

## **LABOR STANDARDS ENFORCEMENT FRAMEWORK (LSEF)**

Labor Standards Enforcement is a basic mandate of DOLE to protect workers' rights and promote their welfare. Labor Standards are administered and enforced by the Secretary of Labor through authorized representatives such as the Regional Directors and the labor inspectorate in the Regional Offices.

In January 7, 2004, DOLE created the Labor Standards Enforcement Framework (LSEF) to increase its institutional reach in enforcing labor laws and in response to the need of enforcing labor standards to a large number of establishments vis-à-vis the limited number of labor inspectors nationwide.

The framework envisages the creation of a culture of safety, health and welfare at the workplace and an ethic of self-regulation and voluntary compliance with labor laws among the stakeholders especially among employers and workers of establishments.

The LSEF defines the approaches and strategies that are pursued by the regional implementers to ensure voluntary compliance with labor laws. As provided for under Department Order No 57-04, LSEF encourages the proactive participation of establishments in the process of labor standards enforcement through the following approaches:

- **Training and Advisory Visits (TAV) for establishments employing 1-9 workers including those registered as Barangay Micro Business Enterprises (BMBEs) regardless of employment size;**
- **Inspection for establishments employing 10-199; and**
- **Self-assessment (SA) for establishments with more than 200 workers including those with certified collective bargaining agreements regardless of employment size.**