



**RESOLUTION NO. 07**  
**Series of 2018**

**“Manifesting Support and Cooperation to the Department of Labor and Employment - X  
in its Efforts to Protect the Security of Tenure of Employees”**

**WHEREAS**, the 1987 Philippine Constitution recognises and guarantees the rights of employees to security of tenure;

**WHEREAS**, non-permissible forms of contracting and subcontracting arrangements undermine the Constitutional and statutory right to security of tenure of workers;

**WHEREAS**, the Department of Labor and Employment (DOLE) issued Department Order No. 174, series of 2017 (D.O.174-17), on March 16, 2017 to regulate contracting and subcontracting arrangements by absolutely prohibiting Labor-Only Contracting, and restricting job contracting allowed under the provisions of the Labor Code of the Philippines, as amended;

**WHEREAS**, D.O. 174-17 prohibited and classified as Illicit Forms of Employment Arrangements certain practices, schemes or employment arrangements designed to circumvent the right of workers to security of tenure;

**WHEREAS**, DOLE issued Department Order No. 183, series of 2017 (D.O.183-17), on October 18, 2017, to further strengthen the implementation of the visitorial and enforcement powers of the Secretary of Labor and employment under Article 128, in relation to Article 303 of the Labor Code, as renumbered, towards securing a higher level of compliance with labor laws and standards, and ensuring continuity and sustainability of compliance at workplaces;

**WHEREAS**, DOLE issued Labor Advisory No. 6, series of 2017, to encourage voluntary regularization of employees and to ensure the rights of employees to labor standards benefits, self-organization and security of tenure;

**WHEREAS**, Rule III, Section 6 of D.O. No. 183-17 encourages the employers to voluntarily regularize their employees by filing a Letter of Voluntary Commitment before the DOLE Regional Offices having jurisdiction over the workplace pursuant to Labor Advisory No. 6, series of 2017;

**WHEREAS**, DOLE Regional Office No. X (DOLE-X) aims for the regularization of at least 15,000 employees in Northern Mindanao by the end of 2018;

**NOW THEREFORE, LET IT BE RESOLVED, AS IT IS HEREBY RESOLVED**, that we, the members of the Regional Tripartite Industrial Peace Council in Northern Mindanao, as social partners, manifest our full support and cooperation to the Department of Labor and Employment - X in its efforts to intensify the implementation of Department Order No. 174, series of 2017; Department Order No. 183, series of 2017; and Labor Advisory No. 6, series of 2017 towards the advancement of our common agenda to protect the security of tenure of labor and ensure decent work for all.

