



---

# Quezon Coconut ITC Strategic Compliance Plan, 2024-2030

# Brief background

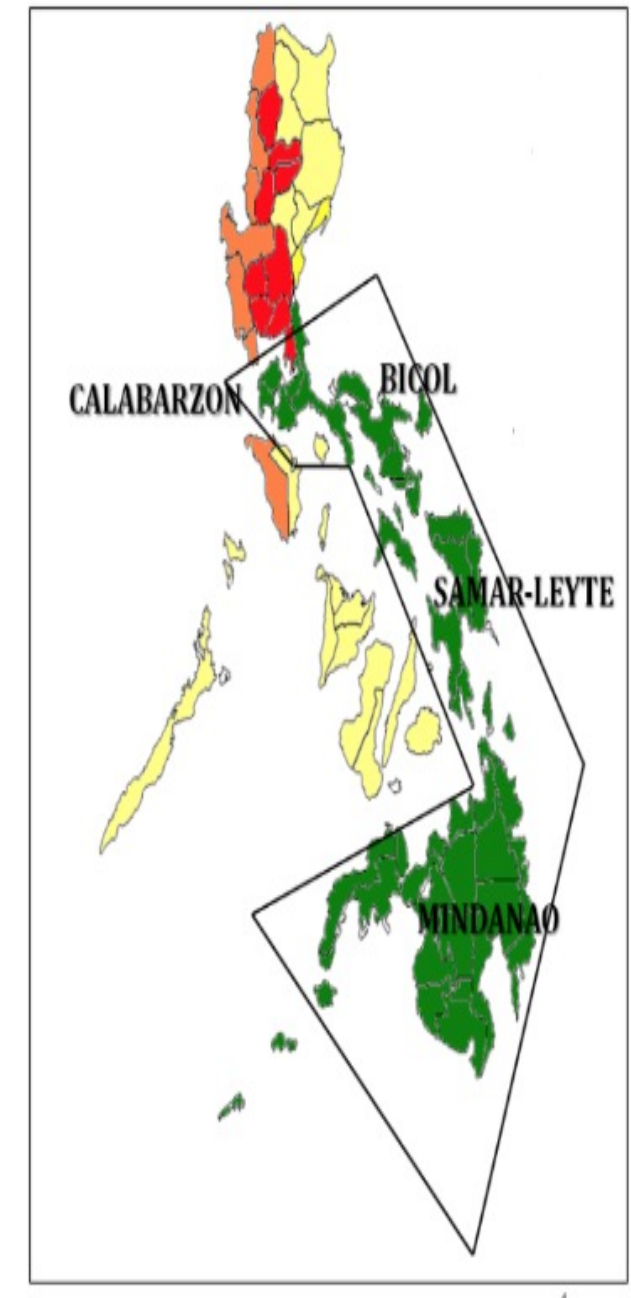
- The Quezon Coconut Industry Tripartite Council with Strategic Compliance Plan (SCP) underpins the ILO national Coconut SCP Project.
- The project is under the EU-supported Trade for Decent Work Project and the ILO's Regular Budget Supplementary Account funded initiatives (RBSA PHL129 on Social Dialogue and RBSA PHL826 on Standards Review Mechanisms) with the following outputs and outcomes:
  - Trade for Decent Work Project: Output PHL 3.1: Tripartite strategic compliance plans (or voluntary codes of good practices, sectoral agreements, etc.) formulated, adopted, and monitored by social partners (in the garments, coconuts and sardines export sectors and selected ecozones)
  - RBSA PHL 129 Output 1.4. Increased capacity of Member States to improve social dialogue and labour relations laws, processes and institutions
    - To improve tripartite social dialogue mechanisms at the ecozone level with balanced participation of women representing workers, employers, DOLE, and DTI/PEZA that adopt and monitor gender-sensitive strategic compliance plans or VCGPs.



# Brief background

- Coconut is among the most economically significant crops in the Philippines. Globally, the country is the second-biggest producer of coconuts and the top coconut exporter (PCA, 2023).
- Top five coconut-producing regions are the Davao Region, Northern Mindanao, Zamboanga Peninsula, CALABARZON, and BARMM.
- Quezon Province holds an 86% share in the coconut production of the CALABARZON.

REGIONS	AREA (HA)	PROD'N (MT)
CAR	320.00	1,024.14
ILOCOS REGION	12,541.95	44,012.42
CAGAYAN VALLEY	15,394.00	78,716.52
CENTRAL LUZON	28,129.10	111,839.55
<b>CALABARZON</b>	<b>(1) 483,398.00</b>	<b>(4) 1,493,066.64</b>
MIMAROPA	223,764.00	759,368.93
<b>BICOL REGION</b>	<b>(3) 453,995.10</b>	<b>1,150,857.40</b>
WESTERN VISAYAS	127,730.00	521,586.92
CENTRAL VISAYAS	127,775.00	388,543.41
<b>EASTERN VISAYAS</b>	<b>(6) 330,140.00</b>	<b>1,099,650.00</b>
<b>ZAMBOANGA PENINSULA</b>	<b>(2) 454,429.00</b>	<b>(3) 1,746,036.45</b>
NORTHERN MINDANAO	303,981.61	<b>(2) 1,858,779.80</b>
<b>DAVAO REGION</b>	<b>(4) 355,905.00</b>	<b>(1) 1,962,696.73</b>
SOCCSKSARGEN	207,136.00	1,162,645.64
CARAGA	196,741.00	764,124.00
<b>BARMM</b>	<b>(5) 329,909.00</b>	<b>(5) 1,347,973.40</b>
<b>TOTAL</b>	<b>3,651,288.76</b>	<b>14,490,922.68</b>



# Brief background

The Province's coconut industry is important in the country's overall efforts on coconut industry development, both in traditional and non-traditional coconut products (NTCPs) and in increasing trade and export markets –

- Leading producer of coconut among the 68 coconut-producing provinces in the Philippines, making it known as the "*Coconut Capital of the Philippines*," producing a total of 1.318 million metric tons of coconut in 2022, which is approximately 10% of the total supply in the country and 86% share in the coconut production of the CALABARZON;
- Significant share in coconut oil manufacturing;
- The Province's cities and municipalities are known for numerous coconut products, including non-traditional coconut products such as pure coconut water, coconut sugar, and VCO;
- Candelaria, in particular, is host to all **four processing facilities for desiccated coconut** and holds the title of the "*Desiccated Coconut Capital of the World*";
- According to the data from DAR, as cited by the Japan International Cooperation Agency (JICA), approximately 15,000 farmers are engaged in coconut production (JICA, n.d.); data provided by the Office of the Provincial Agriculturist of Quezon Province provides a much lower official estimate due to missing data, at 9,483 coconut farmers;
- Approximately 5,000 workers in desiccated coconut production, and some workers in MSEs in coconut industry; and
- There are 1,306 coconut farmers' cooperatives, 10,505 small coconut farmers' organizations, and 70 coconut farmers' federations (2019).

# Brief background

- An ILO-sponsored two-day workshop of the Quezon coconut industry tripartite partners, with support from the Office of the Governor, was held on Feb. 26 to 29, to:

## Day 1 - Organization of the Quezon Coconut Industry Tripartite Council (QCITC)

*NOTE: The signing of additional members (government representatives, cooperatives, CNO-CME) will take place during the formal presentation of the two-day workshop outputs to the Office of the Governor in April 2024.*

## Day 2 - Workshop on the Quezon CITC Strategic Compliance Plan (2024-2030), which aims to ensure the industry's productivity and competitiveness and increase sustainable compliance with general labor standards, occupational safety and health standards, the elimination of child labour, and gender equality in the supply/value chains (coconut farmers/farm workers) and producers' factories (CME-CNO and Desiccators).

*NOTE: SCP-identified interventions and the sectoral SCPs are in the succeeding slides.*

# Quezon Coconut Industry Tripartite Council (QCITC)

## QUEZON PROVINCE COCONUT INDUSTRY TRIPARTITE COUNCIL (QCITC)

### MEMORANDUM OF UNDERSTANDING

#### KNOW ALL MEN BY THESE PRESENTS:

This Memorandum of Understanding, made and entered into by and among:

The **Government Sector**, herein represented by:

The QUEZON PROVINCIAL GOVERNMENT as herein represented by **HON. ANGELINA "DOKTORA HELEN" D. L. TAN** with office address at Capitol Compound, Lucena City, Quezon hereinafter referred to as the Provincial Governor;

The DEPARTMENT OF LABOR AND EMPLOYMENT REGIONAL OFFICE NO. IVA herein represented by **ATTY. ROY L. BUENAFE**, Regional Director, with principal office at Anderson Bldg. 2, Parian, Calamba City, Laguna hereinafter referred to as DOLE-Region IVA; and

The Regional or Provincial Offices of:

1. Department of Agriculture (DA) with office address at Tiaong, Quezon, represented by its DBA APCO Eduardo R. Lalas and hereinafter referred to as DA;
2. Philippine Coconut Authority Region IV-A with office address at Brgy. Isabang, Lucena City, represented by Regional Manager Bibiano C. Concibido Jr., and hereinafter referred to as PCA;
3. Department of Trade and Industry Quezon Provincial Office, with office address at Grand Central Terminal, Lucena City, represented by Provincial Director Julieta Tadosa, and hereinafter referred to as DTI;
4. Cooperative Development Authority Region IV-A with office address at Hectan Penthouse Bldg., Brgy. Halang, Calamba City, represented by Regional Director Salvador V. Valeroso and hereinafter referred to as CDA;
5. Bureau of Workers with Special Concerns (BWSC) with office address at DOLE Annex Bldg., Muralla St., Intramuros, Manila represented by Director Ahmma Charisma Lobrin-Satumba hereinafter referred to as BWSC;

6. Bureau of Working Conditions with office address at DOLE Bldg., Muralla St., Intramuros, Manila represented by its Director Atty. Alvin B. Curada hereinafter referred to as BWC;
7. Bureau of Labor Relations with office address at BF Condominium Soriano Ave. corner Solana St., Intramuros, Manila represented by its Director Atty. Ma. Consuelo S. Bacay hereinafter referred to as BLR;
8. National Wages and Productivity Commission with address at DY International Bldg., San Marcelino corner General Malvar Streets, Malate, Manila represented by its Executive Director Maria Criselda R. Sy hereinafter referred to as NWPC;
9. Occupational Safety and Health Center (OSHC), with office address at, represented by Regional Director \_\_\_\_\_ hereinafter referred to as OSHC;
10. Regional Conciliation and Mediation Branch IV-A (RCMB), with office address at Brgy. Uno, Calamba City, represented by Director Cynthia C. Foncardas, hereinafter referred to as RCMB IV-A; and
11. Regional Tripartite Wages and Productivity Board (RTWPB), with office address at 3F Milan Prestige Bldg., National Highway, Brgy. Halang, Calamba City, represented by Board Secretary Atty. Ariel Rio Soriano, hereinafter referred to as RTWPB.

and

The **Labor Sector**, herein represented by:

Mr. Paul Adriane L. Luna

and

The **Employers Sector**, herein represented by:

Mr. Adriene P. Portes

And

The **Coconut Farmers**, herein represented by:

Mr. Arnel L. Amparo

Mr. Alexander P. Estipona



WITNESSETH THAT:

WHEREAS, Quezon Province, despite a declining trend in the last five years (2018 to 2022), is still the leading producer of coconut among the 68 coconut-producing provinces in the Philippines, making it known as the "Coconut Capital of the Philippines" producing a total of 1.318 million metric tons of coconut in 2022, which is approximately 10% of the total supply in the country (SEARCA, 2022; PSA 2022) and 86% share in the coconut production of the CALABARZON Region (PSA, 2022) <sup>1</sup>;

WHEREAS, aside from a significant share in coconut oil manufacturing, the Province cities and municipalities are also known for numerous coconut products, including non-traditional coconut products such as pure coconut water, coco sugar, and VCO, the municipality of Candelaria<sup>2</sup>, in particular, is host to all four processing facilities for desiccated coconut and holds the title of the "Desiccated Coconut Capital of the World";

WHEREAS, the significance of Quezon Province's coconut industry in the country's overall efforts on coconut industry development, both in traditional and non-traditional coconut products (NTCPs), and increasing trade and export, cannot be overemphasized;

WHEREAS, maximizing the coconut industry's potential for job generation and livelihood is more than the market-required certifications for food safety and product quality standards; essential to expanding and sustaining global markets is compliance with international labor standards and national labor laws from the supply chains up to production (from farm to shopfloor) required by the Generalized System of Preferences (GSPs) or bilateral trade agreements, specifically with the EU and EFTA<sup>3</sup>, and the USA<sup>4</sup>;

WHEREAS, the USA, the top export destination of Philippine cochin and crude coconut oil, is expected to tighten enforcement of internationally recognized workers' rights as the Administration of US President Biden has

<sup>1</sup> <https://www.pna.gov.ph/articles/1061113>

<sup>2</sup> <https://candelaria.gov.ph/economic-sector/>

<sup>3</sup> The Philippines has been an EU-GSP+ beneficiary country since 2014, which grants zero tariffs and duty exemptions to over 6,000 product lines. New and stronger EU GSP+ regulations and conditionalities are expected in 2024, along with the possibility of an EU-PH Free Trade Agreement (FTA), both firmly anchored on compliance with ILO core conventions to prevent distortions in trade and investments.

<sup>4</sup> On US-GSP, the Philippines has been a long time beneficiary and have experienced being under "continuing country practice review" from 2017 to 2014 due to questions on the country's observance of the conditionality of the US-GSP providing duty-free treatment to a total of 3,500 tariff lines with trade value of about US\$1B to US\$1.5 B a year. The US GSP condition - beneficiary country "must have taken or is taking steps to afford internationally recognized worker rights, including 1) the right of association, 2) the right to organize and bargain collectively, 3) a prohibition on the use of any form of forced or compulsory labor, 4) a minimum age for the employment of children, and a prohibition on the worst forms of child labor, and 5) acceptable conditions of work with respect to minimum wages, hours of work and occupational safety and health; and must implement any commitments it makes to eliminate the worst forms of child labor."

directed the US Federal departments and agencies to advance labor rights and worker empowerment in the US and their work overseas, emphasizing the promotion of trade and economic initiatives that advance labor rights and using applicable enforcement tools to address labor rights violations meaningfully;

WHEREAS, in the light of these requirements, the traditional labor enforcement approach of the country may not be as effective as it should be as it has been severely hampered by limitations vis-à-vis the growing number of micro and small enterprises (MSEs), evolving work arrangements, new OSH hazards, and increasing of informality. Thus, the ILO Six-Step Strategic Compliance Planning Approach (SCP approach) in obtaining sustainable compliance is needed to map out short, medium, and long-term plans to secure competitiveness and productivity;

WHEREAS, the SCP approach is a support to labor inspection and is a proactive, targeted, and tailored intervention by engaging multiple industry stakeholders to help address the root causes of non-compliance while overcoming the limited resources of labor inspectorates, seeks to further protect vulnerable workers, ensure decent work, and helps determine interventions, including those that are political and systemic<sup>5</sup>;

WHEREAS, a responsive and proactive Quezon Province Coconut Industry Tripartite Council is hereby established by the parties herein as an institutionalized mechanism or instrument for tripartism and social dialogue among the industry's stakeholders and social partners to address the multi-faceted challenges of the industry affecting productivity, competitiveness, sustainability, job quality, and compliance with market requirement for sustainable compliance with general labor standards, occupational safety and health standards, and gender equality in the supply/value chain of traditional and non-traditional coconut products in the Province;

NOW, THEREFORE, for and in consideration of the foregoing premises, the parties as mentioned above have agreed to institutionalize tripartism and social dialogue in the industry and form the Quezon Province Coconut Industry Tripartite Council, herein referred to as Quezon-CITC:

**Section 1. Constitution.** The Quezon Province Coconut Industry Tripartite Council, hereinafter referred to as Quezon-CITC, is hereby created.





**Section 2. Nature and Scope.** The Quezon-CITC shall operate within the framework of the Tripartite Industrial Peace Council (TIPC), governed by Republic Act No. 10395 or "An Act Strengthening Tripartism, Amending for the Purpose Article 275 of Presidential Decree No. 442, as Amended, Otherwise

<sup>5</sup> ILO, 2017.

# Quezon Coconut Industry Tripartite Council (QCITC)

Known as the Labor Code of the Philippines, as amended" and its implementing rules and regulations or DOLE Department Order No. 140-14, Series of 2014.

**Section 3. Composition.** The Quezon-CITC shall be composed of the following:

- 3.1 Labor Sector: 
- 3.2 Employers Sector: 
- 3.3 Coconut Farmers' Sector: 
- 3.4 Government Sector: 

**Section 4. Functions.** The Quezon Province Coconut ITC shall serve as a mechanism, instrument, and forum through which labor, employers, coconut farmers, and concerned government agencies shall work together to address industry concerns, increase productivity, competitiveness, and decent work, and ensure stable labor-management relations. It shall likewise discharge the following functions:

- 4.1 Act as an advisory and consultative body to the Secretaries of the Department of Labor and Employment (DOLE), Department of Agriculture (DA), Department of Trade and Industry (DTI), and other concerned government agencies regulating or have the mandate to assist the development, growth, and productivity of the coconut industry;
- 4.2 Solicit and consider sectoral views to provide for the broadest possible consultation with the workers and employers on matters of common concern within the industry;
- 4.3 Identify, prioritize, and recommend or propose viable alternative solutions to identified critical and urgent problems, issues, and concerns facing the workers, coconut farmers, and employers in the province's coconut industry;
- 4.4 Develop a province-wide coconut industry Strategic Compliance Plan (SCP) to address hampering and facilitating measures on productivity,

competitiveness, sustainability, decent work, and market requirements for sustainable compliance with general labor standards, occupational safety and health standards, and gender equality in the supply/value chain of traditional and non-traditional coconut products in the province; and

4.5 Perform other activities or functions that the ITC may determine as appropriate.

**Section 5. Working Procedures.** The activities of the Quezon Province Coconut ITC shall be based on the TIPC Working Procedures, as herein attached as **Annex "A"**:

5.1 The Provincial Governor and the DOLE Region IV-A Regional Director shall be the Chairpersons of the Quezon-CITC; and

5.2 The DOLE Provincial Office shall provide Secretariat support to the Quezon-CITC.

**Section 6. Funding.** The funding for the Quezon-ITC activity shall be sourced from the budget of DOLE Region IV-A for tripartism and social dialogue and from the allocation for sectoral activities from the Office of the Provincial Governor.

**Section 7. Effectivity.** This Memorandum of Understanding shall take effect upon signing by the parties.

**IN WITNESS WHEREOF,** the parties have hereunto affixed their signatures this 27<sup>th</sup> day of February 2024, in Lucban, Quezon Province, Philippines.

FOR THE LABOR SECTOR


FOR THE EMPLOYER SECTOR




# Quezon Coconut ITC Summary of Identified Interventions, 2024-2030

QUEZON COCONUT FARMERS	Recommended Policies/ Guidelines	Innovation/Technology Support and Infrastructure	Capacity Building	Livelihood and Technical Assistance
A. Quality & Process Improvement Issues				
Low/Insufficient income of coconut farmers to support the needs of their families/children		Build facilities for white copra processing method/s in coconut farmers’ coop communities (District III by 2024-2026, District IV by 2026-2028, District I by 2028-2030)	Education and training on technology support/farm inputs to yield premium quality copra/nuts (2024-2025)	Create and expand access to additional sources of income - DILEEP livelihood assistance/grants and TUPAD for coco coir and coco peat production (2024, 2026, 2027)
		Infrastructure support such as farm-to-market roads (end of 2030)	Technical and financial support for inter-cropping like seedlings, fertilizers, farm implements, types of machinery, etc. (2024 to 2030)	Facilitate access to market for other produced crops (inter-cropping) (2024-2030)
		Establish a coconut nursery for re-planting/replacing old (senile) coconut trees in coop farmers’ communities.	Coop management training	
			Training on the aggregation of copra and/or coconut with a view to capacitating the coop as the aggregators/traders of their members’ produce.	
Aging farmers/farm workers			Semestral training of young breeds of farmers or farm workers	
			Launched a massive advocacy campaign on back to coconut farming as a sustainable livelihood and stable source of income	

QUEZON COCONUT FARMERS	Recommended Policies/Guidelines/Resolutions	Innovation/Technology/Support and Infrastructure	Capacity Building	Livelihood and Technical Assistance
B. Compliance with Labour Standards				
1. General Labour Standards (GLS)	DOLE labour enforcement to include agri-businesses, coops, and their supply chains, prioritizing based on employment contribution, local raw materials sourcing, and niche in the market, domestic or international, to cover rural workers who need labour standards and OSH protection the most.		At least four training or awareness-raising sessions on GLS, OSH, Child Labor, and FWP to at least 50% of each district's total member-cooperatives (District IV in 2025, District III in 2026, District I in 2027), and identify focal points in each district to monitor compliance and needed capacity-building.	
2. Occupational Safety and Health (OSH)  Lack of awareness on OSH among the coconut farmers and their families  No protective gears for farmers/farm workers (hard hat, gloves, boots protection against snake bites)	<ul style="list-style-type: none"><li>• QCITC-LGU-Confederation Resolution on the establishment of community-based OSH focal points/centers in coconut coop communities with monitoring systems at the barangay or municipal/city/provincial level.</li><li>• LGU resolution on free provision of PPEs for farmers/farm workers and the inclusion of OSH and FWP in GAD, AIPs, and GAD budget</li><li>• QCITC's resolution on developing, with capacity-building, the big brother-small brother approach to OSH, PPEs, and child labor prevention in the supply chains.</li></ul>		Workshop/training on PAOT or OSH in agriculture (WIND), institutionalize community-based OSH standards per area and programs for coconut farms/plantations of the Confederation, with monitoring systems, and advocacy/IEC materials	

QUEZON COCONUT FARMERS	Recommended Policies/Guidelines/Resolutions	Innovation/Technology/Support/ Infrastructure	Capacity Building	Livelihood and Technical Assistance
B. Compliance with Labour Standards				
3. Child Labor				
Children are out of school and engaged by their parents/farm workers to work in the coconut farm (every harvest season), and being exposed to physical harm/hazards and snake bites.	Policy change on scholarship for children of farmers: admission and maintenance of scholarship “not grade based” and should be a grant/assistance for profiled child laborers (scholarship courses on ChemTech, ChemEng, EE, ME, OH nurses are priority courses for the industry), and easy access to ALS to facilitate admission to scholarship for higher learning.		<ul style="list-style-type: none"> <li>• Orientation on Child Labor Laws for the coconut farmers and families in all coop members by districts.</li> <li>• Orientation on Family Planning and Responsible Parenthood in all coop members by districts.</li> </ul>	<ul style="list-style-type: none"> <li>• Livelihood assistance for parents of child laborers.</li> <li>• Employment opportunities or livelihood assistance for other family members of the coconut farmers with profiled child laborers</li> </ul>
4. Gender Based Discrimination and Standards	QCITC Resolution advocating on women’s rights and reproductive health; producers’ CSR, medical mission, and counseling in their supply chains.		Advocacy and awareness raising on women’s rights and reproductive health, IEC materials distribution.	
5. Social Protection	PCA-DOH -DSWD MOA, with the participation of the various coconut farmers cooperatives, on ensuring available and sustainable free and accessible health and medical care/services in healthcare facilities, including hospitals.	DOH and PCA with DSWD shall provide the mechanism for coconut farmers and their families’ free access to health and medical services in healthcare facilities including hospitals.	QPO and SSS with the Confederation to conduct orientation on AlkanSSSy and install the same based on desirable schedules of each district’s coconut cooperative (2024 to 2026).	



# Quezon Coconut ITC Summary of Identified Interventions, 2024-2030

PRODUCERS (Desiccators, Coconut Oil Mills - CNO and RBD, and CME - Coco-Biodiesel)	Recommended Policies/Guidelines/Resolutions	Innovation/Technology/Support/Infrastructure	Capacity Building	Livelihood and Technical Assistance	Labour Enforcement
A. Quality & Process Improvement Issues					
<p>Shortage in raw materials; delayed deliveries of materials (<i>CNO, CME</i>).</p> <p>Decreased copra quality. (<i>CNO, CME</i>).</p> <p>Insufficient or limited supplies of raw materials (<i>Desiccators</i>)</p>	<ul style="list-style-type: none"> <li>Guidelines on rationalized/coordinated government actions on the development of new products (non-traditional coconut products) vis-à-vis the availability or sourcing of coconut materials.</li> <li>Development of NTCPs similar to the OTOP approach, and bio-diesel development is area-based to prevent cutthroat competition with the limited supply of raw materials (importing copra from the Visayas or Mindanao will add to the cost of production and uncompetitiveness, and buying whole coconuts to as far as the Bicol Region).</li> </ul>	<ul style="list-style-type: none"> <li>Technical assistance to coconut farmers to boost coconut production and quality of nuts/copra products.</li> <li>Establish Quezon coconut nursery for re-planting/ replacement of old (senile) coconut trees with hybrid</li> <li>Development of incentives for zero mortality of hybrid coconut trees</li> </ul>			

PRODUCERS (Desiccators, Coconut Oil Mills - CNO and RBD, and CME - Coco-Biodiesel)	Recommended Policies/Guidelines/ Resolutions	Innovation/Technology/ Support/Infrastructure	Capacity Building	Livelihood and Technical Assistance	Labour Enforcement
A. Quality & Process Improvement Issues					
Unmet delivery targets to international customers due to: <i>(Desiccators)</i> <ul style="list-style-type: none"> <li>✓ Limited availability of piece rate workers, more so during fiestas, 4Ps, TUPAD, and AICS distribution.</li> <li>✓ Limited skilled local workers</li> <li>✓ Poor quality of products (broken nuts, white meat w/ brown skin, paring thickness)</li> <li>✓ Lack of raw materials from local suppliers</li> <li>✓ Lack of certified chemists</li> </ul>	LGU, CHED, and Quezon SUCs to explore providing Chemtech, Chemist, ME, and EE courses on the Quezon SUCs campus.	MOA between suppliers (farmers, coop, and traders) and producers (desiccators, CME, CNO) on a stable and sustainable supply of coconuts.	<ul style="list-style-type: none"> <li>• Free/subsidized training under DOLE-AMP for new parers and shellers with TESDA training module with productivity inputs from NWPC</li> <li>• Free/subsidized reorientation training with productivity under DOLE-AMP for existing parers, shellers, and dailies/regular employees.</li> </ul>	All desiccators “apron production livelihood for the wives” of their workers as an income augmentation program for workers’ family (to provide additional income and remove them from TUPAD and AICS)	
Price variation (Global trend, inflation rate, fluctuation in peso to dollar exchange rate) <i>(Desiccators)</i>	QCITC Resolution on sustainable supply and stable pricing of raw materials with monitoring follow-up on MOA commitments				

PRODUCERS (Desiccators, Coconut Oil Mills - CNO and RBD, and CME - Coco-Biodiesel)	Recommended Policies/Guidelines/Resolutions	Innovation/Technology/Support/Infrastructure	Capacity Building	Livelihood and Technical Assistance	Labour Enforcement
B. Compliance with Labour Standards					
General Labour Standards (GLS)					Conduct complaints or routine labour inspections and OSH
Frequent conduct of TMS/every wage order issued ( <i>Desiccators</i> )	Include the equivalent rate increase for piece rate workers and conditions thereof in the issuance of new wage orders.		<ul style="list-style-type: none"> <li>• Technical assistance, advocacy and awareness-raising campaigns, and learning sessions on labour standards and OSH</li> </ul>		
Exceeding working hours/days ( <i>Desiccators</i> )	QCITC Resolution for Guidelines reiterating qualification of, schedules and frequency of TUPAD and AICs distributions ( <i>absenteeism due to fiestas, 4Ps, TUPAD, AICs distributions</i> )		<ul style="list-style-type: none"> <li>• Productivity training for producers and subcontractors' employees (piece rate and regular/dailies employees)</li> <li>• Development of a productivity incentive program</li> </ul>		
Lack of knowledge on living wage ( <i>Desiccators</i> )			Orientation/discussion on the concept of living wage tap ILO for technical assistance		



PRODUCERS (Desiccators, Coconut Oil Mills - CNO and RBD, and CME - Coco-Biodiesel)LackLack	Recommended Policies/Guidelines/ Resolutions	Innovation/Technology/ Support/Infrastructure	Capacity Building	Livelihood and Technical Assistance	Labour Enforcement
B. Compliance with Labour Standards					
2. Occupational Safety and Health (OSH)					Conduct complaints or routine labour inspections and OSH
Different professional fees for Electrical & Mechanical Engineers (CME-CNO)	Review and standardized the rates of services of professionals (MEs and EEs for the coconut industry)	Make accessible or publish the list of engineers by region and province.			
Lack of first aider (CME-CNO)	DOLE issuance recognizing LGU-DRRMO and local FATPro, in addition to the PRC, DOH, BFP, and TVIs with TESDA-approved EMS-NC program as provided in DO 235-22, to conduct first aid training to address the lack/limited accredited organizations on first aid training.	LGUs provide free training facilities and instructors from DRRMO and local BFP on first-aid training in the Province/ Municipalities/ Cities	Training and capacity-building for coconut farms and factory first aiders		
Lack technical standards and knowledge; problem in the issuance of DOLE Certificate of Electrical Inspection (CME-CNO new manufacturers)	DOLE issuance addressing the lack of EE causing delays in CEI; explore accreditations of PEZA/LGUs EE		Awareness-raising and training on OSH and TSI		Conduct of TSI

PRODUCERS (Dessicators, Coconut Oil Mills - CNO and RBD, and CME - Coco-Biodiesel)	Recommended Policies/Guidelines/Resolutions	Innovation/Technology/Support/Infrastructure	Capacity Building	Livelihood and Technical Assistance	Labour Enforcement
B. Compliance with Labour Standards					
2. Occupational Safety and Health (OSH)					
Validity of PTO (Permit to Operate) ( <i>All producers</i> )	QCITC Resolution requesting DOLE-CO consideration of ladderized PTO validity renewal based on the machine depreciation or life; new machines need not be required to have annual PTO renewal but should have regular preventive maintenance schedules and subject to spot audit by QPO inspectors.		QPO to engage the ITC stakeholders on parameters setting for self-monitoring and regular preventive maintenance of new machines, including penalty for non-compliance		Conduct TSI and review/audit of Company Action Plan/Commitments.
Work environment ( <i>Desiccators</i> )	QCITC Resolution creating TSI and OSH Sub-Committee that will facilitate compliance with HIRAC review and updating of control measures, monitoring, and technical assistance/capacity-building for the industry and its stakeholders		<ul style="list-style-type: none"> <li>QPO technical assistance to companies in HIRAC identification and control measures.</li> <li>ILO capacity building/assistance on HIRAC and control measures</li> </ul>		Ensure quarterly updating of HIRAC and implementation of control measures
Work accident (shellers)	QCITC resolution to engage the DA-PCA on ensuring coconut quality (cause of work accidents)		OSH Orientation seminar to all employees as required by RA 11641 or the OSH law and DO 198-18; ILO support on SO ToT for company-based compliance		

PRODUCERS (Dessicators, Coconut Oil Mills - CNO and RBD, and CME - Coco-Biodiesel)	Recommended Policies/Guidelines/ Resolutions	Innovation/Technology/ Support/Infrastructure	Capacity Building	Livelihood and Technical Assistance	Labour Enforcement
B. Compliance with Labour Standards					
2. Occupational Safety and Health (OSH)					
Lack of TESDA-certified operators of forklifts, payloaders, and boiler ( <i>CME-CNO</i> )	TESDA issuance on equivalency for in-work learned skills to qualify for assessment and NC II certification at the workplace		LGU free skills training and TESDA assessment/NC II certification for various skills needed for the coconut industry.	Training assistance through SAWP for CME	Technical assistance on TS competencies and certification
Lack of competency for Board of Chemistry requirement for ChemTech and Chemist ( <i>Cme-CNO</i> )	<ul style="list-style-type: none"> <li>• LGU resolution on the Provincial/Baranggay Skills Registry System (lack of Chemist, ChemEng, MEs and EEs in Quezon)</li> <li>• QCITC resolution for standardized service obligation for company-funded skills training and certification based on existing laws and jurisprudence.</li> </ul>	CHED, Quezon SUCs and PACUs, LGUs, and DOLE work on offering courses in chemist, ChemTech, and ChemEng, including ME and EE.			
Lack of OH Nurse ( <i>Desiccators</i> )	DOLE, DOH, and PRC review, develop, or consider adopting an equivalency system to meet the minimum requirement for OH nurse pursuant to OSH standards.		<ul style="list-style-type: none"> <li>• Advocacy campaign for OH nurses for the industry</li> <li>• DOH, PRC, and PNA to collaborate on data collection on the number of OH nurses and nurses in general.</li> </ul>		QPO to review DO 198-19 requirements and identify alternative schemes to comply with the requirements for OH nurses, taking into consideration of the level of risk or hazards in the company/industry.



PRODUCERS (Desiccators, Coconut Oil Mills - CNO and RBD, and CME - Coco-Biodiesel)	Recommended Policies/Guidelines/ Resolutions	Innovation/Technology/ Support/Infrastructure	Capacity Building	Livelihood and Technical Assistance	Labour Enforcement
B. Compliance with Labour Standards					
3. Child Labour (All producers)					
Lack awareness  Working students or young workers (if below 15 years of age child labor, 15 but below 18 years of age work should not be hazardous or in the hazardous work environment)			<ul style="list-style-type: none"><li>• DOLE awareness raising on laws on Child Labor prohibition, orientation on Family Planning Education, and Responsible Parenthood for coconut farmers and all producers in the industry</li><li>• ILO technical assistance on child labor prevention and elimination</li></ul>	<ul style="list-style-type: none"><li>• Livelihood assistance for parents of child laborers</li><li>• Employment opportunities for other family members of the coconut farmers with profiled child laborers</li><li>• Full implementation of SAWP</li></ul>	Enforcement of anti-child labor laws and hazardous work; rescue of child labour o Sagip Batang Manggagawa campaign
4. Gender-based discrimination and standards (All producers)					
Lack awareness and GAD training  No Family Welfare Program (FWP)  Lack of gender-sensitive OSH Program	QCITC Resolution on observance and promotion of gender balance and the creation of ITC-wide federation of Family Welfare Committee.		DOLE education and awareness campaigns on gender-based discrimination and standards, and creation of a Family Welfare Program Committee in establishments with 200 or more employees.		QPO to prevent/eliminate gender-based discrimination and enforce gender-based standards for the industry including DO No.56-03, which implements Art. 134 of the Labor Code of the Philippines.

PRODUCERS (Desiccators, Coconut Oil Mills - CNO and RBD, and CME - Coco-Biodiesel)	Recommended Policies/Guidelines/Resolutions	Innovation/Technology/Support/Infrastructure	Capacity Building	Livelihood and Technical Assistance	Labour Enforcement
B. Compliance with Labour Standards					
5. Voice & Representation (Desiccators)					
LMC			NCMB/RCMB capacity building on LMC program, promotion of FOA and CBA, and strengthening existing LMCs and grievance machinery.		
C. Climate Change (Desiccators)					
Limited raw materials due to climate change or natural disasters (Typhoon, dry season – El Niño, and La Niña, bush/grass fires)  Affected farm workers' and factory workers' communities	Environment preservation campaigns and inter-cropping of trees, non-conversion of lands into subdivisions, and non-blocking of creeks and waterways	Implementation of productivity to minimize the individual's carbon footprints (movement, light, water, and electricity savings)	<ul style="list-style-type: none"> <li>Capacity-building and awareness-raising on disaster preparedness</li> <li>Companies campaign to minimize carbon footprints in their production.</li> </ul>	Emergency employment scheme (wages partly subsidized by the government in case of disaster in areas of company operation.	QCITC Resolution on environmental protection and advisory on minimizing carbon footprints





Sectoral SCPs:

Quezon Coconut Farmers' Coop Confederation  
(27 Coconut Farmers' Cooperatives)

Coconut Oil Mills (CNO and RBD) and CME  
(Coco-Biodiesel)

Desiccated Coconut and By-Products



Step 1 & 2: Priority Issues & Targets	Step 3: Drivers of Productivity/Compliance & Non-Compliance	Step 4: Desired Results	Step 5: Target (2024...2030)	Step 6: Stakeholders	Step 7: Interventions	Step 8:	
						Risks	Sustainability Measures
A. Competitiveness and Productivity Issues							
<ul style="list-style-type: none"><li>Low/Insufficient income of coconut farmers to support the needs of their families and children</li></ul>	<ul style="list-style-type: none"><li>Low price of copra and nuts per kilo (pricing is dependent on global coconut price and quality)</li><li>Poor quality of copra</li><li>Lack of innovative technology to ensure the safety and quality of copra (methods of production of white copra in oven or hot-air drying) to comply with the international market requirement of lower aflatoxin levels in sun-dried method of copra drying and high in carcinogenic polycyclic aromatic hydrocarbon (PAHs) in smoke-kiln (tapahan) coconut drying method.</li><li>Lack of training/seminar for coconut farmers on proper timing of harvest to yield good quality copra</li><li>Lack of technology/knowledge on proper hy-breeding or inter-cropping</li><li>Inaccessibility to the market, especially in GIDA or Geographically Isolated and Developed Areas</li></ul>	<ul style="list-style-type: none"><li>Sustained income for coconut farmers by having:<ul style="list-style-type: none"><li>Fair-priced copra and whole nuts, husked or unhusked;</li><li>Good and quality harvest of coconut for high-quality and quantity of yields and copra;</li><li>Available and accessible innovative technology for copra drying</li><li>Farm-to-market roads; and</li><li>Inter-cropping support</li></ul></li><li>Market for other crops (inter-cropping) established.</li><li>Income augmentation or livelihoods such as coco coir and coco peat production shall have been provided and sustained.</li></ul>	<div>2024-2030</div> <div>End of 2025</div> <div>2024-2030</div>	<div>LGUs, DOLE, DA-PCA, CDA, DTI, DOST, UPLB, DPWH, ILO, Quezon Coconut ITC</div> <div>LGUs, DOLE, DA-PCA, CDA, DTI, QCITC</div> <div>LGUs, DOLE, DA-PCA, CDA, DTI, DSWD , QCITC</div>	<ul style="list-style-type: none"><li>Education and training on technology support/farm inputs to yield premium quality copra/nuts (2024-2025)</li><li>Extend technical and financial support for inter-cropping like seedlings, fertilizers, farm implements, types of machinery, etc. (2024 to 2030)</li><li>Infrastructure support such as farm-to-market roads (end of 2030)</li><li>Build facilities for white copra processing method/s in coconut farmers' coop communities (District III by 2024-2026, District IV by 2026-2028, District I by 2028-2030)</li><li>Facilitate access to market for other produced crops (inter-cropping) (2024-2030)</li><li>Create and expand access to additional sources of income - DILEEP livelihood assistance/grants and TUPAD for coco coir and coco peat production (2024, 2026, 2027)</li><li>Capacity building on coop management, training on aggregation of copra and/or coconut with a view to capacitate the coop as the aggregators of their members' produce.</li></ul>	<ul style="list-style-type: none"><li>Calamities</li><li>Crop infestations</li><li>Inability to innovate or adopt innovative technology in coconut growing, harvesting and copra making</li></ul>	<ul style="list-style-type: none"><li>Implement a disaster preparedness program for farmers and their families</li><li>Establish a coconut nursery for re-planting/replacing old(senile) coconut trees in coop farmers' communities</li><li>Establish white copra processing facilities in coop communities</li><li>Institutionalize the registry of farmers and farmers' cooperatives to facilitate the delivery of technical assistance and livelihood grants.</li><li>Sustained collaboration and support among stakeholders as market for other produced and implement a sustainable livelihood interventions for coconut farmers' communities and cooperatives under DOLE DILEEP and TUPAD program</li></ul>
<ul style="list-style-type: none"><li>Aging coconut farmers/ workers</li></ul>	<ul style="list-style-type: none"><li>Aging coconut farmers/workers and the young are migrating to the cities for work.</li></ul>	<ul style="list-style-type: none"><li>More and more young farmers/workers are into coconut growing/ farming</li></ul>	<div>At least 15 young farmers from the farmers' coop members' families are trained by 2026 and progressively thereafter until 2030</div>	<div>DA-PCA, QPAO, CDA, LGUs, DTI, QCITC</div>	<ul style="list-style-type: none"><li>Semestral training of young breeds of farmers or farm workers</li><li>Launched a massive advocacy campaign on back to coconut farming as a sustainable livelihood and source of stable income</li></ul>	<ul style="list-style-type: none"><li>No buy-in from concerned agencies and young farmers/workers</li></ul>	<ul style="list-style-type: none"><li>Launched a campaign on back to farming and promotion of agri-tourism/agri-business/enterprises</li></ul>
B. Compliance with Labour Standards							
1. General Labour Standards (GLS)	<ul style="list-style-type: none"><li>Lack awareness on GLS application on cooperatives as employers</li></ul>	<ul style="list-style-type: none"><li>Farmers cooperatives are aware and compliant with GLS, as applicable</li></ul>	<div>At least 4 training or awareness-raising sessions on GLS, OSH, Child Labor, and FWP shall have been conducted for at least 50% of each district's total member-cooperatives (District IV in 2025, District III in 2026, District I in 2027) and focal points in each district to monitor compliance and needed capacity-building shall have been identified.</div>	<div>DOLE (BWC, BWSC, RO, QPO), QITC, LGUs, CDA</div>	<ul style="list-style-type: none"><li>Conduct at least four training or awareness-raising sessions on GLS, OSH, Child Labor, and FWP to at least 50% of each district's total member-cooperatives (District IV in 2025, District III in 2026, District I in 2027)</li><li>Identify focal points in each district to monitor compliance and needed capacity-building.</li></ul>	<ul style="list-style-type: none"><li>Availability of resources</li><li>Not on the priority list of BWC, BWSC</li></ul>	<ul style="list-style-type: none"><li>DOLE labour enforcement to include agri-businesses, coops, and their supply chains prioritizing based on employment contribution, local raw materials sourcing, and niche in the market, domestic or international, to cover rural workers who need labour standards and OSH protection the most; re-examine the coops in the context that it is recognized as business model along with the corporation, sole proprietorship, and partnership</li></ul>



Quezon Coconut ITC Strategic Compliance Plan

Quezon Coconut Farmers’ Confederation (27 Coconut Farmers’ Cooperatives)

Step 1 & 2: Priority Issues & Targets	Step 3: Drivers of Productivity/Compliance & Non-Compliance	Step 4: Desired Results	Step 5: Target (2024...2030)	Step 6: Stakeholders	Step 7: Interventions	Step 8:	
						Risks	Sustainability Measures
B. Compliance with Labour Standards							
2. Occupational Safety and Health							
<ul style="list-style-type: none"><li>Lack of awareness on Occupational Safety and Health (OSH) among the coconut farmers and their families</li><li>No protective gears for farmers/farm workers (hard hat, gloves, boots protection from snake bites)</li></ul>	<ul style="list-style-type: none"><li>No prescribed occupational safety and health standards/programs for coconut farmers or coconut farming, thus:<ul style="list-style-type: none"><li>No orientation on safety on the farm;</li><li>Lack of skills on the use of safer techniques in coconut harvesting, de-husking, and copra-making;</li><li>Lack of incentives or resources for safety measures or PPEs for farmers or laborers(hard hat, gloves, boots protection from snake bites); and</li><li>Absence of monitoring mechanism or system on safety and health in harvesting, de-husking, and copra-making;</li><li>Lack of monitoring of farm work-related accidents, injuries, or deaths</li></ul></li></ul>	<ul style="list-style-type: none"><li>Community-based OSH standards and programs for coconut farms and plantations are established in areas where the coop members are situated.</li><li>Monitoring systems in coconut farms/plantations that include labor standards and prevention of child labor established.</li><li>Big brother-small brother program on OSH compliance and child labor-free coco-farms/plantations developed among CNO, VCO, bio-diesel &amp; desiccated companies and their partner-nuts suppliers.</li></ul>	<div>3<sup>rd</sup> quarter of 2024 to end of 2025</div> <div>3<sup>rd</sup> quarter of 2024 to 2030</div> <div>1st quarter of 2025 to end of 2026</div>	<div>LGUs, DOLE, OSHC, DA-PCA, CDA, DSWD, QCITC, ILO</div> <div>LGUs, DOLE, OSHC, DA-PCA, CDA, DSWD, QCITC, ILO</div> <div>LGUs, DOLE, DA-PCA, CDA, DSWD , QCITC, ILO</div>	<ul style="list-style-type: none"><li>Workshop/training on PAOT or OSH in agriculture (WIND), institutionalize community-based OSH standards per area and programs for coco farms/plantations with monitoring systems and advocacy/ IEC materials.</li><li>QCITC resolution on developing, with capacity building, the big brother-small brother approach to OSH, PPEs, and child labor prevention in the supply chains.</li><li>LGU resolution on free provision of PPEs for farmers/farm workers and the inclusion of OSH and FWP in GAD, AIPs, and GAD budget</li></ul>	<ul style="list-style-type: none"><li>Lack of resources;</li><li>Behavioral factor/attitude toward safety and health;</li><li>Discontinuity of interest among target communities.</li></ul>	<ul style="list-style-type: none"><li>QCITC-LGU-Confederation Resolutions on program to establish community-based OSH focal points or centers in the coconut coop communities with monitoring systems at the barangay or municipal/city/provincial level</li></ul>
3. Child Labor							
Children are out of school and engaged by their parents/farm workers to work in the coconut farm (every harvest season), and being exposed to physical harm/hazards and snake bites.	<ul style="list-style-type: none"><li>Poverty.</li><li>Children drop out of school due to lack of resources for uniforms, shoes, books, school supplies, and necessities like food.</li><li>Children work at the farm as farm hands due to lack of money to hire laborers.</li></ul>	<ul style="list-style-type: none"><li>Children of coconut farmers are attending school and completing compulsory basic education.</li><li>Children in hazardous work rescued</li><li>Parents/ families of child laborers with sustained additional source of income/livelihood</li></ul>	<ul style="list-style-type: none"><li>By 2030, all the coop barangays or communities are declared Child Labor Free Communities:<ul style="list-style-type: none"><li>By end of 2025, at least 50% of profiled, assessed, and assisted child laborers in the priority coop community/ies are removed and placed in education.</li><li>By end of 2025, at least 100% of those profiled and assessed are removed from hazardous work.</li><li>By end of 2025, at least 50% of parents of profiled child labor are provided additional income or livelihood.</li></ul></li><li>Same targets for 2026, 2027, 2028, 2029</li></ul>	<div>DOLE, DSWD,DA-PCA, CDA, CHED, LGUs, NGOs, QCITC, Foundations (CHEMREZ, Isabelo delos Reyes Foundation, etc), ILO</div>	<ul style="list-style-type: none"><li>Orientation on Child Labor Laws for the coconut farmers and families in all coop members by district.;</li><li>Livelihood assistance for parents of child laborers</li><li>Employment opportunities or livelihood assistance for other family members of the coconut farmers with profiled child laborers</li><li>Orientation on Family Planning Education and Responsible Parenthood in all coop members by district.</li><li>Policy change on scholarship for children of farmers: admission and maintenance of scholarship “not grade based” and should be a grant/assistance for profiled child laborers (scholarship courses on ChemTech, ChemEng, EE, ME, OH nurses are priority courses for the industry), and easy access to ALS to facilitate admission to scholarship for higher learning.</li></ul>	<ul style="list-style-type: none"><li>Poor management of the livelihood grant</li></ul>	<ul style="list-style-type: none"><li>QCITC and LGU resolutions on programs to eliminate child labor in coconut farms/plantations and coops with monitoring systems by districts</li><li>Continued technical assistance through livelihood/entrepreneurship or enterprise projects.</li></ul>
4. Gender-based discrimination and standards	<ul style="list-style-type: none"><li>Lack of awareness on gender-based discrimination and standards</li></ul>	<ul style="list-style-type: none"><li>Women in coconut coop communities are aware of their rights and reproductive health; barangays or community units on women established.</li></ul>	<ul style="list-style-type: none"><li>By 2027, at least 50% of the coop communities or barangays have set up a Women’s Unit with materials on women’s rights and reproductive health, including organizing the conduct of medical missions and counselling.</li></ul>	<div>DOLE (RO, QPO, BWSC), CDA, QCITC</div>	<ul style="list-style-type: none"><li>Advocacy and awareness raising on women’s rights and reproductive health, IEC materials distribution</li><li>QCITC advocating on women’s rights and reproductive health; producers’ CSR, medical mission, and counselling in their supply chain.</li></ul>	<ul style="list-style-type: none"><li>Lack of resources</li></ul>	<ul style="list-style-type: none"><li>QCITC Resolution on industry advocacy program on women’s rights and reproductive health; producers’ CSR medical missions and counseling in their supply chain.</li></ul>
5. Social Protection	<ul style="list-style-type: none"><li>Lack of social protection (no Philhealth, SSS, etc.)</li></ul>	<ul style="list-style-type: none"><li>Access to free health and medical care available to coconut farmers and their families</li><li>SSS AlkansSSSy program implemented in key cooperative hubs in the coop communities or barangays</li></ul>	<ul style="list-style-type: none"><li>By end of 2024, at least 50% of the coop members in District III have orientation on the AlkanSSSy Program</li><li>By end of 2025, an AlkanSSSy installed in key cooperative hubs in District III; District IV in 2026 to be followed by District I in 2027</li><li>By end of 2030, hospitals shall accept referrals by the DSDW of registered coconut farmers (funds from the coco levy).</li></ul>	<div>DOLE, SSS, LGU, QCITC, DOH, PCA, DSWD</div>	<ul style="list-style-type: none"><li>QPO and SSS with the Confederation to conduct orientation on AlkanSSSy and install based on schedule per districts</li><li>DOH and PCA with DSWD shall provide the mechanism for coconut farmers and their families free access to health and medical services in healthcare facilities including hospitals.</li></ul>	<ul style="list-style-type: none"><li>Lack of resources to provide free access to health and medical services in hospitals (coco levy no longer available)</li></ul>	<ul style="list-style-type: none"><li>PCA-DOH -DSWD to have MOA with the participation of the various coconut farmers cooperatives on ensuring available free and accessible free health and medical care/services</li></ul>
C. Climate Change Just Transition							

# Quezon Coconut ITC Strategic Compliance Plan

## Coconut Oil Mills (CNO and RBD) and CME (Coco-Biodiesel) Plants

Step 1 & 2: Priority Issues & Targets	Step 3: Drivers of Compliance & Non-Compliance	Step 4: Desired Results	Step 5: Target (2024...2030)	Step 6: Stakeholders	Step 7: Interventions	Step 8:	
						Risks	Sustainability Measures
<b>A. Competitiveness and Productivity Issues</b>							
<ul style="list-style-type: none"><li>Shortage in raw materials; delayed deliveries of materials</li><li>Decreased copra quality.</li></ul>	Drivers of Productivity/Competitiveness Issues: <ul style="list-style-type: none"><li>Absence of regulations in terms of managing the supply</li><li>Weather condition</li><li>Problem of short supply of raw materials (copra) and increasing demand due to diversification into various NTCs resulting in some oil manufacturers sourcing their copra supply from Bicol and Visayas.</li><li>Hoarding/overstocking/non-delivery on-time of supply as traders wait for higher market prices despite contractual obligation.</li></ul>	<ul style="list-style-type: none"><li>Sufficiency of coconut supply for continuous operations of oil mills and bio-diesel production, desiccated, and NTCs ensured</li><li>High-quality copra and EU compliance ensured (issues on high aflatoxin and PAHs)</li><li>Hoarding/overstocking and non-delivery of copra based on the contract addressed</li></ul>	2024-2030  End of 2025  2024-2025	LGUs, DOLE, DA-PCA, CDA, DTI, DAR, DPWH, DOST, QCITC, Management and owners of the Coconut Oil Mill/ Manufacturers, farmers, traders  LGUs, DOLE, DA-PCA, CDA, DTI, DAR, DPWH, DOST, QCITC, Management and owners of the Coconut Oil Mill/ and CME manufacturers, farmers, traders	<ul style="list-style-type: none"><li>Guidelines on rationalized/coordinated government actions on the development of new products (NTCs) vis-a-vis the availability or sourcing of coconut materials.</li><li>Development of NTCs similar to the OTOP approach, and bio-diesel development is area-based to prevent cutthroat competition with limited supply of raw materials (importing copra from the Visayas or Mindanao will add to the cost of production and uncompetitiveness).</li><li>Technical assistance to coconut farmers to boost coconut production and quality of nuts/copra products</li></ul>	<ul style="list-style-type: none"><li>Plant closures or death of some sectors in the industry due to issues of productivity and uncompetitive operations brought about by lack of/ uncompetitive price of raw materials</li><li>Conversion of coconut lands into subdivisions or for other purposes</li><li>Non-replacement of senile coconut trees</li></ul>	<ul style="list-style-type: none"><li>Sustained collaboration and support among stakeholders</li><li>Full and rationalized implementation of the Coconut Farmers and Industry Development Plan (CFIDP)</li></ul>
<b>B. Compliance with Labour Standards</b>							
1. General Labour Standards	<ul style="list-style-type: none"><li>Drivers' of Compliance:<ul style="list-style-type: none"><li>Buyers' social audit</li><li>DOLE Labour enforcement</li></ul></li></ul>	Higher level of compliance secured and continuity and sustainability of compliance ensured in the industry.	2024-2030	DOLE (RO, QPO), QCITC	<ul style="list-style-type: none"><li>Conduct advocacy and awareness raising campaign</li><li>Conduct complaints or routine labour inspections and OSHI in establishments</li></ul>		
2. Occupational Safety and Health							
<ul style="list-style-type: none"><li>Different professional fees for Electrical &amp; Mechanical Engineers</li><li>Lack of first aider</li></ul>	<ul style="list-style-type: none"><li>Driver of Non-Compliance: Cost</li><li>Driver of Compliance: Fare fees bracket based across all industries</li><li>Driver of Non-Compliance: Lack of accredited trainers or training centers for first-aiders</li><li>Driver of Compliance:<ul style="list-style-type: none"><li>Facilitation of first aiders' training by the DOLE and OSHC; LGU MAO/PAO, DRRMO and BFP; and</li><li>Regulatory requirement</li></ul></li></ul>	<ul style="list-style-type: none"><li>Rates of professional fees standardized by the PRC or society's/associations</li><li>Trained and accredited first-aiders are available in the farm and factory</li></ul>	2024-2025  2 <sup>nd</sup> quarter to 4 <sup>th</sup> quarter of 2024	<ul style="list-style-type: none"><li>PRC, Professional Associations of Engineers particularly MEs and EEs, QCITC, LGU PESO</li><li>DOLE (RO, QPO, BWC, OSHC), QCITC, LGU MAO/PAO, DRRMO and BFP</li></ul>	<ul style="list-style-type: none"><li>Review and standardized rates of services of professionals (MEs and EEs for the coconut industry)</li><li>Make the list of engineers accessible or publish it by region and province.</li><li>Training and capacity-building of coconut farms and factory first aiders</li><li>DOLE issuance recognizing LGU-DRRMO and local FATPro, in addition to PRC, DOH, BFP, and TVIs with TESDA-approved EMS-NC program, to conduct first aid training.</li><li>LGUs provide free training facilities and instructors from DRRMO and local BFP</li></ul>	<ul style="list-style-type: none"><li>Unresponsive government agencies, LGUs and associations of engineers.</li><li>Lack of resources or not a priority of the LGU and agencies concerned.</li></ul>	<ul style="list-style-type: none"><li>LGU or national legislation on Provincial Skills Registry System</li><li>QITC-LGU Resolution on program on regularity and availability of training facilities and instructors on first-aid training in the Province/Municipalities/Cities</li></ul>
<ul style="list-style-type: none"><li>New manufacturers:<ul style="list-style-type: none"><li>Lack of technical standards, knowledge, and information</li><li>On permit to operate, problem in the issuance of CEI (certificate of electrical inspection)</li></ul></li></ul>	<ul style="list-style-type: none"><li>Drivers of Non-Compliance:<ul style="list-style-type: none"><li>Lack of awareness or understanding of the compliance requirements</li><li>Lack of technical personnel such as ME/EE</li><li>Lack of SOs</li><li>Lack of OSH Program</li><li>Difficulty in obtaining CEI due to limitations on the part of DOLE personnel</li></ul></li><li>Drivers of Compliance:<ul style="list-style-type: none"><li>Reputational risk and brand image</li><li>Workers' health and safety</li></ul></li></ul>	<ul style="list-style-type: none"><li>New manufacturers are fully aware and 100% compliant with GLS and OSH standards, including training on SOs</li></ul>	2 <sup>nd</sup> quarter to 4 <sup>th</sup> quarter of 2024	<ul style="list-style-type: none"><li>Management and owners of coconut oil mills</li><li>DOLE (RO, QPO, BWC, OSHC), QCITC</li></ul>	<ul style="list-style-type: none"><li>Awareness-raising activities and training on OSH and TSI</li><li>Conduct of TSI</li><li>DOLE issuance addressing the lack of EE causing delays in CEI; explore accreditations of PEZA/LGUs EE</li></ul>	<ul style="list-style-type: none"><li>Industry reputational risk</li><li>Accidents and work stoppage order</li></ul>	<ul style="list-style-type: none"><li>Regular monitoring of compliance</li><li>Regular awareness raising activities by the QCITC</li></ul>
<ul style="list-style-type: none"><li>For established manufacturers:<ul style="list-style-type: none"><li>Validity of PTO</li><li>Due to management transition, technical document problems resulted in inefficiency in complying with the OSH requirements for Technical Safety</li></ul></li></ul>	<ul style="list-style-type: none"><li>Drivers of Non-Compliance:<ul style="list-style-type: none"><li>Cost and resource constraint</li><li>Stricter enforcement of standards</li></ul></li><li>Drivers of Compliance:<ul style="list-style-type: none"><li>Reputational risk and brand image</li><li>Workers' health and safety</li></ul></li></ul>	<ul style="list-style-type: none"><li>TS requirements based on the Company Action Plan/commitment as approved by the regulatory body fully complied.</li><li>Standards/criteria for extension or longer validity of the PTO established.</li></ul>	2024-2025  End of 2024	<ul style="list-style-type: none"><li>Management and owners of coconut oil mills</li><li>DOLE (RO, QPO, BWC, OSHC), QCITC</li><li>DOLE (RO, QPO, BWC, OSHC), QCITC</li></ul>	<ul style="list-style-type: none"><li>Awareness raising activities</li><li>Conduct review and audit of Company Action Plan/Commitments.</li><li>Conduct of TSI and inspection/audit on OSH, GLS</li><li>Issuance of guidelines</li></ul>	<ul style="list-style-type: none"><li>Accidents and work stoppage order</li></ul>	<ul style="list-style-type: none"><li>Creation of TSI Compliance Sub-Committee in QCITC for capacity-building, issues and concerns on obstructing compliance and quarterly checking of requirements and technical assistance needed.</li></ul>

# Quezon Coconut ITC Strategic Compliance Plan

## Coconut Oil Mills (CNO and RBD) and CME (Coco-Biodiesel) Plants

Step 1 & 2: Priority Issues & Targets	Step 3: Drivers of Compliance & Non-Compliance	Step 4: Desired Results	Step 5: Target (2024...2030)	Step 6: Stakeholders	Step 7: Interventions	Step 8:	
						Risks	Sustainability Measures
B. Compliance with Labour Standards							
2. Occupational Safety and Health							
<ul style="list-style-type: none"><li>Lack of Technical Safety Competencies/Technical Safety Certificate of Workers:<ul style="list-style-type: none"><li>✓ Forklift operator</li><li>✓ Payloader Operator</li><li>✓ Boiler Operator</li></ul></li></ul>	<ul style="list-style-type: none"><li>Drivers of Non-Compliance:<ul style="list-style-type: none"><li>✓ Lack of skilled workers in Quezon</li><li>✓ No available TESDA training centers and/or testing centers/service providers within Quezon, resulting in a lack of technical qualification operators of forklifts, payloaders and boilers, or no TESDA NC-II</li></ul></li><li>Driver of Compliance: Regulatory requirement.</li></ul>	<ul style="list-style-type: none"><li>Homegrown or experienced workers with the required technical skills recognized through equivalency system, and assessed for TESDA NC II certification</li></ul>	<p>2<sup>nd</sup>..4<sup>th</sup> quarter of 2024 for CME producers</p> <p>2025 for other producers</p>	<ul style="list-style-type: none"><li>Management and owners of coconut oil mills</li><li>DOLE (RO, QPO, BWC, OSHC, BWSC), QCITC, TESDA, LGU-PESO</li></ul>	<ul style="list-style-type: none"><li>Training assistance through SAWP for CME</li><li>LGU free skills training and TESDA assessment/NCII certification for various skills needed for the coconut industry</li><li>TESDA issuance on equivalency for in-work learned skills to qualify for assessment and NC II certification at the workplace</li><li>QPO/BWC assistance to address the lack of TS competencies or certification.</li></ul>	<ul style="list-style-type: none"><li>Not a priority for financial and technical assistance</li><li>Lack of appreciation for the importance of the industry in the economy and in employment generation</li></ul>	<ul style="list-style-type: none"><li>LGU regularly advocates for the skills requirements of various industries, programs for skills training, and certification</li></ul>
<ul style="list-style-type: none"><li>Lack of competency for Board of Chemistry requirement for:<ul style="list-style-type: none"><li>✓ ChemTech</li><li>✓ Chemist</li></ul></li></ul>	<ul style="list-style-type: none"><li>Driver of Non-Compliance:<ul style="list-style-type: none"><li>✓ Old, skilled workers are not qualified to take the licensure, while qualified workers leave the company for greener pasture</li><li>✓ No chemist school or course in Quezon Province schools</li></ul></li><li>Driver of Compliance:<ul style="list-style-type: none"><li>✓ Requirements for a Permit to Operate a Laboratory</li></ul></li></ul>	<ul style="list-style-type: none"><li>Requirements for PTO complied 100%</li><li>Chemist or ChemTech courses offered in schools in Quezon Province</li><li>Funded training of qualified workers covered by a service requirement</li></ul>	<p>2<sup>nd</sup> quarter to 2030</p>	<ul style="list-style-type: none"><li>Workers, management, and owners of coconut oil mills</li><li>CHED, SUCs in Quezon, DOLE (RO, QPO, BWC, OSHC), QCITC, TESDA, LGU</li></ul>	<ul style="list-style-type: none"><li>Representation and consultation with CHED, Quezon SUCs and PACUs, LGUs, and DOLE on offering courses in Chemist, ChemTech, and ChemEng, including ME and EE.</li><li>Possibility of TESDA Dual Training System implementation</li><li>QCITC resolution for standardized service obligation for company-funded skills training and certification based on existing laws and jurisprudence.</li><li>LGU resolution on the Provincial/Barangay Skills Registry System</li></ul>	<ul style="list-style-type: none"><li>Non-feasibility/viability of offering the courses (lack of instructors, lack of takers, lack of facilities)</li></ul>	<ul style="list-style-type: none"><li>QCITC advocates for Quezon SUCs to offer Chemtech, chemist, Chem-Eng, ME, and EE courses to CHED, DOLE, LGU, Congress.</li></ul>
3. Child Labor	<ul style="list-style-type: none"><li>Lack of information on prohibition on child labor</li></ul>	<ul style="list-style-type: none"><li>100% of CNO, CME and RBD manufacturers oriented on prohibitions on the use of child labor</li><li>100% compliance on non-use of child labor in any part of their processes</li></ul>	<p>2024-2030</p>	<p>DOLE (RO, QPO, BWSC), LGU</p>	<ul style="list-style-type: none"><li>Conduct of awareness campaign on laws on Child Labor prohibition</li><li>Conduct of inspection on use of child labor</li></ul>	<ul style="list-style-type: none"><li>Non-compliance with laws on child labor</li></ul>	<ul style="list-style-type: none"><li>QCITC's commitment to the progressive elimination of child labor</li></ul>
4. Gender-based discrimination and standards	<ul style="list-style-type: none"><li>Lack of awareness</li></ul>	<ul style="list-style-type: none"><li>100% of CNO, CME and RBD manufacturers are oriented on gender-based discrimination and standards</li><li>CNO, CME and RBD manufacturers with 200 or more employees have formed their Family Welfare Committee with adopted dimension/s</li></ul>	<p>2024-2030</p>	<p>DOLE (RO, QPO, BWSC), LGU</p>	<ul style="list-style-type: none"><li>Conduct orientation on gender-based discrimination and standards</li><li>Conduct a campaign for the formation of a Family Welfare Committee in establishments with 200 or more employees</li></ul>		<ul style="list-style-type: none"><li>QCITC commitment to eliminate gender-based discrimination and recognized gender-based standards for the industry</li></ul>
C. Climate Change Just Transition							

# Quezon Coconut ITC Strategic Compliance Plan

## Desiccated Coconut and By-Products

Step 1 & 2: Priority Issues & Targets	Step 3: Drivers of Compliance & Non-Compliance	Step 4: Desired Results	Step 5: Target (2024...2030)	Step 6: Stakeholders	Step 7: Interventions	Step 8:	
						Risks	Sustainability Measures
A. <b>Competitiveness and Productivity Issues</b>							
<ul style="list-style-type: none"><li>Insufficient or limited supplies of raw materials (seasonal)</li></ul>	<ul style="list-style-type: none"><li>Drivers of Low Productivity and issues on Competitiveness:<ul style="list-style-type: none"><li>✓ Low production yield of coconut materials (senile)</li><li>✓ Climate change (typhoons)</li></ul></li></ul>	<ul style="list-style-type: none"><li>Production yield is high, sufficient, and of good quality</li><li>Variety of coconuts enhanced (hybrid seedlings)</li></ul>	100% increase in yield per harvest per tree for 90 days (80 nuts per coconut tree per harvest in 90 days currently, it has been down to 35 nuts per tree for 90 days) for 2024-2030	DA-PCA, small farmers & farmers' cooperatives, DOLE-BWSC (production linked livelihood assistance), CDA, QPAO, LGUs, QCITC	<ul style="list-style-type: none"><li>PCA to implement the recommendations from the result of the study (e.g., distribution of new variety/hybrid of seedlings)</li><li>Rationalized and coordinated development of NTCs with a view to an OTOP type of production</li><li>Establish Quezon coconut nursery for re-planting/ replacement of old (senile) coconut trees with hybrid</li><li>Development of incentives for zero mortality of hybrid coconut trees</li></ul>	<ul style="list-style-type: none"><li>Recommendations from the PCA study may not be adapted by the farmers</li><li>Lifespan of the new variety high mortality of tree planted</li><li>Climate change (typhoons, dry-spell, too much rain)</li></ul>	<ul style="list-style-type: none"><li>Disaster preparedness program for farmers and their families</li><li>Sustained collaboration and support among stakeholders</li><li>Institutionalize the registry of farmers and farmers cooperatives for ease of delivery of technical assistance and livelihood grants.</li><li>Institutionalized farmers' feedback mechanism in the QCITC</li></ul>
<ul style="list-style-type: none"><li>Unmet delivery targets to International customer</li></ul>	<ul style="list-style-type: none"><li>Drivers of Productivity and Competitiveness Issues:<ul style="list-style-type: none"><li>✓ Limited availability of piece rate workers, more so during fiestas, 4Ps, TUPAD, and AICS distribution.</li><li>✓ Limited skilled local workers</li><li>✓ Poor quality of products (broken nuts, white meat w/ brown skin, paring thickness)</li><li>✓ Lack of raw materials from local suppliers</li><li>✓ Lack of certified chemists</li></ul></li></ul>	<ul style="list-style-type: none"><li>On-time delivery of orders to international customers based on the committed target number of days<ul style="list-style-type: none"><li>✓ Available piece-rate workers during peak season in sufficient number</li><li>✓ Skilled local workers are sufficient, efficient, and available (less wastage due to broken nuts, poor shelling, and inappropriate paring)</li><li>✓ Raw materials are sufficient</li><li>✓ Chemists are certified and available</li></ul></li></ul>	<ul style="list-style-type: none"><li>100% of orders delivered on time, 2024-2030 by ensuring that:<ul style="list-style-type: none"><li>✓ 800 new parers and 400 new shellers were trained by end of 2024, 2026, 2028, 2030</li><li>✓ 100 % of 2,000 existing parers and 1,000 shellers reoriented annually during off-season from 2024 to 2030 , including the dailies</li><li>✓ 100% increase in coconut yields by 2024-2030</li><li>✓ Sufficient number of chemists are certified annually from 2024 to 2030 through LGU-PRC-CHED facilitated certification of local chemists.</li></ul></li></ul>	Management and owners of desiccated factories, coconut farmers, cooperatives, traders, subcontractors  Subcontractors, TESDA, LGU-PESO, NWPC/RTWPB  Subcontractors, TESDA, LGU-PESO, NWPC/RTWPB  DA-PCA, DTI, QPAO, CDA, QCITC  CHED, LGU, PRC, DOLE, Quezon SUCs, Legislators in HoR and Senate	<ul style="list-style-type: none"><li>MOA between suppliers (farmers, coop and traders) and desiccator on supply of coconuts</li><li>Training module development by TESDA with inputs on productivity from NWPC for shellers, parers, and dailies</li><li>Conduct by TESDA and LGU- of free/subsidized training under DOLE-AMP for new parers and shellers</li><li>Conduct by TESDA and LGU of free/subsidized reorientation training with productivity under DOLE-AMP of existing parers, shellers, and dailies/regular employees.</li><li><i>See interventions on Insufficient or limited supply of raw materials (coconut)</i></li><li>CHED, Quezon SUCs to offer courses for chemtech and chemists</li><li>DOLE, CHED, PRC to lobby for funding for Chemtech, Chemist, ME, EE courses in Quezon SUCs</li></ul>	Parties not interested or do not comply with their commitments  No interest in developing a training module for the specific skill	QCITC to lobby, get commitments, monitor and follow up with the concerned agencies.
<ul style="list-style-type: none"><li>Price variation</li></ul>	<ul style="list-style-type: none"><li>Drivers of Productivity and Competitiveness Issues:<ul style="list-style-type: none"><li>✓ Global trend/fluctuation</li><li>✓ Inflation rate</li><li>✓ Fluctuation in peso to dollar exchange rate</li></ul></li></ul>	Competitive price achieved by stabilizing controllable factors of production such as the supply of raw materials and the efficiency of the workforce	<ul style="list-style-type: none"><li>Per kilo of nuts stable at 22% to 25% of the global coconut price by 2025</li><li><i>See targets for trained parers and shellers indicated above</i></li><li><i>See target increase in coconut yields and supply by 2024-2030</i></li></ul>	LGU, DTI, DA-PCA, QPAO, QITC	<ul style="list-style-type: none"><li>MOA between suppliers (farmers, coop and traders) and desiccator on supply of coconuts</li><li>QCITC Resolution on sustainable supply and pricing of raw materials with monitoring and follow-up on MOA commitments</li></ul>	Parties not interested or do not comply with their commitments	

# Quezon Coconut ITC Strategic Compliance Plan

## Desiccated Coconut and By-Products

Step 1 & 2: Priority Issues & Targets	Step 3: Drivers of Compliance & Non-Compliance	Step 4: Desired Results	Step 5: Target (2024...2030)	Step 6: Stakeholders	Step 7: Interventions	Step 8:	
						Risks	Sustainability Measures
B. Compliance with Labour Standards							
1. General Labour Standards							
<ul style="list-style-type: none"><li>Exceeding working hours/days (excessive OT)</li></ul>	<ul style="list-style-type: none"><li>Drivers of Non-Compliance:<ul style="list-style-type: none"><li>✓ High rate of absenteeism, especially during fiestas, 4Ps, TUPAD, and AICS distribution; present workers have to cover the work of those who are absent.</li><li>✓ High rate of reworks</li><li>✓ Bulk orders</li></ul></li><li>Driver of Compliance:<ul style="list-style-type: none"><li>✓ Buyers' requirement of not more than 12 hours of work daily.</li><li>✓ Buyers social audit</li></ul></li></ul>	<ul style="list-style-type: none"><li>Absenteeism reduced to the barest minimum:<ul style="list-style-type: none"><li>✓ 4Ps, TUPAD, AICS, and other similar assistance/ayuda distribution timed during the off-peak season of companies, ayuda programs should not be in competition with wage employment or encourage absenteeism</li></ul></li><li>At least 75% or progressive reduction of reworks with increasing training/capacity-building for parers and shellers</li><li>Skilled local workers are available in case of an increase in bulk orders.</li></ul>	<ul style="list-style-type: none"><li>5% reduction in absenteeism by end of 2024 and progressive reduction thereafter until 2030</li><li>See targets for trained parers and shellers indicated above</li></ul>	<p>Subcontractors, DOLE-QPO, DSWD, LGU , Representatives</p> <p>Subcontractors, TESDA, LGU-PESO, NWPC/RTWPB</p>	<ul style="list-style-type: none"><li>Productivity training for producers and subcontractors' employees (piece rate and regular/dailies employees)</li><li>Development of a productivity incentives program</li><li>Technical assistance, advocacy and awareness-raising campaigns, and learning sessions on labor standards and OSH</li><li>QCITC Resolution for Guidelines reiterating qualifications of, schedules, and frequency of TUPAD and AICs distributions</li></ul>	<ul style="list-style-type: none"><li>Lack of resources</li><li>Not a priority</li><li>With the 2025 elections, more TUPAD, AICs, and other schemes will be implemented without regard to the industry's human resource requirement</li></ul>	<ul style="list-style-type: none"><li>Efficient work and financial planning of companies</li></ul>
<ul style="list-style-type: none"><li>Frequent TMS conduct every wage order issued</li></ul>	<ul style="list-style-type: none"><li>Wage order updates</li></ul>	<ul style="list-style-type: none"><li>Automatic increase in piece rate included in new wage order</li></ul>	<ul style="list-style-type: none"><li>Beginning in 2025, every wage order issued should provide for a piece rate adjustment rate.</li></ul>	<p>Management and owners of factories, subcontractor DOLE, NWPC/RTWPB, QCITC</p>	<ul style="list-style-type: none"><li>Include the equivalent rate increase for piece rate workers and conditions thereof in the issuance of new wage orders.</li></ul>	<ul style="list-style-type: none"><li>Disinterest of NWPC/RTWPB</li></ul>	<p>QCITC Resolution on the industry's concerns for action by the CO and with monitoring of compliance</p>
<ul style="list-style-type: none"><li>Lack of knowledge on the components of living wage</li></ul>		<ul style="list-style-type: none"><li>Orientation or advocacy on living wage conducted</li></ul>	<ul style="list-style-type: none"><li>By 2025, at least one consultation conducted in the QCITC</li></ul>	<p>DOLE, NWPC/RTWPB</p>	<ul style="list-style-type: none"><li>Conduct an orientation/discussion on the concept of living wage, tap ILO for technical assistance</li></ul>		
2. Occupational Safety and Health							
Validity of Permits (Permit to Operate)	<ul style="list-style-type: none"><li>Drivers of Non-Compliance:<ul style="list-style-type: none"><li>✓ Annual filing of application of about 100 permits/licenses required to operate regardless whether the machines are new or not</li><li>✓ Cost of testing due to number of machines for PTO (time/funds)</li></ul></li><li>Driver of Compliance:<ul style="list-style-type: none"><li>✓ Accidents, injuries, or deaths</li><li>✓ Annual social audits of buyers</li><li>✓ Reputational risk</li></ul></li></ul>	<ul style="list-style-type: none"><li>PTO certification validity is not one-size-fits-all (new machines with longer PTO certificate validity as compared to depreciated/aged types of machinery)</li></ul>	<ul style="list-style-type: none"><li>By 2<sup>nd</sup> to 3<sup>rd</sup> quarter of 2024, QCITC Resolution on PTO shall be submitted to DOLE CO, and in the QCITC quarterly meeting a dialogue with DOLE-BWC on the validity of the PTO certificate shall have been conducted.</li><li>By end of 2024, a guideline on the adjustment of the PTO certificate's validity shall have been issued.</li></ul>	<p>DOLE (RO, QPO, BWC, OSHC), management and owners of the companies, QCITC,</p>	<ul style="list-style-type: none"><li>QPO to engage the ITC stakeholders on parameters setting for self-monitoring and regular preventive maintenance of new machines, including penalty for non-compliance</li><li>QCITC Resolution requesting DOLE-CO consideration of ladderized PTO validity and renewal based on machine depreciation or life; new machines need not be required to have annual PTO renewal but should have regular preventive maintenance schedules and subject to spot audit by QPO inspectors.</li></ul>	<ul style="list-style-type: none"><li>Non-approval by DOLE QPO</li><li>Non-observance of the preventive maintenance schedule</li></ul>	<p>QPO conduct of TSI and review/audit of Company Action Plan/Commitments</p>
Working Environment	<ul style="list-style-type: none"><li>Drivers of Non-Compliance:<ul style="list-style-type: none"><li>✓ Nature of the workplace due to the required machinery and equipment for processing</li></ul></li><li>Driver of Compliance:<ul style="list-style-type: none"><li>✓ Workers' productivity</li><li>✓ Buyers' audit</li></ul></li></ul>	<ul style="list-style-type: none"><li>HIRAC for every season (wet and dry) is regularly updated and evaluated by the company with the participation of the OSH Committee</li></ul>	<ul style="list-style-type: none"><li>Quarterly review and updating of HIRAC control measures from 2024 to 2030</li></ul>	<p>Manufacturing companies, DOLE-QPO , ILO</p>	<ul style="list-style-type: none"><li>QPO technical assistance to companies in HIRAC identification and control measures.</li><li>Tap ILO capacity building/ assistance on HIRAC</li><li>QCITC Resolution creating an OSH Sub-Committee in the ITC that will facilitate compliance with HIRAC review and updating of control measures, monitoring, and technical assistance/capacity building for the industry and its stakeholders</li></ul>	<ul style="list-style-type: none"><li>Non-institution of control measures on identified HIRAC due to lack of resources if new equipment is needed or major re-alignment is required</li></ul>	<p>QPO ensures quarterly updating of HIRAC and implementation of control measures</p>
Lack of OH Nurse	<ul style="list-style-type: none"><li>Driver of Non-Compliance: Limited availability of nurses and preference for overseas work than work as certified OH nurses</li></ul>	<ul style="list-style-type: none"><li>Supply of nurses for local employment is sufficient and available for certification as OH nurses.</li></ul>	<ul style="list-style-type: none"><li>By 2<sup>nd</sup> to 3<sup>rd</sup> quarter of 2024, representation to the PNA to promote nurses as OH shall have been carried out.</li><li>By end of 2025, equivalency shall have been developed by DOLE depending on the level of risks and availability of nurses.</li></ul>	<p>DOLE (RO, QPO, BWC, OSHC), DOH, Association of OSH doctors, PNA, PRC</p>	<ul style="list-style-type: none"><li>Advocacy campaign for OH Nurses for the industry</li><li>DOH, PRC, and PNA to collaborate on data collection on the number of OH nurses and nurses in general</li><li>DOLE, DOH, PRC review, develop, or consider adopting an equivalency system to meet the minimum requirement for OH nurse pursuant to OSH standards.</li></ul>	<ul style="list-style-type: none"><li>Lack of interest to pursue equivalency</li><li>Non-viability of equivalency</li></ul>	<p>QPO to review DO 198-19 requirements and identify alternative schemes to comply with the requirement for OH nurses, with due consideration of the level of risk or hazards in the company/industry.</p>



# Quezon Coconut ITC Strategic Compliance Plan

## Desiccated Coconut and By-Products

Step 1 & 2: Priority Issues & Targets	Step 3: Drivers of Compliance & Non-Compliance	Step 4: Desired Results	Step 5: Target (2024...2030)	Step 6: Stakeholders	Step 7: Interventions	Step 8:	
						Risks	Sustainability Measures
B. Compliance with Labour Standards							
2. Occupational Safety and Health							
Work accident (Shellers )	<ul style="list-style-type: none"><li>Drivers of Non-Compliance:<ul style="list-style-type: none"><li>✓ Lack of safety awareness</li><li>✓ Quality of coconuts (premature)</li></ul></li><li>Drivers of Compliance:<ul style="list-style-type: none"><li>✓ Safety and Health Audit</li><li>✓ Buyers' social audit</li></ul></li></ul>	<ul style="list-style-type: none"><li>Accidents involving shellers substantially reduced or zero accidents:<ul style="list-style-type: none"><li>✓ Trained shellers with OSH awareness</li><li>✓ Good quality raw materials</li></ul></li></ul>	<ul style="list-style-type: none"><li>See targets for trained parers and shellers indicated above</li><li>See target increase in coconut yields and supply by 2024-2030</li></ul>	<ul style="list-style-type: none"><li>DOLE (RO, QPO, BWC, OSHC), TESDA, LGU-PESO, ILO</li><li>DA-PCA, CDA, DTI, QPAO, LGU</li></ul>	<ul style="list-style-type: none"><li>Conduct regular OSH orientation seminars for all industry employees as required by RA 11641 or the OSH law and DO 198-18</li><li>Tap ILO support on SO ToT for company-based compliance with the requirements of DO198-18.</li><li>QCITC to engage the DA-PCA on ensuring coconut quality (cause of accidents)</li></ul>	<ul style="list-style-type: none"><li>High cost of OSH orientation and training.</li></ul>	QCITC Resolution on the creation of ITC-wide federation of Family Welfare Committee in all sectors in the industry
3. Child Labor							
Working students or young workers (if below 15 years of age child labor, 15 but below 18 years of age work should not be hazardous or in the hazardous work environment)	<ul style="list-style-type: none"><li>Drivers of Non-Compliance: Poverty, to augment the family's resources to finish education.</li><li>Drivers of Compliance:<ul style="list-style-type: none"><li>✓ Legal prohibition</li><li>✓ Buyers' audit</li></ul></li></ul>	Work of working students (15 years of age and above) clearly defined, should not be hazardous and with time allocation for their studies.	<ul style="list-style-type: none"><li>By end of 2024, guidelines for part-time work for working students or young workers should be issued by DOLE.</li><li>2024-2030, DSWD and BWSC livelihood programs to parents of child labor or young workers implemented in the identified workers and/ or farmers' communities; child labor shall have been rescued under the DOLE Sagip Batang Manggagawa Program</li></ul>	DOLE (RO, QPO, BWC, BWSC). DSWD, LGU, NGO, ILO	<ul style="list-style-type: none"><li>DOLE awareness-raising campaigns on Child Labor prohibition for the industry (desiccators, CME, biodiesel) are regularly conducted.</li><li>Livelihood assistance for parents of child laborers (DILP, AMP)</li><li>Employment opportunities for other family members of the coconut farmers with profiled child laborers</li><li>Orientation on Family Planning Education and Responsible Parenthood</li><li>Full implementation of SAWP</li><li>Request for ILO technical assistance on child labor prevention</li><li>QPO enforcement of anti-child labor laws and hazardous work; rescue of child labour or Sagip Batang Manggagawa campaign.</li></ul>	<ul style="list-style-type: none"><li>Poor management of the Livelihood grant</li></ul>	<ul style="list-style-type: none"><li>QCITC and LGU resolutions on programs to eliminate child labor in coconut farms/plantations and coops, companies with monitoring systems</li><li>Continued technical assistance through livelihood/entrepreneurship or enterprise projects.</li><li>Scholarship programs to young workers in the industry as part of ComRel and CSR.</li></ul>
4. Gender-based discrimination and standards							
Lack of GAD training No Family Welfare Program (FWP) Lack of gender-sensitive OSH Program	<ul style="list-style-type: none"><li>Driver of Non-Compliance: Lack of awareness</li></ul>	<ul style="list-style-type: none"><li>GAD in the factories being implemented</li><li>Establishments employing more than 200 workers have formed FW Committee as required under DOLE DO No.56-03, which implements Art. 134 of the Labor Code of the Philippines.</li><li>FWCs planning, organizing and implementing an in-plant family welfare program. The in-plant program shall focus on the ten dimensions of the FWP.</li></ul>	2024 -2030	DOLE (RO, QPO, BWSC). PWC, DSWD, LGU	<ul style="list-style-type: none"><li>DOLE conduct education and awareness campaigns on gender-based discrimination and standards, and creation of a Family Welfare Program Committee in establishments employing more than 200 workers.</li><li>DOLE RO to extend assistance particularly in understanding the 10 dimensions: a) Reproductive Health and Responsible Parenthood; b) Education/Gender Equality; c) Spirituality or Value Formation; d) Income Generation/Livelihood/Cooperative; e) Medical Health Care; f) Nutrition; g) Environmental Protection, Hygiene and Sanitation; h) Sports and Leisure; i) Housing; and j) Transportation.</li><li>QPO to prevent/eliminate gender-based discrimination and enforce gender-based standards for the industry, including DO NO. 56-03, which implements Art. 134 of the Labor Code of the Philippines.</li></ul>	<ul style="list-style-type: none"><li>Reluctance of the companies to participate</li></ul>	

# Quezon Coconut ITC Strategic Compliance Plan

## Desiccated Coconut and By-Products

Step 1 & 2: Priority Issues & Targets	Step 3: Drivers of Compliance & Non-Compliance	Step 4: Desired Results	Step 5: Target (2024...2030)	Step 6: Stakeholders	Step 7: Interventions	Step 8:	
						Risks	Sustainability Measures
5. Voice and representation							
LMC	<ul style="list-style-type: none"><li>Lack of orientation or advocacy on LMC</li><li>Lack of technical assistance to strengthen the bipartite plant level mechanism for voice and representation</li></ul>	<ul style="list-style-type: none"><li>Strengthened LMCs with subcommittees on OSH, Grievance, Productivity, Family Welfare, etc.</li></ul>	2024-2030	DOLE (RO, QPO, BLR), NCMB/RCMB	<ul style="list-style-type: none"><li>NCMB/RCMB to conduct capacity building on LMC program, promotion of FOA and CBA, and strengthening existing MCs and grievance machinery</li></ul>	<ul style="list-style-type: none"><li>Insufficient resources</li></ul>	<ul style="list-style-type: none"><li>NCMB/RCMB LMC program consistent advocacy.</li></ul>
C. Climate Change Just Transition							
Limited raw materials due to climate change or natural disasters (Typhoon, dry season – El Niño, and La Niña, bush/grass fires)	Disruption of supply and operation; cessation of operation	<ul style="list-style-type: none"><li>Availability of alternative raw materials suppliers with logistics support from PCA, DTI</li><li>Uninterrupted power supply and value chain (logistics, transport and roads)</li><li>Preparedness of the industry to resume and sustain operation</li></ul>	2024-2030	DA-PCA, DTI, CDA, LGU-DRRUs, DOLE, DENR	<ul style="list-style-type: none"><li>Capacity-building and awareness-raising on disaster preparedness</li><li>Environment preservation campaigns and inter-cropping of trees, non-conversion of lands into subdivisions, and non-blocking of creeks and waterways</li><li>Companies campaign to minimize carbon footprints in their production.</li></ul>	<ul style="list-style-type: none"><li>Unconcern on climate change</li></ul>	<ul style="list-style-type: none"><li>QCITC Resolution on environmental protection and advisory on minimizing carbon footprints</li></ul>
Affected farm workers' and factory workers ' communities	Unemployment, damage to properties and loss of lives	<ul style="list-style-type: none"><li>Disaster preparedness established to minimize the loss of lives and livelihood</li><li>Financial assistance and livelihood support provided</li></ul>	2024-2030	DA-PCA, DTI, CDA, LGU, DOLE, DSWD	<ul style="list-style-type: none"><li>Implementation of productivity measures to minimize the individual's carbon footprints (light, water, and electricity savings)</li><li>Emergency employment scheme (wages partly subsidized by the government in case of disaster in areas of company operation).</li></ul>	<ul style="list-style-type: none"><li>Prioritization of cash over nature</li></ul>	

# Way Forward (Initial)

- QCITC prioritization of identified interventions in the SCP
- Crafting and adoption of resolutions
- Immediate:
  - ✓ QCITC livelihood summit for Desiccators CSR Project (Apron-Making for Wives of Workers) and DILP for Coconut Farmers
  - ✓ DOLE AMP mobilization for skills training of parers, shellers, and certification of operators (forklift, boiler, payloador)
  - ✓ Free first aiders' training through SAWP for CME and DOLE AMP for other producers.

- Thank you -