



PINEAPPLE INDUSTRY TRIPARTITE COUNCIL

RESOLUTION NO. 01 **Series of 2012**

“Adopting the Pineapple Industry Voluntary Code of Good Practices in SOCKSARGEN Area”

WHEREAS, the National Tripartite Industrial Peace Council (NTIPC) issued Resolution No. 3, series of 2010¹, endorsing and extending tripartite support to the Department of Labor and Employment (DOLE)-initiated reforms in labor arbitration and adjudication system and in strengthening tripartism and social dialogue;

WHEREAS, being an integral part of the NTIPC, the Pineapple Industry Tripartite Council (Council) concurs and supports the reforms and specifically, in the implementation of Item 6 of 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 Pineapple 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 Pineapple Industry Voluntary Code of Good Practices:

1. Compliance with General Labor Standards.

The Council, through its covered companies, cooperatives, truckers, service providers and farm owners/growers, shall encourage the culture of voluntary compliance with general labor standards and participate in the self-assessment process.

Further, the Council, through its covered companies, cooperatives, truckers, service providers and farm owners/growers, shall commit to refrain from indulging in forced labor.

Furthermore, the Council, through its covered companies, cooperatives, truckers, service providers and farm owners/growers, shall support, abide and promote anti-harassment and abuse programs.

2. Child Labor

The Council, through its covered companies, cooperatives, truckers, service providers and farm owners/growers, shall commit to observe and implement the rules governing the child labor law and promote the protection of children against child abuse, exploitation and discrimination.

3. Occupational Safety and Health

The Council, through its covered companies, cooperatives, truckers, service providers and farm owners/growers, shall spearhead the campaign for the strict observance and maintenance of the standards on occupational safety and health in the

workplaces, plantations and farms to make it free from work hazards that are likely to cause physical harm or pose imminent danger to life of the workers or damage to property and environment.

Further, the Council, through its covered companies, cooperatives, truckers, service providers and farm owners/growers, shall adopt administrative policies in accordance with the provisions of the Occupational Safety and Health Standards (OSHS).

Furthermore, the Council, through its covered companies, cooperatives, truckers, service providers and farm owners/growers, shall ensure that all covered personnel and workers follow and abide with the set safety policies at the workplaces, plantations and farms.

Also, the Council, through its covered companies, cooperatives, truckers, service providers and farm owners/growers, shall organize and maintain Safety and Health Committee that plans and formulate policies on all matters pertaining to Occupational Safety and Health in the covered workplaces and plantations and practice of basic safety procedures for the small pineapple growers' group.

4. Environmental Protection

The Council, through its covered companies, cooperatives, truckers, service providers and farm owners/growers, shall encourage the culture of voluntary compliance with environmental laws and shall spearhead the campaign for the promotion of environmental protection and conservation programs.

5. Continuing Education and Skills Upgrading

The Council, through its covered companies, cooperatives, truckers, service providers and farm owners/growers, shall 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.

- 5.1 For the new entrants in the pineapple industry, coordinate with the concerned government agencies for the required skills training and other pertinent pineapple management skills as well as for new technologies and product management for small pineapple growers.
- 5.2 For the covered workplaces, tap the in-house skills training programs for its operations and administrative concerns such as trainings on grievance handling, entrepreneurship/livelihood programs and other training related needs.

The Council, through its covered companies, cooperatives, truckers, service providers and farm owners/growers, shall ensure compliance to labor standards that focuses on workers' rights to decent conditions of work and fair competition.

6. Contractual Obligations

The Council, through its covered companies, cooperatives, truckers, service providers and farm owners/growers, shall support and promote the expansion of the pineapple growership program which is the main driver of the expansion of the pineapple industry in the region.

Toward this end, the Council shall encourage all stakeholders, including, but not limited to, covered companies, cooperatives, truckers, service providers and farm owners/growers, to uphold the ethical standards, comply and abide by their respective commitments and obligations under their respective contracts, and avoid nefarious activities including "pole-vaulting", sabotage, and other contractual violations which would negatively impact on the growth of the industry.

7. Utilize Alternative Dispute Resolution Mechanisms, including Single Entry Approach (SENA) to Resolve Worker and Management Grievances.

The Council, through its covered companies, cooperatives, truckers, service providers and farm owners/growers, shall plan and devise appropriate and suitable labor and management conciliation-mediation program through the SENA procedure while taking into account the council member's respective policies and mechanisms for grievance and dispute settlement procedure as well as observance to the Local Government Unit (LGU) mediation procedure, whenever applicable, all for the maintenance of Industrial Peace.

8. Displacement Program

The Council, through its covered companies, cooperatives, truckers, service providers and farm owners/growers, shall utilize retrenchment as a last recourse in case of economic reverses suffered by their respective companies or business establishments.

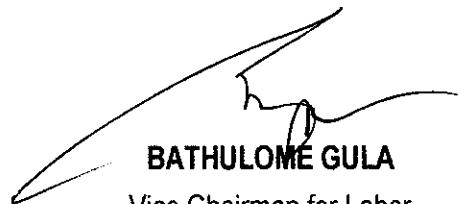
Further, the Council, through its covered companies, cooperatives, truckers, service providers and farm owners/growers, shall plan and develop displacement/retrenchment programs in the workplace based on general labor standards.

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

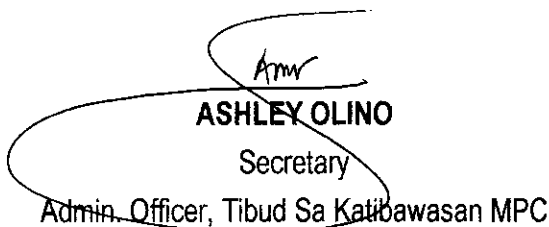
PINEAPPLE ITC OFFICERS



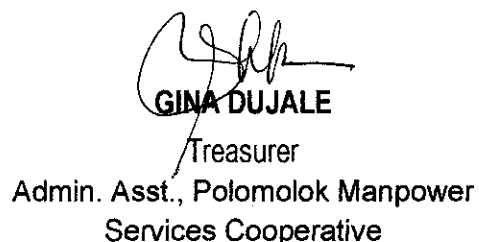
ROBERT BURANDAY
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BATHULOME GULA
Vice Chairman for Labor
Vice President, Lead



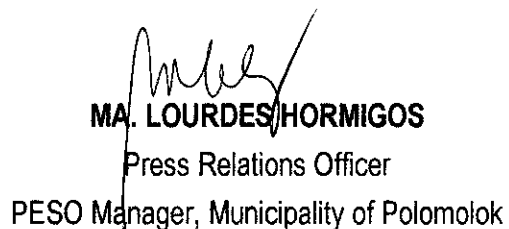
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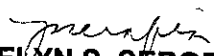
COOPERATIVES

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Tupi Integrated Agricultural Cooperative



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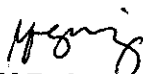

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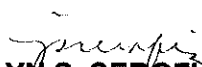
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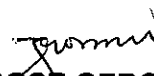
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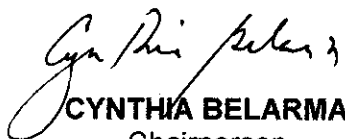
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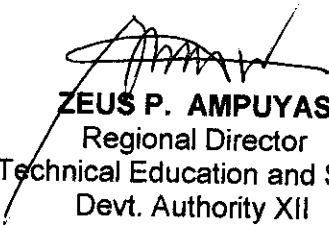
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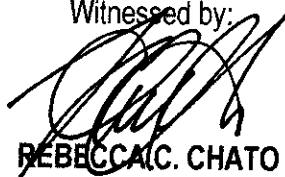
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Witnessed by:



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DOLE PHILIPPINES OFFICIALS



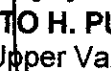
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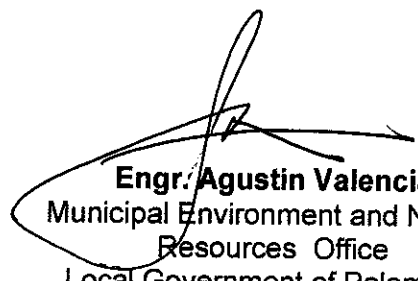
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