

DEPARTMENT OF LABOR AND EMPLOYMENT

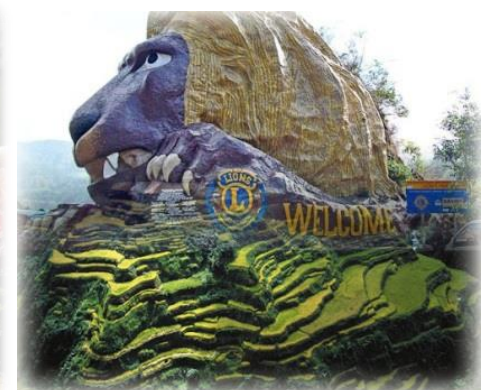


CORDILLERA ADMINISTRATIVE REGION

CABINET HILL, BAGUIO CITY



Orientation on DOLE Programs for Small Scale Miners





TOPICS

- WORKERS' ASSOCIATION REGISTRATION (WA)
- DOLE LIVELIHOOD PROGRAM (DILEEP)
- LABOR LAWS COMPLIANCE SYSTEM (LLCS)
- SPECIAL PROGRAM FOR EMPLOYMENT OF STUDENTS (SPES)

I. WORKERS' ASSOCIATION REGISTRATION

- **Legal Basis**

- PD 442 – LABOR CODE OF THE PHILIPPINES
under BOOK V

Art. 218 – Declaration of Policy: It is the policy of the state to promote and emphasize free collective bargaining and negotiations as modes of settling labor disputes, free unionism, and voluntary organization.

WORKERS' ASSOCIATION REGISTRATION

- 2 TYPES OF WORKERS' ORGANIZATION
- **UNION**- labor organization in the private sector organized for Collective Bargaining Agreement
- **WORKERS' ASSOCIATION**- self-employed, rural workers, no definite employers

REQUIREMENTS – LABOR UNION

1. Name of the organization's office and their respective addresses
2. Approximate number of employees in the bargaining unit where it seeks to operate with a statement that it is not reported as a chartered local of any federation or national union .
3. Minutes of the organizational meeting/s
4. List of the members who participated in the organizational meeting/s
5. Names of all its members comprising at least twenty percent (20%) of the employees in the bargaining unit.
6. Annual financial reports if the applicant organization has been in existence for less than one year or more.
7. Financial report not required because applicant organization has been in existence for less than one year or has not collected any amount.
8. Constitution and by-laws accompanied by the names and signatures of ratifying members.
9. Minutes of adoption or ratification of the constitution and by-laws and date/s when ratification was made.
10. Minutes of adoption or ratification is not required if it is done simultaneously with the organizational meeting and the same is reflected in the minutes of the organizational meeting.

REQUIREMENTS – WA

1. Names of the association's officers and their respective addresses
2. Minutes of the organizational meeting/s
3. List of the members who participated in the organizational meeting/s
4. Annual financial reports if the applicant association has been in the existence for one year or more
5. Financial report not required because applicant association has been in existence for less than one year or has not collected any amount
6. Constitution and by-laws accompanied by the names and signatures of ratifying members
7. Minutes of adoption or ratification of the constitution and by-laws and date/s when ratification was made
8. Minutes of adoption or ratification is not required if it is done simultaneously with the organizational meeting and the same is reflected in the minutes of the organizational meeting



II. DOLE INTEGRATED LIVELIHOOD AND EMERGENCY EMPLOYMENT PROGRAMS

Eligible Beneficiaries:

- Self-employed with insufficient income
- Marginalized and landless farmers
- Marginalized fisher folks
- Unpaid family workers
- Women and youth
- Low/minimum wage earners and seasonal workers



DOLE INTEGRATED LIVELIHOOD AND EMERGENCY EMPLOYMENT PROGRAMS

Eligible Beneficiaries :

- Displaced workers
- PWDs
- Senior Citizens
- Indigenous People
- Rebel returnees
- Parents of child laborers
- Victims of armed conflict



DOLE INTEGRATED LIVELIHOOD AND EMERGENCY EMPLOYMENT PROGRAMS

MODE OF IMPLEMENTATION:

1. Direct Administration
2. Through ACP



DOLE INTEGRATED LIVELIHOOD AND EMERGENCY EMPLOYMENT PROGRAMS

COMPONENTS:

1. KABUHAYAN FORMATION- start-up individual or group livelihood project
2. KABUHAYAN ENHANCEMENT- assistance to existing livelihood projects
3. KABUHAYAN RESTORATION- re-establishment of damaged/lost livelihood due to natural disasters/calamities

DOLE INTEGRATED LIVELIHOOD AND EMERGENCY EMPLOYMENT PROGRAMS

CATEGORIES:

1. GROUP PROJECTS:

- a. MICRO LIVELIHOOD – organization of 15-25 members
 - maximum of 250,000.00
- b. Small livelihood – 26-50 members
 - maximum of 500,000.00
- c. Medium Livelihood – more than 50 members
 - maximum of 1M

DOLE INTEGRATED LIVELIHOOD AND EMERGENCY EMPLOYMENT PROGRAMS

CATEGORIES:

2. INDIVIDUAL PROJECTS:

- a. Starter Kit – ex. Massage, reflexology, cosmetology, car wash, plumbing
- b. Negosyo sa Kariton (Nego-Kart) – For ambulant vendors

Maximum assistance – P20,000.00

III. LABOR LAWS COMPLIANCE SYSTEM (LLCS)

A General Labor Standards

WAGE ORDER NO. RB-CAR-18

- Effective June 5, 2017

Sector/Industry	BC & La Trinidad	Tabuk City, Bangued, Bontoc, Lagawe, Banaue, Buguias, Bauko, Sagada & Tublay	Other areas
All industries employing 11 workers or more	Basic + cola $285 + 15 = 300.00$	Basic + cola $275 + 15 = 290.00$	Basic + cola $265 + 15 = 280.00$
All industries employing 10 or less	$270 + 15 = 285$	$265 + 15 = 280.00$	$255 + 15 = 270.00$

LLCS - Continuation

WAGE ORDER NO. RB-CAR-18

- Effective June 5, 2017

Sector/Industry	Itogon, Tuba, Sablan		
All industries	Basic		
	285		
microenterprise	270		

B. Occupational Safety and Health (OSH)

LLCS - Continuation

Trainings conducted by OSH

1. Basic Occupational Safety and Health (BOSH)

Personal Protective Equipments (PPEs)

Ear plugs

Hard hat

Dust Mask

Safety Shoes

Gas Mask

Welding Goggles



LLCS - Continuation

Trainings conducted by OSH

2. Construction Safety

- Safety harness

- Lifeline

- Safety vest

IV. SPECIAL PROGRAM FOR EMPLOYMENT OF STUDENTS (SPES)

Qualified employers:

- Employing at least 10 regular workers
- No. of SPES beneficiaries should not exceed the number of regular workers

Wages:

- Not lower than the existing minimum wage
- 60% of salary to be paid by employer
- 40% to be paid by DOLE

(SPES) - Continuation

Number of working days:

- Maximum of 78 days per year per beneficiary
- Minimum of 20 days
- During Christmas breaks (December) max. number of working days is **15** and minimum of **10**

(SPES) - Continuation

Qualifications:

- Students/OSY
- Average passing grade for the school year immediately preceeding period of employment;
- Income of both parents not more than 130,168.00/annum
- 15 to 30 years old



THANK YOU !