

DOLE Timelines

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- December 8, 1933:** The Department of Labor (DOL) was established by Act. No. 4121 and went into gradual operation
- 1935:** The Commonwealth Administration instituted a pro-labor policy through its Social Justice Program. The Workers Compensation and Minimum Wage Laws were passed.
- 1936:** (October 29) Commonwealth Act. No. 103 created the Court of Industrial Relations as the compulsory arbitrator of all labor management issues.
- 1939:** (June 3) Eight-hour Work Day was enacted.
- 1940:** (November 4) The 1st strike in a government-owned hotel erupted, which led to the Supreme Court (SC) decision that recognized the right of the government employees to organize into unions and to strike.
- 1940:** DOL was merged with other Departments, and became known as the Department of Defense, Public Works and Communication Labor.
- 1951:** (April 6) The Minimum Wage Law (RA602) established the Wage Administration Service and superseded the Wage Claim Division of the DOL.
- 1953:** RA 715 established the Conciliation Service of the Registrar of Labor Organizations which later became the Bureau of Labor Relations (BLR).
- 1953:** (June) RA 875 (the Magna Carta of Labor) was passed, which gave workers' right to self-organization greater guarantee.
- 1957:** (June 8) DOL underwent major revamp (Reorganization Plan 20-A), delineating staff and line functions, and decentralizing DOL operations to regional offices.

- 1960:** (June 18) RA 2714 created the Women and Minors Bureau.
- 1961:** (June 18) An Office of Apprenticeship was created with the enactment of RA 2628.
- 1972:** (October 14) PD 442 created the National Labor Relations Commission (NLRC) to replace the Court of Industrial Relations.
- 1974:** (May 1) PD No. 442, the Labor Code of the Philippines, was promulgated, limiting the ban on strikes in so-called vital industries.
- 1975:** Philippine Labor Code created the Overseas Employment Development Board (OEDB) National Seamen's Board (NSB) and the Bureau of Employment Services (BES).
- 1978:** The DOL was named a Ministry, with six offices under the Office of the Minister, five bureaus, ten attached agencies and social offices, and a network of regional office throughout the country.
- 1982:** (May 1) EO 797 completed the reorganization of the entire Ministry of Labor.
- The Philippine Overseas Employment Administration (POEA) was created, assuming the duties of the NSB and the BES.
- 1982:** (May 31) BP 130 restricted trade unions' rights and freedom. It prohibited strikes in industries "affecting national interest".
- 1983:** Established the 1st Regional Labor Center in Jeddah, KSA
- 1987:** (January 30) EO 126 renamed Welfare and Training Fund to Overseas Workers Welfare Administration (OWWA)
- 1987:** The National Conciliation and Mediation Board (NCMB) and the Occupational Safety and Health Center (OSHC) were created.
- 1989:** (July 1) RA 6727, Wage Rationalization Act was passed, and that created the Regional Tripartite Wages Board.
- 1993:** (August 19) RA 7655 increased the minimum wage of household helpers

1994: Secretary Nieves R. Confesor was elected as the first Filipino and Asian Chairperson of the Governing Board of the ILO.

1994: (May 12) Issued DO 18 implementing RA 7658 (Special Protection of Children Against Abuse, Exploitation and Discrimination).

1994: (May 1) RA 7700 provided for the concurrent jurisdiction between and among the 1st, 2nd and 3rd divisions of the NLRC to further ensure speedy disposition of cases.

(August 25) RA 7796 established the Technical Education and Skills Development Authority (TESDA)

1995: (June) RA 8042 (Migrant Workers and Overseas Filipinos Act) instituted policies in overseas employment and established higher standards of protection for migrant workers and their families.

2000: (February) RA 8759 institutionalized the Public Employment Service Office (PESO) in every province, key cities and strategic areas in the country.

(December 6) The Philippines was included in the International Maritime Organization's (IMO) "White List".

DOLE's Collective Negotiations Agreement (CNA) was signed.

Hosted the 14th ASEAN Labour Minister's Meeting (ALMM) with 65-member delegates and the Southeast Asian Ministers of Education Organization Regional Center for Vocational Technical Education (SEAMEO VocTech) 11th Governing Board Meeting with 10-member delegates.

2001: Secretary Patricia A. Sto. Tomas was elected President of the 89th International Labor Conference in Geneva Switzerland.

2002: The Centennial Year of the Philippine Labor Movement.

2003: RA 7610 was signed into law, An Act Providing for the Elimination of the Worst Forms of Child Labor and Affording Stronger Protection for the Working Child.

2005: DOLE Call Center or Hotline Service was established, aimed to entertain inquiries on local and overseas employment opportunities, employees' rights and benefits, working condition, wages, labor relations, and other employment-related issues, among others. It is manned by 6 Action Officers from 7:00 am to 7:00 pm, Mondays to Fridays.

Launched on Labor Day 2005, the country's first job search facility through the use of the short messaging system (SMS or text messaging) called "Trabaho ...I-Text Mo".

2006: RA No. 9347, *An Act Rationalizing the Composition and Functions of the NLRC*, was signed into law last July 25, 2006, which increased the tripartite composition of the Commission to one Chairman and 23 members, eight each from the nominees of workers and employer groups, and the Chairman and seven preferably from the incumbent Labor Arbiters; and created positions for Commission Attorneys who will assist the eight divisions in its adjudicatory function, among others.

Executive Order No. 565 (September 1, 2006) as amended by EO 565-A, attached the Professional Regulations Commission to the Department of Labor and Employment for general direction and coordination.

2007: Established the National Reintegration Center for Overseas Filipino Workers (NRCO) as a "One-Stop Center" for OFWs and their families to facilitate the delivery of services by cooperating stakeholders/service providers to address the migrants' and their families' needs.

2008: Launched and deployed 100 units of the Greater Modular Access Job Center, the first unified synchronized online job search system incorporating the Phil-JobNet.

2009: Launched Nurses Assigned in Rural Service (NARS) Program (in coordination with DOH), an emergency employment-cum-training

program for nurses with an objective to deploy nurses to the poorest municipalities of the country.

2010: Introduced the “Two-Tiered” Wage System with a view to reduce, if not totally eliminate, the unintended outcomes of the current system of minimum wage fixing and support the productivity and competitiveness of the enterprises.

Issued Implementing Rules of RA 10022 (amending the Migrant Workers’ Act of 1995) took effect on 13 August 2010.

DO No. 107-10, Guidelines on Single Entry Approach (SEnA) Prescribing a 30-day mandatory conciliation –mediation services for all labor and employment cases.

2011: Department Order No. 18-A provided a clear-cut rules and regulations on contracting and sub-contracting, and affirmed the constitutionally-guaranteed rights of employees of contractors/sub-contractors to security of tenure and be protected against dismissal, except for just and authorized cause.

DO No. 109, Creation of Efficiency and Integrity Boards in DOLE

Established the National Reintegration Program aims to support OFWs and their families who plan to put up businesses to maximize the gains of overseas employment, mitigate the social cost of migration, and cushion the impact of forced repatriation.

DO No. 115, Guidelines on the implementation of the Incentivizing Compliance Program (ICP) that converges DOLE programs on labor law compliance and awards a tripartite seal of excellence on compliant companies and their products.

Philippine Labor and Employment Plan (LEP) 2011-2016, the first sectoral plan in support to the Philippine Development Plan’s inclusive growth. It is a blueprint on labor and employment policies and programs, and represents the collective priorities of the various stakeholders of the sector; labor management, and government.

Presented to the various sectoral groups during the “National Summit on Labor and Employment” in April 21, 2011.

2012: Ratification of three international conventions (the Seafarers’ Identity Document Convention, the Maritime Labor Convention and the Convention on Domestic Workers’ Rights)

DO No. 118, Introduced the two-tiered wage system on Bust Transport Industry.

Executive Order No. 83, (1 October 2012) institutionalizing the Philippine Quality Framework (PQF).

Approval of additional 372 new positions for Labor Law Compliance Officers (LLCOs) to bring their number to 564 and to meet the ideal number of one Labor Inspector for every 120 establishments (an improvement from the previous ratio of 1:300). This measure aims to improve the corps of labor inspection system in the Philippines and to address the issue of enforcement of labor standards in sub-contracting arrangements.