



# DEPARTMENT ORDER NO. 57-04

Series of 2004

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## LABOR STANDARDS ENFORCEMENT FRAMEWORK



# D.O. 57 –04 ( Objective)

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Pursuant to the visitorial and enforcement powers of the Secretary of Labor & Employment, as provided for under Articles 128 & 129 of the Labor Code of the Phils., as amended and A.O. 296, series of 2002, aimed at ensuring the effective Implementation of the Labor Standards Enforcement Framework in order to build a culture of voluntary compliance with labor standards by all establishments and Workplaces and expand the reach of the Department of Labor & Employment Through partnership with Labor and employers' organization as well as with other Government agencies and professional organizations that also have a stake on the Welfare and protection of our workers .



# D.O. 57-04 ( Forms )

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- 1. Self-assessment** - voluntary mode ; encouraged in establishments with at least 200 workers . It shall also apply to unionized establishments with certified CBA's regardless of the number of workers. Employers will be provided with a checklist for this purpose.
- 2. Inspection** – shall be undertaken in workplaces with 10 to 199 workers and effect restitutions/corrections if there are violators
- 3. Advisory services** – shall be undertaken in workplaces with less than 10 workers and those registered as Barangay Micro Business Enterprises ( BMBEs)



# D.O. 57-04 ( strategy )

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## **a. Advocacy & Education campaign**

## **b. For self-assessment**

- b.1. Distribution of Checklist on Compliance with labor standards
- b.2. Conduct of self-assessment
- b.3. Submission of checklist
- b.4. Spot check

## **c. Conduct of inspection ( 10-199 workers)**

### **Priorities :**

- c.1. Existence of complaints, imminent danger or imminent occurrence of accidents and illnesses/ injuries ;



# D.O. 57-04 (Strategy, cont'd)

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c.2. Hazardous workplaces

c.3. Construction sites; and

c.4 Establishments employing women/child workers

## **d. Conduct of Training and Advisory Services**

- TAVs to assist small & micro-establishments map out an improvement program geared at increasing productivity to facilitate their eventual compliance with labor standards. Shall be conducted by trained DOLE personnel .

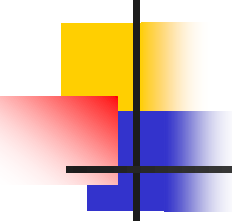


# D.O. 57-04 ( Strategy cont'd)

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## **e. Technical Safety Inspection by Local Government Units**

DOLE upon recommendation of the Regional Offices shall delegate the conduct of technical safety inspection pursuant to Art. 165 of the Labor Code, as amended, Rule 1980 of the OHSS, Administrative Order No. 155, series of 2003 and the Memorandum of Agreement between the Department and appropriate LGU's.



# D.O. 57-04 (Monitoring & evaluation)

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An evaluation team organized by the Regional Offices shall Undertake the following :

- a. Determine authenticity of the documents submitted ;
- b. Determine compliance with labor standards and recommend spot checking, if necessary ;
- c. Recommend corrections or restitutions in cases of violations ;
- d. Monitor establishments covered by training and visit ( TAV) based on their commitments to comply with labor standards ;
- e. Evaluate LGUs capability and performance to conduct technical safety inspection and recommend appropriate action.



# D.O. 57-04 (Disposition)

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Any violation of LS unearthed during the conduct of Inspection, self-assessment or any case arising there from shall be disposed of in accordance with articles 128,129. 162 and 165 of the Labor Code of the Phils., as amended and its implementing rules and regulations.