



DOLE Good News

A MONTHLY NEWSLETTER OF THE DEPARTMENT OF LABOR AND EMPLOYMENT

Occupationally-disabled workers find easier to find jobs with DOLE ECC's KaGaBay Program

Upon coming home, Jonathan Tapan, a former seaman who was repatriated due to fractured spine while on sea duty, underwent business training at the Negoskwela and at the University of the Philippines in Manila on how to start a refilling station. He is now the owner of Aquanature Refilling Station in Antipolo City.

Apolinar Lapez, who suffered the same fate as that of Tapan's, owns a grocery shop in Camarin, Caloocan City. But before becoming a successful business owner, he also trained on starting and managing a business at Negoskwela.

Tapan and Lapez are occupationally-disabled workers, or ODWs. The two are among the 34 ODWs who got their second chance to become productive workers through the Katulong at Gabay sa Manggagawang may Kapansanan (KaGaBay) Program of the Employees' Compensation Commission (ECC), a DOLE attached agency.

"The ECC's KaGaBay program is a friend to ODWs. It helps them find productive careers that will enhance their quality of life and restore them to their highest level of functioning," Baldoz

said in describing the program that demonstrates the Philippines's strong commitment on the protection of ODWs.

KaGabay is a special economic assistance program for ODWs who have lost employment by reason of work-related sickness or injury. It provides ODWs access to physical and occupational therapies, skills training for possible re-employment, and entrepreneurship training for small, or home-based, business.

It was this entrepreneurship training that Tapan and Lapez attended before they ventured into their own small businesses. "In the case of Tapan, he is now one of the suppliers of drinking water to our agency," ECC executive director Estella Banawis disclosed.

It is the same training that another ODW, Adriano Laquine, received. A former auto-mechanic who had his leg amputated, Laquine enrolled with KaGaBay and trained on how to make soap. The ECC provided him with a starter kit after the training. He is now engaged in soap making and plans to expand his business to fish vending.

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MEET THE ECC KAGABAY AWARDEE. DOLE Undersecretary Lourdes Trasmonte (left) and Employees Compensation Commission Executive Director Estella Banawis (right) joins Jonathan Tapan, one of the beneficiaries of the ECC Katulong at Gabay sa Manggagawang may Kapansanan (KaGaBay) program.

OFWs may now take PRC exams without returning to the Philippines—Baldoz

Labor and Employment Secretary Rosalinda Dimapilis-Baldoz announced that overseas Filipino workers (OFWs) who wanted to take their board licensure examinations even if they are based overseas, can now do so at their pleasure.

Baldoz said the Professional Regulation Commission has approved and issued Resolution No. 2011-627, series of 2011, revising the implementing guidelines on the conduct of Special Professional Licensure Board Examinations (SPLBE) for OFWs, pursuant to Republic Act No. 8981, otherwise known as the “Professional Regulatory Commission (PRC) Modernization Act of 2000”, and Executive Order No. 835 dated October 9, 2009.

“The new guidelines is our way of bringing PRC programs and services closer to the people. It simplifies and makes faster official transaction with the PRC,” Baldoz said.

The PRC, an attached agency of the DOLE, has been conducting SPLBE overseas since 1997 to give qualified OFW applicants the opportunity to take the licensure exams while residing and working in the Middle East or other foreign countries without the need of returning to the Philippines.

“PRC Resolution No. 2011-627



directs the PRC and the Professional Regulatory Boards (PRBs) to conduct SPLBE with the active role and participation of the Department of Foreign Affairs (DFA) through its Embassies/Consulates and the DOLE, through its Philippine Overseas Labor Offices (POLOs),” Baldoz explained.

Baldoz said that with the new guidelines, the DOLE, PRC, and DFA would now be jointly responsible in the administration of the SPLBE overseas.

Under the new guidelines, OFW-applicants can submit requests for SPLBE by themselves through overseas professional organizations to Philippine embassies or consulates through the POLOs.

“The POLOs will conduct a pre-registration of OFW-applicants in coordination with the overseas professional organizations or FILCOMS to determine the number of examinees

expected to take the SPLBE,” said PRC chairman Teresita Manzala.

She said that after the pre-registration, embassies/consulates or the POLOs shall submit to the PRC data on the number of pre-registered OFW-applicants at least three months before the proposed dates of examinations.

The PRC shall then determine the dates and venues of examinations in coordination with the PRBs and this shall be communicated to the concerned embassies/consulates or POLOs, which can also recommend the venues.

Manzala said the dates of the examinations shall be as follows:

- For countries in the Middle East, during the observance of religious holidays;
- For other countries, as requested by Philippine Embassies/Consulates and as approved by the Commission.

Interested OFW-applicants wishing to take the SPLBE may download application forms for the examinations from the PRC Website, www.prc.gov.ph, and submit the accomplished forms, together with the documentary requirements, to the POLOs for initial evaluation/screening. POLOs may request assistance of APOs/FILCOMS to check completeness of documents and establish the identity of applicants.

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Labor and Employment Secretary Rosalinda Dimapilis-Baldoz has reported that not only the number of workers, but also the number of “Big Brother” and “Small Brother” companies, are joining its Kapatiran WISE-TAV program, indicating that as the DOLE intensifies its implementation of Department Order No. 18-A, or the “Rules Implementing Articles 106 to 109 of the Labor Code, As Amended”, voluntary compliance is likewise gathering momentum.

Citing a report of the Bureau of Working Conditions (BWC), Baldoz said that as of end March, there are already 80 “Big Brother” and 840 “Small Brother” companies enrolled with a total of 209,243 workers covered under the program.

“These companies, by joining the Kapatiran WISE-TAV, demonstrate their agreement with us that we don’t want to hear the Philippines being labeled a “global sweatshop”, but instead, a globally-competitive factory,” she said, adverting to her message in the recent PALSCON forum that the country’s economic growth lies against the backdrop of a successful service contracting industry complying with general labor and occupational safety and health standards, such as the payment of minimum wages, SSS, and other workers’ benefits.

The Kapatiran WISE-TAV Para sa Mas Ligtas, Malusog, at Produktibong Manggagawa is a flagship public-partnership program of the DOLE, and is anchored on the ILO’s Work Improvement in Small Enterprises, whose action-oriented approach has long proven to link productivity and product quality to safer and better working conditions.

Under D.O. 18-A (Sec. 35), principals and subcontractors are encouraged to enroll and participate in the Kapatiran WISE-TAV, also known as “Big Brother, Small Brother” Program to ensure compliance with labor standards and occupational safety and health standards and also to the DOLE’s Incentivizing Compliance Program.

DOLE Undersecretary for Labor Relations Rebecca Chato said the track of D.O. 18-A is towards developmental compliance. “We would like to foster a culture of compliance among companies and their contractors and subcontractors,” she said.

Number of workers under Kapatiran WISE-TAV rises to 209,243 as DOLE intensifies implementation of D.O. 18-A



The recent Kapatiran WISE-TAV accord between the DOLE and PETRON adds to the roster of “Big Brothers” to coach more “Small Brothers” towards increased voluntary compliance with labor standards.

Baldoz noted that in the first quarter of 2012 alone, four “Big Brothers” with 27 “Small Brothers” covering 31,031 workers have enrolled in the program. The “Big Brother” companies are Petron Corporation in the National Capital Region and Aparri, Cagayan; Toshiba Information Equipment Philippines; and Taiyo Yuden Philippines, Inc.

In 2011, a total of 59 “Big Brothers” together with their 601 “Small Brothers” covering a total of 140,507 workers enrolled in the program. The “Big Brother” companies are Mead Johnson Corporation, EEI Corporation, San Miguel Corporation, San Miguel Purefoods Corporation, Continental Temic, Suyen Corporation, Unilever Philippines, Vishay Philippines, Inc., D.M. Consunji, Inc., Synthetic Marketing Industrial Corporation; FEU-Nicanor Reyes Medical Foundation, Fompac Plastics Corporation; SN Aboitiz Power (Benguet and Magat), Inc., Moog Controls Corporation, Ginebra San Miguel (Sta. Barbara, San Fernando, and Cabuyao), Holcim Philippines, Keppel Subic Shipyard, United Pulp and Paper Co., Inc., Trust International Paper Corporation, Hanjin Heavy Industries Philippines, Inc., Team Energy, San Miguel Brewery (Bacolod), Distileria Bago, Inc., Plantation Bay Holdings, Tsuneishi

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Women's Month Celebration:

OWWA-CARAGA teaches 68 OFWs perfume and cologne-making under Balik Pinay, Balik Hanapbuhay Program

The Overseas Workers Welfare Administration Regional Office in CARAGA has taught 68 women OFWs how to produce perfume and cologne in preparation for their being granted livelihood assistance under the Balik-Pinay, Balik Hanapbuhay Program.

"To prepare them for their becoming home entrepreneurs, we trained 68 women OFWs how to manufacture perfume and/or cologne," reported OWWA-CARAGA Regional Office Director Marieta A. Lumawag to DOLE Secretary Rosalinda Dimapilis-Baldoz.

The technology transfer demonstration was conducted during the recent DOLE-RCC on Wheels Caravan under the theme, "Serbisyong DOLE sa Inyong Tugkaran", an activity in support of the DOLE-CARAGA's and the Regional Coordinating Council's

advocacy to provide speedy and accessible services to the Caraganons.

"I will use my hard earned money from Kuwait as start-up investment to begin my cologne and perfume making business," Jonalyn Tingcoy, one of the participants in the technology demonstration, said.

During the DOLE-RCC on Wheels Caravan, the OWWA-CARAGA and the National Reintegration Center for OFWs (NRCO) also distributed P10,000.00 in livelihood grants to each of four former household service workers, or a total of P40,000, under the Balik-Pinay, Balik Hanapbuhay Program.

Under the Balik-Pinay, Balik-Hanapbuhay Program, women returning OFWs may avail of skills training, such as cosmetology, haircutting, foot spa, food processing, massage, reflexology, baking, native

snack preparation, handicraft, flower arrangement, dress making, beauty care, and pedicure and manicure after which they will be provided with service business starter kits which they can use to engage in home businesses.

"We conceive the Balik-Pinay, Balik Hanap Buhay Program to assist our women OFWs get a fresh start in life upon their return," said Secretary Baldoz.

As of date, 130 women-OFWs in CARAGA have become recipients of livelihood training and assistance under the Balik-Pinay, Balik Hanapbuhay Program. Eighty-seven (87) of them have received starter kits in house hold care, body shop massage, and cosmetics after completing specific training, while 43 have received the P10,000.00 in livelihood cash assistance from the NRCO.



TICKET TO BETTER LIFE. CARAGA OFW-beneficiaries of the DOLE's Balik Pinay Balik Hanapbuhay Program proudly show their P10,000 checks provided by the OWWA-CARAGA. With the beneficiaries are DOLE-CARAGA Regional Director Ofelia Domingo (4th from right), OWWA-CARAGA Director Marieta Lumawag (5th from right), and former Philippine Ambassador to the United Arab Emirates Roy Señeres (6th from right).

Empowering Women Workers



BETTER DAYS BEHIND BARS. DOLE North Cotabato Field Office Chief Edna Sales (2nd from right) awards the Kabuhayan Starter Kits on accessories-making to the 38 women inmates of the North Cotabato Provincial Jail.

On Women's Month, DOLE brings hope to 38 women inmates through livelihood training

For 38 women inmates of the North Cotabato Provincial Jail, the women's month celebration this March not only marked the gala of womanhood, but the start of better days through income-earning opportunities despite life behind bars.

On this occasion, the Department of Labor and Employment (DOLE) Regional Office No. 12, through its North Cotabato Field Office, conducted a training on ladies' accessories-making for 38 jail inmates, opening up the door for them towards a viable productive activity.

Citing the report of DOLE Regional Office 12 Director Chona Mantilla, Labor and Employment Secretary Rosalinda Dimapilis-Baldoz said the training, held in cooperation with the Provincial Social Welfare Development

Office of Cotabato City and the Bureau of Jail and Penology, was a timely intervention to empower the women inmates by teaching them how to be self-sufficient through self-employment.

To further assist the women, the DOLE convinced the local government cooperative of Matalam, Cotabato, represented by Lorie Buday, to help market the inmates' products, particularly in livelihood and trade fairs in the region.

"With the livelihood training, the DOLE taught the women inmates how to spend their rehabilitation period in productive activity. It gave them a sense of dignity to be capacitated on entrepreneurial activities. The training will provide them an opportunity to earn income even if they are in prison," Baldoz said.

Baldoz emphasized that the theme of the Women's Month celebration, "Weathering Climate Change: Governance and Accountability, Everyone's Responsibility", corresponds to the DOLE's thrust of providing equal opportunities to help disadvantaged women workers move out from unemployment to productive jobs and livelihood undertakings.

Following the training, the DOLE North Cotabato Field Office provided the women inmates with Kabuhayan starter kits on accessories-making so they can start their trade inside the jail.

"The training was not a dole-out but a conscious effort to enable them to apply the skills they have learned. After their jail terms, they can apply these skills so they can earn and, hence, achieve income levels at par with those of the minimum wage earners," North Cotabato Field Office chief Edna Sales said.

Sales said that during the training, the DOLE also discussed with the women inmates other DOLE programs and services, including the Special Program for Employment of Students (SPES).

She pledged to prioritize the inmates' children for short-term employment once they are qualified.



High school students of Columban College in Pagadian City finally reap the fruit of their labor from their SPES last Christmas vacation.

Bridging employment and education in the countryside

DOLE reaches out to more youth in the regions through SPES

For Berna Etoquilla, the Department of Labor and Employment's (DOLE) Special Program for the Employment of Students (SPES) was not just a mere employment program. It brought her dream of continuing her education closer to her.

"Thankful *kaayo ko nga naay ingon ani nga programa ang DOLE kay dako kini siya ug ikatabang alang kanamo, especially makabayad na mi sa among tuition kay walay kuwarta among ginikanan.*" (I'm thankful that the DOLE offers this program because it helped me a lot in paying my tuition since our parents have no money) Berna shared.

Berna was one of 85 high school students of the Columban College (SCC) in Pagadian City, Zamboanga del Sur, who finally reaped the fruits of their labor after the DOLE Regional Office No. 9 awarded them a total of P216,750, representing 40 percent

share of their salaries under the SPES.

Labor and Employment Secretary Rosalinda Dimapilis-Baldoz called on more students and out-of-school youth to avail of the SPES, saying it helps in providing more indigent, yet deserving, students in the regions like Berna, a bridge to education and employment.

"By providing short-term, yet gainful, employment to the disadvantaged youth in schools all over the country, the SPES has definitely made a difference in the lives of millions of Filipino students who have no means but have the ability to pursue education," Baldoz said.

For this year, Baldoz said the DOLE has allotted a budget amounting to P340,282,000 to provide short-term employment to 140,000 students, who are called 'SPES babies'.

"The 16 DOLE regional offices already committed increased target beneficiaries and budget allotment for the SPES from January to December

2012," Baldoz bared.

Region by region, she said the National Capital Region has been allotted P63 million for 12,500 students; CAR, P9.2 million for 5,000 students; Region 1, P16.3 million for 5,000 students; Region 2, P16.9 million for 10,000 students; Region 3, P28.4 million for 10,000 students;

Region 4A, P28.7 million for 10,000 students; Region 4B, P13.6 million for 6,000 students; Region 5, P12.6 million for 5,000 students; Region 6, P17.6 million for 11,500 students; Region 7, P23.4 million for 8,970 students; Region 8, P12.1 million for 8,970 students;

Region 9, P19.7 million for 13,060 students; Region 10, P20.5 million for 11,000 students, Region 11, P20.9 million for 7,500 students; Region 12, P22.6 million for 7,500 students; and CARAGA, P14.7 million for 8,000 students.

SPES, a bridging mechanism that enables student-beneficiaries to gain skills and workplace experience, was established in 1992 under Republic Act No. 7323, later amended by R. A. 9547.

The program encourages the employment of poor but deserving students during the summer and/or Christmas vacations, through incentives granted to employers, allowing them to pay only 60 per cent of their salaries or wages, which should not be less than the minimum wage pay prevailing in their area. The other 40 per cent is paid through education vouchers issued by the DOLE.

Strengthening and sustaining the DOLE's 'bridging employment' program to enhance the employability of young student-workers, Baldoz calls on the private sector to actively participate in the year-round SPES implementation to bring education and employment further down to the poor but deserving students and out-of-school youth across all regions.

"The DOLE highly values the private sector as partners to reinforce the long-term impact of the program to our student-beneficiaries. For private sector employers, employing SPES students is an exercise of their corporate social responsibility," Baldoz said.

Through SENa, butcher gets financial assistance

One hour--comparable to a plane ride from Tuguegarao City to Manila--was all it took SENa Desk Officer Minda B. Tungpalan to settle the request for assistance (RFA) of a meat shop assistant who sought the help of the Regional Conciliation and Mediation Board (RCMB) Office No. 2 under the DOLE's Single Entry Approach (SEnA) program.

Granville Corpuz, a butcher employed by Tuguegarao Monterey Meat Shop for five years came to RCMB 2 office on February 28, 2012 to file a complaint of alleged illegal dismissal and non-payment of overtime premium against his employer, Juan Alfonso Fiñeza, and presented a claim.

"Mr. Fiñeza did not properly notify me that he will terminate my services," he said.

Tungpalan immediately scheduled a conference between the complainant and Fiñeza the following day.

During the conference, the desk officer gathered that the owner of the building being rented by Mr. Fiñeza has just raised his monthly rent, which forced him to close shop because he said he could no longer afford to maintain the shop.

The decision to close shop was abrupt, though, and he failed to give Corpuz a 30-day notice before terminating his services. This brought the butcher to the RCMB 2.

Mr. Fiñeza disclosed to Tungpalan that he has been voluntarily giving Mr. Corpuz monthly financial assistance after he was terminated.



Granville Corpuz (in black shirt) browses over the draft agreement between him and his former employer during the SENa conciliation-mediation conference held before SENa Desk Officer Minda Tungpalan (back on camera) at the DOLE-NCMB office in Tuguegarao City.

"When he was still employed, I am paying him a monthly salary and emergency cost of living allowance that were beyond the minimum wage rates in Region 2," Mr. Fiñeza said, showing as proof the pay slips containing the complainant's signatures.

The documents presented by the employer clearly proved that Mr. Corpuz has already received more than the amount stated in his claim.

It became apparent that the financial assistance and other benefits were regularly given over a long period of time, and that the practice was deliberate and consistent on the part of the employer in his desire to alleviate the plight of his workers.

Nevertheless, Mr. Fiñeza readily agreed to grant the complainant's separation

pay of P18,400, additional livelihood assistance of P30,000 and a cash amounting to P965.72 representing the three-day balance of the complainant's monthly salary. The financial assistance was released at the NCMB 2 on the same day.

SEnA is a reform measure institutionalized through D.O. 107-10 to effect faster, more fair, and less expensive settlement of labor issues to prevent these issues from maturing into actual labor cases.

It is an option provided by the Department for workers in the filing of cases with conciliation as the entry point. If settlement is not reached within 30 days, the parties can elevate the issue to the appropriate offices of the Department.

Occupationally-disabled worker . . . from page 1

"ODWs should not be a loss to society. They can be mainstreamed into regular employment and productive activities if properly re-trained or re-skilled to perform specific tasks given their particular disabilities. This is the objective of this program--the re-skilling of ODWs and their placement in new jobs," Baldoz said.

Banawis reported that as of March, the KaGabay Program has 12 enrollees in skills training and another 22 enrollees in entrepreneurship training, all of whom are currently into business ventures which require the use of their acquired skills.

"I have the ECC to thank for my current success in business, something

which I didn't imagine when I was still an employed worker," said Laquine.

Tapan and Lapez agreed. "We thought our productive lives had ended after we suffered from disability. The ECC did not only give us hope. It gave us means to actualize our dreams," the two ODWs said.

Baldoz noted that ODWs who remained motivated despite the roadblocks that interfere with their ability, just like Tapan, Lapez, and Laquine, are more likely to be successful with a little push and assistance.

"The ECC is an effective agency that unlocks the potential of our ODWs. Through the KaGabay Program, our ODWs will be at par with the rest if they

are given a fair chance to start new lives and make use of their abilities to the fullest," she added.

Banawis says one of the goals of the ECC this year is to reach out to more ODWs who can avail of its programs and services. This, she believes, can be achieved by increasing ODWs' awareness of and understanding about the ECC's employees' compensation programs. This can also be achieved by strengthening the KaGaBay Program through the deployment of officers at the Medical and Evaluation Section of selected Social Security System branches and encouraging qualified occupationally disabled workers (ODWs) to participate and enroll in the program.

DOLE releases P2-M in educational assistance to 372 sugar workers' children

Labor and Employment Secretary Rosalinda Dimapilis-Baldoz has announced the initial release of P2.05 million to the United Sugar Producers' Federation of the Philippines, Inc. (UNIFED) to defray the cost of education of its member-sugar workers' children.

"We have released the amount of P2,055,976.00 to UNIFED representing 50 percent of the total budget for its Sugar Workers Educational Assistance Program (SWEAP)," Baldoz said.

"The amount is part of the P4,111,952.00 that the Sugar Tripartite Council approved in Resolution No. 16 for the UNIFED budget for the SWEAP which will benefit 20 third year high school students; 136 fourth year high school students; 61 first year college students; 44 second year college students; 21 third year college students; and 50 fourth year college students. There are also 40 students studying technical-vocational courses who will benefit from the grant," she added.

The UNIFED is a private foundation and a recipient of the Socio-Economic Project Fund (SEPF), the trust fund which holds the 9 percent of the lien collected per picul of sugar produced in the country pursuant to Republic Act No. 6892, otherwise known as "An Act Strengthening the Social Amelioration Program (SAP) in the Sugar Industry, Providing for its Implementation, and for Other Purposes".

The SEPF, administered by the DOLE through the Bureau of Workers with Special Concerns, is being used for socio-economic projects undertaken by the BWSC together with sugar planters/millers organizations, workers' organizations, and/or the Sugar Industry Foundation, Inc. (SIFI).

Such socio-economic projects include livelihood, income and employment generation, education, health care, and shelter. It also includes projects with organizational development and other necessary capability assistance intended to further enhance the livelihood, income, and working and living conditions of sugarcane workers, their families, and their organizations.

Baldoz said the P4,111,952.00 is a grant to the UNIFED and is aimed at helping children of sugar worker-members of the UNIFED continue their education, particularly during the off sugar season, known in the sugar industry as "tiempos muerte".

"During the off season, there is no work in sugar plantations and in sugar mills and sugar cane workers do not have the means to meet the basic needs of their families. And even if they have other jobs, the pay is often not enough," Baldoz said.

"So, the SWEAP provides sugar workers or their dependents opportunities that would allow their families to have access to basic services, especially educational assistance, through financial grants," she added.

The labor and employment chief said that being a grant, the SWEAP fund is released on a staggered basis, subject to availability of funds and compliance with certain requirements, such as (a) realigned budget for high school to vocational and college courses but sustain the scholarship of the UNIFED grantees in the 3rd and 4th year high school levels until graduation; and (b) indicative target number of high school, vocational and college grantees by level.

"The purpose of the SEPF remains faithful to the mandate of ensuring the social protection of the sugar workers who are among the most disadvantaged workers in the Philippine countryside today," Baldoz said.

The SEPF is derived from lien contributions of millers and planters at P10.00/picul or P7.90513/lkg. Sugar workers and their dependents receive benefits from the collected lien in the form of cash bonuses, socio-economic projects, and maternity and death benefits.

Baldoz said the DOLE's role in the SEPF is limited to monitoring, supervision, and provision of the benefits to the sugar workers and their dependents.

"We at the DOLE remains firm in our commitment that the SEPF, as mandated by law, continues to be distributed to ameliorate the disadvantaged sugar workers, while continuing its thrusts to seek and implement improvements that would uplift the sector in general.

"While the government is concerned about the impact of the prices of sugar in the domestic market, the DOLE is aware and strongly supports the inter-government moves, involving the coordination of the pertinent government Departments and agencies, to sincerely address, mitigate and uplift the plight of sugar workers," Baldoz ended.



Kapatiran WISE-TAV ...

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Therma Marine, DORECO, NCCC, Coca Cola Bottlers Philippines, Inc., SUMIFRU Philippines, Inc., Tagum Development Company, Mindanao Corrugated Fireboard, San Miguel Yamamura Packaging Plant, DOLE Philippines, Philsaga Mining Corporation, and Celebes Oil Corporation.

In 2010, four "Big Brothers" and 59 "Small Brothers" covering a total of 9,554 workers enrolled in the program. The "Big Brother" companies include Amkor, TEAM Sual, Davao Light Power Company, PLDT Davao, and Petron Corporation Davao Depot.

Baldoz observed that while service contracting is now a major driver of economic growth in the Philippines, with an increasing number of companies engag-

ing in contracting and subcontracting, the DOLE cannot allow the proliferation of unqualified and unprofessional subcontractors from entering into subcontracting arrangements that violate or circumvent labor laws.

The DOLE regional offices, she said, are cleansing the list of registered contractors and subcontractors in accordance with their regional work plans for the implementation of D.O. 18-A.