

VOLUNTARY CODE OF GOOD PRACTICES IN THE BUS TRANSPORT INDUSTRY

INTRODUCTION

This Code is a collaboration of efforts of the officers and members of the Bus Transport Industry Tripartite Council of Camarines Sur, which will be continually updated to adhere to the demands of the changing times. Commitment to this Code is voluntary and does not set a binding effect among its members.

This was created to benchmark good practices and to meet our moral, social and environmental obligations amidst healthy competition among members, maintain high standard of effectiveness in addition to our commitment to adhere to law, good customs, moral and public policy.

Monitoring mechanisms through self-regulation, best practices/recognition and benchmarking shall be regularly observed by our members.

The Bus Transport Industry Tripartite Council calls upon those in the industry and stakeholders to support this voluntary code.

OBJECTIVES OF THE CODE

1. To promote continuous growth and development in the industry through proactive strategies to provide globally competitive service, meet its business goals and provide decent work to its employees;
2. To promote best occupational safety, security, health and environmental practice and performance in the bus transport industry;
3. To institutionalize productivity and performance based incentive schemes for better return of investments to the management and corresponding higher benefits to the workers;
4. To enhance harmonious employer-employee relations through the conduct of effective labor-management relations training program and sports activities;
5. To stabilize and self-regulate labor-management relations in the industry for employment creation, preservation and security, productivity improvement, competitiveness, employee welfare and public safety;
6. To provide good practice guidelines to the social partners, especially the employers in the Bus Transport Industry in respect of labor-management relations, conditions of work and occupational health and safety, employment security, employee welfare, human resource development, social protection, social dialogue, continuing labor

education and labor law reforms which standards we commit to comply with within the limits of our resources and within the context of the legally prescribed minimum standards;

7. To institutionalize voluntary conciliation mechanisms in the Bus Transport Industry to provide conciliation-mediation services when sought upon by the parties as concurrent or alternate avenue for dispute settlement; and to create and strengthen industry level Labor-Management Councils or its equivalent for dispute resolution among members.

VOLUNTARY CODE OF GOOD PRACTICES

I. Labor Management Relations

- a. We respect the workers' twin constitutional rights to self-organization and collective bargaining and shall refrain from interfering in the exercise of the same in the industry; at the same time, on the part of the workers, we shall exercise utmost restraint in declaring or staging any strike or work slowdown or other forms of work stoppages until we have exhausted all available voluntary modes of dispute settlement, including conciliation-mediation and voluntary arbitration. We as social partners in the bus industry shall apply all possible remedies and strategies in amicably settling disputes in the industry, including acting as conciliator or mediator in the dispute, whenever necessary.
- b. We view Labor Management Cooperation as essential to the success of our business enterprises and shall cooperate with the Department of Labor and Employment (DOLE) and its attached agencies in the introduction of the concept and practice of Labor Management Cooperation into the Bus Transport Industry.
- c. We will adopt voluntary modes of dispute settlement and we commit to use these modes in the settlement of disputes that may arise in the industry. For this purpose, we support the Single Entry Approach (SEnA) and resolve issues and disputes concerning the Bus Transport Industry. We shall support every effort to amend the Labor Code to effectuate the above objective and to make labor laws more responsive to the needs of the industry.
- d. We consider labor education as critical to a better understanding of effective labor-management relations and for this reason shall make ourselves available for labor education opportunities provided by DOLE and other government agencies.

II. Conditions of Work and Occupational Safety and Health

- a. We commit to cooperate with the DOLE in the enforcement of labor standards done through the latter's labor standards enforcement machinery, but looking forward, we are also prepared to participate in a tripartite process of self-enforcement where the social partners would jointly assess the compliance of

companies in the industry with labor standards, resulting into the issuance of a Certificate of Good Housekeeping.

- b. We recognize occupational safety and health as a critical factor in workers' productivity and firm competitiveness, and for this purpose, we shall:
 - i. Formulate an occupational health and safety policy and program to address the priority safety and health concerns in workplaces and worksites in the industry in accordance with the Occupational Safety and Health Standards (OSHS) and other related OSH issuances;
 - ii. Organize safety and health committees, and encourage the training and accreditation of safety practitioners and advocates among workforce.
- c. We, as bus transport operators undertake to comply with all road transport laws and OSH legislations applying to our operations with all drivers briefed and thoroughly trained to be professional and
 - i. being fit for duty - alert, healthy and prepared for the driving task
 - ii. observing speed limits and seat belt laws
 - iii. observing fatigue regulations
 - iv. not being under the influence of drugs or alcohol
 - v. not tailgating other vehicles
 - vi. being considerate of other road users
 - vii. not using noisy engine brakes at inappropriate times
 - viii. travelling in left lanes unless overtaking
 - ix. obeying all other laws
- d. We, as bus transport operators recognize and accept that our obligations include:
 - i. Queing and scheduling requirements to reduce the risk of driver fatigue
 - ii. Providing loading and unloading facilities and restraint equipment to reduce safety risks
 - iii. Providing safe and fit for purpose, vehicles that are appropriately designed, equipped and maintained
 - iv. Introducing "Safe Systems" of communicating with drivers to lessen the risk of driver distraction
- e. We, as bus transport operators recognize and accept that the safety of our employees and the public are key elements for meeting our obligation under this Code.
- f. We, as bus transport operators undertake to consult with our employees and customers to meet our obligations under chain of responsibility, applicable road law and OSH legislation to provide and maintain transport operations that are safe for all involved.

- g. We accept that as a professional driver, we have responsibilities under both chain of responsibility and OSH legislations to maintain my fitness for duty and do not accept unsafe practices or breaches of the law.
- h. We, as a professional driver, recognizes and accept my obligation by:
 - i. Setting a good example to others
 - ii. Supporting safety within the workplace
 - iii. Encouraging safety on the road
- i. We, as a professional driver undertake to comply all road laws, and be considerate of others by:
 - i. being fit for duty - alert, healthy and prepared for the driving task
 - ii. observing speed limits and seat belt laws
 - iii. observing fatigue regulations
 - iv. not being under the influence of drugs or alcohol
 - v. not tailgating other vehicles
 - vi. being considerate of other road users
 - vii. not using noisy engine brakes at inappropriate times
 - viii. travelling in left lanes unless overtaking.
 - ix. obeying all other laws
- j. We, as a professional driver takes pride in my vehicle and will conduct regular checks to ensure my bus and the load is in a safe condition.
- k. We, as a professional driver understand that driver distraction is a risk and will reduce this risk through:
 - i. Avoiding the use of mobile phones, two-way radios or other forms of communication while vehicle is moving.
 - ii. Fully preparing for any trip to avoid being distracted when driving.

III. Employment Security

- a. We recognize and value Philippine labor laws on security of tenure, as well as procedural due process and in the termination of employees and shall adhere on what is being provided therein.

IV. Social Dialogue

- a. We shall constantly be on the lookout for emerging good practices in labor management relations, human resource development, occupational safety and health, and other fields related to labor relations and core labor standards and study them for possible application in the bus transport industry.

- b. We dedicate ourselves to the principle of tripartism and social dialogue and in using the mechanism of the Industry Tripartite Council for bus transport to address various economic, social and labor issues affecting the industry as a whole.
- c. We support every initiative to give a higher priority to labor and employment issues in policy debates and policy making to ensure that economic development is inclusive and actually creates decent and productive jobs for the unemployed and the vulnerable sectors of our society.

V. Social Protection

- a. We recognize the need for our employees to be protected against financial consequences of nine contingencies, namely, sickness, maternity, work-related injury, unemployment, invalidity, old age, death of the breadwinner, lack of access to health care and lack of family benefits;
- b. Therefore, we are committed to regularly remit to the Social Security System such contributions of the employees, as well as the contribution of the companies, that will enable our employees to fully enjoy their benefits from the System in the event of contingency.
- c. We shall also campaign among our employees for savings consciousness and wise investment decisions so that on top of their social security benefits, they may enjoy a degree of financial independence upon reaching retirement age.

VI. Continuing Labor Education

- a. We commit to participate in the regular labor-management education program of the DOLE and those of the other agencies and ensure the availability of the workers and owners for such programs.

VII. Achieving Code Objectives Through the ITC

This Voluntary Code of Good Practices is self-policing. It is a voluntary code enforced by the will of the organization accepting it to maintain the standards laid down in the Code. The Bus Transport Industry Tripartite Council shall through consultation and consensus, continuously formulate strategies and initiatives on how to enable the signatories to this Code achieve the objectives laid down in this Code.

