

**BANANA INDUSTRY
INDUSTRY TRIPARTITE COUNCIL**

RESOLUTION NO. 01

Series of 2011

“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 I Displacement Management Program”

WHEREAS, the National Tripartite Industrial Peace Council issued Resolution No. 3, series of 2010,¹ 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 Banana Industry Tripartite Council concurs 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 Banana 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 Banana 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 poses 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].

¹ The creation of Industry Tripartite Councils (ITCs) is provided under Executive Order No. 25, series of 1992.

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 banana 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 new entrants in the banana industry, coordinate with the concerned Local Government Units [LGUs] through its Provincial/Municipal Agriculture Office for the required skills training and other pertinent banana management skills as well as for new technologies and product management for small banana growers.

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 our companies.

Plan and develop displacement /retrenchment programs in the workplace.

Identify applicable tools and acquired techniques for business career planning and counseling for retrench and would-be-retrench 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.

Unanimously adopted this 20th day of September 2011, at General Santos City, Region XII, Philippines.

MR. ROEHL N. MOLINA

President

LFC-Tampakan Supervisors & Monthlies

Rank and File Union

Lapanday Fruits Corp., Tampakan, South Cotabato



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HR-Zone Head

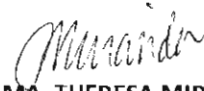
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HON. RUDY S. LAOGDAN

Mayor

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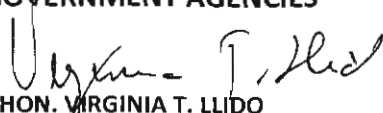
Mayor

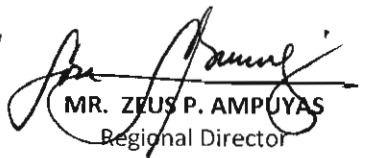
Municipality of Surallah

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GOVERNMENT AGENCIES

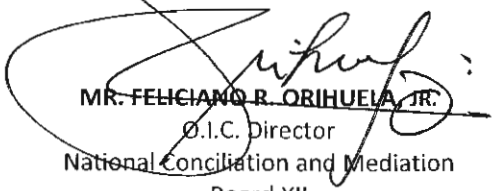

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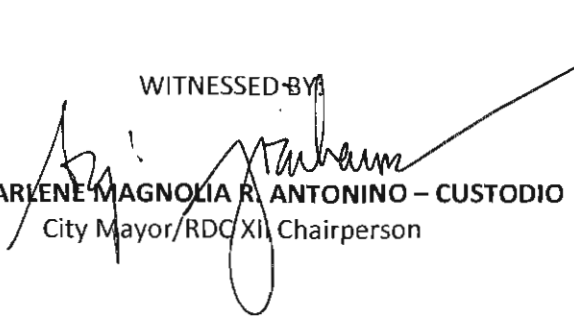

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WITNESSED BY


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