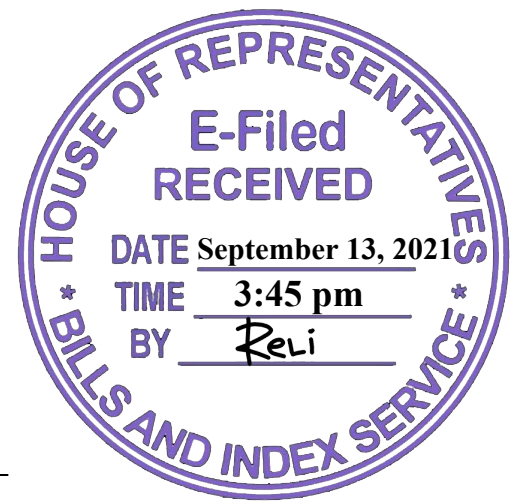


1 Republic of the Philippines  
2 **HOUSE OF REPRESENTATIVES**  
3 Quezon City

4  
5 **EIGHTEENTH CONGRESS**  
6 Third Regular Session

7  
8 **HOUSE RESOLUTION No. 2208**  
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,**  
19 **THROUGH THE COMMITTEE ON LABOR AND EMPLOYMENT AND THE**  
20 **COMMITTEE ON HUMAN RIGHTS, TO CONDUCT AN INQUIRY, IN AID OF**  
21 **LEGISLATION, ON THE REPORTED CASE OF WORKERS’ RIGHTS**  
22 **VIOLATIONS UNDER THE JOINT INDUSTRIAL PEACE AND CONCERN**  
23 **OFFICE (JIPCO) AGAINST WORKERS’ UNION NAGKAKAISANG**  
24 **MANGGAGAWA NG SUPREME**  
25

26 **WHEREAS**, Section 18, Article II of the 1987 Constitution states that: “The State affirms  
27 labor as a primary social economic force. It shall protect the rights of workers and promote  
28 their welfare”;

29  
30 **WHEREAS**, Article 3, Chapter I of the Labor Code likewise states that: “The State shall  
31 afford protection to labor, promote full employment, ensure equal work opportunities  
32 regardless of sex, race or creed, and regulate the relations between workers and employers.  
33 The State shall assure the rights of workers to self-organization, collective bargaining,  
34 security of tenure, and just and humane conditions of work”;

35  
36 **WHEREAS**, Article 211 (g), Chapter I, Book Five of the Labor Code further states that: “It  
37 is the policy of the State to ensure a stable but dynamic and just industrial peace”;

38  
39 **WHEREAS**, JIPCO or the Joint Industrial Peace and Concern Office is a community  
40 relations program of the Philippine National Police (PNP) in Central Luzon, in partnership  
41 with the Philippine Economic Zone Authority (PEZA). The PNP describes it as “the first line  
42 of defense from radical labor infiltration of the labor force and the industrial zones.” Their  
43 goal is to “prevent industries from being infiltrated by communist agitators.” The program is  
44 essentially in support of the National Task Force to End Local Communist Armed Conflict  
45 (NTF-ELCAC);  
46

1 **WHEREAS**, according to the PNP, JIPCO was created with the aim of “protecting both  
2 labor welfare, labor rights, and productive industry gains, without sacrificing industrial  
3 peace.” But they claim it is also “a law enforcement mechanism to address industrial crimes  
4 like pilferage, hijacking, and technical smuggling”;

5  
6 **WHEREAS**, the PNP noted that Central Luzon remains a hotbed for communist insurgency.  
7 JIPCO will encompass “different economic zones from Subic to Clark to Mariveles and in  
8 areas of Bulacan, Pampanga, Tarlac and Nueva Ecija where industries are prevalent and labor  
9 unions are many”;

10  
11 **WHEREAS**, the Department of Labor and Employment (DOLE), however, expressed  
12 concerns over its creation “in view of its labor and economic impact considering that the  
13 effective exercise of freedom of association and collective bargaining contribute to the  
14 sustainment of industrial peace and inclusive growth.” DOLE mentioned that there are  
15 already mechanisms in place in relation to industrial peace and respect for workers’ rights in  
16 labor disputes such as the Joint DOLE-PNP-PEZA Guidelines in the Conduct of PNP  
17 Personnel, Economic Zone Police and security guards, company security guards and similar  
18 personnel during labor disputes, and the Guidelines on the Conduct of the DOLE, DILG,  
19 DND, DOJ, AFP and PNP relative to the exercise of workers’ rights and activities;

20  
21 **WHEREAS**, labor rights NGO Center for Trade Union and Human Rights (CTUHR)  
22 condemned the creation of JIPCO, saying it will just “[institutionalize] the massive workers’  
23 rights violations in the economic zones. It is also a re-affirmation of the state’s policy of  
24 crushing militant unionism, under the pretext of its anti-terrorism campaign, to make  
25 capitalists happy.” The group added, “It is a clear abandonment of the state’s commitment to  
26 the workers’ basic rights to freedom of association and collective bargaining guaranteed in  
27 ILO Conventions and the Universal Declaration of Human Rights, in which the Philippines is  
28 a signatory.” Further, “JIPCO formalizes the decades-long labor rights’ violations emanating  
29 from police and military intervention in the labor relations in the country”;

30  
31 **WHEREAS**, the formation of JIPCO only reaffirms how the police are being used as an  
32 instrument of big businesses to suppress the rights of the workers, especially in times of labor  
33 disputes. In Central Luzon, there has been numerous incidents of police involvement in  
34 union-busting, in collusion with abusive employers such as the police and military hounding  
35 of unionists and their supporters in Yokohama Tires in 2001 and the bloody dispersal of the  
36 strike in NutriAsia in Bulacan in 2018. Another recent case in Bulacan adds proof to JIPCO’s  
37 adverse impact on labor rights;

38  
39 **WHEREAS**, Nagkakaisang Manggagawa ng Supreme is the workers union in Supreme Steel  
40 Pipe Corporation operating in Meycauayan, Bulacan. The union reportedly experienced union  
41 busting, interference in union affairs, harassment and intimidation spearheaded by the  
42 management and the police;

43  
44 **WHEREAS**, in 2020, the management retrenched several workers including a number of  
45 union officers. The union filed a case against the management on grounds of union busting  
46 because of the dismissal of some union officers. In October 2020, the union president was  
47 told by the management to fill up the vacancies in the union. If they fail to do so, they will no

1 longer be recognized by the management as the official workers’ union and exclusive  
2 bargaining agent. A group within the union (purportedly close to the management) led a  
3 signature campaign calling for a special election to fill up the vacant positions in the Board.  
4 Later, the remaining union officers were stunned when they found out that all positions had  
5 been declared vacant and open for nominations and elections;

6

7 **WHEREAS**, in December 2020, the special election took place. Absent from the election is a  
8 representative from the Department of Labor and Employment-Region 3 (DOLE-RO3) and a  
9 representative from the National Federation of Labor Unions (NAFLU)-Kilusang Mayo Uno  
10 (KMU), a national federation the union is affiliated with. On the other hand, visibly present  
11 inside the factory as elections are ongoing are police personnel carrying high-powered  
12 firearms from the Bulacan PNP. A total of 21 police personnel were inside the factory  
13 premises. The presence of police inside the factory caused fear and a feeling of intimidation  
14 among the workers. Workers can’t help but think about those cases of killings committed by  
15 the police against those who “fought back” (“nanlaban”). Union members filed a case before  
16 DOLE-RO3 citing irregularities in the said elections;

17

18 **WHEREAS**, in February 2021, a group of Bulacan PNP personnel went to the factory again.  
19 They were similarly intimidating in complete battle gear. They were escorted by the  
20 company’s Chief Security Officer and roamed around the factory. A worker took a video as  
21 they walked around but the Chief Security Officer noticed him. He confronted him and  
22 demanded to delete the record. Another worker eventually prevented the security officer from  
23 further harassing the worker;

24

25 **WHEREAS**, the renewal of the Collective Bargaining Agreement between the management  
26 and the union was supposedly on June 2021. According to the workers, this is one probable  
27 reason why the management, in collusion with police, wanted to get rid of the current union  
28 officers. They are seen as progressives as they actively campaign for workers’ rights and  
29 welfare—and this is directly contrary to the interests of big businesses;

30

31 **WHEREAS**, in the past 4 years, the Philippines has been included in the International Trade  
32 Union Confederation (ITUC) list of Top 10 Worst Countries for Workers. This is marked by  
33 arbitrary arrests, violence, and state repression;

34

35 **WHEREAS**, workers have been, for decades, fighting for just compensation and benefits,  
36 right to self-organization, collective bargaining, security of tenure, and just and humane  
37 working conditions. Because of this, workers have been subjected to harassment,  
38 intimidation, red-tagging, violent dispersals of strikes, union busting, arbitrary arrests due to  
39 false charges, and worse, killings;

40

41 **WHEREAS**, the perpetrators of these attacks aim to dissuade workers from participating in  
42 workers’ rights campaigns. But with the deteriorating labor situation brought about by an  
43 ever-worsening economic crisis, add to that the government’s dismal record of addressing  
44 labor issues, more and more workers are bound to stand up and collectively struggle for the  
45 realization of their just demands;

46

1 **WHEREAS**, there is a pressing need to assess government policies concerning workers’  
2 rights and welfare. Being dubbed by international institutions as a dangerou country for  
3 workers says a lot about how the government addresses the plight of its workers. If anything,  
4 it just further exposes how the government has, for the longest time, disregarded workers’  
5 pleas for better working and living conditions thru wage increases, ending contractualization,  
6 strengthening labor rights, among others;

7  
8 **WHEREAS**, it is imperative that we review, and if necessary repeal, such policies that  
9 encroach upon the rights and freedoms of workers and citizens as enshrined in the  
10 Constitution and as provided in International Conventions. Violations of rights and freedoms  
11 must never be allowed to happen in the country, especially against the marginalized and  
12 powerless;

13  
14 **THEREFORE, BE IT RESOLVED, AS IT IS HEREBY RESOLVED**, that the House of  
15 Representatives, through the Committee on Labor and Employment and the Committee on  
16 Human Rights, to conduct an inquiry, in aid of legislation, on the reported case of workers’  
17 rights violations under the Joint Industrial Peace and Concern Office (JIPCO) against  
18 workers’ union Nagkakaisang Manggagawa ng Supreme.

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20 *Adopted,*

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25 **REP. FERDINAND R. GAITE**  
26 *Bayan Muna Party-list*  
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32 **REP. CARLOS ISAGANI T. ZARATE**  
33 *Bayan Muna Party-list*  
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39 **REP. EUFEMIA C. CULLAMAT**  
40 *Bayan Muna Party-list*  
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46 **REP. ARLENE D. BROSAS**  
47 *GABRIELA Women’s Party*

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52 **REP. FRANCE L. CASTRO**  
53 *ACT Teachers Party-list*

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58 **REP. SARAH JANE I. ELAGO**  
59 *KABATAAN Party-list*