



Certificate No.: AJA15-0048

Policy Directions on SHS Work Immersion

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Work Immersion Program

- **DOLE issued Labor Advisory 08, Series of 2016, Protection of Senior High School Students on K to 12 Work Immersion Program.**
 - The work immersion **may be schedule for no more than 8 cumulative or consecutive hours per day.**
 - All applicable **safety guidelines** of TESDA and DOLE relevant to the basic education shall apply.
 - Work immersion **shall not be considered as an employment arrangement.**

Conditions for Work Immersion

- The following conditions shall be observed for SHS work immersion:
 - work immersion shall be **allowed only between 8:00 AM and 5:00 PM**;
 - **For students below 15 years old**, work immersion **shall not be longer than 4 hours** in any given day, with parental consent,;
 - Work immersion **shall in no case result to the replacement of or diminution of benefits of the workers** in the partner enterprise/company.

Hazardous Activities and Industries

- **DOLE Department Order No. 149**, Series of 2016, entitled “Guidelines in Assessing and Determining Hazardous Work in the Employment of Persons Below 18 Years of Age” which details hazardous work and activities by **Occupational Classification** and **Industrial Classification**.
- Pursuant to **Republic Act No. 9231**, entitled, “An Act Providing for the Elimination of the Worst Forms of Child Labor and Affording Stronger Protection for the Working Child otherwise known as “**Special Protection of Children Against Child Abuse, Exploitation, and Discrimination Act**”.

Hazardous Work and Activities

Industrial Classification

SHS students regardless of age shall not be allowed for work immersion in the following **work and activities** under each **industrial classification** considered hazardous by DOLE:



Mining and Quarrying

- This includes **extraction of minerals** occurring naturally as:
 - **solids** (coals and ores),
 - **liquid** (petroleum), or
 - **gases** (natural gas).
- Extraction can be achieved by different methods such as:
 - **underground** or **surface mining**,
 - **well operation** or **seabed mining**.



Construction

- This includes **general construction** and **specialized construction activities** for buildings and **civil engineering works** which includes:
 - new work, repair, additions and alterations, erection of prefabricated buildings or structures on the site,
 - and construction of a temporary nature.



Transportation and Storage

- This includes **provision of passenger** or **freight transport**, whether scheduled or not, by: rail, road, water, or air and
- **associated activities** such as **terminal** and **parking facilities**, **cargo handling** and **storage**.
- Also included are the **renting of transport equipment** with driver or operator, and **postal and courier activities**.



Water Supply and Waste Management

- This includes activities related to **management of forms of waste**, such as:
 - solid or non-solid industrial or
 - household waste, as well as
 - contaminated sites.



Forestry and Logging

- This includes the production of roundwood for the **forest-based manufacturing industries** as well as the extraction and gathering of wild growing non-wood forest products.



Fishing and Aquaculture

- This includes **capture of fishery** and **aquaculture**,
 - covering the use of fishery resources from **marine, brackish or freshwater environments**,
 - with the goal of capturing or gathering **fish, crustaceans, mollusks** and **other marine organisms and products**.



Hunting and Trapping

- This includes **hunting and trapping** on a commercial basis, taking of animals (dead or alive) for:
 - food, fur, skin, or for use in research,
 - in zoos or as pets
 - or production of fur skins, reptile, or bird skins from hunting or trapping activities.



Security and Investigation

- This includes **security-related services** such as:
 - investigation and detective services;
 - guard and patrol services; or
 - picking up and delivering money, receipts, or other valuable items with personnel and equipment to protect such properties while in transit.



Manufacturing*

- alcoholic beverages,
- tobacco,
- pyrotechnics,
- rubber and plastic products,
- chemical products,
- basic metals, and
- weapons and ammunitions.

Hazardous Work and Activities Occupational Classification

SHS students regardless of age shall not be allowed for work immersion in the following **work and activities** under each **occupational classification** considered hazardous by DOLE:



Farmers and other Plant Growers

- **Preparatory** activities;
- **Tending** activities;
- **Harvesting** activities; and
- **Post-harvesting** activities.



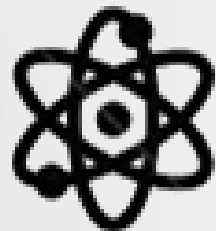
Animal Producers

- **Rearing** activities;
- **Harvesting** activities;
- **Post-harvesting** activities; and
- Work in **slaughterhouse** or abattoirs.



Sales and Services Elementary Occupations

- Use of **dangerous power tools**;
- Exposure to **hazardous materials**;
- Exposure to **extreme environments**;
- Exposure to **verbal or physical abuse**;
- Lifting of **heavy loads**;
- Selling of **items prohibited to minors**; and
- **Delivery service**-related tasks.



Physical Science, Life Science, and Health Associate Professionals

- Operating **radiation emitting machines**;
- Processing **human/animal body fluids**; and
- **Child as human sample** in experiments.



Personal and Protective Service Workers

- **Travel** related tasks in dangerous activities;
- **Personal care** of sick persons and adults;
- **Housekeeping**-related tasks;
- **Restaurant** service-related tasks;
- Preparing and serving **alcoholic beverages**;
- Exposure to **sexual abuse**; and
- **Funeral** services.



Customer Service Clerks

- **Sales** and **technical support** services; and
- Work in **gambling facilities**.



Craft and Trade Workers

- Operation of **high power machinery**;
- Lifting **heavy loads**;
- Exposure to **hazardous materials and environments**; and
- Tasks related to **textile and garments**.



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