



Republic of the Philippines
DEPARTMENT OF LABOR AND EMPLOYMENT
Intramuros, Manila



DOLE-AS 26JUN'24 11:04

Am

DEPARTMENT ORDER NO. 241-A
Series of 2024

**AMENDING THE IMPLEMENTING GUIDELINES
OF THE DEPARTMENT OF LABOR AND EMPLOYMENT
ADJUSTMENT MEASURES PROGRAM FOR WORKERS AND ENTERPRISES**

To enhance and broaden the coverage and scope of implementation of the Adjustment Measures Program of the Department of Labor and Employment (DOLE-AMP), Department Order No. 241, series of 2024, otherwise known as the "Implementing Guidelines of the Department of Labor and Employment Adjustment Measures Program for Workers and Enterprises," is hereby amended, as follows:

SECTION 1. The components of the DOLE-AMP under Part II, Section 1, shall include an additional component, as follows:

"PART II. PROGRAM DESIGN

"Section 1. Program components. A project under the DOLE-AMP may consist of any or a combination of the following components:

- a) Capacity-building measures x x x;
- b) Business enhancement and adaptation measures x x x;
- c) Just transition measures x x x;
- d) Product development and innovation measures x x x;
- e) Reward systems and productivity improvement measures x x x; **and**
- f) **Compliance and industrial peace enhancement measures to promote trade competitiveness and access, responsible business conduct, and respect for the fundamental principles and rights at work such as enterprise- and industry-based labor-management education programs, social accountability programs, and alternative labor dispute resolution strategies and mechanisms.**

X x x."

SECTION 2. The limitations on the amount of assistance under Part IV, Section components of the DOLE-AMP under Part II, Section 2, shall be modified, as follows:

“IV. PROJECT IMPLEMENTATION

“Section 1. Implementing instrument. x x x.

“Section 2. Content of the MoA; amount and conditions of assistance. The MoA shall include:

- a) The period and schedule of implementation and completion of the project x x x;
- b) The amount of assistance granted, which shall **include administrative, implementation and logistical costs and shall be in** such amount as is deemed reasonable and necessary to achieve the objectives of the project, subject to the following:
 - i. For projects intended for workers in one enterprise and to be implemented in one phase, up to PhP 500,000.00;
 - ii. For projects intended for workers in one enterprise to be implemented in two or more phases, up to PhP 1,000,000.00;
 - iii. For projects intended for workers in more than one enterprise, whether to be implemented in one phase or several phases, up to PhP 1,500,000.00 per phase; and
 - iv. For projects that include education and training subsidy, the amount shall not exceed the equivalent of eight (8) days of the basic salary of the employee-beneficiary per month and the actual amount of registration fees for the course in which the employee beneficiary is to be enrolled.

The limitations on the amounts of assistance under subparagraphs i, ii and iii above may be increased up to double the amounts indicated therein if justified by the nature and complexity of the project, technology requirements, level of expertise involved in its implementation and other similar relevant factors, upon prior approval of the amount by the DOLE Secretary or Cluster Head concerned in accordance with the delegation of administrative authority under Administrative Order No. 39, series of 2023.

X x x.

SECTION 3. Effectivity. The above amendments shall take effect after fifteen (15) days from publication in a newspaper of general circulation.

25 June 2024

BIENVENIDO E. LAGUESMA
Secretary



Department of Labor and Employment
Office of the Secretary



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