Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

EIGHTEENTH CONGRESS
Second Regular Session

HOUSE RESOLUTION No. 1661

Introduced by
BAYAN MUNA Representatives FERDINAND R. GAITE,
CARLOS ISAGANI T. ZARATE and EUFEMIA C. CULLAMAT,
ACT TEACHERS Party-List Representative FRANCIS L. CASTRO,
GABRIELA Women’s Party Representative ARLENE D. BROSAS
and KABATAAN Party-List Representative SARAH JANE I. ELAGO

RESOLUTION
URGING THE HOUSE OF REPRESENTATIVES, THROUGH THE COMMITTEE
ON CIVIL SERVICE AND PROFESSIONAL REGULATIONS AND THE
COMMITTEE ON HUMAN RIGHTS,
TO INVESTIGATE, IN AID OF LEGISLATION, THE ALLEGED VIOLATION OF
UNION RIGHTS, RED-TAGGING AND PROFILING OF MEMBERS OF
CONFEDERATION FOR THE UNITY, RECOGNITION AND ADVANCEMENT
OF GOVERNMENT EMPLOYEES (COURAGE) AND ALLIANCE OF
CONCERNED TEACHERS (ACT) THROUGH THE DEPARTMENT OF THE
INTERIOR AND LOCAL GOVERNMENT (DILG) - ISSUED MEMORANDUM ON
THE MEMBERSHIP OF EMPLOYEES IN THE THE SAID ORGANIZATIONS

WHEREAS, Alexander Macario, the Assistant Secretary for Public Safety and Security of
Department of the Interior and Local Government (DILG), issued a memorandum dated March
10, 2021, addressed to all DILG Regional Directors and Regional BARMM Secretary to investigate
and submit the list of members of COURAGE in their Department. The memorandum alleges that
COURAGE and Alliance of Concerned Teachers (ACT) to be “Communist Terrorist Group
(CTG) front organizations”;

WHEREAS, on March 15, 2020, DILG Officer-in-Charge Usec. Bernardo Florece, Jr. in a
statement in DILG website said that the "Department recognizes our employees’ constitutional
right to join associations, they should bear in mind that this right is not absolute". DILG
spokesperson Jonathan Malaya as quoted on news reports said that once identified, those
employees in the department who are members of progressive organizations will only be
couraged to disaffiliate themselves from ACT and COURAGE;

WHEREAS, Article III Section 8 of the Philippine Constitution provides that "the right of the people,
including those employed in the public and private sectors, to form unions, associations, or societies for the purposes
not contrary to the laws shall not be abridged.”

Article IX (B) Section 2 (5) provides that "the right to self-organization shall not be denied to government
employees”;

WHEREAS, Executive Order No. 180 series of 1987 entitled “Providing for the Exercise of the
Right to Organize of Government Employees, Creating a Public Sector Labor-Management
Council, and For Other Purposes”, provides in Article II that:

"Section 5. Government employees shall not be discriminated against in respect of their employment by reason of their membership in employees’ organizations or participation in the normal activities of their organization. Their employment shall not be subject to the condition that they shall not join or shall relinquish their membership in the employees’ organizations.

Section 6. Government authorities shall not interfere in the establishment, functioning or administration of government employees’ organizations through acts designed to place such organizations under the control of government authority”;

WHEREAS, President Rodrigo Roa Duterte, on May 1, 2017, signed the ratification of the International Labor Organization Convention 151 or C151- Labour Relations (Public Service) Convention, 1978. The C151 first adopted in 1978, provides for the freedom of association and protection of the right to organize and collective bargaining of public employees;

WHEREAS, under the Protection of the Right to Organize, Article 5 of said Convention provides that:

“…1. Public employees’ organizations shall enjoy complete independence for public authorities.

2. Public employees’ organizations shall enjoy adequate protection against any acts of interference by a public authority in their establishment, functioning or administration…”.

WHEREAS, the DILG memorandum was assailed by COURAGE and ACT. Based on a statement of ACT, "Profiling and pushing for disaffiliation blatantly violate our members’ right to privacy, to be presumed innocent, and our freedom to associate. This adds to the injustice already suffered by teachers and students under the crisis-ridden education system”. While according to COURAGE, “the Confederation on March 15 has already filed to the Commission on Human Rights (CHR) complaints versus the controversial DILG memorandum by Assistant Secretary Alexander Macario, seeking the CHR to investigate the matter, and the DILG management to investigate the undersigned and rescind publicly the document…”;

WHEREAS, the employees complained that the DILG-issued memorandum is not the first time that the union and civil and human rights of government employees were violated. Based on reports, many government employees are subject of surveillance, harassments, threats, intimidations, illegal searches and illegal arrests by alleged state forces;

WHEREAS, a number of government employees and COURAGE members were arrested, namely: Antonietta Dizon, Bob Reyes, Oliver Rosales, and Rowena Rosales. The most recent cases include government employees and union leaders Ramir Corolon and Eugenio Eugenio who were among those arrested in a series of arrests and killing in CALABARZON on March 7, 2021 dubbed as "Bloody Sunday". Both Corolon and Eugenio are active in union activities upholding the rights and welfare of employees;

WHEREAS, the DILG memorandum appear to be part of the systematic attacks of government against legitimate organizations like COURAGE. Based on reports the National Task Force to End Local Communists Armed Conflict (NTF ELCAC) and National Intelligence Coordinating Agency (NICA) continue to conduct seminars and fora in different government agencies red-tagging COURAGE and different progressive organizations, and coercing government employees
to disaffiliate from COURAGE;

WHEREAS, based on reports, in January 2021, the National Task Force to End Local Communists Armed Conflict (NTF ELCAC) and National Intelligence Coordinating Agency (NICA) with elements of Armed Forces of the Philippines (AFP) and Philippine National Police (PNP) harassed members of Social Welfare Employees Association of the Philippines (DSWD-SWEAP) forcing the union to disaffiliate from COURAGE;

WHEREAS, the DILG Memorandum and the defense of DILG officials are not only questionable as these not only violate the rights of members of COURAGE and ACT but worse put at risk the lives and safety of government employees. Government officials and agencies should be the first to uphold the rights of our people as enshrined in the Constitution, international and local laws. Such memorandum, consequent threats and attacks should not be allowed especially in recognition of the valuable services to the people provided by the government employees, especially in this time of the COVID-19 pandemic;

WHEREAS, members of Congress, as Representatives of the people, are duty-bound to ensure that the Constitutional rights of the people are protected and upheld, including the human and labor rights of our public sector workers;

NOW THEREFORE BE IT RESOLVED, that the House of Representatives, through the Committee on Civil Service and Professional Regulations and the Committee on Human Rights, to investigate, in aid of legislation, the alleged violation of union rights, red-tagging and profiling of members of Confederation for the Unity, Recognition and Advancement of Government employees (COURAGE) and Alliance of Concerned Teachers (ACT) through the Department of the Interior and Local Government (DILG)-issued memorandum on the membership of employees in the the said organizations.

Adopted,

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