

VOLUNTARY CODE OF GOOD PRACTICES
Industry Tripartite Council of Hotels, Resorts and Restaurants
In Iloilo and Negros Occidental

I. Purpose

1. To provide a guiding principles and standards that will govern the operations of the Tripartite Council of the Industry of Hotels, Resorts and Restaurants in its pursuit for industrial peace, productivity, competitiveness, and compliance with labor and social standards;
2. To promulgate and implement good practices among the members of the industry and advocate these to non-members and key stakeholders on matters relating to employment creation, conditions of work including wages, monetary benefits and occupational health and safety, labor and management relations, and human resource development; and
3. To promote and advance the concept of social partnership as the framework for sustainable and beneficial labor and management relations in the industry and corporate social responsibility.

II. Definition of Terms

1. ITC – Industry Tripartite Council is composed of labor, management and government representatives who will serve as forum for tripartite advisement and consultation in the formulation and implementation of labor and social policies. (D.O.8, Series of 1995)
2. Labor Management Relations – a mechanism by which the terms and conditions of employment are negotiated, adjusted and enforced and interaction and processes on how rights and duties are exercised, how agreements are reached, and workplace relationship is enhanced
3. Labor Management Cooperation – A participative or cooperative practice in an establishment wherein workers are given an opportunity to participate or involve in decision-making on matters affecting them through their representative(s) in the Labor Management Council both in the unionized and non-unionized establishments
4. Conditions of Work- refer to terms and stipulations affecting the employment of an employee, including those stated in the company policies, programs, and regulations governing her/his employment status, work relationships, monetary benefits, health and safety, social security and insurances as agreed or imposed by the employer but must not violate the Labor or Social Laws.

