the Institute in implementing its mandate by consistently delivering high-quality and relevant policy researches and studies on labor and employment throughout the years. "ILS served as my training ground during the early years of my career in the government. I started as a Research Assistant at ILS in 1989, and transferred to NWPC in 2008 to explore new learning grounds. Nearly fourteen (14) years later, I was directed to head ILS as its OIC and early this year, I took my oath as a "regular" Executive Director of the Institute.

With that, I could say, I have come full circle as a public servant," she said. Executive Director Jeanette T. Damo was among the awardees during the 50th founding anniversary of the Career Executive Service Board and the 2023 CES Lifelong Learning for Leadership Congress (CESCON 2023) on November 28, 2023, at the Manila Hotel, Ermita Manila.

She was also part of the Philippine delegation representing the country in the 28th Session of the Conference of the Parties (COP 28) hosted by the United Nations Framework Convention on Climate Change from 30 November to 12 December 2023 in Expo City, Dubai, United Arab Emirates in which one of the few wins is the Just Transition Work Program where decent work is recognized as one of the core elements.



**ILS ED TAKES OATH** | Department of Labor and Employment Secretary Bienvenido E. Laguesma administers the oath of office of Institute for Labor Studies Executive Director Jeanette T. Damo at the Office of the Secretary, DOLE Main Building, Intramuros, Manila.

# Efficient Childcare System Needed in PH to Support

## Working Women

*Balancing work and family responsibilities remains a significant challenge for many women in the country*

**N**ational Women's Month is both a celebration and a reminder of our continued call to balance the playing field between women and men. Among the facets of this advocacy is investing in women's economic empowerment - the capacity to make and carry out decisions for oneself, access to equal opportunities and resources, as well as women's participation in the labor force.

The Philippines ranked 19th out of 146 countries in the world in terms of closing gender gaps in the Global Gender Gap Report in 2022 (World Economic Forum). The country is one of the leading countries in Asia recognized for advancing equal rights and empowerment of women. However, anecdotes suggest that women remain underrepresented in the labor force, and still spend most of their time doing household chores and attending to childcare needs. International Labour Organization (ILO) data showed that the Philippines is still lagging and remains one of the lowest in Southeast Asia in labor force participation for female working-age population ages 15 to 64 in 2022.

Efficient and accessible childcare services are crucial to support women, expand employment opportunities in the formal sector, and contribute to socioeconomic development. In the same manner, access to childcare services is expected to aid women in the reduction of unpaid care work, and at the same time promote child development.

### Responsive childcare system as a transformative solution

Using the International Labor Organization's (ILO) 5R Framework for Decent Care Work, a study conducted by an ILS Researcher explored current gaps in the following areas of the enabling environment relevant to the provision of childcare services in the country: 1) policies and frameworks; 2) governance; and 3) public support, toward achieving a high road to care work with gender equality.

Findings suggest that balancing work and family responsibilities remains a significant challenge for many women in the Philippines, and access to childcare facilities could improve women's access to economic opportunities. The government plays a critical role in developing and implementing policies effectively and ensuring the availability and distribution of resources for childcare services. While the Philippines has existing policies and programs to aid parents in providing childcare, the study identified certain limitations, especially on enforcement capacity and scope, that need improvement to establish a holistic and transformative childcare system. Similarly, it is crucial to address governance gaps by strengthening the government's capacity to implement policies and allocate resources for Early Childhood Care and Development (ECCD) and Gender and Development (GAD) programs. Furthermore, it is essential to ensure public support for utilizing childcare services, not only for women but for men as well. Creating a more egalitarian culture to support women's right to balance work and family obligations should be a priority for policymakers and program administrators.

Among the study's recommendations are strengthening the existing policies aimed at providing childcare assistance as well as its implementation, supporting the passage of Magna Carta of Daycare Workers to ensure the human resource needs of state-funded child development centers, benchmarking good practices in the provision of childcare services both in the public and private sectors, conducting further studies on Filipino parents' preference for availing childcare services outside the household, and strengthening regional cooperation and international commitment towards a sustainable and resilient care economy.



Taken from the research study:

*On Women's Economic Participation and Childcare Needs in the Philippines: An Analysis of the Enabling Environment*

Written By: **Arianne Ishreen Corpuz Bucar**  
Supervised by: Prof. Kim Joeun  
(A Supervised Research Project submitted as a graduation requirement under the Master of Development Policy Program of KDI School of Public Policy and Management)

Stock photo from Canva

# TOWARDS A HUMAN-CENTERED AGRICULTURE MODERNIZATION:

## Cases from the Philippines

### Authors / Researchers

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Athena Mari E. Son


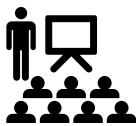

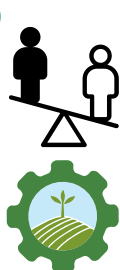

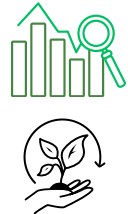


Diether B. Navarosa

Lara P. Fameronag, NWPC

### Overview

Agriculture modernization is “the process of transforming the agriculture sector into one that is dynamic, technologically advanced, and competitive, yet concerned with human resource development, guided by the sound principles of social justice” (Agriculture and Fisheries Modernization Act of 1997).<sup>1</sup> In this regard, an integrated approach to managing human capital productivity may help achieve the goal of having a modernized and competitive agriculture sector for the Philippines.

### Key Findings

- 1**  Aging Filipino farmers persists as youth involvement continue to decline.
- 2**  Community-based training and monitoring is perceived as limited.
- 3**  Gender issues such as biases on women's involvement in training programs, and lack of care facilities are hindering women in rural areas from pursuing skills development and productive work in agriculture.
- 4**  The agriculture sector has distinct human productivity needs, considering the current inequalities in education and training, limited infrastructure in rural areas, and vulnerability to the effects of climate change.
- 5**  Agriculture cooperatives with good management practices tend to adopt innovative approaches and modern techniques in farming and the production.
- 6**  Insufficient knowledge about gainsharing is one of the reasons why it does not receive the attention it deserves among MSMEs, including those in the agriculture sector.
- 7**  **19.2 % or 205 of 1,070** establishments under the Agriculture, Fishery and Fishing Sectors implement Productivity Improvement Programs (PIP).
- 8**  Modernization and technology adoption may have unintended consequence to women engaged in agriculture work as there is an inadequate support mechanism in rural areas that can lead to changes in power dynamics that may result in gender-based violence.

### Recommendations

- Give incentives to target groups who will engage in the agriculture sector to boost its productivity.
- Facilitate welfare-to-work transition for displaced workers due to technology adoption and climate change.
- Promote productivity values with tailored interventions based on unique needs.
- Enhance the government agencies' mandate to promote productivity improvement.
- Collect and utilize sex-disaggregated data for evidence-based policymaking and gender mainstreaming.
- Maximize partnerships with the private sector, NGOs, think tanks, employer federations, labor groups, industry councils, media, and SUCs, especially on knowledge transfer, community engagement, monitoring and evaluation of programs, research, and development.
- The National Wages and Productivity Commission is recommended to develop an agriculture sector module on productivity improvement on the areas of operations management, growth and target management, personal management, system/process improvement and gain-sharing.

You may scan the QR code to download the full paper.



# EXPLORING INNOVATIVE APPROCHES TO ADDRESS LABOR EXPLOITATION IN THE FISHERY SUPPLY CHAIN:

## The Case of the Tuna Industry in the Philippines

### AUTHORS / RESEARCHERS

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 Malorie Joy O. Mones

### Overview

The fishing industry is one of the country's main economic drivers, with tuna as one of the Philippines' top fisheries exports. Following a case study approach, the researchers investigated the supply chain of the tuna industry in General Santos City as the center of production, processing, export, and marketing by looking into the labor issues experienced by workers and documenting approaches to address such.

### Policy Issue

While the tuna industry plays a crucial role in the country's economy, it is not without labor issues.

Some anecdotal concerns include underpayment or non-payment of wages, excessive working hours, lack of social protection, and poor health and safety standards.

### Objectives

1. Review the existing policies and mechanisms to prevent and combat labor exploitation in the tuna supply chain at the local, national, and international levels;
2. Determine innovative practices or strategies to address labor exploitation in the tuna supply chain;
3. Discuss policy opportunities among stakeholders to strengthen measures and promote responsible labor practices in the tuna supply chain.

## Key Findings

Innovative approaches based on the **United Nations' "Protect, Respect, and Remedy"** Framework pillars:<sup>1</sup>

### PROTECT

- ILO Work on Fishing Convention, 2007 (No. 188) and Work in Fishing Recommendation, 2007 (No. 199)
- National Tuna Management Plan
- Comprehensive National Fishery Industry Development 2006 to 2025
- Department Order 156 S. 2016
- Philippine Fisheries Code of 1998
- Occupational Safety and Health Standards
- Strengthening the safety standards of Philippine Registered Fishing Vessels
- Research and Development and convergence of government programs for documentation of fishers
- Training of fisherfolk
- Combatting illegal, unreported and unregulated (IUU) fishing practices
- Presence of Industry Tripartite Council (ITC) Fishing and Allied Services for consultative meetings

### RESPECT



- Market-driven Compliance through Social Accountability Audits



- Corporate Commitment to Goodwill as Co-regulator of Standards



- Use of Technology in Preventing Cases of Trafficking in Tuna Fishing Vessels (e.g. Vessel Monitoring System)



- Corporate Social Responsibility and Family Welfare Initiatives

### REMEDY

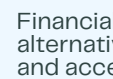


Programs for proper identification and documentation of workers

Counseling and rescue for victims of trafficking with the local government unit and partners



Training to workers extended by civil society organizations



Financial literacy, alternative livelihood, and access to credit



Support system for women in the tuna fishing sector

## Recommendations

- Strengthen inter-agency efforts of National Government Agencies and Local Government Units in addressing human trafficking, Illegal Unreported and Unregulated (IUU) fishing practices, and upholding regulations and protocols towards improving the working conditions in the tuna industry;
- Conduct capacity-building and training on international convention and laws covering the fishing industry, specifically on general labor standards and occupational health and safety;
- Strengthen DOLE services and programs offered to workers in the industries (e.g. labor inspection, Tulong Pangkabuhayan sa ating Disadvantaged/Displaced Workers (TUPAD), DOLE Integrated Livelihood Program (DILP), especially during off-fishing seasons.
- Establish and provide continuous support to partnerships and establish recognition mechanisms to partner stakeholders.

<sup>1</sup> Ethical Trading Initiative Norway. (2013). A Guide to Human Rights Due Diligence in Global Supply Chains. Retrieved from: [https://www.ajsosteniblebcn.cat/human-rights-due-diligence-in-global-supply-chains\\_28919.pdf](https://www.ajsosteniblebcn.cat/human-rights-due-diligence-in-global-supply-chains_28919.pdf)



The logo features the letters 'iLS' in a stylized font with a blue 'i', a purple 'L', and a blue 'S'. To the right, the word 'GAZETTE' is written in a large, bold, black sans-serif font.

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ISSUE EDITOR

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