

## 1. What is Tripartism?

### **DEFINITION**

Tripartism refers to the consultative process.

### **LEGAL BASES**

The Philippine government adopted tripartism as a state policy by virtue of the following:

- *Article XIII, Section 3 (Social Justice and Human Rights) of the Philippine Constitution.*
- *ILO Convention No. 144 (Tripartite Consultations to Promote the Implementation of International Labour Standards) – Ratified on 10 June 1991*
- *Article 275 (Tripartism and Tripartite Conferences) of the Labor Code of the Philippines, as amended, declares tripartism as a State policy.*
- *Republic Act No. 10395, An Act Strengthening Tripartism, Amending for the Purpose Article 275 of Presidential Decree No. 442, as amended, otherwise known as the "Labor Code of The Philippines"*

## **2. What are the different types of tripartite bodies in the Philippines?**

There are four (4) types of tripartite bodies in the Philippines, performing different functions, namely:

1. Consultative Bodies (national and local levels)
2. Policy-making bodies
3. Quasi-Judicial Bodies
4. Quasi-Legislative Bodies

### **Tripartite bodies according to type:**

#### **a. Consultative Bodies (national and local levels)**

- Tripartite Industrial Peace Councils (TIPCs)
- Industry Tripartite Councils (ITCs)

#### **b. Policy-making bodies**

- Overseas Workers Welfare Administration (OWWA);
- Technical Education and Skills Development Authority (TESDA);
- Occupational Safety and Health Center (OSHC);
- National Wages and Productivity Commission (NWPC);
- Philippine Overseas Employment Administration (POEA);
- Employees Compensation Commission (ECC); and,
- Tripartite Voluntary Arbitration Advisory Council (TVAAC);

Except for the TVACC which recommends actions for the Secretary's approval, the above mentioned bodies are chaired by the Secretary of Labor and Employment.

Other bodies with policy-making functions where the DOLE as well as the labor and employer sectors are represented include the following:

- Social Security Commission (SSC);
- Home Mutual Development Fund (HDMF);
- Philippine Economic Zone Authority (PEZA);
- Philippine Health Insurance Corporation (PHIC); and,
- National Anti-Poverty Commission (NAPC).

**c. Quasi-Judicial Bodies**

- National Labor Relations Commission (NLRC)
- National Wages and Productivity Board (NWPC)

**d. Quasi-Legislative Bodies**

- Regional Tripartite Wage and Productivity Boards (RTWPBs)

**3. What is the  
National  
Tripartite  
Industrial  
Peace  
Council?**

The **National Tripartite Industrial Peace Council (NTIPC)** is the main consultative and advisory body mechanism lodged with the Department of Labor and Employment functions primarily as a consultative body where the social partners – labor, employers and government – are provided a venue to discuss relevant policy issuances on labor and employment. Representatives for the labor and employer sectors are appointed by the President, through the nomination of their respective sectors and the Secretary of Labor, while representatives from other government agencies are called depending on the issues at hand.

**4. What are the legal bases for the creation of the Tripartite Industrial Peace Council?**

The National TIPC was formally created by virtue of the following issuances:

**Republic Act 10395 (2012)** – An Act Strengthening Tripartism, Amending for the Purpose Article 275 of PD 442, Otherwise Known as the Labor Code of the Philippines)

**Department Order No. 111-11 (2011)** – Guidelines in the Creation Guidelines in the Creation and Institutionalization of Coordination of National Industry Councils, Regional Tripartite Industrial Peace Councils and Regional or Local Industry Tripartite Councils

**Executive Order No. 97 (1999)** – Amending E.O. No. 49, further expanding the functions of the TIPC

**Executive Order No. 49 (1998)** – Amending E.O. No. 383 for the purpose of reconstituting and expanding the membership of the TIPC

**Executive Order No. 383 (1996)** – Reorganizing and strengthening the TIPC

**DOLE Department Order No. 8 (1995)** – Guidelines in the constitution and institutionalization of national industry councils, Regional TIPC's, and regional or local ITCs under the national TIPC

**Executive Order No. 25 (1992)** – Amending E.O.403, Further Strengthening the TIPC

**Executive Order No. 403 (1990)** – Establishing the TIPC

**5. What is the criterion for representation to the TIPC?**

The criterion for representation in the TIPC is the “most representative organizations of employers and workers” status.

“**Representative Organisations**” refers to the most representative organizations of employers and workers enjoying the right of freedom of association. *Article 1 of ILO Convention No. 144*

***“The most representative organizations of employers and workers” in Article 1 of Convention 144 “does not mean only the largest organization of employers and the largest organisation of workers. If in a particular country there are two or more organisations of employers or workers which represent a significant body of opinion, even though one of them may be larger than the others, they may all be considered to be 'most representative organisations' for the purpose of the Convention. The government should endeavour to secure an agreement of all the organisations concerned in establishing the consultative procedures provided for by the Convention, but if this is not possible it is in the last resort for the government to decide, in good faith in the light of the national circumstances, which organisations are to be considered as the most representative”.***

**6. What is the composition and frequency of meetings of the TIPC?**

The National TIPC has **20 representatives** each from **workers and employers** sectors who have been appointed by the President. Government is represented by the DOLE and other various agencies. The Secretary of Labor and Employment heads the National TIPC.

The National TIPC is convened on a quarterly basis. Special meetings may be called upon by the Secretary of Labor during intervals.

**7. How long would the representative serve?**

Until term recalled by nominating organization.

**8. What is the contribution of the TIPC to industrial peace & harmony?**

- One of the functions of the TIPC is to formulate proposals and recommendations on labor, economic and social concerns and to monitor the full implementation and compliance with provisions of tripartite instruments and social accords.
- Major DOLE issuances and issues on labor and employment are being processed in the TIPC.



**9. What is the organizational structure of the TIPC?**

The TIPC has regional, city/municipal and provincial and industry bases. Also, TIPCs are replicated at the industry level otherwise called as Industry Tripartite Councils (ITCs), which can both be located at the national and local levels.

At the national level, the TIPC is supported by the TIPC Monitoring Body and the National Tripartite Advisory Committee (NTAC), the Tripartite Executive Committee (TEC) and TEC Monitoring Body.

All these tripartite councils, whether national, regional, local or industry-based, serve as subcommittees of the National TIPC.

**10. What are the bases for the constitution of Industry Tripartite Councils (ITCs)?**

- Republic Act 10395 (An Act Strengthening Tripartism, Amending for the Purpose Article 275 of PD 442, Otherwise Known as the Labor Code of the Philippines)
- Department Order No. 111-11, (Guidelines in the Creation Guidelines in the Creation and Institutionalization of Coordination of National Industry Councils, Regional Tripartite Industrial Peace Councils and Regional or Local Industry Tripartite Councils)
- Executive Order No. 25, series of 1992, provides for the creation of regional or industry wide tripartite councils.
- DOLE Department Order No. 8, series of 1995, provides for guidelines in the constitution and institutionalization of national industry councils, and regional or local industry tripartite councils under the national TIPC.

**11. What is the  
DOLE's policy  
on the creation  
of ITC?**

The DOLE promotes the creation of ITCs pursuant to ILO Convention 144 which institutionalizes tripartism by providing a continuing forum for tripartite advisement and consultation empowering workers' and employers organizations, enhancing their respective rights, attaining industrial peace and improving productivity.

**12. What is the composition of an ITC?**

A national ITC is chaired by an Undersecretary of the DOLE and is composed of such number of workers and employers' representatives as the needs of the industry may warrant.

A regional or local ITC is chaired by the Regional Director of the DOLE; provided, however, that consistent with the principle of respecting local autonomy, the Governor or Mayor in the local unit concerned shall be given priority in heading the ITC. It is composed of regional or local industry representatives from the workers' and employers' sectors and other government agencies directly involved with the specific industry.

**13. What are the functions of the TIPCs/ITCs?**

The functions of the TIPCs/ITCs are as follows:

- a) Serve as an information network specifically on labor relations issues and industry configurations in the appropriate level;
- b) Monitor compliance with sectoral commitments as embodied in national, regional, local or industry tripartite accords;
- c) Ensure implementation of the action plan relative to the Philippine Decent Work Common Agenda;
- d) Assist concerned agencies in the identification of industries or establishments with potentials for growth, as well as industries and establishments which are likely to experience labor disputes or in need of appropriate responses with respect to industry-specific concerns;

What are the  
functions of the  
TIPCs/ITCs?  
(*con't*)

- e) Lend support to DOLE agencies in the resolution of industrial disputes;
- f) Undertake project toward the formulation of tripartite views, policy and program proposals, legislative proposals, and appropriate recommendations on labor, economic and social concerns for submission to concerned agencies;
- g) Coordinate with and render technical assistance/advice to the appropriate agencies or councils in matters relating to labor and employment;
- h) Promote the active participation of workers and employers in policy formulation and development; and
- i) Perform such other functions as may be required by the Secretary of Labor and Employment or by law.

**14. What are the national ITCs and the frequency of meetings?**

There are currently eight (8) national ITCs, as follows:

- Automotive Assembly Industry Tripartite Council (AAITC)
- Construction Industry Tripartite Council (CITC)
- Banking Industry Tripartite Council (BITC)
- Clothing And Textile Industry Tripartite Council (CTITC)
- Hotel and Restaurant Tripartite Consultative Body, Inc. (HRTCB)
- Sugar Tripartite Council (STC)
- Maritime Industry Tripartite Council (MITC)
- Overseas Landbased Tripartite Consultative Council

Meetings of ITC vary. Some ITCs meet every month while others have agreed to meet bi-monthly or quarterly.

**15. What is the TIPC Monitoring Body, its functions and composition?**

The TIPC, by virtue of TIPC Resolution No. 1, series of 2010, was constituted as the High Level Tripartite Monitoring Body tasked to look into ILO cases/complaints. This is in response to the ILO High Level Mission's recommendation on the "four areas for future action on Convention No. 87" which include the setting-up of a high-level tripartite, inter-agency monitoring body for complaints on violations of International Labor Standards, particularly on freedom of association and protection of the right to organize.

The TIPC Monitoring Body is tasked to: (1) facilitate "out of the box solution" to long-standing CFA cases; (2) monitor and report progress on active CFA cases; and (3) facilitate gathering of relevant information on complaints submitted to the ILO and evaluate and recommend appropriate action/s. It is supported by a TEC Monitoring Body, which is primarily tasked to look into ILO cases/complaints prior to submission of the same to the TIPC Monitoring Body. The TIPC Monitoring Body is composed of the regular members of the National TIPC.



**16. What is the National Tripartite Advisory Committee (NTAC), its functions and composition?**

The National Tripartite Advisory Committee (NTAC) serves as the Oversight Committee on the Philippine Labor and Employment Plan (PLEP) 2011-2016. It is mainly responsible for coming out with programs and projects along the four decent work pillars (rights at work; employment; social protection and social dialogue) and ensuring the implementation of the Philippine Decent Work Common Agenda. It is composed of the tripartite plus partners, including the informal sector, and is lodged at the Institute for Labor Studies.

**17. What is the  
Tripartite  
Executive  
Committee?**

The TEC serves as the workhorse and technical working group of the TIPC. It is tasked with the effective day-to-day functioning of the TIPC, the performance of activities and projects approved by the TIPC, and such other specific assignments delegated to it by the TIPC. It is created among the regular members or representatives as agreed upon by the members of the TIPC.

**18. What major policy issuances were processed by the TIPC from its establishment under President Corazon Aquino's administration up to the present?**

To date, the TIPC was able to process 43 policy issuances. These are the following:

1. Department Order No. 9, series of 1997, the new rules implementing Book V of the Labor Code;
2. Department Order No. 10, series of 1997, the new rules on subcontracting;
3. The new rules implementing the Paternity Leave Act, , series of 1997, R.A. No. 8187
4. Department Order No. 10, series of 1998, Guidelines on the imposition of double indemnity for non-compliance with the prescribed increases or adjustments in wage rates;
5. Memorandum Circular No. 2, , series of 1998, Technical guidelines for classifying hazardous and non-hazardous establishments, workplaces and work process;
6. Department Order No. 4, series of 1999, Hazardous work and activities to persons below 18 years of age;

What major policy issuances were processed by the TIPPC from its establishment under President Corazon Aquino's administration up to the present?  
(con't)

7. Department Order No. 7, series of 1999, The rules implementing the PESO Act;
8. Department Order No, 14, series of 2001, Guidelines governing the employment and working conditions of security guards and similar personnel in the private security industry;
9. Department Order No. 15, series of 2001, Rule 1160: boiler; Rule 1170: unfired pressure vessels Rule 1180: internal combustion engine; and Rule 1240: power piping lines of the Occupational Safety and Health Standards;
10. Department Order No. 16, series of 2001, Rule 1030 on training and accreditation of personnel on occupational safety and health;
11. Department Order No. 18-02, Rules Implementing Articles 106 to 109 of the Labor Code, as amended;
12. Department Order No. 40-03, Amending the Implementing Rules of Book V of the Labor Code of the Philippines;

17. What major policy issuances were processed by the TIPIC from its establishment under President Corazon Aquino's administration up to the present? (*con't*)

13. Department Order No. 53-03, Guidelines for the Implementation of a Drug-Free Workplace Policies and Programs for the Private Sector;
14. Department Order No. 40-B-03, amendment to D.O. 40-03;
15. Department Order No. 57-04, Labor Standards Enforcement Framework;
16. Department Order No. 40-B-03, amendment of Section 2(E), Rule III, on the requirement for the registration of chartered locals;
17. Department Order No. 65-04, the implementing rules and regulations of Republic Act No. 9231, "An Act Providing for the Elimination of the Worst Forms of Child Labor and Affording Stronger Protection for the Working Child, amending for this purpose Republic Act No. 7610, as amended, otherwise known as the Special Protection of Children against Child Abuse, Exploitation and Discrimination Act";

17. What major policy issuances were processed by the TIPC from its establishment under President Corazon Aquino's administration up to the present? (*con't*)

18. Department Order No. 68-04, the guidelines on the implementation of the Kasanayan at Hanapbuhay Program - An Apprenticeship and Employment Program;
19. Memorandum Circular No. 02, Adoption of Fixed Start Working Hours in the Private Sector during the Christmas Season;
20. Department Advisory No. 02, series of 2004, Implementation of Compressed Workweek Schemes;
21. Department Order No. 71-04, Occupational Safety and Health Standard Rule 1190 on Steam Turbine)
22. Department Order No. 73-05, Guidelines on the Implementation of Policy and Program on TB Prevention and Control in the Workplace
23. Department Order No. 40-F-03, Amending Rules III, V, VIII, IX, XIV and XV of the Implementing Rules of Book V of the Labor Code of the Philippines;
24. Department Advisory No. 2, Guidelines on the Adoption of Flexible Work Arrangements

**Recent Issuances:**

*From 2010-2013*

1. **Department Order No. 40-G-03**, series of 2010, Amending Rule XXII of the Implementing Rules of Book V of the Labor Code of the Philippines;

This issuance is an interim measure which addresses the perceived arbitrariness in the exercise of the assumption power. The D.O. provides that the Secretary of Labor may assume jurisdiction over the dispute and decide or certify the same to the NLRC for compulsory arbitration.

2. **Department Order No. 107-10**, series of 2010, Guidelines on the Single Entry Approach (SEnA) Prescribing a 30-Day Mandatory Conciliation-Mediation Services for All Labor and Employment Cases)

This Guidelines seek to provide a speedy, impartial, inexpensive and accessible settlement services for unresolved issues/complaints arising from employer-employee relations and uses conciliation-mediation as the primary mode of settlement. From the time of its implementation, SEnA has been used as a mode to prevent labor disputes from escalating into labor cases.

3. **Department Advisory No. 5**, s. 2010, Guidelines for the Implementation of a Workplace Policy and Program on Hepatitis B

The advisory requires all private workplaces to implement a rights-based policy and a program on Hepatitis B that incorporated human rights standards and principles. It also covers all workers regardless of their employment status. It requires vaccination to all occupations with a conceivable risk of Hepatitis B transmission in the workplace such as health care workers and other workers whose occupation involves the potential exchange of bodily fluids. It also encourages all establishments to provide Hepatitis B immunization for all its workers.

The advisory also requires firms to include a policy on non-discriminatory, confidentiality, work accommodation, and arrangements for workers with Hepatitis B status.



4. **Department Order No. 109-11**, Creation of Efficiency and Integrity Boards in the Department of Labor and Employment;

The DOLE Efficiency and Integrity Boards are the Department's contribution to the Aquino administration's fight against corruption. A DOLE integrity Development Plan is being formulated and subjected to review.

5. **Department Order No. 111-11**, Guidelines in the Creation Guidelines in the Creation and Institutionalization of Coordination of National Industry Councils, RTIPCs and Regional or Local ITCs;

This Guidelines was created to ensure better coordination or the national and regional TIPCs. To further strengthen the capacities of the TIPC, capacity-building seminars with TIPC, ITC, and Regional TIPC monitoring bodies secretariats were done.

6. **Department Order No. 112-11**, Guidelines Governing the Implementation of the Special Leave Benefits for Women Employees in the Private Sector”

Under the Republic Act 9710, otherwise known as “The Magna Carta of Women“, a woman employee shall be entitled to a special leave benefit of two (2) months with full pay based on her gross monthly compensation following surgery caused by gynecological disorders. As guidelines for the implementation of special leave benefits for women in the private sectors, the Department of Labor and Employment issued this Department Order.

A supplemental D.O. on the implementation of the special leave benefits was issued this 2012.

7. **Department Order No. 115-11**, “Guidelines on the Implementation of the Incentivizing Compliance Program (ICP)”;

The Incentivizing Compliance Program (ICP) converges DOLE programs on labor law compliance and awards a tripartite seal of excellence on compliant companies and their products. Tripartite Certification Committees (TCC) were

created and oriented in the Regional Offices. A total of eighty (80) establishments were enrolled under the ICP.

**8. Joint DOLE-PNP-PEZA Guidelines in the Conduct of PNP Personnel, Economic Zone Police and Security Guards, Company Security Guards and Similar Personnel During Labor Disputes;**

The Guidelines was jointly issued by the DOLE, PNP and PEZA on 23 May 2011 to ensure proper coordination in responding to cases of a strike/lockout/picket or any labor dispute within or outside the economic zones.

Seventeen (17) advocacies for the Joint DOLE-PNP-PEZA Guidelines were done for the following: Security guards under PNP-SOSIA, MMDA personnel, PEZA security agencies & HR personnel, and PMAP members.

9. **Department Order No. 18-A**, The Rules Implementing Articles 106-109 of the Labor Code, as Amended;

The track of this issuance is to curb abuses and ensure full compliance with workers' rights to security of tenure, labor standards and occupational health and safety standards by tightening the requirements for legitimate subcontracting.

As of June 2012, there are 14, 588 registered contractors/subcontractors nationwide. Aside from orientation seminars, the BLR caters walk-in and phone clients seeking information on the implementation of the aid D.O.

10. **Department Order No. 118-12**, on Bus Transport

The D.O. introduces the two-tiered wage systems on the Bus Transport industry. This was issued on 13 January 2012.

11. **D.O. 112-A**, Supplemental Guidelines on the Implementation of Special Leave Benefits for Women;

This D.O. was issued to supplement the special leave benefits for women in the private sector.

12. **D.O. 119-12**, Implementing Rules on RA 10151 (An Act Allowing the Employment of Night Workers, thereby Repealing Art. 130 & 131 of LC)

13. **Guidelines on the Conduct of the DOLE, DILG, DND, DOJ, AFP and PNP Relative to the Exercise of Workers' Rights and Activities**

This Guidelines was signed on 07 May 2012. A simplified Q & A could be browsed at the BLR website

14. **Department Order No. 125-13** – Revised Guidelines on the Conduct of Time & Motion Study

15. **Department Order No. 126-13** – Revised Guidelines on the Conduct of Facility Evaluation
16. **Implementing Rules and Regulations of Republic Act No. 10361 or Batas Kasambahay**
17. **Department Order No. 128-13** – Amending Rule 1414 on Scaffoldings of the 1989 OSH Standards, as amended (signed on April 30)
18. **Department Order No. 129-13**, Rules and Regulations Governing the Employment and Working Conditions of Seafarers Onboard Ships Engaged in Domestic Shipping (signed on June 7)
19. **Department Order No. 130-13**, Rules and Regulations on the Employment of Filipino Seafarers Onboard Philippine Registered Ships Engaged in International Voyage (signed on June 07)

**19. What are the DOLE-initiated reforms supported by the National TIPC that are consistent with the 22-point agenda of President Benigno Aquino III?**  
*(a-f items)*

To date, the NTIPC has supported a total of 6 policy or reforms agenda pursuant to the 22-point agenda of the PNoy. Among these reforms are:

a. **TIPC Resolution No. 3**, “Endorsing and Extending Tripartite Support to the DOLE initiated Reforms in Labor Arbitration and Adjudication System and in Strengthening Tripartism and Social Dialogue”

b. **TIPC Resolution No. 3-A**, “Supporting the Creation of a National Efficiency and Integrity Board under the National Tripartite Industrial Peace Council as Monitoring and Oversight Body over the Tripartite Efficiency and Integrity Boards to be Established DOLE-wide”

c. **TIPC Resolution No. 3-B**, “Recommending Pro-Active Involvement in the Implementation of Tripartite Certificate of Labor Standards Compliance under the Labor Standards Enforcement Framework”

- d. **TIPC Resolution No. 3-C**, “*Providing a Criteria for Nomination and Selection of Sectoral Representatives and Procedure for Nomination to Philippine Tripartite Bodies*”
- e. **TIPC Resolution No. 3-D**, “*Supporting the Creation, Strengthening and/or Reactivation of Industry Tripartite Councils in Priority Industries and the Promotion of Voluntary Code of Good Industry Practices*”
- f. **TIPC Resolution No. 3-E**, “*Adopting a Uniform Procedure in Decision-Making Processes*”

*Resolutions 3, 3-A and 3-B were approved on 2 September 2010; Resolutions 3-C and 3-D on 14 September 2010; Resolution 3-E on 17 November 2010.*

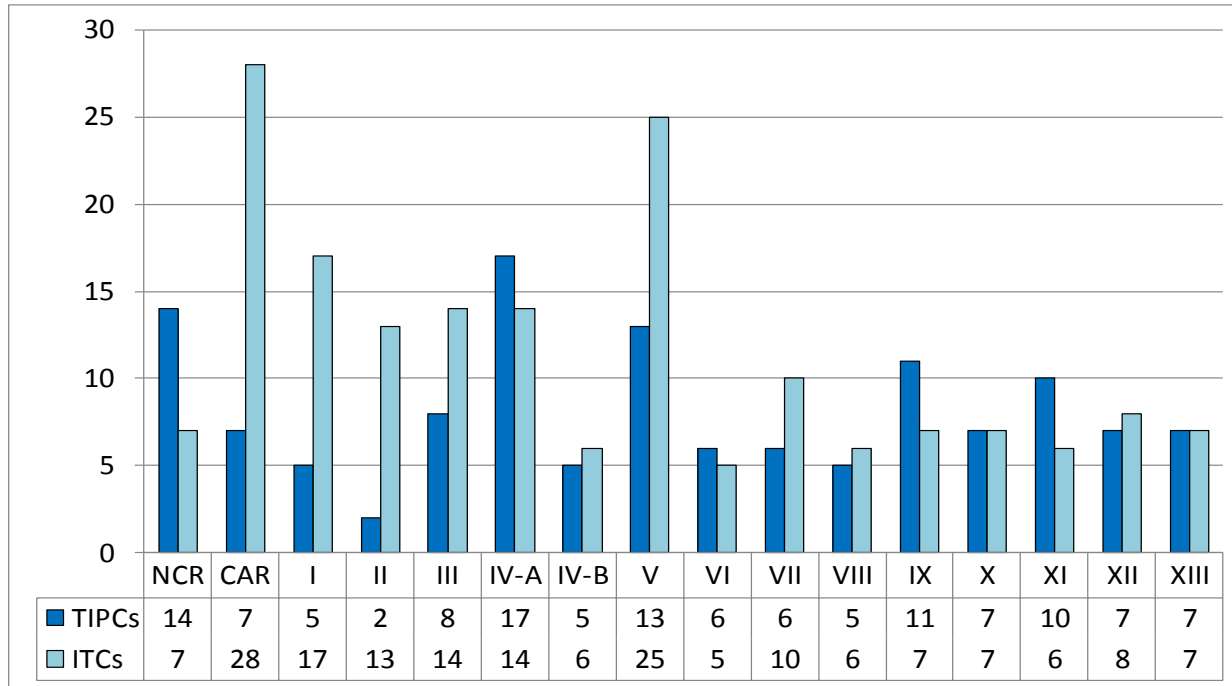


**20. How many Regional, City/Municipal, Provincial TIPCs and ITCs are existing?**

**ITCs for local level**

Regional TIPCs	16
Municipality/city TIPC	53
Provincial TIPCs	62
<b>Total ITCs</b>	<b>131</b>

Existing TIPCs and ITCs ny Region (as of June 2013)

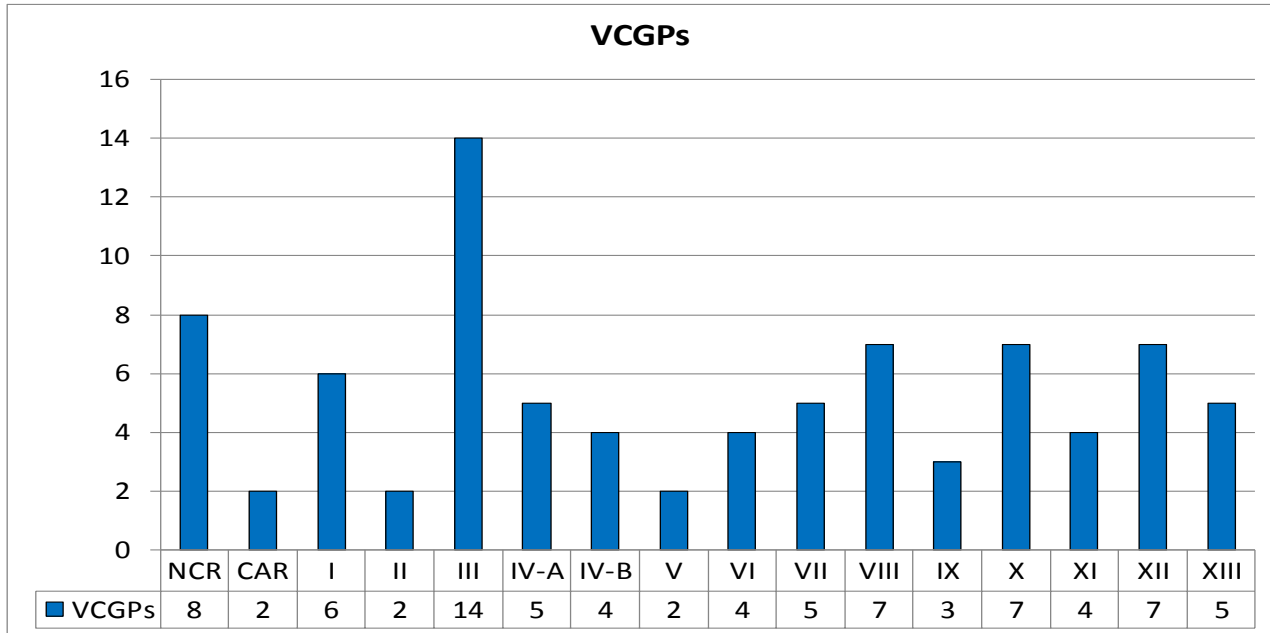


**21. What is a Voluntary Code of Good Practices?**

It is a set of Guidelines or a set of voluntary minimum standards on the social and employment aspects of the industry. It may deal with: hiring and firing of employees; education and training; health and safety; enforcement of labor standards or improvement of working conditions; dispute settlement; social dialogue or in area to be determined by the social partners.

The objective is to allow the industry social partners to voluntarily self-regulate their engagement and for DOLE to assume a facilitative role.

At present, there are eighty-five (85) VCGPs across various industries nationwide.



NO.	REGION	INDUSTRY TRIPARTITE COUNCIL	VOLUNTARY CODE OF GOOD PRACTICES	DATE OF SIGNING
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NO.	REGION	INDUSTRY TRIPARTITE COUNCIL	VOLUNTARY CODE OF GOOD PRACTICES	DATE OF SIGNING
1	NCR	Education ITC	"EITC Code of Good Practices (for Academic Personnel)"	9 November 2010
2	NCR	Hospital ITC	"Voluntary Code of Good Practices on Decent Work + in the Hospital Industry in National Capital Region"	14 December 2010
3	NCR	Bus (Transport) ITC	Voluntary Code of Good Practices on Decent Work + in the Bus Transport Industry NCR	23 June 2011
4	NCR	Broadcast ITC	Voluntary Code of Good Industry Practices on Decent Work +	23 June 2011
5	NCR	Cargo Handling & Logistics ITC (CHLITC)	Voluntary Code of Good Industry Practices on Decent Work + for the Cargo Handling and Logistics	23 June 2011
6	NCR	Education ITC	Code of Good Practices for the Non-Academic Personnel of the Education ITC	23 June 2011
7	NCR	Hotel and Restaurant		2012
8	CAR	Academe		2012
9	CAR	ITC for Hotel and Restaurant – Kalinga	Code of Voluntary Compliance and Good Practices – Hotel and Restaurant - Kalinga	19 December 2012
10	Region I	ITC Hotel and Restaurant Industry	Voluntary Code of Good Practices in ITC Hotel and Restaurant Industry (Dagupan City)	13 May 2011
11	Region I	ITC Hotel, Restaurant and Tourism-Related Industry	Voluntary Code of Good Practices in ITC Hotel, Restaurant and Tourism-Related (Ilocos Norte)	18 November 2011
12	Region I	ITC Hotel and Restaurant Industry	Voluntary Code of Good Practices in ITC Hotel and Restaurant Industry (Eastern Pangasinan)	7 December 2011
13	Region I	ITC Hotel and Restaurant	VCGP in Hotel and Restaurant (Western	2012

\*Decent Work + achieved through the implementation of the ILO's four strategic objectives, with gender equality as crosscutting objective

NO.	REGION	INDUSTRY TRIPARTITE COUNCIL	VOLUNTARY CODE OF GOOD PRACTICES	DATE OF SIGNING
			Pangasinan)	
14	Region I	ITC Hotel and Restaurant	VCGP in Hotel and Restaurant (La Union)	2012
15	Region I	ITC Hotel and Restaurant	VCGP in Hotel and Restaurant (Ilocos Sur)	2012
16	Region I	ITC Tobacco	VCGP in Tobacco	2012
17	Region II	Security and Janitorial Services	Agreement to Foster Industrial Peace and Stability Among Security and Janitorial Service Agencies in Region 2	17 June 2011
18	Region II	ITC for the Hotel, Restaurants and Resorts in Sta. Ana, Cagayan (NEW)	VCGP in the Hotel, Restaurant and Resort of Sta. Ana, Cagayan	29 December 2012
19	Region III	ITC for Hotels, Restaurants and Resorts (ITC-HRRO) in Olongapo City (ITC-HRRO)	Voluntary Code of Good Practices in ITC Hotels, Restaurant and Resorts in Olongapo City	19 October 2011
20	Region III	Bataan Hotel, Restaurant and Tourism – ITC (BHRT-ITC)	Voluntary Code of Good Practices in Tripartite Council – Hotel, Restaurant and Tourism Industry (Bataan)	18 October 2011
21	Region III	BPO	VCGP in BPO and ITC TC (TC-BPO-ICT) in Clark, Pampanga	29 September 2011
22	Region III	School	VCGP in Education in Tarlac	2011
23	Region III	Tripartite Council for Hotel, Restaurant and Tourism-Related Industry in Bulacan	VCGP in Hotel, Restaurant and Tourism in Bulacan	23 August 2011
24	Region III	Hotel, Restaurant and Tourism	VCGP Hotel, Restaurant and Tourism in in Zambales	2011
25	Region III	Bataan Construction ITC	Voluntary Codes of Good Practices of Bataan	August 2012 (I)

NO.	REGION	INDUSTRY TRIPARTITE COUNCIL	VOLUNTARY CODE OF GOOD PRACTICES	DATE OF SIGNING
			Construction Industry Tripartite Council (BC-ITC)	
26	Region III	Aviation ITC	VCGP in Aviation Industry	30 September 2012 (?)
27	Region III	Zambales Mining ITC	VCGP for Zambales Mining Industry	(17 January 2013) 2012
28	Region III	Tripartite Council of IT-BPO Tech Novo Ecijanos Association, Inc.	VCGP in Tripartite Council of IT-BPO Tech Novo Ecijanos Association, Inc.	06 September 2012
29	Region III	School Institutions	VCGP in School Institutions – Nueva Ecija	(2011) 24 November 2012
30	Region III	Bulacan Construction ITC (BULCON-ITC)	VCGP in Bulacan-ITC	28 November 2012
31	Region III	Zambales Construction ITC (ZC-ITC)	VCGP in Zambales ITC	15 November 2012
32	Region III	ITC on Construction in Aurora Province (NEW)	VCGP in Industry Tripartite Council on Construction in Aurora Province (ITCCAP)	2012
33	Region IVA	Electronics and Semiconductor Industries	VCGP on Decent Work in the CALABARZON Electronics and Semiconductor Industries	27 July 2011
34	Region IVA	CALABARZON Transport TIPIC	VCGP on Decent Work in the Transport Industry in CALABARZON	22 September 2011
35	Region IVA	Marine	VCGP in Marine in Batangas	2011
36	Region IVA	Subcontracting (with PALSCON)	VCGP for Contracting / Subcontracting Industry of PASCON-RIV-A	December 2012
37	Region IVA	Sugar <b>NEW</b>		2013
38	Region IVB	Mining	VCGP in the Mining Industry - Palawan	July 2012
39	Region IVB	Tourism	VCGP in Tourism in Palawan	July 2012
40	Region IVB	Tourism	VCGP in Tourism in Oriental Mindoro	September 2012
41	Region IVB	Security		2012
42	Region V	Power Industry	Voluntary Code of Good Practices in the Power	27 July 2012

NO.	REGION	INDUSTRY TRIPARTITE COUNCIL	VOLUNTARY CODE OF GOOD PRACTICES	DATE OF SIGNING
			Industry Bicol Region	
43	Region V	Hotel and Restaurant and other tourism and related establishments	VGP in Hotel and Restaurant Industry	15 November 2012
44	Region VI	Tripartite Council in Business Process Outsourcing (NEW)	Voluntary Code of Good Practices for Business Process Outsourcing (BPOs) Industry (Negros Occidental)	29 May 2012
45	Region VI	Hospital		2012
46	Region VI	Hotel		2012
47	Region VI	Manufacturing <b>NEW</b>		2013
48	Region VII	Labor Tripartite Council in Education	"Voluntary Code of Good Practices in School Institutions"	6 December 2010
49	Region VII	Tripartite Council for Hotel/Restaurant and Tourism Industry	"Voluntary Code Of Best Practices In Hotels, Restaurants And Tourism Industry"	6 December 2010
50	Region VII	Tripartite Council for BPO/Call Center and IT Industry	"Voluntary Code of Good Practices in Business Process Outsourcing and Information Communications Technology"	6 December 2010
51	Region VII	Maritime <b>NEW</b>		2013
52	Region VII	Shipbuilding and Ship Repair	Voluntary Code of Good Practices in Shipbuilding and Shiprepair Industry	14 November 2012
53	Region VIII	Power Industry Tripartite Council	Resolution No. 1 "Adopting the Power Industry Voluntary Code of Good Practice on Dispute Settlement and Other Industry Concerns"	7 October 2011
54	Region VIII	Southern Leyte Hotel, Restaurant and Tourism ITC	Resolution No. 1 "Adopting the Hotel, Restaurant and Tourism	4 November 2011



NO.	REGION	INDUSTRY TRIPARTITE COUNCIL	VOLUNTARY CODE OF GOOD PRACTICES	DATE OF SIGNING
			Industry Voluntary Code of Good Practices"	
55	Region VIII	Biliran Hotel, Restaurant and Tourism Industry Tripartite Council	Resolution No. 1 "Adopting the Hotel, Restaurant and Tourism Industry Voluntary Code of Good Practices"	December 2011 (?)
56	Region VIII	(Western Leyte) HRT Industry Tripartite Council (HRT-ITC)	Resolution No. 1 "Adopting the Hotel, Restaurant and Tourism Industry Voluntary Code of Good Practices"	December 2011 (?)
57	Region VIII	Eastern Visayas Hotel Restaurant and Tourism Industry Tripartite Council (HRT-ITC)	Resolution No. 1 "Adopting the Hotel, Restaurant and Tourism Industry Voluntary Code of Good Practices"	25 November 2011
58	Region VIII	Academe		2012
59	Region IX	Fishing and Canning ITC	VCGP on Decent Work in the Fishing and Canning Industries in Zamboanga Peninsula	30 March 2011
60	Region IX	Zamboanga City Construction ITC (ZCCITC) (NEW)	Voluntary Code of Good Practices in the Construction Industry of Zamboanga City	6 June 2012
61	Region IX	Hotel and Restaurant		2012
62	Region X	Banana ITC	Voluntary Code of Good Practices in the Banana Industry	August 2011
63	Region X	BPO ITC	Voluntary Code of Good Practice in ICT BPO	August 2011
64	Region X	Pineapple ITC	Voluntary Code of Good Practice in the Pineapple Industry	August 2011

NO.	REGION	INDUSTRY TRIPARTITE COUNCIL	VOLUNTARY CODE OF GOOD PRACTICES	DATE OF SIGNING
65	Region X	DOLE-Bukidnon Provincial Office (sugar industry)	Code of Conduct on the Elimination of Child Labor in the Sugar Industry in Bukidnon	1 May 2012
66	Region X	Construction	VCGP for Construction Industry	2012
67	Region X	Hotel and Restaurant		2012
68	Region X	Maritime <b>NEW</b>		2013
69	Region XI	Banana ITC	"Voluntary Code of Good Practices on Decent Work + in the Banana Industry in Region 11	20 December 2010
70	Region XI	BPO/ICT	"Voluntary Code of Good Practices on Decent Work + in the ICT/BPO Industry	11 November 2010
71	Region XI	Academic ITC	Voluntary Code of Good Practices On Decent Work in the Academic Industry	9 September 2011
72	Region XI	Construction		2012
73	Region XII	Banana ITC	Resolution No. 1 "Adopting the Banana 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"	20 September 2011
74	Region XII	Fishing Industry and Allied Services Tripartite Council	Resolution No. 1 "Adopting the Fishing Industry and Allied Services Voluntary Code of Good Practices in SOCCSKSARGEN Area"	20 September 2011
75	Region XII	Rubber		2012

\*Decent Work + achieved through the implementation of the ILO's four strategic objectives, with gender equality as crosscutting objective

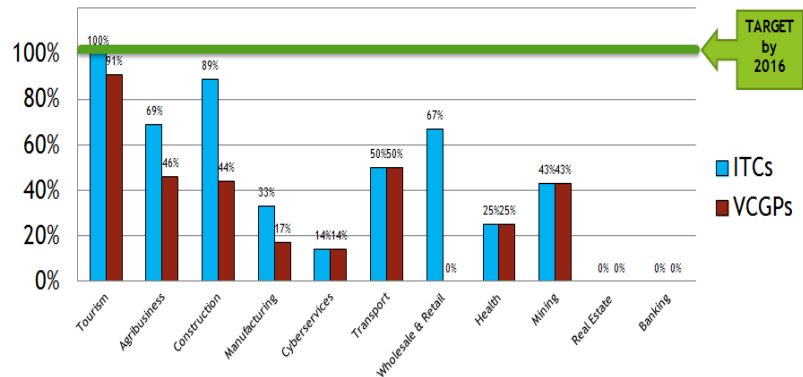
NO.	REGION	INDUSTRY TRIPARTITE COUNCIL	VOLUNTARY CODE OF GOOD PRACTICES	DATE OF SIGNING
76	Region XII	Pineapple		2012
77	Region XII	Abaca		2012
78	Region XII	Hotel and Restaurant		2012
79	Region XII	Education <b>NEW</b>		
80	CARAGA	Mining ITC	"Mining Industry Voluntary Code of Good Practice on Dispute Settlement and Other Industry Concerns	29 September 2010
81	CARAGA	Wood-Based ITC	Wood-Based Industry Voluntary Code of Good Practices on Dispute Settlement and Other Industry Concerns	09 March 2011
82	CARAGA	Eco-Tourism ITC	Resolution No. 1 "Adopting the Eco-Tourism Industry Voluntary Code of Good Practice on Dispute Settlement and Other Industry Concerns"	8 December 2011
83	CARAGA	Plantation ITC	Resolution No. 1 VCGP of the Plantation Industry	14 November 2012
84	CARAGA	Maritime		2012
85	CARAGA	Education <b>NEW</b>		
86	NCMB	Banking ITC (national level)	BITC Resolution No. 1, Series of 2011, Adopting the Banking Industry Voluntary Code of Good Practices on Dispute Settlement, Outsourcing/Subcontracting of Certain Bank Functions	01 December 2011

## 22. Way Forward

Establish ITC in remaining KEGs and Strengthening of existing ITCs in KEGs through productivity improvement programs.

- Facilitate the process of arriving at mutually agreed upon work arrangement at the ITCs.

ITCs and VCGPs in KEGs



<b>KEGs</b>	<b>Established ITCs</b>	<b>Formulated VCGPs</b>
<b>Tourism</b>	All 11 identified Regions	All except Region 4a
<b>Agribusiness</b>	CAR,1,2,7,9,10,11,12,13	1,9,10,11,12,13
<b>Construction</b>	1,2,3,5,7,9,10,11	3,9,10,11
<b>Manufacturing</b>	2,6	6
<b>Cyberservices</b>	11	11
<b>Transport</b>	NCR,4A,10	NCR,4A,10
<b>Wholesale and Retail</b>	1,10	-
<b>Health &amp; Wellness</b>	NCR.6	NCR.6
<b>Mining</b>	3,4B,13	3,4B,13
<b>Real Estate</b>	-	-
<b>Banking</b>	-	-