

TRIPARTITE INDUSTRIAL PEACE COUNCIL

Resolution No. 5

Series of 2013

“Approving the Rules on Labor Laws Compliance System”

WHEREAS, Republic Act No. 10395, An Act Strengthening Tripartism, Amending for the Purpose Article 175 of Presidential Decree No. 442, As Amended, Otherwise Known as the “Labor Code of the Philippines”, prescribed the representation of workers and employers in decision and policy-making bodies of the government and institutionalized the National Tripartite Industrial Peace Council (TIPC) for such purpose;

WHEREAS, one of the strategies under the Rights at Work Pillar of the Philippine Labor and Employment Plan 2011-2016 is the promotion of better observance of labor standards towards the protection of workers through an intensified labor inspection program for ensuring compliance with labor laws and standards, among others;

WHEREAS, to ensure the full implementation of labor laws and standards, President Benigno S. Aquino III announced the creation of additional 372 plantilla positions for labor inspectors during the 2012 Labor Day celebration;

WHEREAS, consistent with the thrust of the present administration to strengthen observance of the Constitutionally-protected rights of workers, the Department of Labor and Employment has developed a new system of labor law compliance which shifted from a purely regulatory framework towards a proactive and developmental approach in fostering a culture of compliance to labor laws and standards;

WHEREAS, pursuant to the authority of the Secretary of Labor and Employment to promulgate the necessary rules and regulations under Article 5 and the visitatorial and enforcement power under Article 128 of the Labor Code of the Philippines, as amended, the Bureau of Working Conditions (BWC) spearheaded the development of the new rules governing the labor laws compliance system in the form of a Department Order superseding Department Order No. 57-04, as amended by Memorandum Circular No. 1, series of 2011, or the Guidelines on the Effective Implementation of Labor Standards;

WHEREAS, the Rules on Labor Laws Compliance System provide both labor and management an easy, less expensive, and non-litigious mechanism to voluntarily comply with all labor laws through the provision of basic information and education, joint assessment of compliance, jointly agreed remediation and corrective actions, and issuance of appropriate labor compliance certificates tied up to an incentive and reward system for compliant employers;

WHEREAS, the BWC presented the draft Rules on Labor Laws Compliance System before the Tripartite Executive Committee (TEC) on 11, 16, 17, 18 and 22 April 2013, and subsequently finalized the same by incorporating the stakeholders’ inputs from the said consultations in the National Tripartite Industrial Peace Council (NTIPC);

NOW THEREFORE, BE IT RESOLVED, AS WE HEREBY RESOLVE TO approve the Rules on Labor Laws Compliance System, for immediate issuance by the DOLE.

Approved this 15th day of July 2013, at The Bayleaf, Intramuros, Manila.

LABOR SECTOR



DANIEL L. EDRALIN

Alliance of Progressive Labor



VICTORINO F. BALAIS

Trade Union Congress of the Philippines




JOSUA T. MATA

Alliance of Progressive Labor



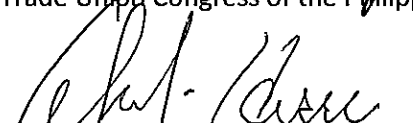
ZOILO V. DELA CRUZ, JR.

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ANGELITO P. CALDERON

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ERNESTO F. HERRERA

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ALLAN S. MONTAÑO

Federation of Free Workers

MILAGROS C. OGALINDA

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DAVID L. DIWA

Lakas Manggagawa Labor Center



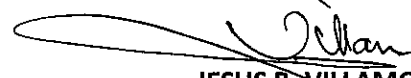
GERARD R. SENO

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BENJAMIN C. ALAR

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Trade Union Congress of the Philippines



ERNESTO M. PRIAS

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National Union of Bank Employees



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VLADIMIR R. TUPAZ

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EMPLOYERS' SECTOR



EDGARDO G. LACSON

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Employers Confederation of the Philippines



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RANULFO P. PAYOS

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ERNESTO O. CECILIA

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EDUARDO T. RONDAIN

Employers Confederation of the Philippines



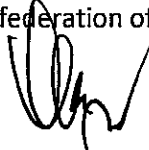
RENE E. CRISTOBAL

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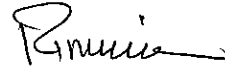
ANTON L. SAYO

Employers Confederation of the Philippines



FRANCISCO R. FLORO

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RENE Y. SORIANO

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VICENTE LEOGARDO, JR.

Employers Confederation of the Philippines



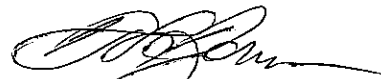
ANCHETA K. TAN

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MANOLITO P. MADRASTO

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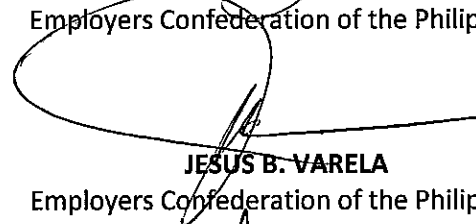
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SCHUBERT CAESAR C. AUSTERO

People Management Association of the
Philippines



MARY G. NG

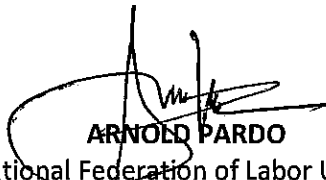
Employers Confederation of the Philippines



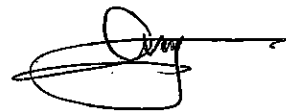
EMERICO O. DE GUZMAN

People Management Association of the
Philippines

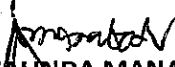
OTHER INVITEES



ARNOLD PARDO
National Federation of Labor Unions



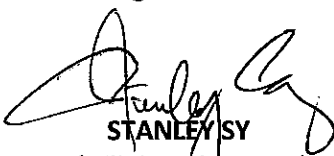
ANGEL Y. DIMALANTA
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ROSALINDA MANABAT
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Employers Confederation of the Philippines



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Federation of Filipino Chinese Chambers of
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RICARDO YU
Federation of Filipino Chinese Chambers of Commerce & Industry

GOVERNMENT SECTOR



ROSALINDA DIMAPILIS-BALDOZ
Secretary
Department of Labor and Employment

