



Republic of the Philippines
DEPARTMENT OF LABOR AND EMPLOYMENT
TRIPARTITE INDUSTRIAL PEACE COUNCIL
INDUSTRIAL TRIPARTITE COUNCIL
Regional Office No. XII
Koronadal City



ABACA INDUSTRY TRIPARTITE COUNCIL

RESOLUTION NO. 01

Series of 2012

Adopting the Abaca Industry Voluntary Code of Good Practices on Safety and Health / Continuing Education and Skills Upgrading/Observance of the Single Entry Approach [SENA] and Local Government Unit Mediation Procedures / Displacement Management Program

WHEREAS, the National Tripartite Industrial Peace Council issued Resolution No. 3, series of 2010, endorsing and extending tripartite support to the DOLE initiated reforms in labor arbitration and adjudication system and in strengthening tripartism and social dialogue;

WHEREAS, being an internal part of the NTIPC, the Abaca Industry Tripartite Council concurs and supports the reforms and specially, in implementation of item 6 TIPC Resolution No. 3 to develop responsible and mature engagement of the social partners through industry self-regulation and Voluntary Code of Good Practices, the tripartite partners hereby agree to adopt a Abaca Industry Voluntary Code of Good Practices to enhance the enterprise level bipartite dialogue and provide/afford an industry venue for any industry issues.

NOW THEREFORE, BE IT RESOLVED, AS WE HEREBY RESOLVE TO adopt and abide, without force or compulsion, with the following common terms of the Abaca Industry Voluntary Code of Good Practices.

1. Safety and Health

The Council through its covered cooperatives, association and farm owners shall spearhead the campaign for the strict observation and maintenance of the standards on safety and health in the workplaces, plantations and farms to make it free from work hazards that are likely to cause physical harm or poses imminent danger to life of the workers or damage to property and environment.

Adopt administration policies in accordance with the provisions of the Occupational Safety and Health Standards (OSHS).

Ensure that all covered personnel and workers follow and abide with the set safety policies at the cooperatives, association and farms.

Organize and maintain Safety and Health Committee that plans and makes policies in all matters pertaining to safety and health in the covered workplaces and farms and practice of basic safety procedures for the small abaca growers group.

2. Continuing Education and Skill Upgrading.

Plan and devise appropriate and suitable labor and management educational programs and projects geared towards continuing provision and upgrading of knowledge, skills and attitudes of all sectors towards higher productivity and global competitiveness:

2.1 For the new entrants in the Abaca industry, coordinate with the concerned Local Government Unit [LGUs] through its Provincia I / Municipal Agriculture Office for the required skills training and other pertinent abaca management skills as well for new technologies and product management for small abaca growers.

2.2 For the covered workplaces, tap the in-house skill training programs as well as for its operations and administrative concerns.

Ensure compliance to labor standards that focuses on workers' rights to decent conditions of work and fair competition for covered cooperatives, association and farm owners.

Continue the massive information drive-campaign and compliance to policies and standards set on international marketing agreements.

3. Observance of the Single Entry Approach [SENA] and Local Government Unit Settlement Procedures.

Plan and devise appropriate and suitable labor and management conciliation-mediation program through SENA procedure for the covered cooperatives and associations while observing LGU mediation procedure for growers' group or all for the maintenance of industrial peace.

4. Displacement Program.

Utilize retrenchment as a last recourse in case of economic reverses suffered by our companies.

Plan and develop displacement/ retrenchment programs in the workplace.

Identify applicable tools and acquired techniques for business career planning and counseling for retrench and would-be-retrench worker/s.

Prepare Action Plan and Identify activity components for entrepreneurship/enterprise development for displaced / retrenched workers as alternative scheme.

5. For provisions that acquire further details the council will formulate implementing guidelines.

Unanimously adopted this 9th day of November 2012, at Koronadal City, South Cotabato, Region XII, Philippines.



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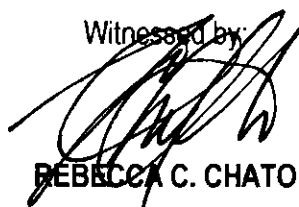
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Witnessed by:



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