

Republic of the Philippines
DEPARTMENT OF LABOR AND EMPLOYMENT
Manila

DEPARTMENT ORDER NO. 27-02
(Series of 2002)

**WORKING PROCEDURES of the SUGAR TRIPARTITE COUNCIL, DISTRICT
TRIPARTITE COUNCILS and the STC EXECUTIVE COMMITTEE**

Pursuant to RA 6982 creating the Sugar Tripartite Council (STC) and the District Tripartite Councils (DTCs), the following working procedures of the Sugar Tripartite Council, District Tripartite Councils and the STC Executive Committee are hereby adopted:

**I. CONSTITUTION OF THE SUGAR TRIPARTITE COUNCIL, DISTRICT
TRIPARTITE COUNCILS AND STC EXECUTIVE COMMITTEE**

A. Sugar Tripartite Council

The STC shall consist of ten (10) members composed of the Secretary of Labor and Employment or his duly authorized representative as ex-officio Chairperson, one (1) representative from the Sugar Regulatory Administration; who shall likewise sit in an ex-officio capacity; two (2) representatives from the planters sector; two (2) representatives from the millers sector; two (2) representatives from the mill workers sector; and two (2) representatives from the field workers sector as representatives.

B. District Tripartite Councils

In accordance with RA 6982, the Secretary of Labor and Employment shall, upon recommendation of the Sugar Tripartite Council, create a District Tripartite Council in each milling district in the Philippines to ensure greater participation of the planters, millers and workers in the social and economic programs and policy under the Act. The DTC shall be composed of seven (7) members composed of the Regional Director of the DOLE as ex-officio Chairperson; two (2) representatives from the planters sector; one (1) representative from the millers sector; two (2) representatives from the field workers sector; and one (1) representative from the mill workers sector as members.

C. STC Executive Committee

There is hereby established an STC Executive Committee which shall be composed of the Secretary of the Department of Labor and Employment or his duly authorized representative as ex-officio Chairperson and the Vice-Chairpersons of the STC representing the management and labor sectors., as members.

REPUBLIC OF MALAYSIA
MINISTRY OF EDUCATION
KUALA LUMPUR

EDUCATION ACT 1996
(Act 404)

CHAPTER 1
GENERAL PROVISIONS

1. Short title and commencement.

2. Interpretation.

3. Education Commission

4. Education Commission (continued)

5. Education Department

6. Education Department (continued)

7. Director of Education

8. Director of Education (continued)

II. POWERS, FUNCTIONS AND COORDINATION MECHANISM

A. POWER AND FUNCTIONS

a. Sugar Tripartite Council

1. The STC shall act as an advisory body to the DOLE in the implementation of social and economic programs for workers in the sugar industry. For this purpose, it shall:
 - 1.1 Recommend to the Secretary, whenever necessary, the creation of a DTC in each milling district in the Philippines pursuant to Sec. 6 of RA 6982;
 - 1.2 Recommend to the Secretary, the suspension or reduction of the amount of additional lien pursuant to Sec. 7 of RA 6982;
 - 1.3 Recommend to the Secretary the manner of implementing the utilization of the twenty percent (20%) share of the lien allocated for socio-economic programs and any and all incomes or interests thereon pursuant to Sec. 10 of RA 6982;
 - 1.4 Advise the Secretary in the promulgation of implementing rules and regulations pursuant to the provisions of RA 6982 including schemes for the efficient collection, monitoring and equitable distribution of the lien and such benefits as provided or allowed therein;
 - 1.5 Recommend to the Secretary the manner of utilization of any forfeited amount, including the interest earnings thereof pursuant to Sec. 9 of RA 6982, for the development of projects or programs in favor of the sugar workers;
2. The STC shall also:
 - 2.1 Adopt rules of its own proceedings;
 - 2.2 May help in the settling of labor disputes; and
 - 2.3 Perform such other functions necessary in pursuance of the Act and its implementing rules and regulations

b. District Tripartite Council

1. To ensure greater participation by planters, millers and workers in the social and economic programs, within their respective mill district; and subject to the provisions of RA 6982 and the implementing rules and regulations, the DTC shall serve as advisory body to the Regional Office relative to the effective implementation of the cash bonus distribution program and other social and economic programs for sugar workers in the appropriate milling district;

A. POWER AND FUNCTIONS

a. General Executive Council

1. The Board shall have the power to... (text is mirrored and difficult to read)

2. The Board shall have the power to... (text is mirrored and difficult to read)

3. The Board shall have the power to... (text is mirrored and difficult to read)

4. The Board shall have the power to... (text is mirrored and difficult to read)

5. The Board shall have the power to... (text is mirrored and difficult to read)

6. The Board shall have the power to... (text is mirrored and difficult to read)

b. District Executive Council

1. The District Executive Council shall have the power to...

2. The District Executive Council shall have the power to...

3. The District Executive Council shall have the power to...

c. District Executive Council

1. The District Executive Council shall have the power to... (text is mirrored and difficult to read)

2. The DTC shall also:

2.1 Adopt rules of its own proceedings subject to the approval of the STC;

2.2 Assist in the settling of labor disputes within its jurisdiction or upon its own initiative or upon request of concerned parties; and

2.3 Perform such other functions as may be necessary in accordance with RA 6982 and its implementing rules and regulations.

The DTC may directly take up and decide problems or issues within its area of jurisdiction, or decide to secure the assistance of a technical working group when necessary. In any case, the final resolution remains the responsibility of the STC. All matters deliberated upon by the DTC needing action by the STC shall be transmitted to the BRW within seven (7) working days after the meeting either for inclusion in the STC meeting or resolution of the STC ExeCom.

c. STC Executive Committee

The STC Executive Committee (ExeCom) shall have the following functions:

1. Propose programs and policy directions intended for the development of the sugar workers and their dependents for consideration of the Sugar Tripartite Council, consistent with the mandate of RA 6982;

2. Review and recommend approval of project proposals for the benefit and welfare of the sugar workers and their dependents not exceeding P2 Million;

3. Propose agenda for the STC regular meeting;

4. Perform the functions of STC in between its regular meetings; and

5. Act on other specific matters within its competence as may be delegated by the STC through meetings.

The STC ExeCom shall make a report of its activities at every regular meeting of the STC. All resolutions passed by the ExeCom shall be subject to the ratification of the STC either through its regular meeting or a referendum of its members.

B. COORDINATION AMONG THE STC, DTCs AND THE STC EXECOM

There shall be close coordination between the STC, DTC and the STC ExeCom. The STC in its first regular meeting of the year shall formulate the Council's three (3) year work plan to guide the DTCs and STC ExeCom in the conduct of their business. The STC may consult the DTC in matters of local

The first part of the document is a letter from the author to the editor of the journal. The letter discusses the author's motivation for writing the paper and the importance of the research. The author states that the research was conducted over a period of six months and that the results are significant.

The second part of the document is the abstract of the paper. The abstract provides a brief summary of the research, including the objectives, methods, results, and conclusions. The author states that the research was conducted using a quantitative approach and that the results show a significant positive correlation between the variables studied.

References

The third part of the document is the list of references. The references include several articles from the journal and books. The author cites the work of Smith (2010) and Jones (2012) as key sources of information for the research. The references are listed in alphabetical order.

The fourth part of the document is the conclusion of the paper. The author summarizes the findings of the research and discusses the implications of the results. The author concludes that the research supports the hypothesis that there is a significant positive correlation between the variables studied.

The fifth part of the document is the acknowledgments section. The author thanks the editor of the journal for accepting the paper for publication. The author also thanks the reviewers for their helpful comments and suggestions.

The sixth part of the document is the appendix. The appendix contains additional information related to the research, including the data used in the analysis and the results of the statistical tests. The appendix is organized into two sections: Data and Results.

APPENDIX A: DATA AND RESULTS

The appendix contains two tables. Table 1 shows the data used in the analysis, including the values of the variables studied. Table 2 shows the results of the statistical tests, including the p-values and the confidence intervals. The data and results are presented in a clear and concise manner.

significance. In line with this, there will be STC-DTC Consultation to coincide with the regular meeting of the STC held outside Metro Manila. Through this fora, all the concerns of the DTCs can be effectively and directly relayed to the STC. The STC ExeCom shall see to it that this agenda of the STC regular meeting is in line with the goal and work plan of the Council.

The Bureau of Rural Workers shall prepare the work plan of the STC, the DTCs and the STC ExeCom before the reference year ends for approval of the STC.

III. AUTHORITY TO CALL AND PRESIDE OVER PLENARY MEETINGS

A. Sugar Tripartite Council

The Secretary of Labor and Employment, as Chairperson of the STC shall have authority to call and preside over all meetings of the STC, or may designate his duly authorized representative to preside in his behalf. Regular meetings shall be held every three (3) months. It may conduct special meetings upon call by the Chairperson or upon written request of at least three (3) of its members.

The Secretary of Labor and Employment and Chairman-Designate shall have the authority to invite resource persons and observers in the regular meetings of the STC to share their expertise, views and positions on certain matters tabled for discussion in the STC meetings. Resource persons may be entitled to reasonable travelling expenses and payment of honoraria.

B. District Tripartite Councils

The Regional Director shall have authority to call and preside over meetings of the DTC. In case a DOLE Regional Office has more than two (2) mill districts, the Regional Director may assign official representatives to chair the other DTCs. Regular meetings shall be held every three (3) months at a place, time and date to be designated by the DTC. Special meetings shall be held at any time upon call by the Chairperson, or upon the written request of at least two (2) sectoral members.

C. STC Executive Committee

The Secretary of the Department of Labor or his duly authorized representative shall have authority to call and preside over meetings of the STC ExeCom. The ExeCom shall meet once a month in a date to be determined by them. Upon his own initiative or upon the written request of any sector, the Chairperson may call for a special meeting of the ExeCom taking into consideration the urgency and importance of the proposed agenda or to expedite the possible formulation of a common tripartite position on specific issues.

IV. CONDUCT OF BUSINESS

A. Notice of Meetings

A written notice of meeting containing the proposed agenda and accompanied by the pertinent discussion materials as well as the minutes of the previous meeting

shall be sent to the members of the STC, DTC or the STC Executive Committee at least five (5) days prior to the scheduled date. Any request for the inclusion of an item in the agenda must be communicated to the Chairperson.

B. Quorum

For the purpose of conducting business, the presence of the majority sectoral representatives shall be required. To ensure the capability of the Council to conduct continuing business, a permanent alternate shall be designated by the nominating sectoral organization who shall, in the absence of the regular member, assume the post with full power to negotiate and bind his/her sector to a Council decision.

To every extent possible, the same rule shall apply in the DTC and the STC Executive Committee, without prejudice to a more detailed agreement of the sectors represented therein.

C. Resolution of Issues

Any decision reached in the STC, DTC and STC Executive Committee shall be preferably by consensus and shall be stated as resolutions providing specific advice or recommended action to be taken, provided that there is a quorum. Consensus for this purpose shall mean the agreement of the majority of all the sectors represented. Dissent from any member within the organization shall not prevent consensus if majority of the other members of the Council agree on a particular proposal to resolve an issue. However, in case of emergency and without the need to convene, resolution of issues can be done through referendum.

All resolutions approved shall be signed by the Chairperson and the two (2) Vice-Chairpersons.

D. Referendum Procedure

In cases wherein there is a pressing issue or project proposal that requires immediate action during the period in between the regular meetings of the STC, the STC ExeCom can decide the pressing matter subject to the ratification of all the members through a referendum. Referendum shall be done on project proposals exceeding P2 Million. The STC ExeCom shall discuss and process the propriety of the proposal and then submit it to the STC via referendum. This can be done by sending all the members of the Council copies of the draft resolution. Attached to it is a form wherein they will put a tab/check to express their agreement or dissent to the resolution. The members will then affix their signatures. This will then be the basis for the ratification or disapproval of the matter at hand. Their votes shall be binding and shall determine the proper course to be undertaken.

V. SECRETARIAT

The Bureau of Rural Workers shall serve as the Secretariat to both the STC and the STC Executive Committee. The DOLE Regional Office-Workers Amelioration and Welfare Division shall act as the DTC Secretariat.

The Board of Directors of the Corporation shall have the authority to make any change in the number of shares of common stock which may be authorized for issuance by the Corporation.

Section 3.3

The Board of Directors shall have the authority to make any change in the number of shares of common stock which may be authorized for issuance by the Corporation.

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Section 3.5

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Section 3.6

The Board of Directors shall have the authority to make any change in the number of shares of common stock which may be authorized for issuance by the Corporation.

The respective Secretariats shall, among others, provide the STC, DTCs and the STC ExeCom as the case maybe, the following services:

1. Prepare the agenda;
2. Provide analysis and technical inputs or coordinate with other agencies and identified resource persons for such inputs as may be relevant to the items in the agenda;
3. Submit a work plan covering the activities of STC, DTCs and the STC ExeCom for the approval of the STC;
4. Document all proceedings and prepare appropriate reports thereon;
5. Provide all appropriate administrative support to all tripartite activities; and
6. Perform such other functions as the Chairperson may assign.

VI. AGENDA

A. Preparation

The STC Agenda shall be agreed upon by the members of the STC based on recommendations of the STC ExeCom and suggestions from concerned sectors coursed through the ExeCom. The ExeCom may also include other issues in the agenda provided the inclusion is ratified by the STC.

B. Order of Discussions

The agenda for each meeting shall be discussed in the following order:

1. Approval of the minutes of the previous meeting;
2. Consideration of matters arising from the minutes;
3. Consideration of operational matter, if any;
4. Consideration of business matters; and
5. Other matters

Discussions during the meeting shall proceed item by item based on the agenda. Issues which may be raised during the meeting and are not otherwise included in the agenda may be discussed as other matters during the same meeting or may be calendared for consideration in the next meeting.

This shall apply to STC and DTC meetings whether regular or special.

1. The first part of the document is a general introduction to the project and its objectives.

2. The second part of the document is a detailed description of the methodology used.

The methodology used in this project is a combination of qualitative and quantitative methods. The qualitative methods include interviews and focus groups, while the quantitative methods include surveys and statistical analysis.

The data collected from these methods will be used to identify the key factors influencing the project's success.

The results of the project will be used to inform the development of a strategic plan.

The project will be completed by the end of the year.

The project is being funded by the company's research and development department.

Date: 12/12/2023

3. The third part of the document is a list of references.

The references listed in this document are as follows: [List of references]

4. The fourth part of the document is a list of appendices.

The appendices listed in this document are as follows: [List of appendices]

The appendices provide additional information on the project.

The appendices are available in the following format: [List of formats]

The appendices are available in the following format: [List of formats]

The appendices are available in the following format: [List of formats]

5. The fifth part of the document is a list of contact information.

The contact information for the project is as follows: [List of contact information]

The project is being managed by the following team: [List of team members]

VII. DISSOLUTION

With respect to the operations of DTCs, in a mill district where the mill ceased operations, the following may be resorted to:

A. In case of temporary shut-down of milling operations.

- If the mill ceased operation temporarily, the DTC may be allowed to operate and perform its functions without the representatives from the mill and the mill workers and members will continue to be entitled to allowable per diems per meeting attended

B. In case of permanent closure of milling operations

- If the mill ceased operations permanently:
 1. The representatives of the planters and the field workers may attend the meetings of a DTC of a mill district adjacent and therefore, these members are entitled to allowable per diems per meeting attended; and
 2. Where the planters also ceased operations, the DTC is considered dissolved.

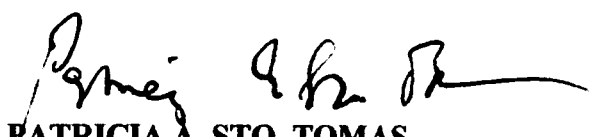
VIII. REPEALING CLAUSE

All department orders, rules and regulations or part or parts thereof, inconsistent with any provision of this Department Order are hereby repealed, modified, superseded or amended accordingly.

IX. EFFECTIVITY

This Department Order shall take effect from the date of its issuance.

ISSUED this 30th day of August, 2002 at Manila, Philippines.


PATRICIA A. STO. TOMAS
Secretary

DISSEMINATED BY AS RECORDS SECTION ON 8-30 2002

With respect to the operation of the DTC, it is a well-known fact that the DTC is a business and should be operated as such.

A. In order to ensure the smooth operation of the DTC, the following provisions shall apply:

- The DTC shall be operated as a business and shall be managed in a professional and efficient manner. The DTC shall be operated in a manner that is consistent with the best interests of the members and the public.

B. The DTC shall be operated in a manner that is consistent with the best interests of the members and the public.

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PATRICIA A. ...
Secretary

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