

## **Ending Endo: DOLE Conducts 2nd Batch of Training for Deputization**

Pursuant to the directive of President Duterte, DOLE is implementing a three-pronged action plan to address the issue of endo and contractualization. This plan involves the (1) strict enforcement of labor laws and standards; (2) review of existing IRR on contracting/subcontracting, and (3) amendment of Labor Code provisions on contracting and security of tenure.

A total of 53 representatives from several labor groups, associations of employers, and professional organizations completed the Training on Labor Laws and other Social Legislations for Sectoral Representatives and Social Partners held on 1-11 August 2017 at the Apo View Hotel. This is the second batch of training that the Department of Labor and Employment conducted as part of fulfilling its commitment to end endo (a colloquial term for endo of contract).

The said training is one of the requirements for deputization under Administrative Order No. 164-17, which DOLE issued April this year as a component of the first track of its three-pronged action plan. This AO institutionalizes the deputization or participation of representatives of labor, employer, professional, and non-government organizations, among others in the assessment of establishments' compliance to labor laws and social legislations. A general authority to assess will be issued to those who have completed the training, passed the examinations, and submitted complete requirements as enumerated under AO 164-17.

“We can have the best department order, [but] it is useless without proper implementation”, said Secretary Silvestre H. Bello III in mix of Filipino and English as he, together with Undersecretary Joel B. Maglunsod and other DOLE senior officials, congratulated the participants in their graduation on the last day of training. Recognizing the need to improve the DOLE inspectorate, Secretary Bello added that deputization of labor and employer representatives will help in ensuring the compliance of establishments to labor laws, especially Department Order No. 174-17 or the revised IRR governing contracting and subcontracting arrangements.

The participants, who for 10 days took lessons and examinations on general labor standards, occupational safety and health standards, social legislations, and labor relations among others, also expressed their appreciation to DOLE for initiating the training. "The computation of my overtime pay is wrong!" jested a representative from a professional organization as he expressed his gratitude for being selected as one of the participants.

The pilot training was conducted in Quezon City on 18-29 June 2017, and the third batch of training will be held in Cebu City on 14-25 August 2017. Usec. Maglusond mentioned that another batch of training may be organized in NCR.

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