



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



**RUBBER INDUSTRY**  
**INDUSTRY TRIPARTITE COUNCIL**

**RESOLUTION NO. 01**  
*Series of 2011*

**“Adopting the Rubber 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 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 integral part of the NTIPC, the Rubber Industry Tripartite Council occurs and supports the reforms and specifically, in 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 Rubber 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 Rubber Industry Voluntary Code of Good Practices:

**1. Safety and Health**

The Council through its covered companies, plantations 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 pose imminent danger to life of the workers or damage to property and environment.

Adopt administrative 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 workplaces, plantations 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 plantations and practice of basic safety procedures for the small rubber growers' group.

## **2. Continuing Education and Skills 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 entrants in the rubber industry, coordinate with the following concerned Local Government Units [LGUs] through its provincial/municipal offices and/or National Line Agencies:

- a. Department of Agrarian Reform (DAR): through its Support Services;
- b. Department of Agriculture (DA): for new technologies and product management for small rubber growers; rubber dispersal;
- c. Department of Environment and Natural Resources (DENR): through its National Greening Program;
- d. Department of Trade and Industry (DTI): through its Domestic and Export Market Linkages and Quality Assurance and Modernization of processing plants;
- e. Technical Education Skills Development Authority (TESDA): for the required skills training, assessment and certification of workers; and other pertinent rubber management skills;
- f. North Cotabato Rubber Technical Working Group: Improve technology on rubber management;

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 companies, plantation 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 companies and plantations while observing LGU mediation procedure for growers' group – all for the maintenance of industrial peace.

**4. Displacement Program.**

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

Plan and develop displacement/retrenchment programs in the workplace.

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

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

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

Signed this 9<sup>th</sup> day of November 2012, in the occasion of the 5<sup>th</sup> RTIPC Convention, City of Koronadal, South Cotabato, Philippines.

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