

Quezon Coconut ITC Strategic Compliance Plan, 2024-2030

**A Collaborative Work of the
Quezon Coconut Industry Tripartite**

With Technical Assistance from the International Labour
Organization Trade for Decent Work Project, and

Support from the Provincial Governor, Hon. Angelina
“Doktora Helen” D.L. Tan, and Department of Labor and

Brief background

The Project

- 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:
 - 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
 - Outcome: 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.
- The Project is a technical assistance. An approach pursued by the United States of America (USA) and European Union (EU) in capacitating their trading partners, such as the Philippines (PH), to sustainably comply with International Labour

Standards as free trade agreements, multilateral or bilateral, trade and investments incentives are linked to sustainable development and good governance.

- The Project is funded by the EU with ILO Regular Budget Support. The EU-GSP+, where since 2014 the Philippines has been a beneficiary, grants tariff-free access to the EU market of over 6,274 products, or 66% of all EU tariff lines. The Philippine exports to the EU market under the EU-GSP+ include coconut, tuna, pineapple, and other agricultural products.
- The EU-GSP+ zero duties for 6,274 products requires that the beneficiary country, such as the Philippines, is: (1) below middle income; (2) non-diversification of exports and low proportions of EU imports; and (3) ratification and effective implementation of 27 conventions on human and labour rights, environment and governance principles.
- The GSP+ monitoring assessed the country's compliance with the conditionalities of the benefits in February 2022 for the reporting period 2020-2022. On labour rights, the assessment noted the submission of the High-Level Tripartite Mission (HLTM) committed tripartite roadmap to the International Labour Organization in September 2023. The assessment highlighted the need to:
 1. Better align the national labour laws with the international standards on freedom of association,
 2. Ensure the protection of workers' right to security of tenure,
 3. Better enforcement towards the eradication of forced and child labour and trafficking in persons, and

4. More action is necessary to protect minors from online sexual abuse and exploitation, in particular those working in the informal economy ⁽¹⁾.
- The Philippines was included in the extension of the GSP+ until December 2027 by the EU Council of Member States and the European Parliament in November 2023, pending the updating of the GSP rules ⁽²⁾ while the resumption of negotiations for an EU-PH free trade agreement has been greenlighted ⁽³⁾. An EU free trade agreement similarly has trade and sustainable development provisions requiring commitment to ratify and effectively implement core ILO conventions ⁽⁴⁾ and multilateral environment agreements (MEAs).

¹ JOINT STAFF WORKING DOCUMENT The EU Special Incentive Arrangement for Sustainable Development and Good Governance (GSP+) assessment of the Republic of the Philippines covering the period 2020-2022 Accompanying the document Joint Report to the European Parliament and the Council on the Generalised Scheme of Preferences covering the period 2020-2022. Available at

<https://data.consilium.europa.eu/doc/document/ST-15996-2023-ADD-1/en/pdf>

²European Commission. Generalized Scheme of Preference. Available at https://policy.trade.ec.europa.eu/development-and-sustainability/generalised-scheme-preferences_en. Accessed on 31 March 2024.

³Press Release. EU and the Philippines announce resumption of negotiations for a free trade agreement. 18 March 2024. Available at https://ec.europa.eu/commission/presscorner/detail/en/ip_24_1504. Accessed on 31 March 2024.

⁴The core or fundamental ILO Conventions are:

1. [Freedom of Association and Protection of the Right to Organise Convention, 1948 \(No. 87\)](#)
2. [Right to Organise and Collective Bargaining Convention, 1949 \(No. 98\)](#)
3. [Forced Labour Convention, 1930 \(No. 29\)](#) (and its [2014 Protocol](#))
4. [Abolition of Forced Labour Convention, 1957 \(No. 105\)](#)
5. [Minimum Age Convention, 1973 \(No. 138\)](#)
6. [Worst Forms of Child Labour Convention, 1999 \(No. 182\)](#)
7. [Equal Remuneration Convention, 1951 \(No. 100\)](#)
8. [Discrimination \(Employment and Occupation\) Convention, 1958 \(No. 111\)](#)
9. [Occupational Safety and Health Convention, 1981 \(No. 155\)](#)
10. [Promotional Framework for Occupational Safety and Health Convention, 2006 \(No. 187\)](#)

Baseline Data on Labour Enforcement

Table No.1. Number of Establishments Inspected on Nature of Business in Quezon Province and Compliance Rate: from CY 2022 to March 2024

All Industries	January to March 2024				CY 2023				CY 2022			
	Establishment Covered	Compliance Rate (%)		Number of Employees	Establishment Covered	Compliance Rate (%)		Number of Employees	Establishment Covered	Compliance Rate (%)		Number of Employees
		GLS	OSHS			GLS	OSHS			GLS	OSHS	
	34	67.65	55.88	6,139	96	32.29	18.75	4,285	579	36.27	14.16	24,624
Agriculture, Forestry and Fishing	0	-	-	0	0	-	-	0	0	-	-	0
Mining and Quarrying	0	-	-	0	0	-	-	0	1	0.00	0.00	66
Manufacturing	10	90.00	50.00	4,207	14	57.14	0.00	1,642	28	35.71	3.57	7,461
Electricity, Gas, Steam and Air Conditioning Supply	2	50.00	50.00	1,014	0	-	-	0	1	100.00	0.00	19
Water Supply; Sewerage, Waste Management and Remediation Activities	0	-	-	0	0	-	-	0	1	0.00	0.00	172
Construction	3	100.00	100.00	255	8	0.00	25.00	560	8	25.00	0.00	407
Wholesale And Retail Trade; Repair Of Motor Vehicles And Motorcycles	6	16.67	0.00	66	35	45.71	25.71	425	233	29.61	10.30	4,586
Transportation and Storage	2	100.00	100.00	9	5	0.00	20.00	353	20	45.00	15.00	483
Accommodation and Food Service Activities	2	50.00	50.00	0	11	27.27	9.09	356	116	43.97	18.10	3,407
Information and Communication	0	-	-	140	0	-	-	0	6	50.00	16.67	557
Financial And Insurance Activities	0	-	-	0	10	30.00	20.00	191	128	42.19	14.84	1,452
Real Estate Activities	0	-	-	0	2	50.00	0.00	57	6	50.00	16.67	349
Professional, Scientific and Technical Activities	2	100.00	100.00	0	0	-	-	0	0	-	-	0
Administrative and Support Service Activities	3	33.33	66.67	85	8	0.00	37.50	623	22	22.73	50.00	5,489
Education	0	-	-	0	1	0.00	0.00	7	0	-	-	0
Human Health and Social Work Activities	1	100.00	100.00	0	1	0.00	0.00	60	2	0.00	0.00	20
Arts, Entertainment and Recreation	0	-	-	126	0	-	-	0	4	50.00	0.00	43
Other Service Activities	3	66.67	66.67	0	1	0.00	0.00	11	3	33.33	33.33	113

Source: BWC, Labor Inspection Management Information System

Table No. 1. Number of Establishments Inspected under PSIC C1041 or the "Manufacture of Virgin Coconut Oil", and Compliance Rates: from CY 2022 to March 2024

Region	2024 (January to March)				CY 2023				CY 2022			
	Establishment Covered	GLS		Workers Covered	Establishment Covered	GLS		Workers Covered	Establishment Covered	GLS		Workers Covered
		Compliance Rate (%)	OSHS Compliance Rate (%)			Compliance Rate (%)	OSHS Compliance Rate (%)			Compliance Rate (%)	OSHS Compliance Rate (%)	
TOTAL	0	-	-	0	2	100.00	50.00	212	2	0.00	0.00	190
RO IVA	0	-	-	0	1	100.00	0.00	106	2	0.00	0.00	190
Quezon Province	0	-	-	0	1	100.00	0.00	106	2	0.00	0.00	190
RO X	0	-	-	0	1	100.00	100.00	106	0	-	-	0
Misamis Occidental	0	-	-	0	1	100.00	100.00	106	0	-	-	0
Misamis Oriental	0	-	-	0	0	-	-	0	0	-	-	0

Source: BWC, Labor Inspection Management Information System

The ILO Strategic Compliance Planning Approach

- Strategic Compliance Planning (SCP) is a labour enforcement approach promoted by the ILO that engages multiple stakeholders to address the root causes of non-compliance with labour laws and, at the same time, overcome the limited resources of labor inspectorates due to the emergence of new challenges brought by new technologies and business models, the growth of a non-standard forms of employment, and the need for further protection of vulnerable workers. The approach enables proactive, targeted, and tailored interventions, including political and systemic ones, to obtain sustainable and high levels of compliance. The SCP approach engages the stakeholders and goes beyond the traditional reactive and routine inspection compliance monitoring model ⁽⁵⁾.
- The ILO SCP Approach consists of six steps, these are:
 - Step 1: Understanding the Labor Inspectorate’s mandate and resources vis-a-vis analysis of enforcement and compliance data,
 - Step 2: Mapping key issues and prioritizing targets,
 - Step 3: Uncovering the underlying causes and influences on compliance,
 - Step 4: Exploring the stakeholders and the influence they wield,
 - Step 5: Exploring interventions, and
 - Step 6: Operationalizing the strategic compliance plan (SCP).

⁵ ILO Approach to Strategic Compliance Planning for Labour Inspectors. December 2017.

Figure 1: Six Steps of Strategic Compliance Planning, according to ILO



- However, in developing the industry-specific tripartite SCP of the coconut industry, the above labour enforcement’s original six steps were converted into eight and expanded on compliance with labor laws to include competitiveness and productivity as compliance enablers. It likewise attempted to cover climate-related events and just transition. Hence, the eight steps were applied across the three major components of the industry SCP. The eight steps are as follows:

Step 1 & 2: Mapping priority issues and targets;

Step 3: Uncovering the underlying causes and influences on compliance,

Step 4: Identifying the desired results

Step 5: Target

Step 6: Exploring the stakeholders and the influence they wield,

Step 7: Exploring interventions,

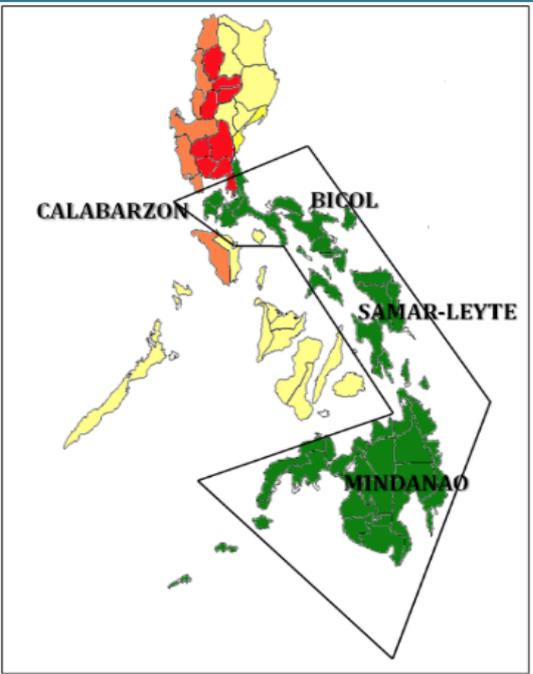
Step 8: Identifying risks and sustainability measures

- The Industry Tripartite Council SCP for the export sectors implements the SCP approach to Labour Enforcement. It is envisioned as a tool for achieving effective and efficient enforcement and sustained compliance by industries' export sectors identified in this Project as critical for economic development.

The Coconut Industry

- 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).

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
CALABARZON	(1) 483,398.00	(4) 1,493,066.64
MIMAROPA	223,764.00	759,368.93
BICOL REGION	(3) 453,995.10	1,150,857.40
WESTERN VISAYAS	127,730.00	521,586.92
CENTRAL VISAYAS	127,775.00	388,543.41
EASTERN VISAYAS	(6) 330,140.00	1,099,650.00
ZAMBOANGA PENINSULA	(2) 454,429.00	(3) 1,746,036.45
NORTHERN MINDANAO	303,981.61	(2) 1,858,779.80
DAVAO REGION	(4) 355,905.00	(1) 1,962,696.73
SOCCSKSARGEN	207,136.00	1,162,645.64
CARAGA	196,741.00	764,124.00
BARMM	(5) 329,909.00	(5) 1,347,973.40
TOTAL	3,651,288.76	14,490,922.68



- 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.

The Quezon Province Coconut Industry

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 –

- The Province is 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 and 86% share in the coconut production of the CALABARZON;
- It holds a 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;
- Municipality of 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*";
- Data from Department of Agrarian Reform (DAR), as cited by the Japan International Cooperation Agency (JICA), placed at approximately 15,000 the farmers are engaged in coconut production (JICA, n.d.); data provided by the Office of the Provincial Agriculturist of Quezon Province reflected a much lower official estimate due to missing data, at 9,483 coconut farmers;

- In terms of employment, approximately 5,000 workers are in the desiccated coconut production and some workers in Micro Small Enterprises (MSEs) in coconut industry; and
- There are 1,306 coconut farmers' cooperatives, 10,505 small coconut farmers' organizations, and 70 coconut farmers' federations (2019).

Creation of the Quezon Coconut Industry Tripartite Council (CITC)

- An ILO-sponsored two-day workshop of the Quezon coconut industry tripartite partners was called and organized by the Department of Labor and Employment Regional Office in CALABARZON on Feb. 27 to 29 at Batis Aramin, Lucban, Quezon, with full support from the Provincial Governor, Hon. Angelina “Doktora Helen” D.L. Tan and DOLE Regional IV-A Director Roy L. Buenafe.
- Fifty-five (55) participants representing the tripartite social partners attended the workshop. The employers/management sector was represented by sixteen representatives from various coconut manufacturers/producers in the province. Nine workers represented the workers. One coconut farmers confederation represented 27 farmers' cooperatives. The government sector was represented by four representatives from Philippine Coconut Authority (PCA), two from the Department of Trade and Industry (DTI), three each from the Department of Agriculture (DA) and Office of the Provincial Agriculture (OPA), one from the Coconut Development Authority (CDA), and thirteen from the DOLE and its attached agency.

- The tripartite sectoral representatives worked together to set up the Quezon Coconut Industry Tripartite Council on the first day. On the second day, tripartite social partners, having constituted an Industry Tripartite Council (ITC), developed the Strategic Compliance Plan as the industry's action plan for 2024 to 2030 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 manufacturers/producers' factories (CME-CNO and Desiccators).
- The Provincial Governor and DOLE Regional Director co-chair the Quezon Coconut ITC. The ITC has three vice chairpersons: Mr. Adriene P. Portes for management, Mr. Paul Adriene De Luna for Workers in the Formal Sector, and Mr. Alexander Estipona for Workers in the Informal Sector. ITC agreed that the outputs of the two-day workshop will be presented to the Governor on 29 April 2024, and additional ITC members will be signed, particularly for government representatives and cooperatives.
- The SCP was finalized on 11 March 2024 at the DOLE QPO Training Room in Lucena City with the three vice-chairpersons and attended by fifteen management representatives, nine workers' representatives, and the coconut confederation president.
- However, the accompanying Results-Based Monitoring and Evaluation (RBME) is yet to be threshed out by the ITC, along with the drafting, approval, and adoption of the identified tripartite resolutions.
- Below is the Summary of Identified Interventions for 2024-2030 and the Detailed Sectoral SCP of the Quezon CITC. A

meeting with twelve cooperative officers in Catanauan on a coconut tree planting activities under the DOLE TUPAD Program.

Summary of Identified Interventions, 2024-2030

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				
<p>1. General Labour Standards (GLS)</p>	<p>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.</p>		<p>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.</p>	
<p>2. Occupational Safety and Health (OSH)</p> <p>Lack of awareness on OSH among the coconut farmers and their families</p> <p>No protective gears for farmers/farm workers (hard hat, gloves, boots protection against snake bites)</p>	<ul style="list-style-type: none"> • 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. • LGU resolution on free provision of PPEs for farmers/farm workers and the inclusion of OSH and FWP in GAD, AIPs, and GAD budget • 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. 		<p>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</p>	

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"> • Orientation on Child Labor Laws for the coconut farmers and families in all coop members by districts. • Orientation on Family Planning and Responsible Parenthood in all coop members by districts. 	<ul style="list-style-type: none"> • Livelihood assistance for parents of child laborers. • Employment opportunities or livelihood assistance for other family members of the coconut farmers with profiled child laborers
Strengthen child labour monitoring system	Policy support to further strengthen community-based child labour monitoring system: livelihood interventions are linked to prevention and monitoring		Capacity building and establishment/strengthening coconut coop communities to actively engage in child labour prevention and monitoring activities.	
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 (CNO, CME).</p> <p>Decreased copra quality. (CNO, CME).</p> <p>Insufficient or limited supplies of raw materials (Desiccators)</p>	<ul style="list-style-type: none"> 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. 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). 	<ul style="list-style-type: none"> Technical assistance to coconut farmers to boost coconut production and quality of nuts/copra products. Establish Quezon coconut nursery for re-planting/ replacement of old (senile) coconut trees with hybrid Development of incentives for zero mortality of hybrid coconut trees 			

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>Unmet delivery targets to international customers due to: <i>(Desiccators)</i></p> <ul style="list-style-type: none"> ✓ Limited availability of piece rate workers, more so during fiestas, 4Ps, TUPAD, and AICS distribution. ✓ Limited skilled local workers ✓ Poor quality of products (broken nuts, white meat w/ brown skin, paring thickness) ✓ Lack of raw materials from local suppliers ✓ Lack of certified chemists 	<p>LGU, CHED, and Quezon SUCs to explore providing Chemtech, Chemist, ME, and EE courses on the Quezon SUCs campus.</p>	<p>MOA between suppliers (farmers, coop, and traders) and producers (desiccators, CME, CNO) on a stable and sustainable supply of coconuts.</p>	<ul style="list-style-type: none"> • Free/subsidized training under DOLE-AMP for new parers and shellers with TESDA training module with productivity inputs from NWPC • Free/subsidized reorientation training with productivity under DOLE-AMP for existing parers, shellers, and dailies/regular employees. 	<p>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)</p>	
<p>Price variation (Global trend, inflation rate, fluctuation in peso to dollar exchange rate) <i>(Desiccators)</i></p>	<p>QCITC Resolution on sustainable supply and stable pricing of raw materials with monitoring follow-up on MOA commitments</p>				

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>) Exceeding working hours/days (<i>Desiccators</i>)	Include the equivalent rate increase for piece rate workers and conditions thereof in the issuance of new wage orders. 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"> • Technical assistance, advocacy and awareness-raising campaigns, and learning sessions on labour standards and OSH • Productivity training for producers and subcontractors' employees (piece rate and regular/dailies employees) • Development of a productivity incentive program 		
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) Lack Lack	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"> • QPO technical assistance to companies in HIRAC identification and control measures. • ILO capacity building/assistance on HIRAC and control measures 		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 (CME-CNO)	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 (Cme-CNO)	<ul style="list-style-type: none"> • LGU resolution on the Provincial/Baranggay Skills Registry System (lack of Chemist, ChemEng, MEs and EEs in Quezon) • QCITC resolution for standardized service obligation for company-funded skills training and certification based on existing laws and jurisprudence. 	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 (Desiccators)	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"> • Advocacy campaign for OH nurses for the industry • DOH, PRC, and PNA to collaborate on data collection on the number of OH nurses and nurses in general. 		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 <i>(All producers)</i>					
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"> • 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 • ILO technical assistance on child labor prevention and elimination 	<ul style="list-style-type: none"> • Livelihood assistance for parents of child laborers • Employment opportunities for other family members of the coconut farmers with profiled child laborers • Full implementation of SAWP 	Enforcement of anti-child labor laws and hazardous work; rescue of child labour o Sagip Batang Manggagawa campaign
4. Gender-based discrimination and standards <i>(All producers)</i>					
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"> • Capacity-building and awareness-raising on disaster preparedness • Companies campaign to minimize carbon footprints in their production. 	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

Detailed Industry Sectoral Strategic Compliance Plans, 2024-2030

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

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

Desiccated Coconut and By-Products

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"> Lack of awareness on Occupational Safety and Health (OSH) among the coconut farmers and their families No protective gears for farmers/farm workers (hard hat, gloves, boots protection from snake bites) 	<ul style="list-style-type: none"> No prescribed occupational safety and health standards/programs for coconut farmers or coconut farming, thus: <ul style="list-style-type: none"> ✓ No orientation on safety on the farm; ✓ Lack of skills on the use of safer techniques in coconut harvesting, de-husking, and copra-making; ✓ Lack of incentives or resources for safety measures or PPEs for farmers or laborers (hard hat, gloves, boots protection from snake bites); and ✓ Absence of monitoring mechanism or system on safety and health in harvesting, de-husking, and copra-making; ✓ Lack of monitoring of farm work-related accidents, injuries, or deaths 	<ul style="list-style-type: none"> Community-based OSH standards and programs for coconut farms and plantations are established in areas where the coop members are situated. Monitoring systems in coconut farms/plantations that include labor standards and prevention of child labor established. Big brother-small brother program on OSH compliance and child labor-free coco-farms/plantations developed among CNO, VCO, bio-diesel & desiccated companies and their partner-nuts suppliers. 	<p>3rd quarter of 2024 to end of 2025</p> <p>3rd quarter of 2024 to 2030</p> <p>1st quarter of 2025 to end of 2026</p>	<p>LGUs, DOLE, OSHC, DA-PCA, CDA, DSWD, QCITC, ILO</p> <p>LGUs, DOLE, OSHC, DA-PCA, CDA, DSWD, QCITC, ILO</p> <p>LGUs, DOLE, DA-PCA, CDA, DSWD, QCITC, ILO</p>	<ul style="list-style-type: none"> 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. QCITC resolution on developing, with capacity building, the big brother-small brother approach to OSH, PPEs, and child labor prevention in the supply chains. LGU resolution on free provision of PPEs for farmers/farm workers and the inclusion of OSH and FWP in GAD, AIPs, and GAD budget 	<ul style="list-style-type: none"> Lack of resources; Behavioral factor/attitude toward safety and health; Discontinuity of interest among target communities. 	<ul style="list-style-type: none"> 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
3. Child Labor							
<p>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.</p>	<ul style="list-style-type: none"> Poverty. <ul style="list-style-type: none"> ✓ Children drop out of school due to lack of resources for uniforms, shoes, books, school supplies, and necessities like food. ✓ Children work at the farm as farm hands due to lack of money to hire laborers. 	<ul style="list-style-type: none"> Children of coconut farmers are attending school and completing compulsory basic education. Children in hazardous work rescued Parents/ families of child laborers with sustained additional source of income/livelihood 	<ul style="list-style-type: none"> By 2030, all the coop barangays or communities are declared Child Labor Free Communities: <ul style="list-style-type: none"> ✓ 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. ✓ By end of 2025, at least 100% of those profiled and assessed are removed from hazardous work. ✓ By end of 2025, at least 50% of parents of profiled child labor are provided additional income or livelihood. Same targets for 2026, 2027, 2028, 2029 	<p>DOLE, DSWD, DA-PCA, CDA, CHED, LGUs, NGOs, QCITC, Foundations (CHEMREZ, Isabelo de los Reyes Foundation, etc), ILO</p>	<ul style="list-style-type: none"> Orientation on Child Labor Laws for the coconut farmers and families in all coop members by district. Livelihood assistance for parents of child laborers Employment opportunities or livelihood assistance for other family members of the coconut farmers with profiled child laborers Orientation on Family Planning Education and Responsible Parenthood in all coop members by district. 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"> Poor management of the livelihood grant 	<ul style="list-style-type: none"> QCITC and LGU resolutions on programs to eliminate child labor in coconut farms/plantations and coops with monitoring systems by districts Continued technical assistance through livelihood/entrepreneurship or enterprise projects.
4. Gender-based discrimination and standards							
<ul style="list-style-type: none"> Lack of awareness on gender-based discrimination and standards 	<ul style="list-style-type: none"> Lack of awareness on gender-based discrimination and standards 	<ul style="list-style-type: none"> Women in coconut coop communities are aware of their rights and reproductive health; barangays or community units on women established. 	<ul style="list-style-type: none"> 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. 	<p>DOLE (RO, QPO, BWSC), CDA, QCITC</p>	<ul style="list-style-type: none"> Advocacy and awareness raising on women's rights and reproductive health, IEC materials distribution QCITC advocating on women's rights and reproductive health; producers' CSR, medical mission, and counselling in their supply chain. 	<ul style="list-style-type: none"> Lack of resources 	<ul style="list-style-type: none"> QCITC Resolution on industry advocacy program on women's rights and reproductive health; producers' CSR medical missions and counselling in their supply chain.
5. Social Protection							
<ul style="list-style-type: none"> Lack of social protection (no Philhealth, SSS, etc.) 	<ul style="list-style-type: none"> Access to free health and medical care available to coconut farmers and their families SSS AlkansSSSy program implemented in key cooperative hubs in the coop communities or barangays 	<ul style="list-style-type: none"> Access to free health and medical care available to coconut farmers and their families SSS AlkansSSSy program implemented in key cooperative hubs in the coop communities or barangays 	<ul style="list-style-type: none"> By end of 2024, at least 50% of the coop members in District III have orientation on the AlkanSSSy Program 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 By end of 2030, hospitals shall accept referrals by the DSDW of registered coconut farmers (funds from the coco levy). 	<p>DOLE, SSS, LGU, QCITC, DOH, PCA, DSWD</p>	<ul style="list-style-type: none"> QPO and SSS with the Confederation to conduct orientation on AlkanSSSy and install based on schedule per districts 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. 	<ul style="list-style-type: none"> Lack of resources to provide free access to health and medical services in hospitals (coco levy no longer available) 	<ul style="list-style-type: none"> 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
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
A. Competitiveness and Productivity Issues							
<ul style="list-style-type: none"> Shortage in raw materials; delayed deliveries of materials Decreased copra quality. 	<p>Drivers of Productivity/Competitiveness Issues:</p> <ul style="list-style-type: none"> Absence of regulations in terms of managing the supply Weather condition Problem of short supply of raw materials (copra) and increasing demand due to diversification into various NTCPs resulting in some oil manufacturers sourcing their copra supply from Bicol and Visayas. Hoarding/overstocking/non-delivery on-time of supply as traders wait for higher market prices despite contractual obligation. 	<ul style="list-style-type: none"> Sufficiency of coconut supply for continuous operations of oil mills and bio-diesel production, desiccated, and NTCPs ensured High-quality copra and EU compliance ensured (issues on high aflatoxin and PAHs) Hoarding/overstocking and non-delivery of copra based on the contract addressed 	<p>2024-2030</p> <p>End of 2025</p> <p>2024-2025</p>	<p>LGUs, DOLE, DA-PCA, CDA, DTI, DAR, DPWH, DOST, QCITC, Management and owners of the Coconut Oil Mill/ Manufacturers, farmers, traders</p> <p>LGUs, DOLE, DA-PCA, CDA, DTI, DAR, DPWH, DOST, QCITC, Management and owners of the Coconut Oil Mill/ and CME manufacturers, farmers, traders</p>	<ul style="list-style-type: none"> Guidelines on rationalized/coordinated government actions on the development of new products (NTCPs) vis-a-vis the availability or sourcing of coconut materials. Development of NTCPs 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). Technical assistance to coconut farmers to boost coconut production and quality of nuts/copra products 	<ul style="list-style-type: none"> 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 Conversion of coconut lands into subdivisions or for other purposes Non-replacement of senile coconut trees 	<ul style="list-style-type: none"> Sustained collaboration and support among stakeholders Full and rationalized implementation of the Coconut Farmers and Industry Development Plan (CFIDP)
B. Compliance with Labour Standards							
1. General Labour Standards	<ul style="list-style-type: none"> Drivers of Compliance: <ul style="list-style-type: none"> Buyers' social audit DOLE Labour enforcement 	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"> Conduct advocacy and awareness raising campaign Conduct complaints or routine labour inspections and OSHI in establishments 		
2. Occupational Safety and Health							
<ul style="list-style-type: none"> Different professional fees for Electrical & Mechanical Engineers Lack of first aider 	<ul style="list-style-type: none"> Driver of Non-Compliance: Cost Driver of Compliance: Fare fees bracket based across all industries Driver of Non-Compliance: Lack of accredited trainers or training centers for first-aiders Driver of Compliance: <ul style="list-style-type: none"> Facilitation of first aiders' training by the DOLE and OSHC; LGU MAO/PAO, DRRMO and BFP; and Regulatory requirement 	<ul style="list-style-type: none"> Rates of professional fees standardized by the PRC or society's/associations Trained and accredited first-aiders are available in the farm and factory 	<p>2024-2025</p> <p>2nd quarter to 4th quarter of 2024</p>	<ul style="list-style-type: none"> PRC, Professional Associations of Engineers particularly MEs and EEs, QCITC, LGU PESO DOLE (RO, QPO, BWC, OSHC), QCITC, LGU MAO/PAO, DRRMO and BFP 	<ul style="list-style-type: none"> Review and standardized rates of services of professionals (MEs and EEs for the coconut industry) Make the list of engineers accessible or publish it by region and province. Training and capacity-building of coconut farms and factory first aiders 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. LGUs provide free training facilities and instructors from DRRMO and local BFP 	<ul style="list-style-type: none"> Unresponsive government agencies, LGUs and associations of engineers. Lack of resources or not a priority of the LGU and agencies concerned. 	<ul style="list-style-type: none"> LGU or national legislation on Provincial Skills Registry System QITC-LGU Resolution on program on regularity and availability of training facilities and instructors on first-aid training in the Province/Municipalities/Cities
<ul style="list-style-type: none"> New manufacturers: <ul style="list-style-type: none"> Lack of technical standards, knowledge, and information On permit to operate, problem in the issuance of CEI (certificate of electrical inspection) 	<ul style="list-style-type: none"> Drivers of Non-Compliance: <ul style="list-style-type: none"> Lack of awareness or understanding of the compliance requirements Lack of technical personnel such as ME/EE Lack of SOs Lack of OSH Program Difficulty in obtaining CEI due to limitations on the part of DOLE personnel Drivers of Compliance: <ul style="list-style-type: none"> Reputational risk and brand image Workers' health and safety 	<ul style="list-style-type: none"> New manufacturers are fully aware and 100% compliant with GLS and OSH standards, including training on SOs 	2 nd quarter to 4 th quarter of 2024	<ul style="list-style-type: none"> Management and owners of coconut oil mills DOLE (RO, QPO, BWC, OSHC), QCITC 	<ul style="list-style-type: none"> Awareness-raising activities and training on OSH and TSI Conduct of TSI DOLE issuance addressing the lack of EE causing delays in CEI; explore accreditations of PEZA/LGUs EE 	<ul style="list-style-type: none"> Industry reputational risk Accidents and work stoppage order 	<ul style="list-style-type: none"> Regular monitoring of compliance Regular awareness raising activities by the QCITC
<ul style="list-style-type: none"> For established manufacturers: <ul style="list-style-type: none"> Validity of PTO Due to management transition, technical document problems resulted in inefficiency in complying with the OSH requirements for Technical Safety 	<ul style="list-style-type: none"> Drivers of Non-Compliance: <ul style="list-style-type: none"> Cost and resource constraint Stricter enforcement of standards Drivers of Compliance: <ul style="list-style-type: none"> Reputational risk and brand image Workers' health and safety 	<ul style="list-style-type: none"> TS requirements based on the Company Action Plan/commitment as approved by the regulatory body fully complied. Standards/criteria for extension or longer validity of the PTO established. 	<p>2024-2025</p> <p>End of 2024</p>	<ul style="list-style-type: none"> Management and owners of coconut oil mills DOLE (RO, QPO, BWC, OSHC), QCITC DOLE (RO, QPO, BWC, OSHC), QCITC 	<ul style="list-style-type: none"> Awareness raising activities Conduct review and audit of Company Action Plan/Commitments. Conduct of TSI and inspection/audit on OSH, GLS Issuance of guidelines 	<ul style="list-style-type: none"> Accidents and work stoppage order 	<ul style="list-style-type: none"> 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.

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"> Lack of Technical Safety Competencies/Technical Safety Certificate of Workers: <ul style="list-style-type: none"> Forklift operator Payload Operator Boiler Operator 	<ul style="list-style-type: none"> Drivers of Non-Compliance: <ul style="list-style-type: none"> Lack of skilled workers in Quezon 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 Driver of Compliance: Regulatory requirement. 	<ul style="list-style-type: none"> Homegrown or experienced workers with the required technical skills recognized through equivalency system, and assessed for TESDA NC II certification 	2 nd -4 th quarter of 2024 for CME producers 2025 for other producers	<ul style="list-style-type: none"> Management and owners of coconut oil mills DOLE (RO, QPO, BWC, OSHC, BWSC), QCITC, TESDA, LGU-PESO 	<ul style="list-style-type: none"> Training assistance through SAWP for CME LGU free skills training and TESDA assessment/NCII certification for various skills needed for the coconut industry TESDA issuance on equivalency for in-work learned skills to qualify for assessment and NC II certification at the workplace QPO/BWC assistance to address the lack of TS competencies or certification. 	<ul style="list-style-type: none"> Not a priority for financial and technical assistance Lack of appreciation for the importance of the industry in the economy and in employment generation 	<ul style="list-style-type: none"> LGU regularly advocates for the skills requirements of various industries, programs for skills training, and certification
<ul style="list-style-type: none"> Lack of competency for Board of Chemistry requirement for: <ul style="list-style-type: none"> ChemTech Chemist 	<ul style="list-style-type: none"> Driver of Non-Compliance: <ul style="list-style-type: none"> Old, skilled workers are not qualified to take the licensure, while qualified workers leave the company for greener pasture No chemist school or course in Quezon Province schools Driver of Compliance: <ul style="list-style-type: none"> Requirements for a Permit to Operate a Laboratory 	<ul style="list-style-type: none"> Requirements for PTO complied 100% Chemist or ChemTech courses offered in schools in Quezon Province Funded training of qualified workers covered by a service requirement 	2 nd quarter to 2030	<ul style="list-style-type: none"> Workers, management, and owners of coconut oil mills CHED, SUCs in Quezon, DOLE (RO, QPO, BWC, OSHC), QCITC, TESDA, LGU 	<ul style="list-style-type: none"> Representation and consultation with CHED, Quezon SUCs and PACUs, LGUs, and DOLE on offering courses in Chemist, ChemTech, and ChemEng, including ME and EE. Possibility of TESDA Dual Training System implementation QCITC resolution for standardized service obligation for company-funded skills training and certification based on existing laws and jurisprudence. LGU resolution on the Provincial/Barangay Skills Registry System 	<ul style="list-style-type: none"> Non-feasibility/viability of offering the courses (lack of instructors, lack of takers, lack of facilities) 	<ul style="list-style-type: none"> QCITC advocates for Quezon SUCs to offer Chemtech, chemist, Chem-Eng, ME, and EE courses to CHED, DOLE, LGU, Congress.
3. Child Labor	- Lack of information on prohibition on child labor	<ul style="list-style-type: none"> 100% of CNO, CME and RBD manufacturers oriented on prohibitions on the use of child labor 100% compliance on non-use of child labor in any part of their processes 	2024-2030	DOLE (RO, QPO, BWSC), LGU	<ul style="list-style-type: none"> Conduct of awareness campaign on laws on Child Labor prohibition Conduct of inspection on use of child labor 	<ul style="list-style-type: none"> Non-compliance with laws on child labor 	<ul style="list-style-type: none"> QCITC's commitment to the progressive elimination of child labor
4. Gender-based discrimination and standards	- Lack of awareness	<ul style="list-style-type: none"> 100% of CNO, CME and RBD manufacturers are oriented on gender-based discrimination and standards CNO, CME and RBD manufacturers with 200 or more employees have formed their Family Welfare Committee with adopted dimension/s 	2024-2030	DOLE (RO, QPO, BWSC), LGU	<ul style="list-style-type: none"> Conduct orientation on gender-based discrimination and standards Conduct a campaign for the formation of a Family Welfare Committee in establishments with 200 or more employees 		<ul style="list-style-type: none"> QCITC commitment to eliminate gender-based discrimination and recognized gender-based standards for the industry
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. Competitiveness and Productivity Issues							
<ul style="list-style-type: none"> Insufficient or limited supplies of raw materials (seasonal) 	<ul style="list-style-type: none"> Drivers of Low Productivity and issues on Competitiveness: <ul style="list-style-type: none"> Low production yield of coconut materials (senile) Climate change (typhoons) 	<ul style="list-style-type: none"> Production yield is high, sufficient, and of good quality Variety of coconuts enhanced (hybrid seedlings) 	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"> PCA to implement the recommendations from the result of the study (e.g., distribution of new variety/hybrid of seedlings) Rationalized and coordinated development of NTCs with a view to an OTOP type of production Establish Quezon coconut nursery for re-planting/ replacement of old (senile) coconut trees with hybrid Development of incentives for zero mortality of hybrid coconut trees 	<ul style="list-style-type: none"> Recommendations from the PCA study may not be adapted by the farmers Lifespan of the new variety high mortality of tree planted Climate change (typhoons, dry-spell, too much rain) 	<ul style="list-style-type: none"> Disaster preparedness program for farmers and their families Sustained collaboration and support among stakeholders Institutionalize the registry of farmers and farmers cooperatives for ease of delivery of technical assistance and livelihood grants. Institutionalized farmers' feedback mechanism in the QCITC
<ul style="list-style-type: none"> Unmet delivery targets to International customer 	<ul style="list-style-type: none"> Drivers of Productivity and Competitiveness Issues: <ul style="list-style-type: none"> Limited availability of piece rate workers, more so during fiestas, 4Ps, TUPAD, and AICS distribution. Limited skilled local workers Poor quality of products (broken nuts, white meat w/ brown skin, paring thickness) Lack of raw materials from local suppliers Lack of certified chemists 	<ul style="list-style-type: none"> On-time delivery of orders to international customers based on the committed target number of days <ul style="list-style-type: none"> Available piece-rate workers during peak season in sufficient number Skilled local workers are sufficient, efficient, and available (less wastage due to broken nuts, poor shelling, and inappropriate paring) Raw materials are sufficient Chemists are certified and available 	<ul style="list-style-type: none"> 100% of orders delivered on time, 2024-2030 by ensuring that: <ul style="list-style-type: none"> 800 new parers and 400 new shellers were trained by end of 2024, 2026, 2028, 2030 100 % of 2,000 existing parers and 1,000 shellers reoriented annually during off-season from 2024 to 2030 , including the dailies 100% increase in coconut yields by 2024-2030 Sufficient number of chemists are certified annually from 2024 to 2030 through LGU-PRC-CHEd facilitated certification of local chemists. 	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"> MOA between suppliers (farmers, coop and traders) and desiccator on supply of coconuts Training module development by TESDA with inputs on productivity from NWPC for shellers, parers, and dailies Conduct by TESDA and LGU- of free/subsidized training under DOLE-AMP for new parers and shellers Conduct by TESDA and LGU of free/subsidized reorientation training with productivity under DOLE-AMP of existing parers, shellers, and dailies/regular employees. See interventions on Insufficient or limited supply of raw materials (coconut) CHED, Quezon SUCs to offer courses for chemtech and chemists DOLE, CHED, PRC to lobby for funding for Chemtech, Chemist, ME, EE courses in Quezon SUCs 	<ul style="list-style-type: none"> 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"> Price variation 	<ul style="list-style-type: none"> Drivers of Productivity and Competitiveness Issues: <ul style="list-style-type: none"> Global trend/fluctuation Inflation rate Fluctuation in peso to dollar exchange rate 	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"> Per kilo of nuts stable at 22% to 25% of the global coconut price by 2025 See targets for trained parers and shellers indicated above See target increase in coconut yields and supply by 2024-2030 	LGU, DTI, DA-PCA, QPAO, QITC	<ul style="list-style-type: none"> MOA between suppliers (farmers, coop and traders) and desiccator on supply of coconuts QCITC Resolution on sustainable supply and pricing of raw materials with monitoring and follow-up on MOA commitments 	<ul style="list-style-type: none"> Parties not interested or do not comply with their commitments 	

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

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						Risks	Sustainability Measures
B. Compliance with Labour Standards							
2. Occupational Safety and Health							
Work accident (Shellers)	<ul style="list-style-type: none"> Drivers of Non-Compliance: <ul style="list-style-type: none"> ✓ Lack of safety awareness ✓ Quality of coconuts (premature) Drivers of Compliance: <ul style="list-style-type: none"> ✓ Safety and Health Audit ✓ Buyers' social audit 	<ul style="list-style-type: none"> Accidents involving shellers substantially reduced or zero accidents: <ul style="list-style-type: none"> ✓ Trained shellers with OSH awareness ✓ Good quality raw materials 	<ul style="list-style-type: none"> See targets for trained parers and shellers indicated above See target increase in coconut yields and supply by 2024-2030 	<ul style="list-style-type: none"> DOLE (RO, QPO, BWC, OSHC), TESDA, LGU-PESO, ILO DA-PCA, CDA, DTI, QPAO, LGU 	<ul style="list-style-type: none"> Conduct regular OSH orientation seminars for all industry employees as required by RA 11641 or the OSH law and DO 198-18 Tap ILO support on SO ToT for company-based compliance with the requirements of DO198-18. QCITC to engage the DA-PCA on ensuring coconut quality (cause of accidents) 	<ul style="list-style-type: none"> High cost of OSH orientation and training. 	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"> Drivers of Non-Compliance: Poverty, to augment the family's resources to finish education. Drivers of Compliance: <ul style="list-style-type: none"> ✓ Legal prohibition ✓ Buyers' audit 	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"> By end of 2024, guidelines for part-time work for working students or young workers should be issued by DOLE. 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 	DOLE (RO, QPO, BWC, BWSC). DSWD, LGU, NGO, ILO	<ul style="list-style-type: none"> DOLE awareness-raising campaigns on Child Labor prohibition for the industry (desiccators, CME, biodiesel) are regularly conducted. Livelihood assistance for parents of child laborers (DLP, AMP) Employment opportunities for other family members of the coconut farmers with profiled child laborers Orientation on Family Planning Education and Responsible Parenthood Full implementation of SAWP Request for ILO technical assistance on child labor prevention QPO enforcement of anti-child labor laws and hazardous work; rescue of child labour or Sagip Batang Manggagawa campaign. 	<ul style="list-style-type: none"> Poor management of the Livelihood grant 	<ul style="list-style-type: none"> QCITC and LGU resolutions on programs to eliminate child labor in coconut farms/plantations and coops, companies with monitoring systems Continued technical assistance through livelihood/entrepreneurship or enterprise projects. Scholarship programs to young workers in the industry as part of ComRel and CSR.
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"> Driver of Non-Compliance: Lack of awareness 	<ul style="list-style-type: none"> GAD in the factories being implemented 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. FWCs planning, organizing and implementing an in-plant family welfare program. The in-plant program shall focus on the ten dimensions of the FWP. 	2024 -2030	DOLE (RO, QPO, BWSC). PWC, DSWD, LGU	<ul style="list-style-type: none"> 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. 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. 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. 	<ul style="list-style-type: none"> Reluctance of the companies to participate 	

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

