

VOLUNTARY CODE OF GOOD PRACTICES

RESOLUTION NO. 1  
Series of 2011

“ADOPTING THE HOTEL, RESTAURANT AND TOURISM INDUSTRY VOLUNTARY  
CODE OF GOOD PRACTICES”

WHEREAS, the National Tripartite Industrial Peace Council issued Resolution No. 3, series of 2010 indorsing 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 HRT Industry Tripartite Council (HRT - ITC) concurs and supports the reforms specifically, in the implementation of item 6 of TIPC Resolution 3 to develop responsible and mature engagement of the special partners thru self regulation and voluntary code of good practices, the tripartite partners hereby agree to adopt a Hotel, Restaurant and Tourism Industry Code of Good Practices to enhance the enterprises level bipartite dialogue and provide and afford an industry venue for any industry issues.

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

I. ON SALARIES AND BENEFIT

1. We shall provide our employees with services charges, performance based incentives, profit sharing scheme, recognition and awards for exemplary service;
2. We value loyalty of our employees and establish salary scales to provide incentives for their long and dedicative services;

II. ON TRAINING AND EDUCATION

1. We shall strengthen our linkage and coordination with TESDA for certification of skills of the manpower requirement for our industry;
2. We shall partner with the Labor Tripartite Council in Education on designing proactive strategies to prepare the student (OJT)/workers with values and skills that would match their careers in our industry;

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 - Middle: *Jun E. ...*  
 - Lower: *Alma J. ...*  
 - Bottom: *Jerry*

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2. We shall cooperate and coordinate with the Regional Tripartite Wages and Productivity Board in its policies and programs enhancing the productivity and quality of our services.

**VI. ON DISPUTE SETTLEMENT**

1. We shall institutionalize dispute settlement mechanisms and create labor management councils or its equivalent at both plant level and industry level through TC-HRTI;
2. We shall take advantage of the continuing labor and management education program of the Department of Labor and Employment in order to enhance labor management relations, human skills and productivity in workplaces;
3. We shall continue to be active members of the TC-HRTI which is an effective avenue for social dialogue, policy review and consultations and for capability trainings and seminars on conciliation and mediation techniques and other alternative dispute resolution mechanisms through the National Conciliation and Mediation Board;

**VIII. ON SOCIAL DIALOGUE**

The IT-HRTI shall be a vehicle for social dialogues between and among stakeholders in the tourism industry, addressing issues and concerns of the times, conducting policy review and consultations and capability trainings and seminars upgrading the social awareness of its members.

**IX. COLLABORATION OF GOVERNMENT PARTNERS**

We in the government agencies - DOLE and its attached agencies, (RTWPB, NCMB, TESDA) with DOT, DOH, DENR and the LGUs shall establish collaboration and partnership sharing a common roadmap to provide the tourism industry the support and commitment to achieve the objectives of this code.

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Secretary

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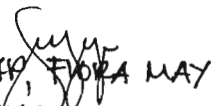
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