

1 Republic of the Philippines  
2 HOUSE OF REPRESENTATIVES  
3 Quezon City

4  
5 EIGHTEENTH CONGRESS  
6 Second Regular Session

7  
8 HOUSE RESOLUTION No. 1973  
9



10 **Introduced by**  
11 **BAYAN MUNA Representatives FERDINAND R. GAITE,**  
12 **CARLOS ISAGANI T. ZARATE and EUFEMIA C. CULLAMAT,**  
13 **GABRIELA Women’s Party Representative ARLENE D. BROSAS,**  
14 **ACT TEACHERS Party-List Representative FRANCE L. CASTRO,**  
15 **and KABATAAN Party-List Representative SARAH JANE I. ELAGO**  
16

17 **RESOLUTION**

18 **URGING THE HOUSE OF REPRESENTATIVES TO CONDUCT AN INQUIRY, IN**  
19 **AID OF LEGISLATION, ON THE PROTECTION OF RIGHTS AND WELFARE OF**  
20 **FOOD AND GROCERY DELIVERY SERVICES APP RIDERS**

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22 **WHEREAS**, on July 13, online food delivery services company Foodpanda Philippines in  
23 Davao City imposed a 10-year suspension against 30 of its riders after allegedly spearheading  
24 a call to fellow riders to go offline as part of a protest;

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26 **WHEREAS**, the protest was triggered by Foodpanda’s alleged unfair compensation  
27 arrangements leading to significant diminution of riders’ wages;

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29 **WHEREAS**, riders decried that Foodpanda has changed its compensation schemes twice  
30 without consultations with concerned parties;

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32 **WHEREAS**, the 10-year suspension imposed upon the riders for exercising their  
33 constitutionally-protected right to peacefully protest and air their grievances are clearly  
34 excessive, repressive, undemocratic, and unlawful;

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36 **WHEREAS**, Article 100 of the Labor Code states that “Prohibition against elimination or  
37 diminution of benefits – Nothing in this Book shall be construed to eliminate or in any way  
38 diminish supplements, or other employee benefits being enjoyed at the time of the  
39 promulgation of this Code.”

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41 **WHEREAS**, food and grocery delivery services riders are currently considered as  
42 “freelancers” thereby making them susceptible to such unfair and abusive labor practices  
43 such as unjust diminution of wages and arbitrary punitive actions;

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45 **WHEREAS**, even as Foodpanda considers their riders as freelancers its Service Agreement  
46 with riders reflect that there is indeed an employee-employer relationship between the

