

Republic of the Philippines  
**HOUSE OF REPRESENTATIVES**  
Batasan Hills, Quezon City

**NINETEENTH CONGRESS**  
First Regular Session



**HOUSE RESOLUTION No. 695**

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Introduced by  
**ACT Teachers Party-List Rep. FRANCE L. CASTRO,**  
**GABRIELA Women's Party Rep. ARLENE D. BROSAS,**  
and **KABATAAN Party-List Rep. RAOUL DANNIEL A. MANUEL**  
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**RESOLUTION**

**CONDEMNING IN THE STRONGEST TERMS THE ABDUCTION AND ENFORCED DISAPPEARANCE OF ALLIANCE OF CONCERNED TEACHERS REGION VII UNION COORDINATOR DYAN GUMANAO AND ALLIANCE OF HEALTH WORKERS-CEBU COORDINATOR ARMAND DAYOHA, AND URGING THE HOUSE OF REPRESENTATIVES, THROUGH THE COMMITTEE ON HUMAN RIGHTS, TO INVESTIGATE, IN AID OF LEGISLATION, THE SAME**

**WHEREAS**, for five days after their last communication (a text message to family on the morning of January 10, 2023 saying they were about to disembark from their ferry), the whereabouts of two labor rights workers, Dyan Gumanao, 28, and Armand Dayoha, 27, were unknown. Their parents reported them as missing on January 13, three days after they could not be contacted following their arrival in Cebu City;

**WHEREAS**, a video footage, taken by a concerned citizen while the abduction was happening, shows that their brutish abduction took place in the broad daylight and in a busy area at the pier. Men in civilian clothing, who identified themselves to the victims as police officers, dragged the two inside a silver AUV in front of many onlookers. As recounted by Dyan to her father, Danilo Gumanao, the victims were told not to struggle while they were being forced into the vehicle: "*Ayaw na'g kuan kay pulis mi.*" They were handcuffed when they were "arrested";

**WHEREAS**, an apparent cover-up of the abduction is in the works, as previous inquiries by the labor rights defenders' colleagues during the campaign calling for their resurfacing

were brushed off by 2Go Group Inc., Cebu Port Authority, Maritime Police of Cebu, and the Philippine Coast Guard Region VII;

**WHEREAS**, on January 16, 2023, at 10:00 am, after five days of enforced disappearance and torture in the hands of their perpetrators, the missing activists were found in Carmen, Cebu and rescued by their families, friends, and human rights defenders. They narrated that they were blindfolded, handcuffed, driven in circles, detained, and interrogated in separate rooms;

**WHEREAS**, Republic Act 9745 or the *Anti-Torture Act of 2009* defines “Mental/Psychological Torture” as acts committed by a person in authority or agent of a person in authority which are calculated to affect or confuse the mind and/or undermine a person’s dignity and morale, such as: (1) Blindfolding; xxx (3) Confinement in solitary cells or secret detention places; (4) Prolonged interrogation; xxx (11) Deliberately prohibiting the victim to communicate with any member of his/her family; and (12) Other analogous acts of mental/psychological torture;

**WHEREAS**, Dyan and Armand’s abduction and enforced disappearance came after a series of reported incidents of surveillance and red-tagging against them by suspected state forces since 2020. They reported that the tailing escalated in the last quarter of 2022;

**WHEREAS**, this is not the first time Dyan has reported threats on her security. She was one of the “Cebu 8” who were arrested during the pandemic for protesting the *Anti-Terrorism Law*. In January 2021, after another peaceful protest in commemoration of the Mendiola Massacre, Dyan and Armand were also tailed by non-uniformed intelligence officers until they reached a mall in Cebu City;

**WHEREAS**, Dyan Gumanao, who graduated *cum laude* and was a student leader at the UP Cebu, was also a lecturer in the university for a short period. She has been working in the Community Empowerment Resource Network, Inc. (CERNET) for six years, previously as Advocacy Staff and currently as Special Support Services Coordinator to give support to partner organizations on legal services and relief delivery operations;

**WHEREAS**, Dyan demonstrated relentless service to communities in Central Visayas, proven by the fact that she even volunteers at the same time for the Alliance of Concerned Teachers (ACT) Region VII Union. In 2020, she was a volunteer staff, helping public school teachers to organize themselves to uplift their rights and welfare, and launching the campaign for salary upgrading, humane working conditions, and other rights and benefits. In June 2022, she became the union’s Volunteer Coordinator, and as such, she has been actively working with the union leaders to advance the Collective Negotiation Agreement between the ACT Region VII Union and the Department of Education Region VII;

**WHEREAS**, Armand Dayoha is an NSTP Lecturer at UP Cebu and has been a Lecturer there since 2015. He is an active member of the All U.P. Academic Employees Union (AUPAEU) Cebu Chapter. At the same time, he also volunteers as organizer and coordinator for the Alliance of Health Workers in Cebu, a labor organizer of Alyansa sa mga Mamumuo sa Sugbo-Kilusang Mayo Uno (AMA Sugbo-KMU), and a program coordinator for VIHDA, Inc., a labor rights NGO. Aside from union and organizing work, he is also a founding-member of a cultural group Art and Tankard Organization (ATO). As a visual artist, he offers his talent to advance the rights and welfare of workers;

**WHEREAS**, their abduction and enforced disappearance precedes the International Labor Organization High-Level Tripartite Mission (ILO-HLM) on January 23-26, 2023 that will investigate the worsening condition and treatment of trade unions in the Philippines;

**WHEREAS**, given their backgrounds as human rights defenders and the several incidents of red-tagging, surveillance, threats, and harassment against them, it is highly likely that their abduction and enforced disappearance is part of the ongoing blatant state attacks on unionists and union rights;

**WHEREAS**, the perpetrators of these acts of political repression—both the agents of the state and any person involved—must be held accountable to bring justice to Dyan and Armand, and so as to prevent other reprehensible acts from recurring and worse, escalating and worsening. It is also urged that the High Level Tripartite Mission of the International Labor Organization (ILO-HLTM) investigate the cases of Dyan and Armand, and press the Government of the Philippines to take action on their abduction and enforced disappearance, together with the hundreds of cases of attacks against freedom of association such as extra-judicial killings, trumped-up charges, illegal arrest and detention, harassment, red-tagging, forced disaffiliation, and union-busting;

**WHEREAS**, the rights to association and organization of workers are well-protected and guaranteed by the ILO Convention 87 and by the 1987 Constitution. Hence, violations of these rights and attacks on unionists and union organizers should be deemed as grave criminal acts and its perpetrators should be meted with equally grave punishment;

**WHEREAS**, Congress should investigate their abduction and enforced disappearance to help in preventing this human rights violation from happening again. This is alarming for activists and the oppositions especially since the newly appointed National Security Adviser General Eduardo Año is a notorious red-tagger. Dyan and Armand's case may just be a prelude of more human rights violations not just against health workers and teachers—who have shown great heroism in the past years during the health and learning crises—but against all workers as well;

**WHEREAS**, the abduction in broad daylight and enforced disappearance of Dyan and Armand is similar to the kidnappings during the era of the late dictator Ferdinand Marcos Sr.'s, which saw thousands of human rights violations. During Martial Law, more than 1,600 people went missing or became *desaparecidos* because of their work in forwarding the democratic rights of the Filipinos at a time of a dire national economic crisis;

**WHEREAS**, if it aims to keep true to its constitutional duty of representing the interests of the people and protecting their rights and welfare, Congress must step up and address the worsening human rights situation and climate of fear in the Philippines and the narrowing democratic space, which grows ever more constricted with every attack against human rights defenders such as Dyan and Armand.

**NOW THEREFORE, BE IT RESOLVED** that the House of Representatives condemn in the strongest terms the abduction and enforced disappearance of Alliance of Concerned Teachers Region VII Union Coordinator Dyan Gumanao and Alliance of Health Workers-Cebu Coordinator Armand Dayoha;

**BE IT FURTHER RESOLVED** that the House of Representatives, through the Committee on Human Rights, investigate, in aid of legislation, the same.

*Adopted,*



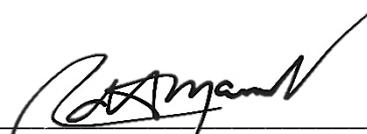
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**Rep. FRANCE L. CASTRO**  
*ACT Teachers Party-List*



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**Rep. ARLENE D. BROSAS**  
*GABRIELA Women's Party*



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