

TRAINING AND ADVISORY VISIT (TAV)

I. Overview

Training and Advisory Visit (TAV) refers to the conduct of orientation seminars and authorized advisory/assistance and follow-up visits by trained DOLE personnel/inspectors to small and micro enterprises (SMiE's) with an employment size of nine (9) workers or less. It aims to assist SMiE's in mapping out a development program geared towards increasing productivity and facilitating eventual compliance with labor standards. This approach likewise covers establishments registered as BMBEs regardless of employment size.

The orientation seminar consists of the following:

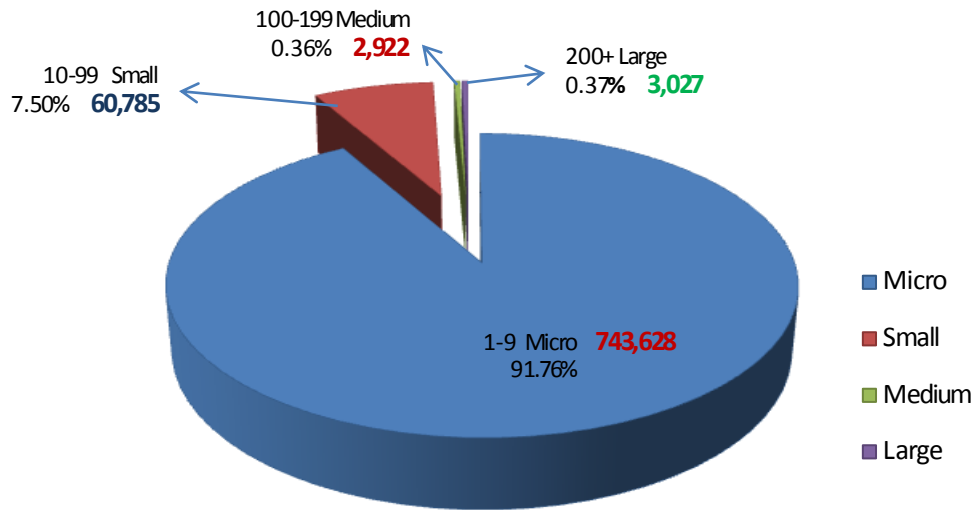
- Discussion on general labor and technical standards including occupational safety and health standards (focusing on the minimum requirements applicable to micro enterprises) using the checklist as guide and basis. It shall also include topics on DOLE programs for micro enterprises, statutory wage and related benefits provided by law, OSH related topics, measures to create a safe and healthy workplace and promoting a child labor free workplace.
- An assessment workshop where participants will be guided in accomplishing the Checklist for compliance with labor standards/laws and a Checklist for Identifying Improvement in Enterprise Performance and Work Conditions. The accomplished checklists shall be the bases for the participants' development of their own improvement strategies to increase their productivity and for their eventual compliance with the Standards.
- An action planning workshop wherein participants shall commit their own work improvement strategies within a specific time frame.

The DOLE Provincial Offices shall undertake follow-up visits of the enterprises at least once after their orientation to monitor progress. The TAV team shall document the status of improvements made by the enterprises as their commitment to voluntary compliance with the Occupational Safety and Health Standards.

How to join?

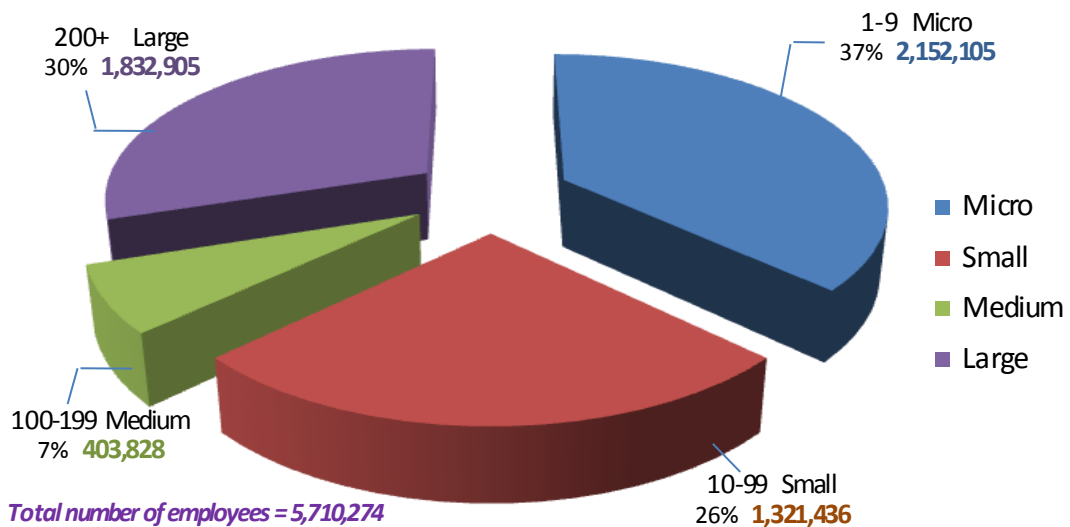
To signify its intention to join, management may write or call the DOLE Provincial Office.

Percent of Distribution of Establishments by Employment Size, Philippines: 2003



Total number of establishments = 810,362

Percent of Distribution of Number of Employees by Employment Size, Philippines: 2003



Total number of employees = 5,710,274