

[DOLE DEPARTMENT ORDER NO. 16, October 29, 1998]

PROVIDING FOR THE GUIDELINES FOR EFFECTIVE AND EFFICIENT IMPLEMENTATION OF THE RURAL WORKS PROGRAM OF THE DEPARTMENT OF LABOR AND EMPLOYMENT

**I
General Policies**

A. LEGAL BASIS:

1. Article II of the 1987 Philippine Constitution stipulates that the State affirms the labor as primary social economic force and that it shall protect the rights of workers and promote their welfare.
2. Article 3 of the Labor Code of the Phils. (P.D. 442) provides that the State shall afford protection to labor and promote full employment.
3. Department Order No. 6, Series of 1998 (Prescribing the Guidelines in the Implementation of the Comprehensive Program Package for Displaced Workers) states that the program shall provide employment facilitation assistance to displaced workers.
4. Administrative Order No. 185, Series of 1998 stipulates the establishment of DOLE GATT-Assisted Rural Works program to provide wage employment to the displaced workers through placement in public works projects.

B. Definition of Terms:

1. **Displaced Workers** — are workers who suffered from diminution or loss of income as a result of their displacement from work and/or less working hours brought about by the impact of the economic crisis and/or El Niño/La Niña phenomena.
2. **Local Government Units** — refers to territorial and political subdivisions of the State exercising autonomy to enable their fullest development as self reliant communities and make them more effective partners in the attainment of national goals. The individual LGU can be a province, city, municipality, created by law based on the indicator of viability such as income, population and land area and projected capacity to provide services.
3. **Non-Government Organizations** — refers to non-stock, non-profit private voluntary organizations that are committed to the task of socio-economic development and established primarily for service.

4. **Peoples Organizations** — refers to self-help groups belonging to the basic sector and/or disadvantaged groups composed of members having a common bond of interest who voluntarily joined together to achieve a lawful common social or economic end. Cooperatives are considered as POs for purposes of this definition.
5. **Socio-civic Organizations** — refers to non-profit organizations which aim to develop the social and cultural aspect of the people in the community.
6. **Proponents** — refers to the prospective employers of the displaced workers that are to act as social partners of the DOLE in the implementation of the Program. The proponents under this Program shall include the local government units, non-government organizations, peoples' organizations, socio-civic organizations, organizations of producers, employers' organizations, trade unions, and other organizations of workers.
7. **Public Employment Service Offices** — refers to multi-service facilities that provide information and assistance to the clients. The PESOs are mechanisms that are designed to link skills with jobs.
8. **Labor-Intensive projects** — refers to rural works to be implemented by proponents employing more workers rather than the use of equipment usually in the agricultural setting.
9. **Community-based works** — refer to projects that the community had identified to be undertaken by the displaced workers found in the community.
10. **Productive Infrastructure** — refers to projects that are sustainable whereby the community can regularly collect tolls or fees after completion of the same.
11. **Social Infrastructure** — refers to projects that are meant to address the social needs of the community without pecuniary returns.
12. **Project Cost** — refers to the 60% DOLEs counterpart in the wages and salaries of displaced workers participating in labor-intensive projects.

C. Rationale of the Program

The Rural Works Program is an initial response to workers affected by the reforms being undertaken in connection with the country's commitment to the GATT-WTO, trade liberalization and globalization. It is a temporary work job placement in community-based projects that are labor intensive to ease the adverse effects of the economic crisis.

Furthermore, the program is a response to the need to generate productive infrastructures in the rural areas wherein community participation shall be encouraged in the program to enhance sustainability, and at the same time foster a sense of ownership among community members. Social infrastructures are also included in the program but shall be given less priority.

The Program is a joint undertaking of the Department of Labor and Employment

(DOLE) and the proponents under this Program. Line agencies with rural works program can coordinate with proponents to implement their program.

The urgency to generate employment is a prime consideration of the program. The diminishing job opportunities and retrenchments being experienced in the urban areas would require the tapping of community works in the rural areas as employment generator. The potential of the program to accommodate displaced workers towards productive undertakings can be realized with the collaborative efforts of DOLE and its partner-proponents.

The sharing of the cost of labor on a 60%-40% arrangement is an innovative approach in minimizing cost while maximizing benefits for the targeted displaced workers.

It is envisioned that cost-effective labor based methods will increasingly be adopted in infrastructure projects both by government and the private sector through the expanded implementation of this program.

Towards making an impact on the unemployment problem, DOLE shall continually allocate funds for the program to cover ultimately all regions of the country.

D. OBJECTIVES

The Program has the following objectives:

1. To provide temporary wage employment for displaced workers through placement in community-based works projects to enable them to meet their daily basic needs and cope up with the economic crisis until an alternative employment can be found;
2. To harness the skills of the displaced workers in community-based works; and
3. To collaborate and coordinate with the LGUs, NGOs, POs, socio-civic organizations, organizations of producers and/or trade unions in mitigating the effects of the unemployment problem.

E. COVERAGE:

The Program shall be implemented nationwide. Initially, however, the implementation shall be in selected provinces in Regions IX, X, XI, XII and CARAGA.

F. TARGET CLIENTELE:

The target clientele of the program are those workers who suffered from diminution or loss of income as a result of their being displaced from work and/or less working hours available. Furthermore, these workers are desirous of immediate employment as sources of income and livelihood and have shown willingness to participate in the program and have the capacity to handle manual labor.

G. ELIGIBLE PROJECTS:

The eligible projects for funding under the Program are the following:

1. Economic/productive infrastructure projects — rehabilitation of farm to market roads, irrigation canals, and construction or reconstruction of wooden bridges and post harvest facilities, and water pumps;
2. Social infrastructure projects — repair and maintenance of common public facilities, cleanliness, beautification and eco-tourism projects; and
3. Agro-forestry projects — communal planting, replanting, including reforestation and seeding undertakings.

Economic/productive infrastructure projects shall be given priority emphasis over other rural works projects under this Program.

I Procedural Guidelines

A. PROGRAM IMPLEMENTATION

1. *Promotion of the Program*

The DOLE-RO shall undertake promotional activities through the selected PESOs in the promotion of the program. Promotion strategies may include but not limited to:

- a. Meetings with the prospective proponents;
- b. Assisting communities develop project ideas; and
- c. Media campaigns.

2. *Selection of Provincial Site*

The DOLE-RO shall identify and select the provincial site based on the following criteria:

- a. High incidence of unemployment caused by the current economic crisis;
- b. Willingness of the community and proponents to participate in the program; and
- c. Presence of PESO.

3. *Creation of the DOLE-RO Project Management Team*

A DOLE-RO Project Management Team (DOLE-RO PMT) shall be created to be composed of representatives from the different Divisions of DOLE. The DOLE-RO PMT shall have the following responsibilities:

- a. Evaluate project proposals emanating from the LGUs, NGOs and POs;
- b. Extend technical assistance to the proponent as the need arises;
- c. Endorse the project proposals to the DOLE-RO Regional Director for approval;