

# **SELF-ASSESSMENT (SA) PROGRAM**

## ***I. Background***

Self-Assessment is basically self-evaluation, self-regulation and voluntary compliance among establishments with more than 200 workers and those unionized with certified collective bargaining agreements (CBAs) regardless of employment size. It is one of the approaches of Labor Standards Enforcement Framework (LSEF) which encourages voluntary compliance on general labor standards.

SA is built on the premise that majority of the big and/or unionized establishments are compliant to the minimum requirements of the General Labor Standards. While it is being thought that they may not need too much intervention from a government regulating body, the DOLE needs to ensure that such establishments continuously remain as partners in building and sustaining a strong economy.

Major program components would include attendance/participation in Self-Assessment Orientation/Awareness Courses, which is a motivational vehicle for the effective implementation of the LSEF, and joint inspection by employer's and worker's representatives using the DOLE prescribed SA Checklist.

## ***II. Procedures of Self-Assessment***

- The DOLE will provide participating establishments to the SA orientation with a checklist.
- Upon receiving the said checklist, the employer shall be responsible for informing the worker's representative of the need to conduct self-assessment as provided by the new Labor Standards Enforcement Framework (LSEF).
- The employer and worker's representatives shall jointly undertake the assessment activity.
- It shall be done within one-month upon receipt of the checklist.
- The checklist shall be submitted to the DOLE Provincial Office within five (5) days after the conduct of the assessment.
- The Provincial Office will verify the checklist submitted.