

Findings at a Glance

Building the Capacity of the Philippines Labor Inspectorate (BC-PLIP) aimed to improve workplace compliance with national labor laws through more effective labor inspections (IO1) and worker and employer engagement in the inspection system (IO2).

 Dec. 2014 – Aug. 2019

 \$1.25 million

 International Labour Organization

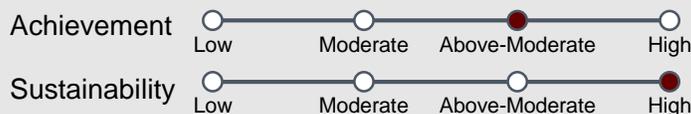


BENEFICIARIES AND PARTNERS

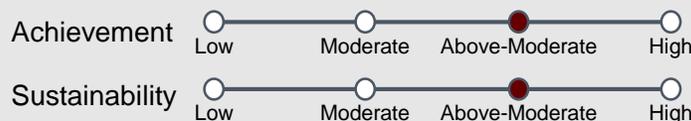
IO 1	Philippines Department of Labor and Employment (DOLE)
IO 2	Employers Confederation of the Philippines (ECOP)
	Trade Unions (<i>FFW; IndustriALL; APL-Sentro; ALU; TUCP; NTUC</i>)

CONCLUSIONS

IO1: Improved effectiveness of labor inspection conducted by labor law compliance officers



IO2: Improved effectiveness of worker and employer engagement in the Labor Law Compliance System



KEY LESSONS LEARNED

Reciprocal investments by the government enhance the project's results. DOLE co-administers and funds the management information system (MIS) and has designated MIS focal points in each regional office. These investments, among others, amplified the project inputs and improved prospects for sustainability.

Long-term commitments and investment strategies are crucial. DOLE's MIS has taken 7+ years to produce high quality data. A similar achievement requires a long-term investment and strategy, with a plan for local ownership and sustainability.

Engaging beneficiaries as full partners is integral to success. The participation of workers and employers was instrumental in supporting the ability of BC-PLIP to achieve and, in some cases, surpass its targets.

KEY RECOMMENDATIONS FOR USDOL



Focus Strategically on Regions. The Philippines labor inspection system at the central level (DOLE) is strong. However, future investment and programmatic focus should be on increasing regional inspection effectiveness and efficiency. This regional scope includes DOLE regional and field offices, union affiliates, and ECOP chapters.



Conduct Organizational Development to Strengthen Unions and Employer Associations. Leveraging the organizational development work of IO 1, USDOL could support a similar approach with unions and employer associations. An approach based on iterative assessment, planning, testing, and action could strengthen these organizations in a purposeful and strategic way.



Build on Promising Practices and Address Trends and Needs in the Philippines, including regional MIS use; building inspector capacity in specialized industries; concretizing OSH compliance in the workplace; a DOLE review of AO-164; building capacity in supply chain inspections; operationalizing case management approach; strengthening DOLE HR system; and building in-house MIS capacity.



Initiate a USDOL Project Design Review Committee. The BC-PLIP theory of change was overly complex and yielded an excessive number of indicators (76), contributing to the need for its two modifications. USDOL should designate a committee to vet and strengthen a given project's theory of change and its corresponding results framework.



Ensure M&E Rigor from Project Design to Close. More focused M&E support at project initiation is needed, particularly for the initial PMP and its indicators. USDOL may also wish to dedicate its M&E staff to specific projects (in teams with project managers). Finally, USDOL should consider requiring a limited number of "context indicators" to assist in the measurement of development objectives and the project's contribution to them.