

PRACTICAL ACTIONS OF DCCCII IN LINE WITH THE GCI PRINCIPLES

Principle One

- **Business should support and respect the protection of internationally proclaimed human rights**

Commitment

DCCCII practices equity in the workplace. DCCCII makes sure that non-discriminatory practices are adopted in all systems associated with employment, including job analysis, recruitment, selection, hiring, compensation, performance review, training, organizational integration, promotion, transfer and termination.

Gender equity and sensitivity are also observed. Men or women all have opportunities to excel in what they do. The assignments or jobs in the office are given not based on gender but on capabilities and competence. There are eight (8) women members of the Professional Management Team (PMT) and six (6) men.

As regards hiring principles, the DCCCII observes equality/equity in considering applicants for a job. The applicants are not discriminated based on gender, physical disability, marital status, ethnic background or sexual orientation. As previously mentioned, the hiring is based on competency and skill level.

Chapters One and Eight of the DCCCII Manual of Operations, which are attached, clearly explain how DCCCII respects the rights of its employees.

Moreover, the employees in the organization are duly accorded with benefits and an environment conducive not only to safety and good working performance but also to growth, personally and career-wise. Specifically, the employees are provided access to housing benefits, employees fund and living allowance.

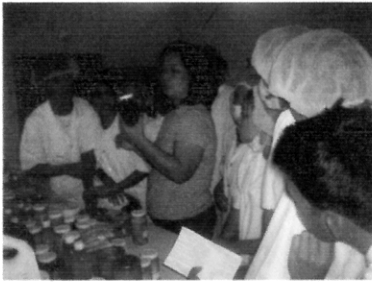
To further observe this gender equity and awareness within the DCCCII, the latter formed a Gender Committee. The committee, aside from abovementioned prime purposes, also conducts activities promoting gender sensitivity and equality particularly in the workplaces.

This committee also cooperates with the Integrated Gender Development office of the City especially in advocacy and information education campaign. Specific activities include hosting of consultative meetings for business sector on Davao City Women's Code and participation in the annual Women's Summit and International Women's Day.

Principle Six

- **Business should support the elimination of discrimination in respect of employment and occupation.**

Commitment



The DCCCII is currently undertaking a project specifically targeting the out-of-school youth. The project entitled *Mag-AGRI with OSY! Enhancing the Capability of Davao Out-of-School Youth (ECD-OSY)* basically aims to provide opportunities for these young individuals aged 18-24 to develop skills required or needed by selected industries in Davao City. Moreover, this program also aims to promote employment and productivity of the out-of-school youth employing an integrated approach of technical-vocational education and training, job creation and employment generation and matching competencies with job opportunities.



This project provides a big opportunity for the youth to increase their level of education, particularly providing them with the various skills that the industries in Davao City need. This will consequently enable them to be competitive in the labour market rather than wasting their time doing unproductive activities.

Aside from this project, the DCCCII has partnered with the Education for Youth Enterprise Foundation, Inc. (EYE) providing training for 2nd-3rd year college students of State Universities and Colleges. The training teaches the youth how to manage a company or business by developing their knowledge on Finance, Production, Marketing and Human Resources while showing to the participants the interrelation of these functions. Through this program, one understands basic interrelations in business management based on an integrated model of an enterprise and its business environment and reaches concrete decisions in various management sectors of an enterprise, based on simulated business developments and gains basic insights into important processes of the economy as a whole.

Currently, the Chamber has run two WIWAG programs already since April 2007.

Principle Eight

- **Business should undertake initiatives to promote greater environmental responsibility**

Commitment

Environment Projects. The Davao City Chamber of Commerce and Industry, Inc. (DCCCII) is currently very active in implementing activities related to the commitment of the business sector towards environment management which include the implementation of a solid waste management project. DCCCII's implementation of these projects and activities are part of the commitment of the Davao business sector to contribute to the Philippine Business Agenda 21 or the sustainable development agenda of the Philippines.

MRF Project sustainability programs. The implementation of the Davao City Community-based Solid Waste Management Project in Toril District has already ended. There were solid waste management and livelihood trainings conducted for the community in the 8 participating barangays in Toril District namely Bangkas Heights, Crossing Bayabas, Daliao, Lizada, Lubogan, Marapangi, Sirawan and Toril Poblacion serving approximately 75,000 residents.

Currently, the DCCCII, through the Environment Committee, is assisting the Toril District in coming up with a business plan, which seeks to identify possible ways of raising funds so that the community could already operate the Materials Recovery Facility (MRF) on their own. This is also in line with the project's thrust of empowering the community in the eight districts in managing their waste with the help of the knowledge transferred to them and the technology which is the MRF.

Recyclable Collection Event (RCE). Sustaining the waste exchange concept, DCCCII, for the past four years has successfully drawn the attention of the public in the annual holding of the Recyclable Collection Event (RCE). The RCE has been an institutionalized project of the DCCCII usually conducted either on April in time for Earth Day or June in time for the National Environment Month. This activity aims to raise the level of awareness of the general populace on the importance of 3Rs (reduce, reuse, recycle) with particular emphasis on the fact that there is money in garbage. It is a one-day event wherein DCCCII gathers all the recyclers in one venue and invite the public to convert their waste into cash.



With this regular activity, DCCCII was able to contribute in the national effort to divert the waste out of the landfill, thereby saving the space and the cost of its managing services.

PACAP Project. The DCCCII, again through the Environment Committee developed a project that would strengthen the capacity of the women in Toril to launch and develop a viable enterprise out of recyclable wastes. In the course of reaching this end, some alternative livelihood opportunities for the women in Toril such as producing and selling recycled products like paper products, tetra bags, desk accessories, hats out of plastic bags, etc. will be provided. Naturally, all these activities are seen to increase the awareness of the people in Toril on the environmental as well as economic benefits of recycling and reducing waste.



Labor Advocacies

At the labour front, most particularly the clamor of the labour groups to increase the minimum wage, the DCCCII, sitting as a member of the Regional Tripartite Wages and Productivity Board (RTWPB), remains firm in standing by the rest of the members of the business community in saying that this increase could not be possible.

As always, the Chamber made it a point that their side is heard by coming up with a position paper indicating that the wage hike proposed undermines the right of management and labor to dialogue, negotiate and agree on the reasonable wage adjustment, and goes against the spirit and intent of the Wage Rationalization Act.

This position paper came up after a survey was conducted among the members of the Chamber asking for their insights and comments on the issue.

In the same statement, the DCCCII emphasized that the wage increase will make the enterprises less competitive and in the end will be forced to retrench, close shop or to relocate abroad. Only those with deep pockets can sustain and keep their businesses alive, to the detriment of the medium, small and micro enterprises that make up 98% of the businesses in Davao City, and which also provide for most of the jobs in the region.

The Comparative Asian Rate table¹ attached in this document shows that the minimum wage in the Philippines is comparatively higher than selected Asian countries like China, Vietnam and Indonesia. Higher minimum wage translates to lesser opportunities for foreign investments because of high overhead costs for companies wanting to do business here. Conversely, this will mean lesser opportunity for Filipinos to be employed here and greater possibility of Filipino to work abroad.

¹data gathered from the Department of Labor and Employment (DOLE) website