

DOLE Meets Employers in Key Industries to Stop “Endo”

The Department of Labor and Employment (DOLE) convened a consultative meeting on contracting/subcontracting with employers in key industries on August 5, 2016 at the DOLE Labor Governance Learning Center (LGLC) in Intramuros, Manila.

Company executives and human resource managers from wholesale and retail and food and beverage service activities attended the meeting.

DOLE senior officials and members of the Technical Working Group (TWG) comprised of heads of Bureau of Working Conditions (BWC), Bureau of Labor Relations (BLR), Bureau of Local Employment (BLE), Bureau of Workers with Special



Concerns (BWSC), Legal Service (LS), Planning Service (PS), Labor Communications Office (LCO), National Wages and Productivity Commission (NWPC) and DOLE-National Capital Region (DOLE-NCR) facilitated the meeting.

The consultative meeting aimed to inform key industry players that inspection and assessment activities shall be strictly enforced as part of the DOLE's strategy to end illegal form of contractualization and short-term employment arrangements in line with President Rodrigo R. Duterte's directive to ensure protection of the rights and promotion of the welfare of Filipino workers especially the contractuales.

The DOLE stressed that existing laws and jurisprudence shall be the basis in fulfilling the directive. According to DOLE, "endo" practices or the use of short-term employment contracts whether in bilateral and/or trilateral employment relationships that is contrary to the provisions of Articles 106 to 109 of the Labor Code, as amended, or are in circumvention of Articles 294 to 296 of the same Code, is prohibited.

Mr. Roland A. Moya, Deputy Director-General of Employers Confederation of the Philippines (ECOP), shared that ECOP and People Management Association of the Philippines (PMAP) signed a Compliance Code enjoining all ECOP and PMAP members to be compliant with labor laws, rules and regulations for the protection and welfare of all workers.

Usec. Ciriaco A. Lagunzad III sought cooperation from employers in preparing for the conduct of assessment activities towards compliance with labor laws and regulations.

"As part of the social dialogue, DOLE is conducting consultations with employers in the different subsectors to find the right balance on the issue," Usec. Lagunzad said.

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