

2024 WORKERS' RIGHTS WATCH

Report on the State of Freedom
of Association in the Philippines

2024 Workers' Rights Watch: Report on the State of Freedom of Association in the Philippines

Copyright © 2025 Federation of Free Workers
All Rights Reserved.
ISBN 000-000-00

Published by



The Federation of Free Workers (FFW) holds the rights to this publication. This book may be cited in part as long as FFW is properly acknowledged and is furnished a final copy of the work where quotation or citation appears.

Layout and design: Ericson Caguete



**Funded by
the European Union**

This book has been produced with support from the Delegation of the European Union in the Philippines. The Project, “Support to Human Labour Rights Defenders and Securing Civic Space”, is implemented by the Danish Trade Union Development Agency (DTDA), in partnership with the Federation of Free Workers (FFW). The contents of this document do not reflect the views of the European Union.

About FFW, DTDA, WRW

The Workers' Rights Watch is an initiative of several labour rights organisations that documents, monitors, and responds to cases of extrajudicial killings and other human and trade union rights violations in the Philippines. The WRW builds the capacity of national and provincial level organisations offering training on the documentation of freedom of association (FOA) violation, paralegal procedures, and basic workers' rights. The evidence established in the WRW forms the foundation for labour rights organisations to engage government bodies such as the Commission on Human Rights and the National Tripartite Industrial Peace Council (NTIPC) to develop collaborative initiatives aimed at defending human rights defenders in the labour market.

The Danish Trade Union Agency (DTDA) founded in 1987 was formerly known as the LO/FTF Council. DTDA is the joint professional development assistance agency of the Danish trade union movement and develops programme/project cooperation and methods as well as implements these on the basis of the values, objectives, and networks of the trade union movement. DTDA contributes to the creation of fair, democratic, social and economic conditions for all in developing countries, through the development of sustainable labour markets with social dialogue, tripartite institutions and a democratic and well-functioning trade union movement.

The Federation of Free Workers (FFW) is a national trade union center in the Philippines. It was founded in June 1950 and has a membership of 40,000 unions all over the country. FFW has the mission to help workers from different sectors of society unite in a trade union to realise decent work and basic workers' rights through its different programs. FFW is affiliated with the International Trade Union Confederation (ITUC) and the International Labour Organisation (ILO).

FOREWORD



The Philippines has a long and colorful history of signing papers that promise freedom of association and other labor rights — but we do not want to see, or continue to observe, these rights treated like wallpaper, signifying nothing but decoration on the wall. The reason of this Workers’ Rights Watch Report is for all Filipino workers to enjoy these rights and adopt measures to remedy their violations.

As early as 1953, we ratified International Labour Organization (ILO) Conventions 87 and 98, and even earlier our nation’s forefathers proudly enshrined freedom of association in the Malolos Constitution. On paper, workers’ rights shine brighter than Christmas lanterns in December.

But reality? Reality is more like a brownout. Only few see the light of a union and embrace it and enjoy its protection and benefits in the country.

It must be underscored, however, that the Constitution, our laws, jurisprudence, and even international instruments like ILO conventions are not the origin of trade union and human rights. Rather, they are sources that recognize, protect, and provide remedial measures in case of violations. The true source of these rights lies deeper: in the inherent worth and dignity of the human person. They are not gifts from the State, nor favors subject to the whims of those in power. They precede and transcend governments.

This principle of dignity as the foundation of rights is echoed across legal traditions: the Preamble of the Universal Declaration of Human Rights (UDHR) affirms that “recognition of the inherent dignity and of the equal and inalienable rights of all members of the human family is the foundation of freedom, justice and peace in the world.” Similarly, Article II, Section 11 of the 1987 Philippine Constitution provides that “The State values the dignity of every human person and guarantees full respect for human rights.” In the same spirit, the Ninth Amendment to the U.S. Constitution declares that “the enumeration in the Constitution, of certain rights, shall not be construed to deny or disparage others retained by the people.” These documents

speak powerfully of the recognition that rights exist beyond those enumerated in charters, and that their respect and full exercise must be guaranteed.

The Workers' Rights Watch (WRW), built by labor groups including the Federation of Free Workers (FFW), has tracked a grim series of violations: extrajudicial killings, forced disappearances, arrests, harassment, and intimidation. For daring to organize, workers are treated not as builders of the economy but as enemies of the state. The National Task Force to End Local Communist Armed Conflict (NTF-ELCAC) has turned union-busting into a national pastime — branding unions as red while leaving employers feeling golden.

Even the ILO's High-Level Tripartite Mission (HLTM), which visited in January 2023, couldn't ignore it. They waved a big red flag, telling our government to get its act together, end impunity, and actually honor the commitments it so ceremoniously signed. One of their key asks? A Presidentially mandated body to protect freedom of association. In short: less talk, more action.

This WRW Report, born out of that mission, documents the lived reality of Filipino workers — more than 100 of whom have paid with their lives since 2016. For nine straight years, the Philippines has proudly held onto a medal no country wants: being in the “Ten Worst Countries for Workers” according to the ITUC Global Rights Index. If there were an Olympics for violating workers' rights, we'd be permanent podium finishers.

We call on government and employers — our so-called “social partners” — to finally retire the dirty tricks playbook. Enough of the killings, harassment, and brazen violations that make a mockery of international standards. Workers deserve partners, not predators.

As the Federation of Free Workers marks its 75th anniversary, we are reminded of the wisdom of Pope Leo XIII in *Rerum Novarum* (1891), who taught that workers “have the right to form associations for the purpose of defending their interests” (RN, par. 51). That call, made more than a century ago, still rings true today — that unions are not enemies of order, but guardians of justice, solidarity, and peace.

This Report stands as a testament to workers' courage and resilience. It doesn't just chronicle abuses — it lights the way forward. With genuine reforms, and by actually respecting the right to organize, perhaps one day we can graduate from that shameful ITUC list.

The struggle for workers' rights here is complex, dangerous, and often deadly. But Filipino workers are not giving up. Neither should we. Freedom of association is not a perk, not a bonus, not a "maybe later" promise — it's a fundamental human right. It's the foundation of democracy, social justice, and economic progress.

As you read this Report, remember: defending workers' rights is not just about unions, contracts, or wages. It is about life and dignity of every human person. It is about proving that in the Philippines, rights are not only written on paper — but that both the written rights recognized in our Constitution and international law, and the unwritten rights flowing from human dignity and affirmed by jurisprudence are lived, defended, and fought for.

A handwritten signature in black ink, appearing to read 'Jose Matula', with a stylized flourish extending from the end.

Atty. Jose Sonny G. Matula
National President
Federation of Free Workers

FOREWORD



The 2024 Workers' Rights Violations Report in the Philippines offers a critical lens into the ongoing challenges faced by Filipino workers in asserting their fundamental rights. Despite the country's robust labor legislation and international commitments, violations remain prevalent - particularly in areas of occupational safety, wage protection, freedom of association, and security of tenure.

This Report is intended to support evidence-based policymaking and institutional reform. It highlights systemic gaps in enforcement, emerging patterns of non-compliance, and the urgent need for stronger accountability mechanisms. We hope it serves as a resource for government agencies, legislators, and social partners committed to building a labor market environment that is just, inclusive, and rights-respecting.

The production of this report was made possible through the partnership between the Danish Trade Union Development Agency (DTDA) and the Federation of Free Workers (FFW), with generous support from the European Union. Their collaboration reflects a shared commitment to advancing decent work and strengthening democratic labor institutions in the Philippines.

As we look ahead, we call on all stakeholders—especially government leaders—to translate these findings into concrete action. Backed by the expertise and solidarity of human and labor rights monitoring institutions in the Philippines, we will continue to push relentlessly for meaningful action and systemic change in the protection of fundamental rights. Protecting workers' rights is not only a legal obligation but a cornerstone of equitable development.

A handwritten signature in black ink, appearing to read 'L. Ellegaard'.

Ms. Lotte Ellegaard
Head, Southeast Asia Subregional Office (Manila)
Danish Trade Union Development Agency (DTDA)

CONTENTS

I. Introduction

Developments since the ILO HLTM	3
Gaps in government responses	4

II. Freedom of Association in the Philippines Remains a Critical State

Extrajudicial Killings	12
Abductions / Enforced Disappearances	15
Illegal Arrests and Detention	20
Filing of Trumped-up Charges Against Trade Unionists	27
Red-tagging/Terrorist-tagging, Threats, Harassment, and Intimidation	33
Unfair Labor Practice (ULP)	37
Other Anti-Union Activities	41
Extrajudicial Killings	43
Abductions / Enforced Disappearances	44
Harassment, Forced Disaffiliation, Red-tagging/Terrorist-tagging, Interference to the Right to Self-Organization, and Other FOA Violations	46
A continuing culture of impunity	49
Systematic use of red-tagging or terrorist-tagging to justify repression	50
Pattern of Abduction-Cum-Surrender	51
Criminalization of union activities	52
Encroachment and undue interference in union affairs	53

III. Institutional Challenges to the Exercise of Freedom of Association

Proliferation of contractualization and other non-standard forms of employment	55
Legal hurdles and institutional barriers	56
Restrictions on public sector unionism	57
Depressed wages	59
Land rights and the struggle of farmers	61

IV. Conclusion

Government failed to address violations following the ILO HLTM	63
Attacks on FOA is an attack on workers' economic rights	65

V. Recommendations

Executive Actions	67
Legislative Reforms	69
Judicial Interventions	69

ANNEXES

ANNEX A: EXTRAJUDICIAL KILLINGS OF TRADE UNIONISTS AND ORGANIZERS (February 2023 – December 2024).....	71
ANNEX B: EXTRAJUDICIAL KILLINGS OF TRADE UNIONISTS, ORGANIZERS, AND LABOR RIGHTS ADVOCATES NOT INCLUDED IN THE JOINT WORKERS' REPORT TO THE ILO HLTM (June 2016 – January 2023).....	75
ANNEX C: ABDUCTIONS / ENFORCED DISAPPEARANCES OF TRADE UNIONISTS AND ORGANIZERS (February 2023 – December 2024).....	79
ANNEX D: ARRESTS AND DETENTION OF TRADE UNIONISTS, ORGANIZERS, AND LABOR RIGHTS ADVOCATES (February 2023 – December 2024).....	84
ANNEX E: ARRESTS AND DETENTION OF TRADE UNIONISTS, ORGANIZERS, AND LABOR RIGHTS ADVOCATES NOT INCLUDED IN THE JOINT WORKERS' REPORT TO THE ILO HLTM (June 2016 – January 2023).....	91
ANNEX F: ARRESTS AND VIOLENCE AGAINST WORKERS DURING STRIKES, PROTESTS, AND OTHER CONCERTED ACTIONS NOT INCLUDED IN THE JOINT WORKERS' REPORT TO THE ILO HLTM (June 2016 – January 2023).....	101
ANNEX G: FILING OF FABRICATED / TRUMPED-UP CHARGES AGAINST TRADE UNIONISTS, ORGANIZERS, AND LABOR RIGHTS ADVOCATES (February 2023 – December 2024).....	105
ANNEX G-1: FILING OF FABRICATED CHARGES AGAINST TRADE UNIONISTS AND LABOR ORGANIZERS NOT INCLUDED IN THE JOINT WORKERS' REPORT TO THE ILO HLTM (June 2016 – January 2023).....	111
ANNEX H: RED-TAGGING/TERRORIST-TAGGING, THREATS, HARASSMENT, INTIMIDATION, FORCED DISAFFILIATION/SURRENDER, AND OTHER FOA VIOLATIONS (February 2023 – December 2024).....	113
H-1: FEDERATION OF FREE WORKERS (FFW)	113
H-2: KILUSANG MAYO UNO (KMU)	113
H-3: PAGKAKAISA NG MGA SAMAHAN NG TSUPER AT OPERATOR NATIONWIDE (PISTON)	119
H-4: ALLIANCE OF CONCERNED TEACHERS (ACT)	120
H-5: KILUSAN NG MANGGAGAWANG KABABAIHAN (KMK)	125
H-6: FARMERS/FARMWORKERS AND FISHERFOLK GROUPS	125
ANNEX I: RED-TAGGING/TERRORIST-TAGGING, THREATS, HARASSMENT, INTIMIDATION, FORCED DISAFFILIATION/SURRENDER, AND OTHER FORMS OF ATTACKS NOT INCLUDED IN THE JOINT WORKERS' REPORT TO THE ILO HLTM (June 2016 – January 2023)	130

ANNEX J: REPORTED CASES OF UNFAIR LABOR PRACTICES (February 2023 – December 2024)	140
J-1: FEDERATION OF FREE WORKERS (FFW)	140
J-2: BUKLURAN NG MANGGAGAWANG PILIPINO (BMP)	146
J-3: KILUSAN NG MANGGAGAWANG KABABAIHAN (KMK)	147
J-4: KILUSANG MAYO UNO (KMU)	148
J-5: PUBLIC SERVICES LABOR INDEPENDENT CONFEDERATION (PSLINK)	150
J-6: REPORTS OF MASS LAYOFFS (reported by the Center for Trade Union and Human Rights)	152
ANNEX K: OTHER ANTI-UNION ACTIVITIES (February 2023 – December 2024)	153
ANNEX L: STATUS OF CASES OF KILLINGS REPORTED TO THE ILO HLTM (June 2016 – January 2023)	155
ANNEX M: STATUS OF CASES OF ABDUCTIONS / ENFORCED DISAPPEARANCES REPORTED TO THE ILO HLTM (June 2016 – January 2023)	162
ANNEX N: STATUS OF CASES OF ARRESTS AND FABRICATED CHARGES AGAINST TRADE UNIONISTS REPORTED TO THE ILO HLTM (June 2016 – January 2023)	164
ANNEX O: STATUS OF CASES OF HARASSMENT, FORCED DISAFFILIATION, RED-TAGGING/TERRORIST-TAGGING, INTERFERENCE TO THE RIGHT TO SELF ORGANIZATION, AND OTHER FOA VIOLATIONS REPORTED TO THE ILO HLTM (June 2016 – January 2023)	166
O-1: RED-TAGGING / TERRORIST-TAGGING	166
O-2: FORCED DISAFFILIATION	169
O-3: HARASSMENT, INTERFERENCE IN UNION AFFAIRS, & OTHER FOA VIOLATIONS	170

I. Introduction

In January 2023, almost four years from the first time it was recommended by the International Labour Conference-Committee on the Application of Standards (ILC-CAS), with much pressure from Philippine trade unions supported by the Council of Global Unions, the International Labour Organization-High Level Tripartite Mission (ILO-HLTM) finally arrived in Manila to look into the alleged extra judicial killings (EJKs) of trade unionists and other blatant violations of ILO convention 87 on the right to freedom of association and collective bargaining. The Philippine government officially accepted the Mission at the tail end of the administration of President Rodrigo Duterte, even as the alleged EJK cases and other FOA violations occurred from 2016 to 2022 or throughout the Duterte presidency. The violations continue to this day.

In a show of unity and trade union solidarity, Filipino trade unions worked together in late 2022 to document the cases of EJKs of trade union leaders and

organizers and varying forms of threats, harassment and intimidation, including abductions, filing of trumped-up charges, forced disaffiliations, among others. The compilation, together with the analyses, conclusions and recommendations were sewn together, becoming the Joint Report to the ILO-HLTM of the All Philippine Trade Unions.

The HLTM was composed of the UN specialized agency's tripartite representatives: Sweden, representing governments; Australia, representing employers; and Fiji, representing workers; and the secretariat from the ILO's global, regional and national offices.

In its conclusions the HLTM noted some government progress but consider these largely insufficient. It noted how it failed to come up with a tripartite FOA roadmap, and its continued policy of red-tagging linking trade unions to terrorism. It emphasized the great importance of ensuring full examination and investigation of outstanding EJK cases against trade union leaders, and



Mayday Multimedia

members so as to prosecute and punish direct perpetrators and those directing or authorizing these killings and bring to an end once and for all to the climate of impunity.

The following were the recommendations of the Mission to the Philippine Government:

- ▶ Greater coordination and consistency across the varying arms of government to better guard against serious threats to freedom of association, including consideration of a presidentially mandated body to drive and coordinate actions and ensure accountability
- ▶ Engagement with the social partners to make genuine progress on the concerns raised by the CEACR and the CAS to prevent future violations of freedom of association, including through the finalization before the June 2023 ILC of a roadmap on the way forward to address the identified concerns, with agreed timelines
- ▶ Establishment of a single presidentially mandated body to comprehensively identify and address all outstanding cases of alleged labour-related EJKs and abductions with priority emphasis on criminal investigation and prompt prosecution and accountability
- ▶ Establishment of a specialized, eminent, independent non-judicial body to review cases referred by the presidential commission with a view to receiving and documenting testimony and making proposals for compensation
- ▶ Strengthening of the role of NTIPC-MB and incorporation of improvements recommended by the presidential body in order to identify and ensure rapid and effective protection measures with regard to imminent and/or emerging threats to the life, security or safety of trade unionists
- ▶ Full implementation of all previous recommendations

In subsequent meetings of the ILC-CAS in June 2023 and June 2024; and the Report of the ILO Committee of Experts on the Application of Conventions and Recommendation (CEACR), the latest of which was in February 2025, they took note of developments since the ILO-HLTM.

As noted by the CEACR, the ILC-CAS requested the Government, in consultation with the social partners, to:

1. Take immediate and effective measures, in line with previous recommendations of the Conference Committee and the ILO-HLTM to put an immediate end to any violation of freedom of association, including threats and harassment, surveillance, arbitrary arrest and detention, and extrajudicial killings, against union members for the legitimate exercise of their rights under the Convention;
2. Undertake, without delay, effective and independent investigations into the new allegations of violence against members of workers' organizations and expedite those that are pending with regard to all allegations reported since 2015;
3. Take measures to ensure the effective prevention of any violence perpetuated in connection with the exercise of workers' and employers' organizations' legitimate activities and ensure that such organizations can exercise their activities within the framework of a system which guarantees the effective respect of civil liberties and freedom of association rights;
4. Address as a matter of urgency all concerns relating to the status and content of the road map with the social partners and ensure their full participation in its monitoring and implementation;
5. Ensure the effective functioning of the monitoring bodies and provide regular information to the ILC-CAS in this regard;
6. Continue to promote comprehensive training activities, with a solid focus on freedom of association and collective bargaining, among government agencies with the help of ILO technical assistance;
7. Ensure that the Anti-Terrorism Act is not implemented so as to restrict legitimate union activities and related civil liberties contrary to the Convention;
8. Ensure that the following legislative matters are promptly addressed with a view to bringing national legislation into conformity with the Convention as soon as possible: House Bills Nos 1152 and 4941; and
9. Ensure that all workers without distinction are able to form and join organizations of their choosing in accordance with Article 2 of the Convention

Developments since the ILO HLTM

Government response to the recommendations of the ILO-HLTM could be summed up as follows:

1. Executive Order 23 establishing the Inter-Agency Committee (IAC) for the Protection of the Freedom of Association and Right to Organize of Workers issued on April 20, 2023.
2. Joint Memorandum Order No. 1, or the Omnibus Guidelines on the Exercise of Freedom of Association and Civil Liberties signed on April 24, 2024, by DOLE, DILG, DOJ, DND, DTI, AFP, PNP, NSC, NTF-ELCAC and launched on August 29, 2024, and its roll out.
3. Establishment of the Tripartite FOA Roadmap through National Tripartite Industrial Peace Council (NTIPC) Resolution No. 2, August 2024, supplemented by the Leaders Forum (Bipartite) Joint Statement on FOA signed August 28, 2024.
4. Formation of Tripartite Committees in Ecozones.
5. Capacity Building on FOA and civil liberties for RTMBs and social partners.
6. Multi-sectoral dialogues between unions, employers, law enforcement agencies and other stakeholders, that started out as Forums on “Common Understanding” of FOA.
7. Additional Budget for the Commission on Human Rights in the amount of ₱140 million to conduct investigations, for witness protection and compensation for unlawful incarceration, in lieu of a Truth Commission; the CHR, based on its own independent evaluations, provided additional information to the ILO on 22 cases and updates on 34 others, and granted financial assistance to the victims’ families when it found that human rights violations had been committed.
8. DOLE and CHR Memorandum of Agreement (MOA) on 20 October 2023, providing for coordination on the referral, investigation and monitoring of cases, as well as a data sharing agreement on 31 May 2024, to facilitate the exchange of information on cases.
9. ILO Technical Assistance: “Strengthening freedom of association and action against child labour in the Philippines” and other continuing projects on FOA.
10. Supreme Court decisions on Red-Tagging and its final decision declaring portions of the Anti-Terrorism Act as unconstitutional.

Gaps in government responses

1. Executive Order 23 establishing the Inter-Agency Committee (IAC) for the Protection of the Freedom of Association and Right to Organize of Workers issued on April 20, 2023. – **As regards EO 23, workers since its release have criticized the presidential body—the IAC—for not being tripartite in composition. While the ILO-HLTM did not mention that the presidential body it recommended for creation ought to be tripartite, workers contend that under ILO C. 144 on tripartism, to which the**



Altermidya

Philippines is a party, is enough compulsion for government to include workers and employers in the body. Besides, it was workers who originally recommended its creation, not to mention that the full recognition and realization of freedom of association is a direct concern of workers. The absence of workers is magnified with the presence of the NTF-ELCAC in the body, on the contrary. As reported by workers numerous times, the NTF-ELCAC For now, workers are reduced to dialogue partners under the IAC.

2. Joint Memorandum Order No. 1, or the Omnibus Guidelines on the Exercise of Freedom of Association and Civil Liberties signed on April 24, 2024, by DOLE, DILG, DOJ, DND, DTI, AFP, PNP, NSC, NTF-

ELCAC and launched on August 29, 2024, and its roll out. – The FFW, PSLINK and the Workers' Rights Watch, with the support of the DTDA and EU conducted separate and joint workshops and focus group discussions to study closely the Omnibus Guidelines. The FFW conducted the first multi-stakeholder consultation on the Omnibus Guidelines as early as June 19, 2024, coinciding with its 74th anniversary celebration. By July 2024, it conducted a tripartite dialogue on the Omnibus Guidelines. Workers in all these consultations found the Omnibus Guidelines inadequate as it does not lay down any penalties and accountability for state security forces that do workers and their right to FOA harm. It is also observable that public sector workers and workers in the informal economy are not explicitly covered by the guidelines. As it is not an Executive Order, despite calls to elevate the previous guidelines in 2011 and 2012 concerning the conduct of security forces during labour disputes, workers feel that the Omnibus Guidelines do not have enough bite.

3. Establishment of the Tripartite FOA Roadmap through NTIPC Resolution No. 2, August 2024, supplemented by the Leaders Forum (Bipartite) Joint Statement on FOA signed August 28, 2024. – The Tripartite FOA Roadmap



No new law has been passed to ease the requirements for registering new unions; no enabling law for ILO Convention 151 on Public Sector Labor Relations has been passed

faced some rough sailing from its inception through a series of tripartite and multi sectoral workshops, to getting enough signatures of approval from workers in the NTIPC. It took a bipartite process among employers and workers through the Leaders Forum statement to get acceptance from all stakeholders. Absent in the original Roadmap but mentioned in the bipartite statement are: 1) the call for the review or abolition of the NTF-ELCAC; 2) increased budget for the CHR; and 3) regular dialogue with the EO 23 IAC. Meanwhile, other parts of the Roadmap have had no progress. No new law has been passed to ease the requirements for registering new unions; no enabling law for ILO Convention 151 on Public Sector Labor Relations has been passed; no Human Rights Defenders Law; and no legislation establishing a Truth Commission, composed of eminent persons to investigate cases of EJKs and provide compensation for victims who cannot find justice.

4. Formation of Tripartite Committees in Ecozones. – Following an all-government tripartite agreement (DOLE-DTI-PEZA) in 2023 to establish tripartite bodies in ecozones as mandate by the PEZA Law, the PEZA Board still has no workers' representative. Meanwhile, workers have also raised concerns over newly established Ecozone Tripartite Bodies that have appointed workers' representatives who were presumably recommended by locator employers and not endorsed by trade unions.
5. Capacity Building on FOA and civil liberties for RTMBs and social partners. – Workers have been invited to several capacity building activities following the partnership of the DOLE with the University of the Philippines College of Law for the purpose. However, it has been noted that many of the organizations whose leaders and organizers were victims of EJKs did not get to be invited the same. Workers' representatives, who sit at the RTMB have also noted that much of the work they do are desk reviews of cases and none have been on-site investigations where they get to investigate and interview workers in their workplaces and the community on the ground to act on complaints of FOA violations. No quick-reaction- team (QRT) type activities have also been conducted following an urgent case of FOA



Cavite Ecozone (inquirer.net)

violation, brewing labour dispute or a live threat of arrest. Workers and the whole RTMBs would need to develop capacity for this. The RTMB, with the DOLE Regional Directors at the helm, needs to build trust and distinguish itself as a trusted mechanism that invites cooperation from victims of FOA violations.

6. Multi-sectoral dialogues between unions, employers, law enforcement agencies and other stakeholders, that started out as Forums on “Common Understanding” of FOA. – While such multi-sectoral and multi-stakeholder dialogues on FOA and civil liberties have occurred, including as part of the roll out of the Omnibus Guidelines, some workers’ representatives have dreaded such meetings as these have compromised their security—with red tagged workers and unionists meeting their red taggers in the same room. There needs to be an improvement in the process as it has also been a venue that the NTF-ELCAC has used to ‘recruit’.

7. Additional Budget for the Commission on Human Rights in the amount of Php 140 million to conduct investigations, for witness protection and compensation for unlawful incarceration, in lieu of a Truth Commission; the CHR, based on its own independent evaluations, provided additional information to the ILO on 22 cases and updates on 34 others, and granted financial assistance to the victims’ families when it found that human rights violations had been committed. – The CHR got enough boost from workers and the NTIPC who passed a resolution supporting the additional budget for the CHR from the General Appropriations Act. The CHR has also been present as human rights monitors in peaceful concerted actions. As it has taken on the investigation of cases of EJKs and FOA violations in lieu of the Truth Commission, it needs to ensure it can always act as the QRT that investigate swiftly and help prevent FOA violations before they happen.



FFW union members dialogue with DOLE (Sonny G. Matula)

8. DOLE and the CHR Memorandum of Agreement (MOA) on 20 October 2023, providing for coordination on the referral, investigation and monitoring of cases, as well as a data sharing agreement on 31 May 2024, to facilitate the exchange of information on cases. – As an independent commission, the CHR entering into an agreement with the DOLE will help boost the parallel investigation of both. With the ILO’s assistance, training on FOA have also been conducted for CHR personnel and security forces. **Workers could play a key role in these capacity building initiatives.**
9. ILO Technical Assistance: “Strengthening freedom of association and action against child labour in the Philippines” and other continuing projects on FOA. – **Workers welcome these new projects and, as in the past, would very much welcome taking on greater roles from the design, to implementation and**

to the monitoring and evaluation of the same. Also worth noting is the “Support for Human Labor Rights Defenders Project and Securing Civic Space” Project, which is a partnership of the FFW and the DTDA with the support of the EU. The ILO, the FFW, the DTDA and the EU have been closely coordinating especially on the groundbreaking work of the Workers’ Rights Watch.

10. Supreme Court decision on Red-Tagging and its final decision declaring portions of the Anti-Terrorism Act as unconstitutional. – **The Supreme Court has recognized the ill practice of red-tagging and has decided in favour of the victims of red-tagging including in the case of a journalist and a worker-activist.**

In May 2024, several key organizations—including the Federation of Free Workers (FFW), Kilusang Mayo Uno (KMU), Unyon ng mga

Manggagawa sa Agrikultura (UMA), National Federation of Sugar Workers (NFSW), Alliance of Concerned Teachers (ACT), Kilusan ng Manggagawang Kababaihan (KMK), Confederation for Unity, Recognition and Advancement of Government Employees (COURAGE), Public Services Labor Independent Confederation (PSLINK), Bukluran ng Manggagawang Pilipino (BMP), Migrante Philippines, and the Center for Trade Union and Human Rights (CTUHR)—joined forces to establish the Workers' Rights Watch (WRW), fulfilling a key commitment to the ILO-HLTM. In partnership with the Danish Trade Union Development Agency (DTDA) and with support from the European Union, the WRW documents, monitors, and responds to cases of extrajudicial killings and other human and trade union rights violations.

Over the past year, the WRW has built capacity at both national and regional levels, offering training on FOA violation documentation, paralegal skills, and basic workers' rights. It also produced a

preliminary report on the state of FOA in the country ahead of the International Labour Conference in June 2024. Additionally, the WRW has engaged in dialogues with government bodies such as the Commission on Human Rights (CHR) and the National Tripartite Industrial Peace Council (NTIPC) to develop collaborative initiatives aimed at defending human rights defenders in the labor market.

Much of the content in this report is drawn from the extensive work carried out by the WRW over the past year.



Over the past year,
the WRW has built capacity
at both national and regional
levels, offering training on
FOA violation documentation,
paralegal skills, and basic
workers' rights.

HUMAN AND TRADE UNION RIGHTS VIOLATIONS PERSIST



3

3 cases of abduction/forced disappearance involving 5 individuals



4

cases of killings involving 7 individuals



7

cases of trumped-up charges involving 14 individuals



8

cases of illegal arrest and detention involving 16 individuals



41

cases of red-tagging, threats, harassment, and intimidation

The Workers' Rights Watch has compiled an additional **86 cases** from June 2016 to January 2023 that were not included in the Joint Workers' Report to the HLTM.

- **30 trade unionists** and labour organizers killed
- **23 cases** of illegal arrests and detention involving 41 individuals
- **7 cases** of arrests during strikes/protests
- **1 case** of trumped-up charges involving 2 individuals
- **25 cases** of red-tagging, harassment, forced disaffiliation, and other FOA violations



18

cases of unfair labour practices



2

case of other anti-union activities

II. Freedom of Association in the Philippines Remains a Critical State

A. Human and Trade Union Rights Violations Persist

The ongoing human and trade union rights violations in the Philippines—despite ILO HLTM recommendations—highlight the Philippine Government's failure to uphold workers' fundamental freedoms and protections.

Between February 2023 and December 2024, the Workers' Rights Watch (WRW) recorded around 83 cases of human and trade union rights violations, including:

- ▶ 4 cases of killings involving 7 individuals
- ▶ 3 cases of abduction / forced disappearance involving 5 individuals
- ▶ 8 cases of illegal arrest and detention involving 16 individuals
- ▶ 7 cases of trumped-up charges involving 14 individuals
- ▶ 41 cases of red-tagging, threats, harassment, and intimidation
- ▶ 18 cases of unfair labour practices
- ▶ 2 case of other anti-union activities

In addition to documenting post-ILO HLTM violations, this report of the WRW has compiled an additional 86 cases from June 2016 to January 2023 that were not included in the Joint Workers' Report to the HLTM. These cases comprise:

- ▶ 30 trade unionists and labour organizers killed
- ▶ 23 cases of illegal arrests and detention involving 41 individuals
- ▶ 7 cases of arrests during strikes/ protests
- ▶ 1 case of trumped-up charges involving 2 individuals
- ▶ 25 cases of red-tagging, harassment, forced disaffiliation, and other FOA violations

All in all, 169 cases of human and trade union rights violations were gathered, which highlight the daily dangers faced by unionists and labour organizers. The ongoing cycle of killings, enforced disappearances, red-tagging, and arbitrary arrests persists due to a continuing climate of impunity, where

past violations remain unresolved, and no one is held accountable. The government’s actions following the Mission failed to address this culture of impunity.

♦ **Extrajudicial Killings**

The killings continue. The gravest violation of human and trade union rights is the killing of workers and trade unionists due to their union or organizing activities. This not only strips them of their right to freedom of

association and self-organization but also constitutes a severe infringement on their fundamental rights to life, liberty, and property. Beyond the immediate harm, such violence instills fear, aiming to deter other workers from exercising their right to organize—precisely the outcome the perpetrators seek.

Between February 2023 and December 2024, four (4) cases of killings were recorded, resulting in the deaths of seven (7) individuals (*see Annex A*).

*Table 1: Cases of Extrajudicial Killings of Trade Unionists
(February 2023 to December 2024)*

Name of Victim/s	Organization	Date of Incident	Brief Detail
Alex Dolorosa	BPO Industry Employees Network (BIEN)	April 25, 2023	On April 25, 2023, 38-year-old Dolorosa was found dead in Barangay Alijis, Bacolod City, with 23 stab wounds. He was last seen alive on April 23. Reports indicate he had been under surveillance by unidentified
Crispin Tingal Jr.	Dangalon Farmer and Farmworkers Association (DAFA)	May 3, 2023	On May 3, 2023, Crispin Tingal Jr., 36, a farmer from Sitio Dangalon, Barangay Hilamonan, Kabankalan, Negros Occidental, was killed by elements of the 94th Infantry Battalion of the Philippine Army.

Rolly Fausto, Emilda Fausto, Ben Fausto, Ravin Fausto	Baklayan, Bito, Cabagal Farmers Association (BABICAFA)	June 14, 2023	On the morning of June 15, 2023, the dead bodies of Rolly Fausto (52), his wife Emilda Fausto (51), and their children, Ben (14) and Ravin (11), were discovered in their home. According to Himamaylan City police, each victim had sustained close-range gunshot wounds, allegedly from an M16 rifle, and investigators recovered 53 M16 bullet shells at the scene.
Jude Thaddeus Fernandez	Kilusang Mayo Uno (KMU)	September 29, 2023	On September 29, 2023, at around 4 p.m., veteran trade union organizer for Kilusang Mayo Uno (KMU) Jude Thaddeus Fernandez, 67, was killed by elements of the Philippine National Police's Criminal Investigation and Detection Group (PNP-CIDG) in the house he was staying in Binangonan, Rizal.

The continued occurrence of these killings, even after the ILO HLTM, underscores the persistent culture of impunity fuelled by the government's failure to address these violations. Adding insult to injury, government statements have downplayed these incidents by dismissing them as "not labour-related," attempting to obscure their impact on workers' rights to organize.

This was precisely the case for Alex Dolorosa, whose murder was classified by the National Bureau of Investigation (NBI) as an ordinary crime, unrelated

to his work as a labour organizer—completely ignoring the prior incidents of illegal surveillance and harassment he had experienced. The Department of Labor and Employment (DOLE) echoed this stance at the 112th International Labour Conference (ILC) in June 2024, using it as a basis to request Dolorosa's removal from the list of EJK victims.

Meanwhile, 30 trade unionists and labour organizers were killed before the ILO HLTM (*see Annex B*). However, these cases were not included in the Joint Workers' Report to the ILO HLTM.

Some of these cases are presented below. Although they were not part of the Joint Report, they were submitted separately by labour groups, such as Unyon ng mga Manggagawa sa Agrikultura (UMA), through the ILO's complaint mechanisms.

It is important to note that many of these killings have been linked to the Synchronized Enhanced Managing of Police Operation (SEMPO), also known as "Oplan Sauron." The Philippine National Police (PNP) describes Oplan Sauron as "a well-coordinated series of operations aimed at maximizing police capabilities directed towards the arrest of criminals and quelling their illegal activities." Among the cases associated with Oplan Sauron are:

- **The Guihulngan 6 massacre** – In the early hours of December 27, 2018, a combined force of the PNP Regional Mobile Safety Battalion and the military raided homes in Guihulngan City, Sta. Catalina, and Mabinay as part of SEMPO, dubbed "Oplan Sauron", under then PNP PRO-7 Regional Director Chief Supt. Debold Sinas. Residents, still asleep, were violently awakened as police and military personnel forcibly entered their homes. Women and children were dragged outside, forced to lie on the ground at gunpoint, while the men were left inside. Six farmers were killed, while others were arrested and falsely accused, with rusted firearms planted as evidence.
- **The Negros 14 killings** – On March 30, 2019, 14 farmers were

killed in a series of coordinated raids under "Oplan Sauron 2" in the towns of Canlaon, Manjuyod, and Sta. Catalina in Negros Oriental. The PNP accused the victims as members or supporters of the New People's Army (NPA) and justified the killings with their usual claim that the victims "fought back" ("*nanlaban*").

These *tokhang-style* killings intensified in Negros following the implementation of Memorandum Order No. 32 (MO 32). Issued by former President Rodrigo Duterte on November 22, 2018, MO 32 deployed additional military and police forces to Negros, Samar, and Bicol—regions known for strong peasant and labour movements. While framed as a response to "lawless violence," the order was widely condemned as a crackdown on activists, unionists, and human rights defenders.

Other notable pre-HLTM cases of killings that were not reported to the Mission include:

- The killing of human rights lawyer **Benjamin Ramos** occurred just days before the issuance of MO 32. On November 6, 2018, the 54-year-old was gunned down by unidentified assailants in Kabankalan, Negros Occidental. As secretary-general of the National Union of People's Lawyers - Negros Island, he provided legal aid to trade unionists and human rights defenders. He was one of the lawyers who assisted in the aftermath of the Sagay

massacre, where nine farmworkers were killed in Sagay City, Negros Occidental on October 20, 2018.

- **Randall “Ka Randy” Echanis**, a veteran peasant organizer and national chairperson of Anakpawis Party-list, was brutally killed in his rented apartment on August 10, 2020. Unknown assailants forcibly entered his unit in the early hours, and neighbours reported hearing a commotion before several masked men were seen leaving. His belongings were scattered across the apartment, indicating a violent struggle. Ka Randy’s murder occurred during the COVID-19 pandemic, amid strict movement restrictions that limited mobility to police and local authorities. The autopsy revealed he died from an intrathoracic hematoma caused by a stab wound to the back. His body bore multiple stab wounds, bruises, and blunt-force trauma to the skull. A sharp metal object, resembling an icepick, was still lodged in his back when he was found.

The killings of farmers and agricultural workers are closely tied to their struggles for land rights and their affiliations with workers’ organizations. Violence in these contexts is often a deliberate tactic used to suppress collective resistance. Perpetrators target those who assert claims to ancestral or economically viable lands, aiming to dismantle the organizational capacity of

rural communities and discourage them from mobilizing against land grabbing and exploitation. In regions like Negros and Mindanao, for example, extrajudicial killings and other forms of violent repression have been reported against peasant leaders who challenge powerful landowners or corporate interests.

Moreover, these attacks serve a broader political purpose: by instilling fear among union members and agricultural workers, state and non-state actors seek to prevent the formation and strengthening of unions that could effectively negotiate for better wages, benefits, and land reforms. This systematic use of violence not only undermines the immediate struggle for equitable land distribution and improved working conditions but also contributes to the long-term marginalization of rural communities. As a result, the persistent violence against these groups reinforces cycles of poverty and dependency, while simultaneously enabling powerful interests to maintain control over the agrarian sector.

♦ **Abductions / Enforced Disappearances**

Between February 2023 and December 2024, **three (3)** documented cases of abduction/enforced disappearance affected a total of five (5) individuals. Although four of these individuals were eventually located or released, one person remains missing (*see Annex C*).

*Table 2: Cases of Abductions / Enforced Disappearances
(February 2023 to December 2024)*

Name of Victim/s	Organization	Date of Incident	Brief Detail
Jhed Tamano & Jonila Castro	Alyansa para sa Pagtatanggol sa Kabuhayan, Paninirahan, at Kalikasan ng Manila Bay (AKAP KA Manila Bay)	September 2, 2023	<p>Environmental activists and peasant organizers Jhed Castro and Jonila Tamano were abducted on September 2, 2023, in Orion, Bataan. According to witnesses, four masked, armed individuals forced them into a silver Toyota Innova outside the Orion Water District office. Days later, the National Task Force to End Local Communist Armed Conflict (NTF-ELCAC) dismissed the findings of the fact-finding mission (FFM), claiming that the two were members of the New People's Army who had voluntarily surrendered.</p> <p>However, on September 19, during a press conference organized by the NTF-ELCAC, Tamano and Castro publicly refuted this claim, stating that they had been abducted by the military. They revealed that while in military custody, they were coerced into signing affidavits falsely declaring themselves as communist surrenderers. Following their testimony, Jhed and Jonila were turned over to the</p>

			<p>Commission on Human Rights on the same day.</p> <p>In January 2024, the DOJ recommended oral defamation charges against Jonila Castro and Jhed Tamano, prompting a Bulacan court to issue arrest warrants and set bail at ₱18,000 each, which they later posted. In February, the Supreme Court granted writs of amparo and habeas data with a temporary protection order, remanding the case to the Court of Appeals for a decision on a permanent protection order. On August 2, 2024, the CA denied their application for protective writs due to insufficient evidence, though it acknowledged the credibility of their abduction and detention. A motion for reconsideration filed on August 12 was denied on October 29, and their legal counsel has announced plans to appeal the ruling to the Supreme Court.</p>
--	--	--	--

<p>Francisco “Eco” Dangla III & Joxelle “Jak” Tiong</p>	<p>Alliance of Concerned Teachers (ACT) Region I Union; Pangasinan People’s Strike for the Environment (PPSE)</p>	<p>March 24, 2024</p>	<p>On March 24, 2024, Dangla and Tiong were abducted in Barangay Polo, San Carlos City, Pangasinan. While returning home on a tricycle after a community consultation, armed men intercepted them. When Dangla attempted to call for help, the assailants threatened, “Do you want me to shoot you?” The attackers then forced them into an SUV.</p> <p>Approximately three days later, on March 27, they were released, blindfolded, on a deserted road in Tubao, La Union.</p> <p>On August 30, 2024, Dangla filed a petition for writs of Habeas Data and Amparo at the Court of Appeals. On September 9, 2024, the Supreme Court temporarily prohibited the AFP and PNP from coming near Dangla and his family while the Court of Appeals hears his motions for protective writs. The first hearing for these protective writs were held on November 12, 2024 at the Court of Appeals in Manila.</p>
---	---	---------------------------	--

William Lariosa	Kilusang Mayo Uno-Southern Mindanao Region (KMU-SMR)	April 10, 2024	<p>On April 10, 2024, William Lariosa, 63, a labor organizer with Kilusang Mayo Uno-Southern Mindanao, was arbitrarily arrested in Purok 16, Barangay Butong, Quezon, Bukidnon.</p> <p>On the same day, at 7:00 a.m., suspected state agents arrived near Renante Corbo's home in Purok 16, Barangay Butong, Quezon, Bukidnon. By 8:00 a.m., around 100 soldiers were deployed, and gunfire was heard near a neighbor's house. Soldiers later announced they had killed a female rebel and arrested three others.</p> <p>At 8:40 a.m., labor organizer William Lariosa, staying nearby, attempted to call his son about a security threat but received no response. Hours later, soldiers searched homes, with Roberto Rosette, a former rebel turned military agent, leading the operation. William was forcibly taken, his head covered and loaded into a white Innova. His arrest was never declared, and he remains missing.</p>
-----------------	--	----------------	--

			On April 16, 2024, KMU, Karapatan Southern Mindanao Region, and the Union of People’s Lawyers in Mindanao (UPLM) filed a Writ of Habeas Corpus, which was heard on April 18. The court denied the petition due to insufficient evidence, citing the absence of witnesses. Lariosa’s family filed a motion for reconsideration with the Court of Appeals (CA) in Cagayan de Oro, but it was also denied for lack of witnesses. They plan to appeal to the Supreme Court.
--	--	--	---

♦ **Illegal Arrests and Detention**

Eight (8) cases of arrests and detention were recorded, involving sixteen individuals (see Annex D). Eleven were released on bail and later had their cases dismissed, while the remaining five are still in detention and face trial, namely: Susan Medes, Regina Obiso, Jose Puansing, Maritess David, and Gavino Panganiban.

*Table 2: Cases of Abductions / Enforced Disappearances
(February 2023 to December 2024)*

Name of Victim/s	Organization	Date of Incident	Brief Detail
Melania Flores	All UP Academic Employees Union (AUPAEU)	February 6, 2023	On February 6, 2023, Professor Melania Flores, a Filipino literature professor at the University of the Philippines (UP) and former president of the All UP Academic Employees Union, was arrested at her home in UP Diliman. She was detained at the Quezon City Police District Headquarters in Camp Karingal and later

			released after posting a ₱72,000 bail. On March 21, 2023, the court dismissed the charges against Flores after the SSS submitted an affidavit of desistance, stating they no longer wished to pursue the case.
Rodel Babao, Jomer Bayonito, and Wilfredo Cancino	Pagkakaisa ng mga Samahan ng Tsuper at Operator Nationwide (PISTON)	March 7, 2023	On March 7, 2023, police in Alabang, Muntinlupa, arrested three jeepney drivers while they were participating in a peaceful assembly in support of the nationwide transport strike. Despite a lack of sufficient evidence, the drivers were forcibly detained and later released after posting bail. On June 13, 2023, the Muntinlupa Metropolitan Trial Court Branch 113 dismissed the charges due to the complainant's repeated failure to appear in court.
Susan Medes	Baclayan, Bito, Cabagal Farmers Association (BABICAFA)	June 25, 2023	On June 25, 2023, police arrested 58-year-old Susan Medes, chairperson of the local farmers' organization Baclayan, Bito, Cabagal Farmers and Farmworkers Association (BABICAFA) in Himamaylan City, Negros Occidental. Medes was among 18 individuals charged with murder and multiple counts of frustrated murder in connection with

			<p>a May 12, 2018, New People's Army (NPA) ambush in Sitio Bunsad, Barangay Tanawan, Kabankalan City. Medes' husband and six other residents of Barangay Buenavista were arrested in 2019 for the same case. Known among human rights defenders as the "Buenavista 7," they remain in detention.</p>
<p>Liliam Sembrano, Rudy Catedral, Rodolfo Gardose, Eric Bindoy, Shalimar Saleut, and Melchor Omagayon</p>	<p>KNETCO-PISTON; UNDOC-PISTON; MANIBELA</p>	<p>September 18, 2024</p>	<p>On September 18, 2024, six transport group leaders were arrested in Bacolod City during a protest against the government's Public Utility Vehicle Modernization Program. The protest occurred outside L'Fisher Hotel, without a permit, leading to traffic disruptions. Authorities attempted to disperse the crowd, and during the confrontation, some protesters allegedly threw stones at the police, resulting in injuries.</p> <p>Consequently, the six leaders were arrested on charges including disobedience and direct assault.</p> <p>Following their arrest, five of the six leaders— Sembrano, Catedral, Gardose, Bindoy, and Saleut— were released on bail after posting ₱3,000 each.</p>

			Omagayon remained in detention due to an additional charge of direct assault. Status: freed on bail; trial ongoing.
Regina Obiso	Alyansa ng mga Magbubukid ng Gitnang Luzon (AMGL	October 4, 2024	<p>On October 4, 2024, at around 3:00 PM, peasant advocate Ma. Regina B. Obiso was cooking at her aunt's house in Barangay Batasan Hills, Quezon City, when armed men, including some in CIDG uniforms, stormed in. She was handcuffed without a warrant and falsely accused of being "Marie R. Bishop" or "Olga." Her cousin was beaten, and her sick uncle was forced to kneel as the men ransacked the house, taking cash, cellphones, and a bag.</p> <p>Witnesses saw five white vans and about 30 operatives. Regina later learned of alleged cases against her in multiple provinces but was denied copies. At Camp Crame, military operatives pressured her to name "Andy" in exchange for freedom, which she refused.</p> <p>A court in Baler, Aurora charged her with Murder and Multiple Frustrated Murder without the possibility of bail. A hearing was held on February 14, 2025.</p>

Jose D. Puansing	Paghili-usa sang mga Obrero sa Barangay Jonobjonob (POBJ)	October 7, 2024	<p>On October 7, 2024, at around 3:50 PM, authorities arrested 63-year-old Jose Dahildahil Puansing, chairperson of POBJ, outside his home in Hacienda Bonco, Escalante City. He was served a warrant for illegal possession of firearms and illegal logging.</p> <p>His child was told he could post Php20,000 bail but would remain detained due to additional unserved cases under RA 9516 and RA 10591 from 2019. Officers reportedly remarked, “So, you’re active, huh?” Puansing was previously targeted in the 2019 raids on progressive group offices using search warrants from Judge Cecilyn Burgos-Villavert.</p>
(1) Maritess David and (2) Gavino Panganiban	<p>(1) Organized Labor Association in Line Industries and Agriculture-Kilusang Mayo Uno (OLALIA-KMU);</p> <p>(2) Pagkakaisa ng Manggagawa sa Timog Katagalugan - Kilusang Mayo Uno (PAMANTIK-KMU)</p>	October 27, 2024	<p>On October 27, 2024, the Philippine Army’s 2nd Infantry Division and the Philippine National Police’s Southern Police District arrested labor organizers Gavino Panganiban and Maritess David in Makati City. Panganiban faces charges of murder and attempted murder, with warrants issued by courts in Infanta and Gumaca, Quezon. David is accused of illegal possession of firearms and ammunition,</p>

			based on a warrant from a Sta. Rosa City court in Laguna. They remain in detention.
Nilo Mortifero	Bayan Muna Party-list	November 30, 2024	During the Bonifacio Day protest in Mendiola, Manila, on November 30, 2024, 61-year-old Bayan Muna Party-list member and labour rights advocate Nilo Mortifero was arrested by the Manila Police District (MPD) and charged with violating Batas Pambansa Blg. 880, direct assault, and disobedience to an agent of a person in authority. Despite his arrest on December 1, the City Prosecutor issued a decision only on December 6, and bail processing was allowed only on December 7, leading to Ka Nilo's six-day detention at the MPD. During this time, visitors bringing him food and medicine faced harassment from MPD gate officers and were repeatedly denied entry, despite following standard visiting protocols.

This report also compiled **twenty-three (23)** cases of arrests involving 41 individuals from June 2016 to January 2023 that were not included in the Joint Workers' Report to the ILO HLTM (see Annex E).

Of the 41, six (6) remain in detention:

1. Ricky Cañete
2. Eugene Garcia

3. Marlon Angelo Torres, Ma. Teresa Dioquino, Benny Hilamon, and Nolan Ramos (a.k.a. "Romblon 4").

The case of the "Romblon 4" is notable because, even after their charges in Romblon were dismissed, new allegations were brought against them in Mindoro while they remained

in detention. Arrested in June 2021, the four were subjected to harsh interrogations—during which they were offered promises of freedom, money, and livelihood in exchange for admissions, information, and cooperation. When these inducements failed, their captors threatened to keep them in jail, press more fabricated charges, and endanger their families. Following the dismissal of their initial cases in Romblon, additional charges were filed in Mindoro, and they were transferred there to face these new allegations.

Meanwhile, 19 individuals have been released—some without charges, some acquitted, some with cases dismissed, and others on bail while their trials continue.

1. Freed without charges:
 - a. Reynaldo Saura and Aiza Gamao (from “Escalante 8”)
 - b. Julie Balvastamen and Susanu Aguaron
2. On bail, trial ongoing:
 - a. Nestor Kadusale – Freed on bail: April 1, 2019
 - b. Jose Rex Escapalao – Freed on bail: July 2019
 - c. Danilo Tabura and Roberto Lachica – Freed on bail: November 2019; case against Lachica eventually dismissed.
 - d. Ariel Casilao – Freed on bail: April 2020
3. Case dismissed:
 - a. Lindy Perocho – Case dismissed: March 2024
 - b. Joel Guillero, Leon Charita,

Rolly Hernando, and Kenneth Serondo (from “Escalante 8”) – Released after the case was dismissed: July 31, 2024

- c. Richard Patac – Case provisionally dismissed: 2024
 - d. Bienvenido Ducay and Carlo Apurado (from “Escalante 8”) – Released after the case was dismissed: March 2025
4. Acquitted:
- a. Imelda Sultan – Released after being acquitted: July 2024
 - b. Gaspar Davao – Released after being acquitted: February 2025

The case of Jose “Joseph” Canlas is particularly significant as he died while still in detention. A long-time peasant advocate and organizer, Canlas was arrested on March 30, 2021, in Mexico, Pampanga on charges of illegal possession of firearms and explosives. He was initially held at the police jail in Camp Olivas, San Fernando City, before being transferred to a Bureau of Jail Management and Penology facility in Angeles City. On May 11, 2021, he succumbed to COVID-19 after being rushed to Ospital Ning Angeles (ONA), where he tested positive and was in critical condition. He exhibited stroke-like symptoms and had difficulty breathing on the afternoon of May 8 but was only brought to the hospital later that night. Prior to his death, he was



(Bulatlat)

denied family visits and proper medical care, despite suffering from diabetes and hypertension— conditions that heightened his vulnerability to the virus.

Meanwhile, no new updates have been gathered regarding the other reported cases.

Additionally, there were **seven (7)** instances of violence during strikes, pickets, and other concerted actions, with some leading to the arrest of dozens of workers (see Annex F). Eventually, these workers were released—either freed without charges, had their cases dismissed, or are out on bail with ongoing trials.

As of March 2025, **twenty-two (22)** trade unionists and labour organizers remain in detention. This total includes individuals arrested during the post-HLTM period (February 2023–December 2024), as well as pre- HLTM cases (June 2016–January 2023) that were not included in the Joint Workers' Report to the ILO HLTM, in addition to those reported to the HLTM.

1. Marklen Maojo "Maoj" Maga
2. Juan Alexander "Bob" Reyes
3. Susan Medes
4. Oliver Rosales
5. Antonietta Dizon
6. Romina Astudillo
7. Mark Ryan Cruz
8. Jaymie Gregorio
9. Joel Demate
10. Arnedo Lagunias
11. Esteban "Steve" Mendoza
12. Ma. Teresa Dioquino
13. Marlon Angelo Torres
14. Benny Hilamon
15. Nolan Ramos
16. Victoria Tumabiao
17. Regina Obiso
18. Jose Puansing
19. Maritess David
20. Gavino Panganiban
21. Ricky Cañete
22. Eugene Garcia

♦ Filing of Trumped-up Charges Against Trade Unionists

There are **seven (7)** recorded cases of filing of trumped-up charges against 14 trade unionists. Four of these cases have since been dismissed, while three remain ongoing (*see Annex G*).

*Table 4: Cases of Filing of Criminal Charges Against Trade Unionists
(February 2023 to December 2024)*

Name of Victim/s	Organization	Date of Incident	Brief Detail
(1) Larry P. Mallorca, (2) Elmer Portia, (3) Luchell Felix, and (4) Mia Antonio	(1) Unyon ng mga Panadero sa PhilFoods Fresh Baked Product Inc. (UPPFBPI-OLALIA-KMU); (2) STARTER-PISTON; (3) OLALIA-KMU; (4) PAMANTIK-KMU	July 2023	In July 2023, during President Ferdinand Marcos Jr.'s State of the Nation Address (SONA), labor organizers Larry P. Mallorca, Elmer Portia, Luchell Felix, and Mia Antonio participated in a protest rally. Subsequently, they were charged with violating Section 13 of Batas Pambansa Blg. 880, known as the Public Assembly Act of 1985, which mandates securing a written permit before holding public assemblies. The Quezon City Police District (QCPD) filed these charges, alleging that the protest was conducted without the necessary permits. The Quezon City Prosecutor's Office later dismissed the case against the four.
Jaime Paglinawan	Paglinawan is chairperson of AMA Sugbo-KMU	September 2023	In September 2023, the DOJ's Task Force on Anti-Terrorism filed terrorist financing charges against 27 individuals in Cebu, including AMA-Sugbo-KMU chair Jaime Paglinawan. The case, initiated by a military officer, targeted current

			<p>and former members of development NGO Community Empowerment Resource Network, Inc. (CERNET). The accused, including doctors, lawyers, and priests, were alleged to have transmitted funds to the CPP- NPA-NDF, violating RA 10168.</p> <p>On May 14, 2024, the Cebu RTC Branch 74 issued arrest warrants. Despite the DOJ's opposition, the court set bail at ₱200,000 per individual. As of now, 23 have posted bail, one's status is unknown, and three have passed away. On June 24, 2024, the court dismissed charges against two deceased individuals, as they had died before the complaint was filed.</p>
<p>(1) Jhonggie Rumol and (2) John Ruiz III</p>	<p>(1) Visayas Institute for Human Development Agency (VIHDA); (2) Bayan Muna - Central Visayas</p>	<p>December 2023</p>	<p>On December 18, 2023, the AFP filed frustrated homicide charges against former executive director of labor NGO VIHDA Jhonggie Rumol and Bayan Muna Central Visayas coordinator John Ruiz III, alleging their involvement in an April 6, 2023, armed encounter with the NPA in Toboso, Negros Occidental. Both have posted bail, and their trial is ongoing.</p>

			Rumol is also among 27 former and current CERNET members charged with terrorist financing under RA 10168. He has likewise posted bail for this case.
Rhoel Alconera	Unyon ng mga Panadero sa Gardenia Bakeries Phils. Inc.- OLALIA-KMU	February 2024	<p>In February 2024, labor leader Rhoel Alconera was charged under RA 10168, accused of providing ₱4 million and equipment to the NPA in 2019—allegations based on claims by supposed “rebel returnees” that he strongly denied.</p> <p>Between March and May 2024, Alconera and his family faced harassment and threats from military personnel, pressuring him to cooperate despite no court ruling. On May 8, 2024, the Batangas RTC Branch 7 dismissed the case due to lack of evidence. However, prosecutors signaled plans to appeal, prolonging the uncertainty for Alconera and his family.</p>
Maria Aurora Santiago	Alliance of Concerned Teachers (ACT) Region 3	March 6, 2024	On March 6, 2024, the Cabanatuan City Prosecutor charged teacher’s union organizer and human rights defender Aurora Santiago and 28 others before Malolos RTC Branch 12, accusing

			<p>them of involvement in a 2022 armed encounter in Nueva Ecija. The case was based on an affidavit from a soldier who alleged their ties to the NPA.</p> <p>On July 18, 2024, Judge Julie P. Mercurio dismissed the case, citing lack of probable cause and inconsistencies in the military's claims.</p>
Mar Valbuena, Reggie Manlapig, and Alvin Reyes	MANIBELA	May 6, 2024	<p>On May 6, 2024, Manibela Chairman Mar Valbuena, along with members Reggie Manlapig and Alvin Reyes, led a protest against the PUV phaseout in front of the House of Representatives. The QCPD claimed the rally lacked a permit and caused major traffic disruptions.</p> <p>As a result, Valbuena, Manlapig, and Reyes were charged with violating BP 880 (Public Assembly Act), Article 155 (Alarm and Scandal), and Article 151 (Resistance and Disobedience). The charges were filed with the Quezon City Prosecutor's Office for further action.</p>

Elmer Labog and Jerome Adonis	Labog and Adonis is chairperson and secretary-general of KMU, respectively	November 30, 2024	<p>Following the Bonifacio Day protest on November 30, 2024, in Mendiola, MPD filed charges against KMU chairperson Elmer “Ka Bong” Labog, Bayan Muna member Nilo Mortefiro, and later 13 others, including KMU secretary-general Jerome Adonis. Charges included violations of BP 880, direct assault, and disobedience to authority, alleging protesters breached police barricades, injuring officers.</p> <p>On January 27, 2025, the Manila Prosecutor’s Office dismissed illegal assembly charges against the 13, citing insufficient evidence and lack of proof linking them to organizing the protest.</p>
-------------------------------	--	-------------------	--

There was also **one (1)** case of fabricated charges filed against two individuals that was not reported to the ILO HLTM (see Annex G-1).

Two farmworkers—Rene Manlangit, Chairperson of the NFSW-FGT in Hacienda Nene, Sagay City, Negros Occidental, and Rogelio Arquillo, Jr., an NFSW-FGT member in Hacienda Nene—have been implicated in the

notorious Sagay 9 massacre, an incident in which nine individuals—including four women and two children—lost their lives in Sagay City, Negros Occidental. Despite surviving the massacre themselves and having relatives among the victims, both were charged by the Philippine National Police with multiple counts of murder.

♦ **Red-tagging/Terrorist-tagging, Threats, Harassment, and Intimidation**

This type of violation remains one of the most frequently reported, with 41 documented cases. These incidents underscore a persistent and alarming pattern of red-tagging, forced

disaffiliation, threats, intimidation, and harassment. They not only threaten the safety and well-being of the individuals targeted but also contribute to a broader climate of fear and repression, raising serious concerns about human rights violations and the shrinking democratic space (*see Annex H*).

Table 5: Cases of Red-tagging, Forced Disaffiliation, Threats, Harassment, and Intimidation (February 2023 to December 2024)

Organization	Details
Federation of Free Workers (FFW)	FFW reported a case of harassment involving its affiliate, Goodyear Container Corp. Union-FFW. During a certification election at Goodyear Container Corporation in Bulacan, police officers unexpectedly appeared, raising concerns of undue influence (<i>see Annex H-1</i>).
Kilusang Mayo Uno (KMU)	<p>KMU reported 14 cases of red-tagging, surveillance, threats, and harassment targeting its leaders and members (<i>see Annex H-2</i>).</p> <ol style="list-style-type: none">1. Mario Fernandez (Technol Eight Philippines Workers Union-OLALIA- KMU) – Followed and threatened by an unidentified man linked to an alleged management-backed group. Previously harassed by the military and police since 2022.2. Arvin Mendoza (Malayang Unyon ng Daiwa Seiko Philippines-OLALIA- KMU) – Subjected to threats, surveillance, and a death threat in May 2024.3. Rhoel Alconera (Unyon ng mga Panadero sa Gardenia Bakeries Philippines, Inc.-OLALIA-KMU) – Faced harassment since 2022, including a terrorism financing charge in 2024 based on allegations he denied.4. Herminigildo Marasigan (OLALIA-KMU) – Repeatedly red-tagged and harassed; police visited his home in April 2024.

	<ol style="list-style-type: none"> 5. Noel Baron (EBARA Benguet Inc. Employees Union-OLALIA-KMU) – Visited by masked men from NTF-ELCAC, pressured to disaffiliate from KMU, and placed on an alleged watchlist. 6. Allan Bonifacio (Workers Alliance in Region III - WAR 3) – A man posing as a relative later revealed himself as an anti-communist task force agent. 7. WAR 3 Labor Day Event – State forces arrived hours before the event, raising concerns about preemptive intimidation. 8. Workers from Universal Robina Corp. and Tsuneishi Heavy Industries – PNP Region 7 interrogated workers about complaints filed with the ILO High-Level Tripartite Mission (HLTM). 9. Carl Anthony Olalo (KMU-Southern Mindanao Region) – Subjected to red-tagging and surveillance; posters labeled him a “terrorist” in 2020. 10. Melodina Gumanoy (NAMASUFA-NAFLU-KMU, NKMDDO) –Harassed by military personnel seeking to pressure her to renounce KMU ties. 11. II. Nicolas Gealan (Libjo Mining Workers’ Union-NAFLU-KMU) –Approached by an intelligence officer questioning union activities. 12. Mansueto Endriga Jr. (Cagdianao Mining Workers Union-NAFLU- KMU) – Followed, pressured to accept money, and falsely listed as a rebel. 13. Gerandoy Leonel Seda (Cagdianao Mining Workers Union-NAFLU- KMU) – PNP officers pressured him to sign a blank paper. 14. John Mark Dianos (Cagdianao Mining Workers Union-NAFLU-KMU) –Questioned by PNP about Labor Day activities and union leaders.
Pagkakaisa ng mga Samahan ng Tsuper at Opereytor Nationwide (PISTON)	<p>PISTON reported three incidents of red-tagging, surveillance, and harassment (see Annex H-3).</p> <ol style="list-style-type: none"> 1. Ricardo Baron – On May 9, 2024, Baron was visited by a former rebel linked to the Philippine Army’s 10th Infantry Division, along with military personnel, who pressured him to disclose information about TRANSMISION-PISTON, a transport group. He was interrogated about past affiliations and accused of maintaining ties to the organization.

	<ol style="list-style-type: none"> 2. PISTON-Alabang Members – The plate numbers of 30–40 jeepneys were illegally removed, disrupting drivers' livelihoods. A complaint was filed with the MMDA, but no resolution has been provided. 3. PISTON-Cubao Women's Committee – After a Labor Day rally, members reported being followed by suspected police agents, raising concerns about continued harassment and intimidation.
Alliance of Concerned Teachers (ACT)	<p>ACT reported 11 incidents involving red-tagging, illegal profiling, and harassment (<i>see Annex H-4</i>).</p> <ol style="list-style-type: none"> 1. ACT National (4 incidents): <ol style="list-style-type: none"> a. VP Sara Duterte repeatedly red-tagged ACT in 2023, linking them to communist groups after their support for a transport strike and advocacy on education issues. b. A national TV program falsely labeled ACT a front for communist insurgents, calling for the arrest of its leaders. c. DepEd regional offices sought lists of ACT-affiliated teachers, raising concerns over targeted profiling. d. Police attempted to gather names of attendees at an ACT leadership seminar, accusing them of communist ties. 2. ACT NCR Union (3 incidents): <ol style="list-style-type: none"> a. NTF-ELCAC, PNP, and NICA held anti-insurgency forums in schools, red-tagging ACT. b. Police conducted suspicious "surveys" at schools linked to ACT leaders. c. An ACT teacher-leader was pressured to disclose member lists, prompting a complaint to authorities. 3. ACT Region III Union (2 incidents): <ol style="list-style-type: none"> a. Propaganda leaflets in Tarlac City labeled ACT as communist infiltrators. b. ACT Regional Coordinator Aurora Santiago faced repeated police visits, surveillance, and was linked to a terrorism-related case.

	<ol style="list-style-type: none"> 4. ACT Region V Union (1 incident): Red-tagging posters appeared during the ratification of a Collective Negotiation Agreement, falsely associating ACT with the NPA. 5. UP Professor Joanne Manzano (1 incident): A supposed rebel returnee publicly red-tagged her in an online government hearing.
Kilusan ng Manggagawang Kababaihan (KMK)	<p>KMK reported one incident of red-tagging (see Annex H-5).</p> <ol style="list-style-type: none"> 1. Beverly Avila, a member of the Asosasyon ng mga Manggagawa sa Caloocan (AMC), visited the barangay office to request financial assistance. During a barangay session attended by Caloocan police, she overheard the barangay captain requesting police intervention to stop alleged “illegal meetings,” specifically mentioning Gabriela Women’s Party-list and referring to them as “outsiders.” Though not directly addressed, Avila understood the comment targeted her and AMC. She felt fear but later reaffirmed to fellow members their commitment to community advocacy.
Farmers/ farmworkers and fisherfolks groups	<p>Eleven cases involving farmers/farmworkers and fisherfolks’ groups were recorded, including red-tagging, harassment, forced disaffiliation, and surveillance (<i>see Annex H-6</i>).</p> <ol style="list-style-type: none"> 1. Forced Disaffiliation (Alyansa ng mga Manggagawang Bukid sa Asyenda Luisita or AMBALA) – Around 120 members were presented to the media, claiming to withdraw support due to alleged CPP-NPA ties. 2. Ginny Bantillo (Hacienda Rosario Sur Farmers and Farmworkers Association) – Subjected to suspicious surveillance and police inquiries, prompting her to file a complaint. 3. Ka Francine Dizon (AMBALA) – Four armed men attempted to forcibly take him but were stopped by the community. 4. Illegal Surveillance (AMBALA) – Three military intelligence agents were spotted monitoring an event. 5. Ronald Sacay (AMBALA) – Task Force Balik Loob agents demanded he report his movements. 6. Ka Dedek Nacpil Jr. (AMBALA) – Masked men forcibly entered his home while he was away.

	<ol style="list-style-type: none"> 7. Unyon ng mga Manggagawa sa Agrikultura (UMA)-Isabela (Jhonson Postadan, Norlita Talana, 27 others) – Forced signing of surrender forms disguised as aid; later falsely labeled as surrenderers. 8. Wilhelmina Mabazza (UMA-Isabela) – Coerced into signing a pledge against supporting Makabayan Party-lists. 9. RV Bautista (Samahan ng mga Kabataang Demokratiko ng Asyenda Luisita or SAKDAL) – Monitored and followed after appearing in a commemoration video. 10. Victorino Vergara (Asosasyon sang Magagmay nga Mangingisda sa Santiago) – PNP-CIDG attempted to arrest Vergara, a fisherman in his 70s, claiming they just wanted to “help him clear his name.” 11. George Cacayuran (Timek ken Namnama Dagiti Babassit a Mangngalap ti La Union) – Intelligence agents went to his home and insisted on talking to him, but he was not at home. He had already been harassed multiple times and was repeatedly pressured to “surrender.”
--	--

This report has also compiled at least 25 incidents of red-tagging/terrorist-tagging, harassment, forced disaffiliation/surrender, and other forms of attacks that were not previously reported to the ILO HLTM (*see Annex I*).

♦ Unfair Labor Practice (ULP)

There are **eighteen (18)** cases of unfair labour practice recorded, involving illegal dismissal and union busting, among others (*see Annex J*).

Table 6: Cases of Unfair Labor Practice (February 2023 to December 2024)

Organization	Details
Federation of Free Workers (FFW)	<p>FFW reported seven cases of ULP (<i>see Annex J-1</i>).</p> <ol style="list-style-type: none"> 1. United Workers of Duty Free Philippines–FFW: After winning a union election, the union submitted a Collective Negotiation Agreement (CNA) proposal, but management did not respond. Duty Free Philippines Corp. terminated union officers and members while retaining rival union officers, replacing dismissed workers with contractual hires. The union filed a ULP case citing union busting and bad-faith bargaining.

	<ol style="list-style-type: none"> 2. Sumifru Supervisory Employees Union-FFW: Despite securing SEBA 3. status, the company refused to negotiate a CBA, citing a rival union's legal challenge. The union withdrew a preventive mediation case and filed a Notice of Strike. 4. Ninja Van Riders Union-FFW: After a failed certification election, the company dismissed dozens of union officers and members. Some settled, while others filed illegal dismissal and ULP cases before the NLRC. 5. Ninja Van Riders (Bulacan): The company pushed workers to shift to independent contractor (IC) status. Those who refused were terminated and replaced by contractors. Workers filed ULP and illegal dismissal cases before the NLRC. 6. Ninja Van Riders (Cavite): In December 2023, the company issued Notices to Explain (NTEs) to several regular employees, citing 7. allegations of underperformance and placing them on a 30-day preventive suspension without pay. Despite submitting written responses, these employees received Notices of Decision between January and April 2024, resulting in their termination. 8. Samahang Manggagawa ng Mark Eve's Transit-FFW: The company attempted to exclude union officers from CBA talks and terminated the union president. A strike was held but later lifted after a mediated settlement addressing economic provisions. 9. United Rank-And-File Employees of J&T Express-FFW: Management violated the CBA by failing to provide health benefits and ignoring reinstatement orders. A planned strike was averted after negotiations, but some issues remain unresolved.
Bukluran ng Manggagawang Pilipino (BMP)	<p>BMP reported one case of ULP (<i>see Annex J-2</i>).</p> <ol style="list-style-type: none"> I. Dreambuilders Pro Inc. (DPI) dismissed union leaders and members of Dreambuilders Equitable Alliance of Labor – Solidarity of Unions in the Philippines for Empowerment and Reforms – Bukluran ng Manggagawang Pilipino (DEAL-SUPER-BMP) upon discovering the union and shifted to subcontracting. Workers endured excessive

	<p>hours, unpaid overtime, and unsafe working conditions. A strike began on March 18, 2024, but was met with police and private security intervention. DPI offered a two-month salary payout, which the union rejected as unfair. The dispute was resolved through an agreement by June 2024.</p>
Kilusan ng Manggagawang Kababaihan (KMK)	<p>KMK reported three cases of ULP (<i>see Annex J-3</i>).</p> <ol style="list-style-type: none"> 1. Global Lights Philippines Inc.: Workers were informally notified of termination starting October 15, 2022, without a formal memorandum. DOLE confirmed the company failed to submit a required notice of shutdown. A complaint was filed with DOLE on November 4, 2022, but no settlement was reached. The case escalated to the NLRC in September 2023, where workers won, but both sides appealed—workers due to salary miscalculations and the company citing financial incapacity. The case is now pending at the Court of Appeals. 2. LS Philippines: Approximately 40 women workers were dismissed from LS Philippines due to the company's closure. Subsequently, a new company was established, absorbing some of the former employees, while others were not rehired. Since January 2023, there have been 20 hearings regarding this matter, yet no resolution has been reached. 3. Portal Steel Inc.: In Dasmariñas, Cavite, approximately 34 workers from Portal Steel Inc. were reportedly dismissed under circumstances they deem illegal. A decision was rendered in favour of these workers, mandating compensation for their unjust termination. However, the employer has filed an appeal against this ruling, leaving the case's final resolution pending.
Kilusang Mayo Uno (KMU)	<p>KMU reported three cases of illegal dismissal/mass layoff (<i>see Annex J-4</i>).</p> <ol style="list-style-type: none"> 1. Nexperia Philippines Inc. Workers Union (NPIWU)-NAFLU-KMU: Nexperia Philippines Inc., a prominent semiconductor manufacturer, has been embroiled in labour disputes stemming from mass layoffs, allegations of union-busting, and contentious collective bargaining negotiations. The situation has culminated in a workers' strike initiated on March 5, 2025.

	<ol style="list-style-type: none"> 2. Philippine Gum Paste Inc.: In August 2024, Philippine Gum Paste Inc. (PGPI), a manufacturer of cake decorations, announced the relocation of several departments—including Icing, Gum Paste, Packing, and DIY— from Cubao, Quezon City, to Candelaria, Quezon Province. This move affected approximately 100 workers, of whom 60 filed complaints alleging unjust termination and inadequate separation pay. 3. Franklin Baker Inc.: In October 2024, approximately 3,200 workers at Franklin Baker Inc.’s Sta. Cruz, Davao del Sur plant were abruptly dismissed without prior notice or clear justification. The company communicated the indefinite suspension of operations through a Facebook group chat message on October 3, leaving workers uncertain about their employment status.
Public Services Labor Independent Confederation (PSLINK)	<p>PSLINK reported two cases (<i>see Annex J-5</i>).</p> <ol style="list-style-type: none"> 1. Since October 2023, Philippine Amusement and Gaming Corporation (PACGOR) management has intensified its crackdown on workers’ freedom of association by using privatization and redundancy programs to target union leaders—selectively abolishing 929 plantilla positions at Casino Filipino New Coast, a move halted by union intervention before Congress. In May 2024, although the Governance Commission for Government-Owned or -Controlled Corporations (GCG) approved this abolition and mandated a placement process, management repeatedly violated agreements by excluding union representation, affecting 378 workers and resulting in 90 separations, including 22 Philippine Amusement and Gaming Corporation Employees Association (PAGCEA) officers/members. Additionally, since January 2024, PAGCEA members have faced home harassment by PAGCOR security, while AFP personnel from ISAFP have been documented following union members to collect their personal information. 2. PhilHealth management has engaged in unfair labor practices and gross violations of the Collective Negotiation Agreement. Former PhilHealth President and CEO Emmanuel Ledesma Jr. repeatedly disparaged the PhilHealth-WHITE National Union President in front of

	agency staff, sidelined PhilHealth-WHITE as the sole bargaining agent in key meetings, delayed signing the CNA, interfered in the 2024 PhilHealth Provident Fund Board elections, and conspired with PHICEA to undermine union rights. In one instance, he even formed an Adhoc Investigating Committee through PHICEA on a complaint by officer Susan Iduyan against PhilHealth-WHITE members on the PPF Board.
Center for Trade Union and Human Rights (CTUHR)	<p>CTUHR reported two cases of mass layoffs (<i>see Annex J-6</i>).</p> <ol style="list-style-type: none"> 1. Luen Thai Philippines: In May 2024, Luenthai Philippines, a prominent garment manufacturer, retrenched approximately 2,000 workers, accounting for 60% of its workforce. This decision was primarily attributed to a sustained decline in product demand over the preceding two years, exacerbated by stringent sourcing requirements from the U.S. Customs and Border Protection (CBP), which posed unforeseen operational challenges. 2. Mactan Apparel Inc.: In July 2023, Mactan Apparel Inc., a Taiwanese-owned garment manufacturer exclusively producing Adidas apparel for the U.S. and European markets, ceased operations in the Mactan Export Processing Zone (MEPZ) in Lapu-Lapu City, Cebu. This closure resulted in the retrenchment of approximately 4,000 workers.

♦ Other Anti-Union Activities

This includes violence during strikes, mobilizations, and other concerted actions, and a report of state intervention in union affairs (*see Annex K*).

One recorded incident of violence occurred during the Bonifacio Day rally on November 30, 2024, when a scuffle broke out between police and rally participants. This altercation resulted in injuries to at least 40 individuals, including 18 workers.

But even more concerning are reports of direct state intervention in union affairs and activities.

According to reports from the field, former members of The RedSystem Company Inc. Employees Association – Federation of Free Workers (TRCIEA-FFW)—now part of separate unions following the fragmentation of the national union—claim that their union, the North Luzon Coca-Cola Beverages Logistics Union (NOLCOCBLU), is failing to address key union issues. Specifically, they allege that NOLCOCBLU is not effectively handling grievances, holding regular member consultations, or ensuring financial transparency. This institutional weakness is further



utpaqp.edu.pe

compounded by reports that military forces have been involved in union activities, with union officers reportedly holding meetings at military camps.

NOLCOCBLU's affiliation with Samahan at Alyansa ng mga Huwarang Unyong May Dangal (SAHUD)—a labour federation allegedly organized by the National Task Force to End Local Communist Armed Conflict (NTF-ELCAC)—raises additional concerns about the union's independence and the potential for state influence over its operations. SAHUD held its founding congress on October 18, 2023, at the PNP Museum, Camp Crame, Quezon City. Other unions established following the fragmentation of TRCIEA-FFW, such as the Western Visayas Coca-Cola Beverages Logistics Union (WEVICOCBLU) and the Coca-Cola Southeast Mindanao Sales Union, are also members of SAHUD.

Previously, union officers and members of TRCIEA-FFW, which functioned as a national union, were subjected to red-tagging, profiling, surveillance, threats, and intimidation by suspected state agents. Notably, on several occasions, they were approached by Master Sergeant Omar Maranon Fernandez, who invited them to form a new union.

The deliberate breakup of the previously unified TRCIEA-FFW into regional units through judicial and DOLE actions appears to have diluted workers' collective strength, making it easier to isolate and suppress dissent. Overall, these developments illustrate how external pressures—from both state security forces and administrative decisions—can undermine the integrity of labour unions, leaving workers vulnerable to exploitation and repression while impeding effective advocacy for improved labour conditions and rights.

B. Updates on Cases of FOA Violations Reported to the ILO HLTM

This report also gathered updates on cases previously reported to the ILO HLTM. These updates were compiled through WRW's collaboration with labour groups and advocates. The team also conducted extensive news research and consulted various sources to ensure comprehensive and accurate information.

♦ Extrajudicial Killings

The Joint Workers' Report to the ILO HLTM documented 67 killings of trade unionists from 2016 to January 2023 (*see Annex L*).

The killing of Manny Asuncion drew national attention due to the sheer brutality of the incident. Asuncion was one of nine activists killed during the "Bloody Sunday" Massacre on March 7, 2021—a series of coordinated police and military raids across Calabarzon under the Duterte administration.

Asuncion's case initially saw progress, but the charges against the accused were ultimately dismissed. It was reported to the ILO HLTM that his case had been referred to the Inter-Agency Committee (IAC) on Extra-Legal Killings, Enforced Disappearances, Torture, and Other Grave Violations of Human Rights under Administrative Order 35. Following an investigation by the AO 35 Special Investigating Team (SIT), a murder complaint was filed against 17 police officers. However, on January 16, 2023—just days before the ILO Mission's arrival in the country—the Department of Justice (DOJ) panel of

prosecutors dismissed the case, citing a "lack of probable cause."

In response, on January 23, 2023, Asuncion's widow, Liezel, filed a motion for reconsideration. Represented by the Free Legal Assistance Group-Cavite and the National Union of Peoples' Lawyers, she urged the DOJ to set aside its earlier resolution and issue a new one indicting the respondents for murder. Liezel contended that the evidence submitted was sufficient to establish probable cause against the police officers involved.¹

On July 6, 2023, the DOJ panel of prosecutors denied Liezel's motion for reconsideration, upholding the initial dismissal of the murder complaint. The panel maintained that the evidence presented did not meet the threshold required to charge the officers.² Subsequently, on August 24, 2023, Liezel filed a petition for review with the DOJ, seeking to overturn the dismissal of her murder complaint against the 17 police officers.³

The case remains unresolved, with no reported developments—until late last year, when the victims' families testified before Congress during a House Quad-Committee hearing on December 12, 2024. Led by the committees on

¹ Patag, K.J. (2023, January 26). *Widow of activist killed in 'Bloody Sunday' raid appeals junked murder rap vs cops*. Philippine Star. <https://www.philstar.com/headlines/2023/01/26/2240396/widow-activist-killed-bloody-sunday-raid-appeals-junked-murder-rap-vs-cops>

² Damicog, J. (2023, August 16). *DOJ prosecutors affirm dismissal of charges vs 17 policemen in 2021 death of activist*. Manila Bulletin. <https://mb.com.ph/2023/8/16/doj-prosecutors-affirm-dismissal-of-charges-vs-17-policemen-in-2021-death-of-activist>

³ Casilao, J.L. (2023, August 24). *Wife of labor leader urges DOJ to reverse decision junking complaint*. GMA Integrated News. <https://www.gmanetwork.com/news/topstories/nation/879951/wife-of-labor-leader-urges-doj-to-reverse-decision-junking-complaint/story/>

Public Accounts, Human Rights, Dangerous Drugs, and Public Order and Safety, the hearing provided families, rights advocates, and forensic experts a platform to expose the systemic violence behind what has been widely condemned as politically motivated extrajudicial killings. Forensic pathologist Dr. Raquel Fortun supported their testimonies, revealing that her independent autopsy of the nine victims showed signs of execution-style killings. Her findings directly contradicted the authorities' official "nanlaban" (resisting arrest) narrative, further casting doubt on the legitimacy of the operations that led to the victims' deaths.⁴

As for the other cases, some have led to investigations where suspects were identified, charged, and issued arrest warrants, but they remain at large. In one instance, a suspect was identified but was later killed in an unrelated anti-drug operation. In another, no suspects were named, yet charges were instead filed against labour federation leaders. While several cases are still under investigation, no significant developments have been reported, and the majority remain unresolved.

♦ Abductions / Enforced Disappearances

Three (3) cases of abductions/enforced disappearances were reported to the ILO HLTM in January 2023. Of

the victims, three remain missing, while two were surfaced (*see Annex M*).

The five abducted individuals are:

1. Iver Larit – Kadamay-Negros
2. Alipio "Ador" Juat and Elizabeth "Loi" Magbanua – Kilusang Mayo Uno (KMU)
3. Dyan Gumanao and Armand Dayoha – Alliance of Concerned Teachers (ACT) Region 7 and Alliance of Health Workers (AHW) Region 7, respectively

The abduction of Gumanao and Dayoha occurred in early January 2023, just weeks before the ILO HLTM's scheduled visit to the Philippines. Days after, they were released by their captors alive, which was a rare outcome, as many victims of enforced disappearances remain missing or are found dead. However, the psychological trauma they endured and the lack of accountability for their abductors underscore the systemic failures of law enforcement and government agencies to protect human rights defenders.

A Rappler report⁵ revealed that a Commission on Human Rights (CHR) investigation uncovered possible links between state forces and the abduction of Dyan and Armand. Through CCTV footage, the CHR identified a name and a motorbike involved in the incident, tracing potential connections to the Intelligence Service of the Armed Forces of the Philippines (ISAFP). A CHR investigator described this as their strongest lead yet in identifying a state perpetrator.

Meanwhile, the fate of Larit, Juat, and Magbanua remains unknown. To

⁴ Lingatong, J. (2024, December 16). *Bloody Sunday victims' kin testify in Quad-Comm hearing, demand justice*. Bulatlat. <https://www.bulatlat.com/2024/12/16/bloody-sunday-victims-kin-testify-in-quadcomm-hearing-demand-justice/>

date, there have been no significant updates on their whereabouts, deepening concerns about enforced disappearances and the ongoing threats against labour rights advocates.

A Rappler report⁵ revealed that a Commission on Human Rights (CHR) investigation uncovered possible links between state forces and the abduction of Dyan and Armand. Through CCTV footage, the CHR identified a name and a motorbike involved in the incident, tracing potential connections to the Intelligence Service of the Armed Forces of the Philippines (ISAFP). A CHR investigator described this as their strongest lead yet in identifying a state perpetrator.

Meanwhile, the fate of Larit, Juat, and Magbanua remains unknown. To date, there have been no significant updates on their whereabouts, deepening concerns about enforced disappearances and the ongoing threats against labour rights advocates.

The Joint Workers' Report recorded 43 cases of arrests and fabricated charges, affecting a total of 177 individuals between June 2016 and January 2023 (*see Annex N*).

Out of the 177 individuals reported to have been arrested or charged, most were subsequently acquitted or had their cases dismissed—even before the ILO HLTM.

Several individuals who were facing charges at the time of the HLTM—whether detained or out on bail— have

since been acquitted or had their cases dismissed. These include:

- I. On bail at the time the case was dismissed, or an acquittal was secured:
 - a. Elmer Cordero, Severino Ramos, Wilson Ramilia, Ramon Paloma, Ruben Baylon, and Arsenio Ymas Jr. (known as PISTON 6) – Case dismissed: April 19, 2023
 - b. Alma Moran, Reina Mae Nacino, and Ram Carlo Bautista (known as Tondo 3) – Acquitted: July 17, 2023
 - c. Benjamin “Banjo” Cordero – Case dismissed: November 29, 2023
 - d. Kara Taggaoa and Helari “Larry” Balbuena – Case provisionally dismissed: 2024
2. Held in detention and later released after charges were dismissed or an acquittal was secured:
 - a. Roel Duyag – Case provisionally dismissed: 2023
 - b. Aniceto Patac – Case provisionally dismissed: 2023
 - c. Ramon Rescovilla – Freed after being acquitted: December 4, 2024
 - d. John Griefen Arlegui and Reynaldo Viernes (known as Angat 2) – Freed after being acquitted: February 4, 2025

⁵ Buan, L. (2024, January 6). In pattern of 'fake surrenders,' 1 case links abduction to military intel service. Rappler. <https://www.rappler.com/newsbreak/in-depth/chr-investigation-afp-intelligence-fake-surrender-case/>

Several others remain under charge while out on bail, namely:

1. Rowena Rosales
2. Mary-Anne Krueger
3. Jose Bernardino
4. Elizabeth “Mags” Camoral
5. Eugene Eugenio
6. Florentino “Pol” Viuya Jr.
7. Elmer Forro
8. Concepcion Opalla

Meanwhile, 11 individuals remain detained, namely:

1. Marklen Maojo “Maoj” Maga
2. Juan Alexander “Bob” Reyes
3. Romina Astudillo
4. Mark Ryan Cruz
5. Jaymie Gregorio
6. Esteban “Steve” Mendoza
7. Oliver Rosales
8. Antonieta Dizon
9. Arnedo Lagunias
10. Joel Demate
11. Victoria Tumabiao

♦ **Harassment, Forced Disaffiliation, Red-tagging/ Terrorist-tagging, Interference to the Right to Self-Organization, and Other FOA Violations**

► **Red-tagging / Terrorist-tagging**

The Joint Workers’ Report documented at least 58 cases of red-tagging or terrorist-tagging, excluding those that resulted in killings or arrests (*see Annex O-1*).

Several organizations have reported that their affiliated unions, along with their leaders and members, have been

red-tagged or labelled as terrorists. Even after the ILO HLTM, new and ongoing incidents of such red-tagging and terrorist labelling continue to target union leaders and members.

Many victims who were later killed or arrested had first been red-tagged, highlighting the link between this practice and broader attacks on trade unionists. Red-tagging is also used as a union-busting and union-avoidance tactic, creating a climate of fear that discourages union activities. Some affected trade unionists and labour organizations reported these incidents to government agencies, but these reports had little to no effect, with authorities often failing to take meaningful action to protect those targeted.

► **Forced Disaffiliation**

Red-tagging is often accompanied by other anti-union activities, such as pressuring unionists to disaffiliate from their federations. In some instances, these efforts succeeded, forcing unions to cut ties with red-tagged federations. However, other unions resisted the attacks, choosing to stand their ground despite threats and harassment (*see Annex O-2*).

National labour centre Kilusang Mayo Uno (KMU) reported the highest number of forced disaffiliations among its affiliated unions, with 10 cases documented. Due to severe threats and harassment, seven unions chose to disaffiliate, while three (3) remained. The unions that stayed have continued to face harassment from suspected state forces



COURAGE Facebook Page

and are experiencing or have experienced unfair labour practices, including illegal dismissals and union busting.

Similarly, the public sector employees' federation, the Confederation for Unity, Recognition, and Advancement of Government Employees (COURAGE), reported incidents of forced disaffiliation among its affiliated unions in several government agencies. The HLTM was informed that, because of the campaign against their unions, three (3) affiliated unions were compelled to sever their ties with COURAGE.

As of now, there have been no new reports of additional disaffiliations, and none of the unions that previously disaffiliated have rejoined their federations.

► **Harassment, Interference in Union Affairs, and Other FOA Violations**

Unions reported multiple cases of harassment, state interference in union activities, and other FOA violations to the ILO HLTM. While some cases have seen progress, others remain unresolved with no reported developments (*see Annex O-3*).

One notable update, detailed earlier, concerns The RedSystem Company Inc. Employees Association – Federation of Free Workers (TRCIEA-FFW). It was reported to the ILO HLTM that its leaders and members have been subjected to threats and harassment, and they are being forced to disaffiliate and form a new union.

Beyond hosting its own “labour education” seminars, recent reports indicate that the NTF-ELCAC is now trying its hand in unionism by allegedly orchestrating or supporting the formation of labour unions and federations. This interference undermines the fundamental right to free association by distorting the natural process of union formation and weakening collective bargaining power.

C. Continuing Violations of Women Workers' Rights to Freedom of Association

Women workers continue to face persistent attacks on their right to freedom of association. The report documented at least one (1) killing, five (5) illegal arrests

involving six (6) women workers, one (1) abduction, three (3) trumped-up charges, and five (5) cases of red-tagging involving women workers after the ILO HLTM. Notably, in the killing case, not only was a woman worker killed, but two of her children were also slaughtered.

The extrajudicial killings in Negros in 2018—which were not included in the Joint Workers’ Report to the ILO HLTM—although no women were killed during military operations under Oplan Sauron, still had a devastating impact on women and children. During these operations, military and police personnel forcibly entered homes while residents slept, dragging women and children outside to lie at gunpoint while leaving men behind. Such practices violate not only the right to freedom of association but also the fundamental right to life. Counterinsurgency operations such as SEMPO that targeted organized workers, directly affects the workers’ families and endangers the safety and lives of women and children. It has a resounding effect of fear, discouraging workers to be part of organizations fighting for labour and land rights.

Illegal arrests, filing of trumped-up charges and red-tagging of women workers have severe and far-reaching consequences, affecting not only their personal lives but also the broader labour movement. Arbitrary detention and criminalization of labour organizers create a chilling effect, discouraging women from asserting their rights for fear of persecution. Any unlawful arrest entails physical and psychological abuse,



The stigma of being labelled as criminals or red-tagged further isolates them from their communities, making reintegration into the workforce and society difficult even after release.

extended legal battles which exhausts resources, and loss of employment, further pushing women into financial instability. These forms of violations to women’s rights also disrupt their families, as many detained women are primary caregivers, leaving children and dependents without support. The stigma of being labelled as criminals or red-tagged further isolates them from their communities, making reintegration into the workforce and society difficult even after release.

Beyond individual suffering, the illegal arrest of women workers weakens labour organizing efforts and erodes collective bargaining power. When women leaders are targeted, unions lose key advocates for gender-sensitive labour policies, such as equal pay, maternity benefits, and protection against workplace harassment. The fear of arrest silences demands for better working conditions, benefiting exploitative employers who continue to violate labour rights with impunity. Additionally, such repression undermines democratic processes and labour rights in the Philippines, reinforcing systemic injustices that



keep women in cycles of poverty and discrimination. Addressing these illegal arrests and ensuring accountability is crucial for empowering women workers and strengthening the labour movement. As of this report, seven (7) women workers are still illegally detained.

In the documented reports under unfair labour practice, at least one (1) company and three (3) government agencies have been involved in cases of illegal dismissal, harassment, union-busting, and red-tagging, with affected employees predominantly being women workers.

The red-tagging case against the Alliance of Concerned Teachers broadly violated the right to FOA of public school teachers. The Department of Education forced to get the list of members of ACT throughout the country. Members of COURAGE face red-tagging and forced disaffiliation. The employees as well of PAGCOR and Duty Free Philippines faced intensified attacks on their rights to unionize with the widespread

privatization and redundancy programs. The Nexperia Philippines, Inc., had been conducting mass layoffs, targeting union jobs and mostly women workers.

Women workers are still disproportionately concentrated in precarious, contractual, and informal jobs, making them more vulnerable to retaliation for any union activity. Women workers in the informal sector with documented violations in this report include women workers in the agricultural sector (UMA, AMBALA), transportation sector (PISTON women's committee), and contractual workers in garments companies in Cebu and Cavite.

D. Recurring Patterns and Emerging Trends in FOA Violations

A continuing culture of impunity

The killing of labour organizers and union members stands out as one of the most egregious human and trade union rights violations in the country. Between February 2023 and December 2024 alone, four (4) cases of killings involving seven (7) individuals were recorded. This figure is compounded by an additional thirty (30) individuals that were not included in the Joint Workers' Report to the ILO HLTM—a report that had already documented 67 killings—bringing the total to 104 individuals killed.

These abuses continue unabated, as not a single case has been resolved, and no one has been held accountable. Despite overwhelming evidence of extrajudicial killings, abductions, and wrongful arrests targeting trade

unionists, there has been little to no progress in addressing these cases.

This culture of impunity is further deepened by the government's repeated dismissal of these incidents as "unrelated to labour activities." By downplaying the severity and labour-specific nature of these crimes, the authorities effectively shield the perpetrators from facing any meaningful legal repercussions. This lack of accountability emboldens state forces and other actors to continue targeting labour organizers without fear of consequences.

Systematic use of red-tagging or terrorist-tagging to justify repression

Despite government claims to the contrary, trade unionists and human rights defenders continue to be targeted and labelled as "enemies of the state" under the pretext of upholding national security. The government's counterinsurgency campaign, driven by the belief that these groups serve as "front organizations" for communist infiltration, has resulted in the National Task Force to End Local Communist Armed Conflict (NTF-ELCAC) deliberately attacking trade unionists, activists, and human rights defenders—tagging them as communists and rebel sympathizers. The ILO HLTM even observed that: "despite the repeated assurances from the Government that the State did not have a policy of red-tagging, this was belied by the broad statements made by some of the government agencies repeatedly referring to connections

between the CPP [Communist Party of the Philippines] and workers and their collective representation..."

In a May 2024 ruling, the Supreme Court⁶ stated that red-tagging poses a significant threat to individuals' rights to life, liberty, and security. This claim is backed by compelling evidence, as many victims of killings, arrests, and abductions had been red-tagged or labelled as terrorists, and had faced threats and harassment prior to these incidents. However, the absence of legal repercussions for those responsible has allowed this practice to persist as a tactic to intimidate and silence the labour movement.

Republic Act 11479, also known as the Anti-Terrorism Act of 2020, has increasingly been used as a tool to suppress labour activism and discredit human rights defenders. Under this law, trade unionists and labour rights advocates are charged with terrorism-related offenses on the flimsy allegation that they are connected to so-called "communist terrorist groups" (CTGs). This broad and vague categorization allows state agencies to target union leaders and members with minimal evidence, effectively criminalizing their efforts to organize and collectively bargain.

Teachers' union organizer Aurora Santiago faced terrorism-related charges that were later dismissed due to discrepancies in the prosecution's evidence. Similarly, others charged under

⁶ Supreme Court. (2024, May 8). *SC: Red-Tagging Threatens Right to Life, Liberty, and Security*. Retrieved from: <https://sc.judiciary.gov.ph/sc-red-tagging-threatens-right-to-life-liberty-and-security/>

RA 11479 did not see these charges prosper. These cases further demonstrate that such allegations are politically motivated and intended to deter workers from engaging in union activities.

In recent months, terrorism financing charges against trade unionists have increasingly been used as a political tool to suppress labour activism. This Report compiled at least three (3) cases related to this issue. These charges often allege that union leaders or members are channelling funds to rebel groups, despite a frequent lack of evidence or indications that the evidence is fabricated.

The misuse of terrorism financing charges against trade unionists is linked to the Philippines' grey list status by highlighting deficiencies in the country's AML/CFT (anti-money laundering and combating the financing of terrorism) framework. The grey list, as designated by the Financial Action Task Force (FATF), flags jurisdictions that have significant weaknesses in their regulatory systems. To demonstrate progress in combating money laundering and terrorist financing, the government has filed such charges against trade union leaders, human rights defenders, and labour NGOs. Consequently, the country's move to exit the FATF grey list⁷ has come at the expense of these groups, effectively sacrificing their rights in the process.

Rather than dismantling these repressive measures, the government



GMA Network

downplays the charges against NTF-ELCAC, effectively justifying red-tagging/terrorist-tagging, threats, harassment, and violence that continue to suppress workers' collective power.

Pattern of Abduction-Cum-Surrender

A clear pattern of abduction-cum-surrender has emerged from numerous reported cases, suggesting a systematic strategy to suppress labour activism. In these instances, victims are abducted and then coerced into surrendering—often through threats, intimidation, or the promise of leniency. This pattern is not isolated; the consistent occurrence of such cases indicates that these tactics are part of a broader effort to neutralize opposition and prevent workers from organizing.

This trend is particularly evident in the case of Jonila and Jhed. Initially presented as voluntary “surrenderers,” they later revealed that they were coerced into signing surrender documents to justify military actions. Their brave exposure underscores how abduction-

⁷ Anti-Money Laundering Council. (2025, February 21). PHILIPPINES EXITS FATF GREYLIST. Retrieved from: http://www.amlc.gov.ph/images/PDFs/Main/PR_PH%20Exits%20FATF%20GREYLIST.pdf

cum-surrender tactics are used to discredit unionism and activism while legitimizing repressive measures under the guise of national security. Similar accounts from others who were abducted and later surfaced—i.e. Dyan and Armand, Eco and Jak—further highlight the systematic nature of these tactics.

While Jonila and Jhed, Dyan and Armand, and Eco and Jak were fortunate enough to be released and speak out, many others who have been abducted remain missing. These missing individuals may have suffered far worse, their fates echoing those of the many “desaparecidos” during Ferdinand Marcos’ Martial Law—cases that remain shrouded in mystery and unresolved.

The implications are significant: forced surrenders—whether achieved through abduction or through constant threats and harassment—severely undermine the autonomy of labour groups and weaken collective bargaining power. By coercing workers into submission, state and non-state actors effectively disarm the labour movement, leaving workers more vulnerable to exploitation and further repression. These practices not only violate the fundamental right to freedom of association but also create a pervasive climate of fear that discourages others from asserting their rights, ultimately eroding the strength and solidarity of the working class.

This trend calls for closer scrutiny and urgent remedial action to protect workers and ensure that their right to organize is not compromised by coercive tactics.

Criminalization of union activities

The judicial system is systematically weaponized to stifle trade union activities, creating an environment where trade unionists and human rights defenders are routinely targeted. Trade unionists and organizers are often arbitrarily detained or charged with fabricated crimes, a tactic that employs manipulated evidence, coerced confessions, and questionable testimonies from alleged rebel returnees. Many labour leaders, once actively engaged in protecting and promoting workers’ rights, find themselves caught in an endless cycle of legal harassment. They are frequently held in detention for extended periods—sometimes months or even years—before their cases are ultimately dismissed due to insufficient evidence. These judicial abuses are designed to serve as a warning to any individual who dares to advocate for workers’ rights, effectively deterring union organizing efforts.

Legal actions that brand union leaders and members as security risks—often under questionable terrorism-related charges—send a chilling message to potential union participants. Such measures not only undermine union legitimacy and deter new membership but also fracture collective bargaining power.

The slow judicial process exacerbates these challenges, eroding confidence in the legal system. As legal proceedings drag on, workers increasingly view the judicial system as biased or manipulated by political interests, which discourages them from asserting their rights. Prolonged cases extend periods of

uncertainty and fear, drive up legal costs, and drain both resources and morale.

Moreover, the financial burden imposed by lengthy legal battles is significant. Workers targeted by these charges often face steep legal fees and loss of income due to arrest or dismissal. For those in precarious employment, this economic strain deepens financial insecurity and further discourages sustained union participation. Ultimately, the combined effects of legal intimidation and financial hardship weaken the overall labour movement, leaving workers more vulnerable to exploitation and undermining their ability to secure fair wages, benefits, and improved working conditions.

Encroachment and undue interference in union affairs

An alarming trend that merits further investigation is the state's apparent effort to encroach upon the very freedom workers have to organize themselves. In a truly democratic society, workers must be the sole architects of their collective identity—choosing independently which union or organization to form or join, without any external interference. This fundamental right is crucial not only for effective collective bargaining but also for the broader struggle for social and economic justice.

However, there are growing reports that state-linked entities, such as the NTF-ELCAC, are stepping in to shape the union landscape. These reports suggest that the NTF-ELCAC is not merely monitoring union activities but is actively involved in forming or

organizing unions and federations under its own control and influence. Such state involvement fundamentally distorts the principles of trade unionism. When external forces, rather than the workers themselves, determine union composition and strategy, the authenticity and independence of these organizations come into question.

This intervention is particularly alarming because it effectively undermines the very essence of free association. By influencing union formation, the state can weaken the collective power of workers, making it easier to justify measures that suppress legitimate labour demands. Instead of serving as a platform for workers to collectively negotiate better wages, benefits, and working conditions, these state-influenced unions risk becoming mere instruments of state policy—tools that can be manipulated to serve broader political or security agendas.

Moreover, this trend has serious implications for the integrity of the labour movement. Genuine, autonomous unions are crucial for protecting workers' rights and ensuring that their voices are heard in both the workplace and the political arena. When state agencies or affiliated groups like the NTF-ELCAC intervene, they not only compromise the union's independence but also erode public trust in the labour movement. This can lead to a vicious cycle where workers become disillusioned with union representation, further weakening collective bargaining and leaving workers vulnerable to exploitation.



III. Institutional Challenges to the Exercise of Freedom of Association

Given the severity of FOA violations nationwide, coupled with a persistent culture of impunity, it is evident that abuses of human and trade union rights stem from deep-rooted structural and institutional failures rather than being isolated incidents or simply “non-labour-related” crimes.

This Report emphasizes that the weaknesses in the legal and policy environment are a significant underlying cause of widespread abuses. Specifically, the long-standing prevalence of precarious work arrangements and deficiencies in the country’s legal framework all contribute to the troubling state of FOA in the Philippines.

Proliferation of contractualization and other non-standard forms of employment

The proliferation of contractualization—often referred to locally as “endo” or end-of-contract employment—has significantly impacted job security and union representation.

In industries such as call centres, retail, services, and manufacturing, workers are hired on short-term contracts without the benefits and stability of regular employment. This precarious status makes it difficult for them to join or form unions, as employers can easily replace them once their contracts end. Contractualization and non-standard forms of employment effectively deny workers their rights to self-organization and collective bargaining.

Employers employ a range of tactics to circumvent the law. For instance, employees in precarious work arrangements may file a petition for regularization with the National Labor Relations Commission (NLRC) while still employed, only to face illegal dismissal or prolonged litigation. Additionally, employers often exploit agency workers, misclassify regular employees as “casuals,” and coerce workers into accepting term employment with contracts renewed every six months. Combined with a refusal to recognize the

employer- employee relationship, these practices enable employers to unlawfully remove workers from the collective bargaining unit, effectively denying them the right to unionize.

The case of the Ninja Van riders illustrates this tactic: they were illegally dismissed in the midst of forming a union and replaced with “independent contractors” (ICs). Because ICs, as contractors, cannot join or form unions, this practice denies both regular workers and ICs their right to organize. Even if a union is successfully formed and recognized as the bargaining agent, the company can then dismiss regular workers, weakening the union until it eventually dissolves due to lack of membership. This also highlights the challenges of unionizing workers in emerging sectors, such as the gig economy and platform-based industries, where traditional union models often struggle to gain traction.

This explains why the unionization rate in the private sector remains low—around 7 percent, with 1.68 million reported union members⁸ out of approximately 24 million private sector workers.⁹ The number of workers covered by Collective Bargaining Agreements (CBA) is even lower, with the latest figure at just 319,240¹⁰ or just around 1.3 percent of private sector workers.¹⁰

Legal hurdles and institutional barriers

Labour laws and policies—such as the Labor Code and its Implementing Rules—make organizing a union and certifying it as the sole bargaining agent a lengthy and complex process. Ideally, union recognition should be straightforward; however, companies/ employers have developed tactics to thwart these efforts. For example, during the labour registration process, unions face stringent requirements, such as minimum membership thresholds, detailed registration procedures, and rigid internal governance rules. Companies employ delaying tactics, such as not disclosing the total workforce and prolonging the Petition for Certification Elections process, to hinder union formation. Meanwhile, management resorts to anti-union practices—ranging from workplace harassment, offering bribes like promotions, to terminating identified union leaders—to prevent unions from taking shape. When combined with prolonged scrutiny, bureaucratic delays, and legal challenges, these obstacles may discourage workers from pursuing collective representation and effectively frustrate their attempts to organize.

Furthermore, while the Constitution and the Labor Code guarantee the right to strike and engage in peaceful concerted actions, management often exploits these protections as a pretext for illegally dismissing workers, particularly union officers and active members. Illegal dismissal cases typically begin at the labor arbiter level and can take up to a

8 Department of Labor and Employment - Bureau of Labor Relations. (2024). *Registered Labor Organizations, Workers' Associations and Existing Collective Bargaining Agreements (As of 4th Quarter 2024)*. Retrieved from: <https://blr.dole.gov.ph/wp-content/uploads/2025/01/SUMMARY-NARRATIVE-Q4-2024.pdf>

9 Philippine Statistics Authority. (March 2025). January 2025 Labor Force Survey. Retrieved from: <https://psa.gov.ph/statistics/labor-force-survey>

10 Ibid. 8.



decade to resolve, with some escalating to the Supreme Court. Additionally, workers may face criminal charges related to strikes or protests, such as illegal assembly, resistance to authority, or, in cases of physical confrontation, direct assault. These challenges create a complex legal labyrinth that further discourages workers from asserting their rights.

Existing legal remedies, such as filing a habeas corpus petition, are often inadequate in protecting workers from abductions and other forms of state or extra-legal repression. For instance, in the case of William Lariosa, a labour organizer who was abducted, a habeas corpus petition was filed to secure his release, but the petition was dismissed. Such dismissals often stem from procedural delays, a lack of sufficient evidence, or even deliberate judicial inaction. Similarly, in the cases of Mary-Anne Krueger and Danilo Tabura, court proceedings have dragged on for years, remaining in the early stages of trial due to prosecutorial delays and other tactics that prolong the legal process.

These shortcomings underscore the urgent need for reforms that can more effectively protect workers' rights and deliver timely justice.

These legal failures not only leave workers vulnerable to further abuses but also undermine confidence in the justice system. Instead of serving as an effective safeguard, legal remedies become a tool for prolonging detention and perpetuating a culture of impunity. The slow pace of judicial proceedings exacerbates the situation, as cases may drag on for years, during which victims remain in a state of uncertainty and fear. This prolonged legal limbo, combined with the likelihood of dismissal or unfavourable rulings, discourages workers from seeking legal redress in the first place.

Restrictions on public sector unionism

Since the High-Level Tripartite Mission in January 2023, there has been no substantial change in addressing the serious violations against the right to freedom of association in the public sector.

While the Joint Memorandum Order on the Omnibus Guidelines on the



There is no corresponding policy protecting the right of public sector workers against violations on the right to freedom of association despite the preponderance of red-tagging and other attacks by different state forces against public sector unions.

Exercise of Freedom of Association and Civil Liberties was issued in response to the HLTM recommendations, this order only covers private sector workers. There is no corresponding policy protecting the right of public sector workers against violations on the right to freedom of association despite the preponderance of red-tagging and other attacks by different state forces against public sector unions.

The proposed enabling law of the ILO Convention 151 (Labor Relations in Public Service Convention) or the Public Service Labor Relations Act has also failed to pass in Congress. It has been more than seven years since the country's ratification of this instrument protecting the right to organize and negotiate of public workers. The proposed Public Service Labor Relations Act would have addressed the recurring ILO findings and recommendations related to freedom of association gaps in the Philippine public sector. Despite being part of the Joint Workers Report to the High-Level Tripartite Mission, the Labor and Employment Plan and

the Freedom of Association Roadmap, the current administration has done little to move this priority legislative agenda forward.

The Marcos administration has also failed to address the issue of contractualization in the public sector. The number of job orders and contract of service has even ballooned to 939,771 as of 2024. These workers are not considered government employees, cannot join or form unions, and have no protection under existing policies.

The current administration has also failed to address the other anti-union issuances that have been raised by the public sector labour federations such as the following

- ▶ PSLMC Resolution No. 3, s. 2022, limiting the right to negotiate union-time off in the public sector
- ▶ PSLMC Resolution No. 2, s. 2022, requiring the establishment of an Employees' Organization – Management Consultative Committee before the start of collective negotiations, prompting negotiable matters based on management recommendations ahead of official collective negotiations consequently inhibiting public sector unions from fully exercising their collective bargaining rights
- ▶ PSLMC Resolution No. 5, s. 2017, reducing the participation of the sectoral workers' representatives from observers to only during the PSLMC Technical Working Group meetings

- ▶ PSLMC Resolution No. 2, s. 2017, requiring an additional reportorial requirement for public sector unions non-compliance of which may be ground for cancellation of registration
- ▶ PSLMC Resolution No. 3 s. 2016, retaining PSLMC Resolution September 2011 limiting the registration and accreditation of public basic education teachers' organizations at the regional level consequently imposing stiffer requirements and making it difficult for them to organize and negotiate for collective agreements

What's worse, despite concerns raised in various fora and spaces and the lack of union's meaningful engagement in the process, the Public Sector Labor Management Council adopted the 2024 Rules and Regulations Governing the Exercise of the Right of Government Employees to Organize. This updated IRR does not address the gaps and other longstanding issues hindering the right to freedom of association and collective bargaining of all public workers in the country. It does not address the lack of independent, impartial and effective machinery to address unfair labour practices. It has even clearly excluded job orders and contract of service workers from exercising their right to freedom of association. It also prohibits all government employees from "staging strikes, demonstrations, mass leaves, walk-outs and other forms of mass actions which will result in

temporary stoppage or disruption of public service." This provision of the revised IRR violates the fundamental rights of workers under the core labour standards and Philippine Constitution.

The Marcos administration has failed to resolve the cases submitted to the HLTM in 2023. Major public sector union federations have also documented additional cases of unfair labour practices, union interference and harassment, red-tagging, forced disaffiliation, and illegal arrests and detention of unionists and organizers.

The strong push for rightsizing and privatization by the Marcos administration is also worsening contractualization and violations on the right to freedom of association of public workers. Public sector unions that expose or oppose corruption and other malpractices have also become targets of retaliation and union-busting schemes.

Depressed wages

Wages, tenurial rights, and freedom of association are closely related, as it is through unions that workers can assert higher wages. Workers are inspired by the fact that in companies where unions exist and where workers can collectively bargain, workers receive better pay and benefits and can demand for better working conditions. This reality, however, is only true for a handful of workers since only about 1% of private sector workers today enjoy CBA (collective bargaining agreement) benefits.

Wage increases in the Philippines have long been fought for by unions and



workers' organizations, whether through enterprise-level collective bargaining or mass mobilizations. Historically, minimum wages were set nationally through legislation. In the 1980s, labour unions launched consecutive strikes demanding higher wages, with the most notable success occurring in 1989. That year, after at least 700 unions participated in a general strike, the government implemented a P25 across-the-board wage increase that raised the minimum wage from P64 to P89.

Although the 1989 general strike secured a P25 across-the-board wage increase, this victory was short-lived. Later that year, the government enacted Republic Act 6715 (the Herrera Law), which institutionalized contractualization, and Republic Act 6727 (the Wage Rationalization Act), which shifted minimum wage-setting from the national to the regional level. Since then, significant wage increases have been elusive, and real wages have continued to decline. As of March 2025, minimum wages vary widely—from P361 in the Bangsamoro

Autonomous Region in Muslim Mindanao (BARMM) to P645 in the National Capital Region (NCR)—far below the living wage of P1,227 per day required for a family of five to live decently, according to the IBON Foundation.¹¹

Depressed wages cannot be attributed solely to the shift in wage-setting policy; they must also be understood in the broader context of how contractualization has undermined unionism. Contractualization has led to a proliferation of temporary and non-permanent jobs where workers often lack job security and, as a result, have fewer incentives or opportunities to organize collectively. Without stable employment, workers are less likely to invest in union activities or support collective bargaining, which traditionally has been a key mechanism for negotiating better wages and benefits.

Over time, union density has declined significantly. This decrease is

¹¹ Ibon Foundation. (2025, March). Minimum Wage and Family Living Wage per region, as of February 2025. Retrieved from: <https://www.ibon.org/flw-regl-2502/>

not only the result of restrictive labour laws and policies that create obstacles to union formation and membership but also a consequence of deliberate actions by state forces. In many cases, state agencies and law enforcement have actively vilified unionism—portraying it as subversive or contrary to national interests—and have used various forms of intimidation to discourage workers from joining or forming unions.

The decline in union density weakens collective bargaining power, leaving workers more vulnerable to exploitative practices. Without the ability to negotiate effectively, wage increases and other labour benefits are harder to secure. This erosion of union strength is a critical factor that contributes to persistently depressed wages, as workers are left with little leverage to demand fair compensation and improved working conditions. Thus, the interplay between contractualization and state-sponsored anti-union measures creates an environment where workers' rights to organize and secure equitable wages are severely compromised.

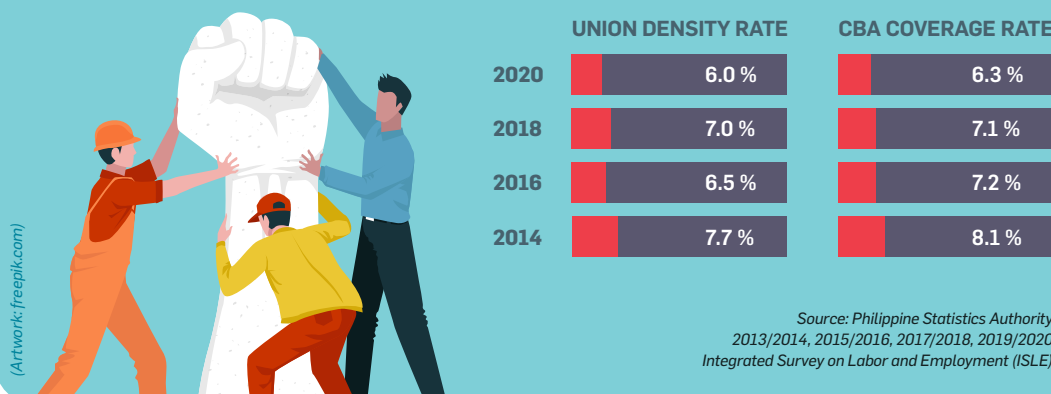
Land rights and the struggle of farmers

The struggle for land rights in the Philippines involves not only securing access to land for livelihoods but also empowering communities to assert their rights through collective action.

In Negros, the struggle for land is deeply intertwined with the fight for labour rights. Many farmers in the region are, in effect, agricultural workers—often employed on sugar plantations or other large-scale agribusinesses—and they remain caught in the aftermath of failed agrarian reform. Despite decades of promises for land redistribution, many rural communities still lack secure land tenure, leaving workers dependent on precarious employment conditions.

As a result, their struggle as workers goes hand in hand with the struggle for land. Without secure access to land, these workers face exploitation through low wages and poor working conditions, while the failure of agrarian reform exacerbates their economic vulnerability. This dual battle—seeking both fair labour rights and land security—highlights the urgent

DECLINING UNION DENSITY IN THE PHILIPPINES



need for comprehensive reforms that address not only workplace conditions but also the foundational issue of land ownership, which is critical for achieving long-term social and economic justice.

Similarly, numerous Lumad communities in Mindanao have organized protests and legal challenges against mining companies and logging operations that threaten to displace them. Their struggle highlights the importance of forming unions or community associations in negotiating with powerful corporate and governmental interests. When workers and indigenous peoples unite, they can leverage their collective strength to demand fair treatment and secure their land rights, which is a critical step toward sustainable development and social justice.

A specific example can be seen in agrarian reform movements associated with the Comprehensive Agrarian Reform Program (CARP). Many peasant organizations have mobilized to challenge inequitable land distribution and forced evictions. However, these efforts are often undermined by legal and administrative hurdles, as well as the threat of violence or retaliatory

dismissals from employers. Farmers' and agricultural workers' organizations fighting for land rights are frequently targeted by state forces through counterinsurgency programs. Under measures such as SEMPO and Duterte's Memorandum Order No. 32, their legitimate demands and struggles are portrayed as threats to peace and security. This repressive approach has led to violent outcomes, including massacres such as the Sagay 9, Guihulngan 6, and Negros 14 massacres, effectively undermining the ability of these groups to organize and advocate for equitable land distribution and improved working conditions.

In all these instances, the struggle for land rights is inextricably linked to the exercise of freedom of association. Collective organization not only empowers communities to challenge exploitative practices but also strengthens their ability to secure legal recognition and protection of their rights. Without the ability to organize, these communities face significant challenges in asserting their claims and resisting powerful interests that threaten their economic and cultural survival.



IV. Conclusion

The state of labour rights and freedom of association in the Philippines remains critical, marked by ongoing violations that occur with impunity. Despite the recommendations from the ILO High-Level Tripartite Mission, the government has not implemented meaningful reforms to address these abuses or dismantle the entrenched culture of impunity. Its persistent failure to investigate and prosecute those responsible for labour-related violence has further weakened the legal and institutional frameworks designed to protect workers' rights. The continuous cycle of killings, enforced disappearances, red-tagging, and arbitrary arrests of trade unionists underscores the unresolved nature of past abuses of human and trade union rights, emboldening perpetrators and instilling fear in workers who seek to assert their rights. Without immediate and decisive action, the rights of workers to freely organize and bargain collectively will continue to erode, further marginalizing the working class and undermining democratic institutions.

Government failed to address violations following the ILO HLTM

Following the ILO HLTM, the government unveiled a few measures that initially seemed promising in addressing long-standing issues. For instance, the signing of a Tripartite Roadmap on Freedom of Association, which outlines concrete steps to fully realize, strengthen, and protect workers' rights to freedom of association. The establishment of the inter-agency body was touted as a concrete step toward coordinated investigations and policy reforms. There was also the issuance of an Omnibus Guidelines on the Exercise of Freedom of Association and Civil Liberties, which is supposed to "govern the conduct of all stakeholders in promoting the effective exercise by private sector workers of their freedom of association and civil liberties." The government, through DOLE, also conducted capacity-building activities focused on freedom of association. However, these measures have largely proven to be superficial. Despite their public announcement, there have been



(Bulatlat)

no substantial changes on the ground to curb the systematic repression of trade unionists.

Rather than implementing substantive reforms to safeguard labour rights, the government has repeatedly downplayed these incidents or justified them as necessary for national security. For instance, despite assurances that the Tripartite FOA Roadmap would enable effective monitoring and resolution of labour rights abuses, documented cases between February 2023 and December 2024 indicate that violations continue unabated. This approach minimizes the perceived severity of human rights abuses and conceals the deep-rooted, structural issues that enable ongoing repression.

The failure to enact effective reforms or hold perpetrators accountable has several damaging consequences. First, it perpetuates a culture of impunity where violators face little or no legal repercussions. Second, it erodes the trust that workers and labour leaders place in the institutions meant to protect their

rights. The ongoing inaction signals to both national and international observers that the government is either unwilling or unable to dismantle the networks that facilitate these abuses.

Workers reiterate their demand that the government repeal the Anti-Terrorism Act and abolish the NTF-ELCAC. They argue that these measures have been weaponized to target union leaders and suppress workers' rights under the guise of national security. Workers insist that their fundamental right to freely organize and associate must remain inviolable and cannot be sacrificed for security objectives. They call on the government to shift its focus from punitive counterinsurgency policies to genuine reforms that protect labour rights and facilitate collective bargaining without fear of harassment, arbitrary arrest, or repressive actions. In doing so, workers aim to create a safe and enabling environment that respects their right to organize and advocates for fair wages, benefits, and improved working conditions.

Attacks on FOA is an attack on workers' economic rights

Attacks on freedom of association fundamentally undermine workers' economic rights. The government's failure to recognize and protect labour rights not only jeopardizes workers' livelihoods but also directly hampers their ability to organize.

Trade union groups contend that these violations are deliberately designed to erode union power, crippling workers' capacity to demand higher wages, better benefits, and improved working conditions. Without robust unions, collective bargaining becomes nearly impossible, leaving workers vulnerable to exploitation. Consequently, those fighting for fair wages and stable employment become prime targets for forces intent on dismantling union strength and weakening worker solidarity.



(Pexels/Lara James)



Attacks on freedom of association fundamentally undermine workers' economic rights. The government's failure to recognize and protect labour rights not only jeopardizes workers' livelihoods but also directly hampers their ability to organize.

The violations outlined in this report are not isolated incidents; they represent a broader, systematic attack on trade union rights in the Philippines. The ongoing killings, disappearances, red-tagging, and criminalization of labour organizing highlight a deeply entrenched culture of impunity. This hostile environment, created by widespread human rights violations, significantly discourages workers from organizing. Fear of harassment, arrest, or even death has led many to avoid joining or forming unions, which in turn weakens collective bargaining power and enables employers to engage in unfair labour practices, such as union-busting, illegal dismissals, and contractualization.

Addressing these challenges demands a concerted effort from all stakeholders. Only through sustained advocacy, legal reforms, and international pressure can the cycle of repression be broken and genuine labour rights upheld in the Philippines.



V. Recommendations

The Workers' Rights Watch reiterates the Recommendations of the ILO-HLTM that have not been acted upon:

1. Stop the killings and investigate FoA violations, particularly killings, harassment, red-tagging and enforced disappearances, and speedily resolve the various cases of FOA violations, particularly abductions, release the detained trade unionists and dismiss all trumped-up charges, and take effective measures to prevent further FOA violations.
2. Review the anti-insurgency campaign of the government to ensure that such a campaign does not undermine FoA.
3. Address precariousness of work to strengthen FoA in both the private and public sectors.
4. Take positive action on the recurring observations and recommendations from ILO supervisory bodies such as from CAS, CEACR, CFA, (HLM 2009, DCM 2017, 2021 virtual exchange, 2023 HLTM).

To address the wide gaps in government's response to the recommendations of the ILO-HLTM, the WRW recommends the following:

Executive Actions

- Abolish the NTF-ELCAC for its atrocities and for duplicating functions of government agencies. Government claims that it is changing its mandate; but no issuance has been released to this effect.
- Pursue full inclusion of workers' representatives to the EO 23 IAC; enable tripartism to flourish in this presidentially mandated body.
- Amend the Omnibus Guidelines on the Exercise of Freedom of Association and Civil Liberties to include penalties and other mechanisms to hold erring state security forces and other government officials accountable; public sector worker and workers in the informal sector in its coverage; among others and elevate the same into an Executive Order.



- ▶ Appoint genuine representatives of workers' organizations in tripartite and decision-making bodies, including in the PEZA Board and Ecozone Tripartite Bodies. Appoint Public Sector Unions in Tripartite Bodies and ensure gender-balanced representation.
- ▶ Review capacity building programs for Regional Tripartite Monitoring Bodies (RTMBs) and social partners to enable them to do onsite investigations and deploy quick reaction teams (QRTs) to areas with brewing labour disputes and reported ongoing FOA violations; while revisiting the workers' proposal to establish tripartite validation teams (TVTs) to develop expertise in investigating FOA violations, in lieu of the RTMB, which is just one of the many functions of the Regional Tripartite Industrial Peace Council (RTIPC).
- ▶ Conduct multi-stakeholders' dialogues with due consideration to the safety and security of worker-victims of FOA violations who are exposed to the perpetrators of said violations.
- ▶ Proactively work against linking trade unions to terrorist financing.
- ▶ Study establishing tripartite mechanisms abroad on site where migrant workers are to ensure FOA.
- ▶ Stop right-sizing and privatization that lead to both union busting and mass layoffs.
- ▶ Prioritize filling up of vacant plantilla positions and adopt Executive Order on institutionalizing current positions held by non-regular government workers.
- ▶ Adopt Executive Order on Institutionalizing Social Dialogue in the Public Sector.
- ▶ Revoke Joint Circulars of DBM-COA on Job Orders and Contract of Service.

Legislative Reforms

- ▶ Repeal Anti-Terrorism Law, the law has been abused to target unionists, labour rights defenders, labour organizations.
- ▶ Enact a Human Rights Defenders Law.
- ▶ Enact a Security of Tenure Law that prohibits contractualization in both the public and private sectors, ensuring job security and stability for all workers.
- ▶ Enact an Anti-Union Interference Law that criminalizes any actions intended to influence or disrupt union affairs.
- ▶ Enact legislation to simplify the trade union registration process and recognition as the sole collective bargaining agent.
- ▶ Enact the Whistleblower Protection Act.
- ▶ Enact the Freedom of Information Bill.
- ▶ Enact the proposed Public Service Labor Relations Act,

which is the enabling law for ILO Convention 151.

- ▶ Enact a Fair Salary Standardization Law to guarantee a living minimum wage for government workers, equalize pay between national and local government employees, and implement a gender-responsive job valuation and salary scheme.

Judicial Interventions

- ▶ Invite the Chief Justice of the Supreme Court to a high-level dialogue with workers to discuss releasing a circular for the protection of Workers or of a declaratory relief.
- ▶ Develop a “Writ of Manggagawa”, while making effective use of Writ of Habeas Corpus, Writ of Amparo, and Writ of Habeas Data.
- ▶ Raise procedural problems with the SC that might help in prosecuting those responsible for killing and abducting workers.

ANNEXES

(Case Reports)

ANNEX A

EXTRAJUDICIAL KILLINGS OF TRADE UNIONISTS AND ORGANIZERS (February 2023 – December 2024)

1. Killing of Alex Dolorosa

Name of victim/s: Alex Dolorosa

Trade union organization or affiliation: BPO Industry Employees Network (BIEN)

Position in the union/organization: Paralegal officer

Date of incident: April 25, 2023

Place of incident: Barangay Alijis, Bacolod City, Negros Occidental

Details of the violation:

Dolorosa was found dead in Barangay Alijis, Bacolod City. He was last seen alive on the evening of April 23. His body sustained 23 stab wounds.

The 38-year-old Dolorosa reported to BIEN cases of harassment and surveillance: on January 25, 2021, in the Bayan Muna office in Bacolod City; on January 4, 2022, in the Gabriela office in Bacolod City; and on May 4, 2022, again in said Gabriela office. During one of the Gabriela incidents, Dolorosa took a video of a surveillance team's vehicle, causing the driver to speed off. Dolorosa had also reported seeing two men surveilling his residence in Bata Subdivision. The experience prompted him to move residences.

The DOJ instructed the National Bureau of Investigation (NBI) to start looking into Dolorosa's death, while the department is also coordinating with the local government of Bacolod City and the Philippine National Police to collect further information on the case. The NBI in Bacolod concluded that Alex Dolorosa's murder was likely motivated by robbery rather than linked to his union work or alleged red-tagging. NBI Bacolod chief Renoir Baldovino stated on May 12 that their investigation found no evidence suggesting involvement by hired killers or state-sponsored actors, dismissing claims by some advocacy groups.

Local trade unions slammed the Department of Labor and Employment (DOLE) for appearing to intentionally mislead the International Labor Organization (ILO) during its annual conference in Geneva by downplaying the murder of a union leader. DOLE told the committee that Dolorosa was not on its list of union officers or organizers and that the killing was "not motivated by his alleged union activities."

2. Killing of Crispin Tingal Jr.

Name of victim: Crispin Tingal Jr.

Trade union organization or affiliation: Dangalon Farmer and Farmworkers Association (DAFA)

Position in the union/organization: member

Date of incident: May 3, 2023

Place of incident: Sitio Dangalon, Barangay Hilamonan, Kabankalan, Negros Occidental

Details of the violation:

On May 3, 2023, Crispin Tingal Jr., 36, a farmer from Sitio Dangalon, Barangay Hilamonan, Kabankalan, Negros Occidental, was killed by elements of the 94th Infantry Battalion of the Philippine Army (IBPA).

He and his wife Dolly had just arrived home at around 3 p.m. when Dolly heard a burst of gunfire. She and her children ran to a creek beside their house to take cover from the bullets. From a distance, Dolly and her brother-in-law, Ramon Tingal, saw Crispin being tied by soldiers of the Philippine Army. He was still alive.

The day after, however, the 303rd Infantry Brigade posted on their Facebook page that the 94th IBPA clashed with at least 20 members of the New People's Army (NPA) in Barangay Buenavista, Himamaylan and that there was one casualty from the NPA and two wounded soldiers. Dolly then learned that the alleged NPA casualty was her husband. Dolly, other relatives, and community members attested that Tingal was not a member of the NPA and had been in fact active in their local government unit's (LGU) agricultural program. The day of the incident, Crispin was even present at a seminar on catfish farming, organized by the City Agricultural Office of Kabankalan as part of the Sustainable Livelihood Program of the Department of Social Welfare Development.

A farmer who received a Certificate of Land Ownership Award (CLOA) in 2018, Tingal was a member of the Dangalon Farmer and Farmworkers Association (DAFA) and caretaker of its food house and fishpond in Sitio Dangalon, Brgy Hilamonan, Kabankalan City.

Tingal had also faced military pressure before his death. Months earlier, in the early morning, armed men in military uniforms with patches reading "Scout Ranger" had searched the home of Tingal and his wife, Dolly – along with the homes of his brother, Ramon, and three other neighbours – accusing the families of supporting communist rebels. "They said if we see [the] NPA, we'll kill anyone in the house," said Ramon, 36. "They said, 'We can kill you in front of your wife. We don't care.'"

3. Killing of Fausto family

Name of victim/s: Rolly Fausto, Emilda Fausto, Ben Fausto, and Ravin Fausto

Trade union organization or affiliation: Baclayan, Bito, Cabagal Farmers and Farmworkers Association (BABICAFA)

Position in the union/organization: the couple are members

Company/Workplace of the victim:

Date of incident: June 14, 2023

Place of incident: Brgy. Buenavista, Himamaylan City, Negros Occidental

Details of the violation:

Rolly Fausto, 52, his wife Emilda Fausto, 51, and their children Ben, 14, and Ravin, 11, were found dead in their home the morning of June 15, 2023. According to the Himamaylan City police, their bodies sustained close-range gunshot wounds allegedly from an M16 rifle. Police said they found 53 M16 bullet shells at the crime scene.

According to a news report, photos show Emilda's body just outside the hut's doorway, her skull shattered, and her left leg riddled with bullet wounds. The body of one boy dangled out of a separate doorway at the back. Another body was found inside the hut. Rolly's body was found 50 meters from the hut. Neighbors reported hearing gunfire at about 10pm on June 14. The victims were found by their daughter, Emely, who lives in another house, next morning.

Rolly and Emelda were sugar workers and active members of a local farmers group Baclayan, Bito, Cabagal Farmers and Farmworkers Association (BABICAFA). Prior to their murder, the Fausto parents had been relentlessly red-tagged, and were subjected to physical and mental torture, grave coercion, and illegal searches.

In May 2022, Rolly was forcibly taken by the elements of the 94th Infantry Battalion, beaten and coerced to admit being a member of the NPA and reveal the identities of other members. Emely said that her father was interrogated and tortured, and when he refused to answer, the handkerchief tied around his neck was tightened to suffocate him.

In March 2023, Emilda Fausto filed a report with the local government saying eight men in military uniforms had searched the home where she stayed, leaving her belongings scattered and spilling bags of rice and corn on the floor. Days later, men in civilian clothes searched her home again.

Emilda reported two more incidents of illegal searches of their hut: one in mid-April and the other on May 4, 2023. In the May 4 incident, she reported that she saw muddy combat boot marks left on the door, giving the impression that the door had been kicked in. When they got inside, they saw that their belongings/clothes had been scattered around the house.

4. Killing of Jude Thaddeus Fernandez

Name of victim/s: Jude Thaddeus Fernandez

Trade union organization or affiliation: Kilusang Mayo Uno (KMU)

Position in the union/organization: labor organizer

Date of incident: September 29, 2023 **Place of incident:** Binangonan, Rizal

Details of the violation:

On September 29, around 4 pm, members of the PNP Criminal Investigation and Detection Group (PNP- CIDG) shot and killed Jude Thaddeus Fernandez, a labor organizer with Kilusang Mayo Uno.

Reports indicate that police entered Fernandez's residence in Binangonan, Rizal, allegedly to serve a search warrant. The PNP-CIDG stated that Fernandez "fought back," prompting them to fire, resulting in his death on the spot. The police also claimed that Fernandez was actually Oscar Dizon, a high-ranking member of the Communist Party of the Philippines.

Human rights groups have called for the release of body camera footage from the PNP-CIDG operatives involved in the operation, as required by the Supreme Court following the Bloody Sunday incidents in March 2021, where nine activists were killed.

A fact-finding mission was launched in October 2023 to gather details regarding the case of Fernandez. The Region IV-A office of the Commission on Human Rights (CHR) initiated an investigation, and the results have already been released. Additionally, Fernandez's remains underwent a second autopsy to determine the exact cause of death. KMU and human rights groups are planning on filing countercharges against the police.

ANNEX B

EXTRAJUDICIAL KILLINGS OF TRADE UNIONISTS, ORGANIZERS, AND LABOR RIGHTS ADVOCATES NOT INCLUDED IN THE JOINT WORKERS' REPORT TO THE ILO HLTM (June 2016 – January 2023)

1. Wenceslao Pacquiao

On January 25, 2017, Pacquiao was shot by an unidentified gunman in Barangay San Benito, Calatrava, Negros Occidental. He was plowing his sugarcane field when the assailant shot him several times. Pacquiao, 48 years old, died on the spot. Prior to his death, Pacquiao had received threats. Pacquiao is a member of Kilusang Magbubukid ng Pilipinas (KMP).

2. Alberto Tecson

On July 24, 2017, Alberto Tecson, was murdered at his home by six hooded men on motorcycles. The men arrived at his place around 10:00 p.m. and called him under the pretext of renting his pump boat. When he answered the door, they shot him, dragged him outside and shot him again.

On the day before his death, military men were looking for Alberto Tecson and accusing him of transporting armed groups from the New People's Army (NPA) using his pump boat, which he denied. Hours before the incident, members of the military went back to his house looking for him.

Tecson is an organizer for Nagkahiusang Mag-uuma ug Mangingisda sa Bulado (NaMaBu) and vice chairperson of fisherfolk group, Pambansang Lakas ng Kilusang Mamamalakaya ng Pilipinas (PAMALAKAYA-Pilipinas).

3. Oscar Asildo Jr.

Killed by an unidentified gunman on August 30, 2017, Oscar Solania Asildo Jr. was a 46-year-old married man with two small children and a resident of Barangay Poblacion, Guihulngan City, Negros Oriental in the Philippines. He was dedicated to defend people's rights as a member and organizer of the party list organization Bayan Muna.

On the morning of the incident, around 11:00 a.m., Oscar Asildo Jr. left the Department of Education division office, where he worked as book-keeper, and was heading towards his car when he was approached by an unidentified man wearing a cap and riding a motorcycle. The man shot him several times and then fled the scene. A white car without number plates was seen in the vicinity before the attack and is believed to have been serving as a look out. The car followed the assailant when he left on his motorcycle.

4. Luardo Yuac

Luardo Yac was a 59-year-old farmer and peasant leader, he lived in Barangay Poblacion, Guihulgan, Negros Oriental. He is a member of Kapanungan Alang sa Ugma sa Gagmayng Mag-uuma sa Oriental Negros (KAUGMAON).

On September 7, 2017, he was on his way home from the Dumaguete Hospital, from where he had just been discharged after being treated for gunshot wounds from another attempted murder on September 1, 2017. He was in a motorcycle, driven by another man, when 2 unidentified men, also in a motorcycle, shot them. Luardo was killed instantly and the driver was injured. Military agents are suspected to be responsible for his killing.

5. Eleuterio Moises

At least two unidentified armed men gunned down Eleuterio and two other human rights defenders, Elisa Badayos (also killed) and Carmen Matarlo (wounded in the incident), while travelling on a habal-habal (a modified motorcycle). They were returning from interviewing farmers who reportedly had been harassed by security guards of a land claimant involved in a land dispute. The fact-finding mission was investigating reported cases of killings, harassment and other human rights violations in several towns in Negros Oriental. According to local sources, there are serious concerns about the possible involvement of police officers and other state agents in the case. Moises was a member of Mantapi Ebwan Farmers Association.

6. Jaime Delos Santos

Jaime Delos Santos, 62, was gunned down by suspected state agents while walking outside a bakery. He was the chairperson of PAMALAKAYA - Guihulngan City, Negros Oriental chapter.

7. Atty. Benjamin Ramos

On November 6, 2018, the 54-year-old human rights lawyer was gunned down by unidentified assailants in Kabankalan, Negros Occidental. As secretary-general of the National Union of People's Lawyers - Negros Island, he provided legal aid to trade unionists and human rights defenders. He was one of the lawyers who assisted in the aftermath of the Sagay massacre, where nine farmworkers were killed in Sagay City, Negros Occidental. Ramos was similarly an active peasant advocate and had founded the farmers' organization Paghiliusa Development Group.

8. Guihulngan 6 massacre

In the early hours of December 27, 2018, combined forces of the Philippine National Police Regional Mobile Safety Battalion and the military raided the homes of residents in Guihulngan City, Sta. Catalina, and Mabinay. The operation was part of the Synchronized Enhanced Managing of Police Operation (SEMPO) in Negros, launched under the leadership of then-PNP PRO-7 Regional Director Chief Supt. Debold Sinas.

While residents were asleep, police and military personnel stormed their homes—raiding and forcibly entering their houses, dragging people out, and forcing women and children to lie face down at gunpoint while the men were left inside. Six farmers were killed, while others were arrested and falsely accused, with rusted firearms planted as evidence against them. The six individuals killed were: Reneboy Fat, Jesus Isugan, Demetrio Fat, Jaime Revilla, Jun Cubol, and Constancio Languita.

9. Negros 14 massacre

Fourteen farmers were brutally killed in different barangays of Canlaon City, Manjuyod, and Sta. Catalina in Negros Oriental on April 1, 2019, under the guise of Oplan Sauron and the Synchronized Enhanced Managing Police Operation (SEMPO), still led by Debold Sinas.

Among those killed in the police and military operation were Edgardo Avelino, 59, leader of Hugpong-Kusog Mag-uuma sa Canlaon (HUKOM), a local affiliate of the Kilusang Magbubukid ng Pilipinas (KMP) – Negros Chapter; his brother Ismael Avelino, 53; father and son Melchor Pañares, 67, and Mario Pañares, 46; Rogelio Recomono, 52, and Ricky Recomono, 28; Gonzalo Rosales, 47; Genes Palmares, 54; Steve Arapoc; Manolo Martin; Franklin Lariosa; Anoj Enojo Rapada; and barangay captains Valentin Acabal of Brgy. Kandabong and Sonny Palagtiw of Brgy. Panciao.

The massacre was carried out by the PNP PRO-7, Special Action Forces (SAF), and Regional Mobile Force (RMF), alongside the 94th Infantry Brigade of the Philippine Army. At midnight, the homes of the farmers were raided under the pretext of serving warrants. By morning, the victims were found dead by their families. Police and military authorities claimed that the slain farmers were members of the Milisyang Bayan and supporters of the New People's Army (NPA).

10. Arthur and Ardele Bayawa

On July 25, 2019, in Guihulngan City, Negros Oriental, unidentified gunmen forcibly entered the home of siblings Arthur and Ardale Bayawa, killing them

both. Arthur, 55, was the principal of Guihulngan Science High School, while Ardale was a local official of the Department of Education.

11. Randall Echanis

In the early hours of August 10, 2020, Randall “Ka Randy” Echanis, national chairperson of Anakpawis Party-list, was killed in his rented apartment, which had been forcefully opened. Neighbors reported hearing a commotion inside and later saw several men wearing face masks leaving his unit. Upon investigation, his belongings were found scattered throughout the apartment. Ka Randy’s murder occurred during the COVID-19 pandemic, when strict movement restrictions were in place across the Philippines. These included curfews and varying community quarantines, which limited movement to only police and local authorities.

The autopsy report revealed that the cause of death was an intrathoracic hematoma caused by a stab wound to the back. His skull was fractured from blunt-force trauma, and his body showed multiple stab wounds and bruises. Contusions were found on his face, and a sharp metal object, resembling an icepick, was lodged in his back at the time of discovery.

ANNEX C

ABDUCTIONS / ENFORCED DISAPPEARANCES OF TRADE UNIONISTS AND ORGANIZERS (February 2023 – December 2024)

1. Abduction of Jhed Tamano and Jonila Castro

Name of victim/s: Jhed Tamano and Jonila Castro

Trade union organization or affiliation: Alyansa para sa Pagtatanggol sa Kabuhayan, Paninirahan, at Kalikasan ng Manila Bay (AKAP KA Manila Bay)

Position in the union/organization: organizers

Date of incident: September 2, 2023 **Place of incident:** Orion, Bataan

Details of the violation:

The abduction took place on September 2, 2023, at around 7:00 p.m. in front of the Orion Water District office in Lati, Orion, Bataan province. According to witnesses, four masked and armed individuals forced environmental defenders Jonila Castro and Jhed Tamano into a silver Toyota Innova, leaving behind their sandals and slippers, indicating a struggle.

A fact-finding mission (FFM) reported that several residents saw the abduction, which occurred on a well-lit and busy street. Witnesses stated that the Innova vehicle stopped beside the two women as they were walking. Both struggled while being forced into the vehicle. When a bystander attempted to intervene, an armed man acting as a lookout reportedly shouted, “Huwag kang makialam, kung ayaw mong madamay” (Do not get in the way if you don’t want to be involved).

The incident, including details about the vehicle, was immediately reported to barangay officials. That night, personnel from the Philippine National Police-Orion reportedly arrived. However, on September 4, when the Castro family and members of the fact-finding team sought assistance from the Orion Municipal Police Station, they encountered difficulties. The police allegedly refused to file a blotter report on the abduction, provide updates on the investigation, or sign the required form under Republic Act No. 10353 (the Anti-Enforced Disappearance Law). The FFM observed that authorities appeared more focused on investigating the victims’ backgrounds rather than properly handling the case.

Days later, the National Task Force to End Local Communist Armed Conflict (NTF-ELCAC) dismissed the FFM’s findings, claiming that Castro and Tamano were members of the New People’s Army who had voluntarily surrendered.

On September 19, NTF-ELCAC organized a press conference in Plaridel, Bulacan, supposedly for the two women to confirm their surrender. Instead, Castro and Tamano publicly revealed that they had been abducted by the military. They stated that while in military custody, they were coerced into signing affidavits falsely declaring that they were communist rebels who had surrendered.

Later that day, the two women were turned over to the Commission on Human Rights.

On January 25, 2024, the Department of Justice (DOJ) recommended filing oral defamation charges against Jonila Castro and Jhed Tamano. A Bulacan court subsequently issued a warrant of arrest and set bail at P18,000 each, which the two later posted.

In February 2024, the Supreme Court granted the writs of amparo and habeas data, along with a temporary protection order for Castro and Tamano. The case was then remanded to the Court of Appeals (CA) for a decision on their petition for a permanent protection order and whether they were entitled to the privileges of the writs.

On August 2, 2024, the CA denied their application for the protective writs. In a decision promulgated by the Former Special Eighth Division (Division of Five), the court ruled that Castro and Tamano failed to present substantial evidence to justify granting the privilege of the writs of habeas data and amparo.

However, the court acknowledged that their abduction and detention were “credible, straightforward, and worthy of belief.” The two filed a motion for reconsideration on August 12.

On October 29, 2024, the CA denied their motion for reconsideration for lack of merit, stating that all arguments had been “exhaustively and painstakingly discussed” in its earlier decision.

Their legal counsels have announced plans to appeal the ruling to the Supreme Court.

2. Abduction of Eco Dangla and Jak Tiong

Name of victim/s: Francisco “Eco” Dangla III and Joxelle “Jak” Tiong

Trade union organization or affiliation: Alliance of Concerned Teachers (ACT) Region I Union; Pangasinan People’s Strike for the Environment (PPSE)

Position in the union/organization: Dangla is provincial coordinator for Pangasinan of ACT Region I, while Tiong is co-convenor of PPSE

Date of incident: March 24, 2024

Place of incident: San Carlos City, Pangasinan

Details of the violation:

On March 24, 2024, Dangla and Tiong were abducted after attending a community consultation in Polo village, San Carlos City, Pangasinan. While traveling by tricycle to Dangla’s home, they were stopped by armed men.

As Dangla attempted to use his phone to call for help, both he and Tiong were threatened at gunpoint. “Do you want me to shoot you?” the armed men reportedly said before forcing them into an SUV.

During their captivity, Dangla and Tiong were subjected to intense interrogation. Their belongings were confiscated, and they were forced to reveal their phone and messaging application passwords. Dangla recounted being physically assaulted whenever his answers were deemed unsatisfactory. He was repeatedly punched, kicked, slapped, and threatened with death. He also endured psychological torture, including being told that three of his family members had been killed.

On March 27, about three days after they were abducted, the two were dropped off blindfolded in a deserted road in Tubao, La Union.

State forces had previously labeled Dangla a “terrorist” and a “threat,” as seen in a 2019 presentation by the Regional Peace and Order Council of Region I. Since 2014, he has faced repeated harassment, intimidation, vilification, and threats.

Their abductors are still at large, prompting the surfaced activists to seek sanctuary and legal protection.

On August 30, 2024, Dangla filed a petition for writs of Habeas Data and Amparo at the Court of Appeals. On September 9, 2024, the Supreme Court temporarily prohibited the AFP and PNP from coming near Dangla and his family while the Court of Appeals hears his motions for protective writs. The first hearing for these protective writs were held on November 12, 2024 at the Court of Appeals in Manila.

3. Enforced Disappearance of William Lariosa

Name of victim/s: William Lariosa

Trade union organization or affiliation: Kilusang Mayo Uno-Southern Mindanao Region (KMU-SMR)

Position in the union/organization: organizer

Date of incident: April 10, 2024

Place of incident: Purok 16, Barangay Butong, Quezon, Bukidnon Province

Details of the violation:

William Lariosa, a 63-year-old labor organizer with Kilusang Mayo Uno Southern Mindanao Region, was abducted on April 10, 2024, in Purok 16, Barangay Butong, Quezon, Bukidnon. Lariosa had long been a target of military threats and harassment in his hometown of Davao de Oro, with authorities pressuring him to surrender since 2009. His last recorded instance of harassment occurred in October 2023. Since 2021, he had been organizing pineapple, sugarcane, and banana workers in Bukidnon while seeking sanctuary.

At around 7:00 a.m. on April 10, a black Toyota Innova, accompanied by motorcycle-riding men believed to be state agents or military intelligence, arrived near the residence of Renante Corbo in Purok 16. One of them was identified as Roberto “Bob/Alex” Rosette, a former rebel turned military agent. An hour later, five military trucks unloaded around 100 fully armed soldiers, who then scattered throughout the community. Gunshots were heard near the house of a resident, Enteng Maniaga, about 200 meters away.

By noon, soldiers were conducting house-to-house searches. Lariosa, who had been staying at the home of Jojo Ibañez, attempted to alert his son about the security threat at 8:40 a.m., but his call went unanswered. He remained inside the house while residents were being interrogated by the soldiers for hours.

When the residents were released at noon, soldiers continued their search. Renante Corbo, securing his game fowl, saw the soldiers identify someone inside Jojo’s house. Rosette then held Corbo at gunpoint to drive him away while the soldiers entered the house and took Lariosa. His head was covered with a jacket before he was forced into a white Innova.

Despite the military’s announcement of having arrested three rebels that day, they did not acknowledge Lariosa’s arrest. His whereabouts remain unknown.

Legal efforts to locate William Lariosa have faced multiple setbacks. On April 16, 2024, Kilusang Mayo Uno (KMU), Karapatan Southern Mindanao Region (SMR), and the Union of People’s Lawyers in Mindanao (UPLM) filed a Writ of Habeas Corpus, which was heard on April 18. The court denied the petition due to insufficient evidence, citing the absence of witnesses. Lariosa’s

family filed a motion for reconsideration with the Court of Appeals (CA) in Cagayan de Oro, but it was also denied for lack of witnesses. They plan to appeal to the Supreme Court.

On April 22, 2024, Karapatan and KMU lodged a complaint with the Commission on Human Rights (CHR) Region 10 and sought assistance from the International Committee of the Red Cross (ICRC).

The case gained international attention when it was raised at the 112th International Labor Conference (ILC) in Geneva, Switzerland, in June 2024. A report from the Center for Trade Union and Human Rights (CTUHR) stated that despite repeated appeals from Lariosa's family and colleagues, the military has ignored calls for action and instead escalated harassment and red-tagging against labor organizers in Mindanao.

ANNEX D

ARRESTS AND DETENTION OF TRADE UNIONISTS, ORGANIZERS, AND LABOR RIGHTS ADVOCATES (February 2023 – December 2024)

1. Arrest of Prof. Melania Flores

Name of victim/s: Melania Flores

Trade union organization or affiliation: All UP Academic Employees Union (AUPAEU)

Position in the union/organization: former president

Date of incident: February 6, 2023

Place of incident: Diliman, Quezon City

Details of the violation:

On February 6, 2023, Professor Melania Flores, a Filipino literature professor at the University of the Philippines (UP) and former president of the All UP Academic Employees Union, was arrested at her home in UP Diliman. She was detained at the Quezon City Police District Headquarters in Camp Karingal and later released after posting a P72,000 bail.

The arrest warrant, issued on September 6, 2022, by QC RTC Branch 230 Judge Maria Gilda Loja Pangalinan, cited Flores for violating Sections 22 and 28 of the Social Security Act of 2018 (RA 11199). She was accused of failing to remit social security contributions for a household helper employed between November and December 2013, which carries a possible prison sentence of six months to six years.

Flores stated she was unaware of the case and was not notified by the court, calling the arrest a violation of due process and an attack on unions. She also claimed police officers, disguised as Department of Social Welfare and Development (DSWD) personnel, lured her outside before serving the warrant.

UP Security reported that law enforcers failed to coordinate the arrest with the university, violating the 1992 UP-DILG Accord, which requires prior notification before operations on campus. Flores also alleged that officers showed her a list of others they planned to arrest, leading her to believe the operation was politically motivated and targeted at union leaders.

On March 21, 2023, the court dismissed the charges against Prof. Melania Flores after the Social Security System (SSS) submitted an affidavit of desistance, stating it no longer wished to pursue the case. This followed Flores' affidavit

confirming that she had paid her house helper's SSS contributions for the period of employment (November to December 2013) but had failed to formally report the termination.

2. Arrest of Rodel Babao, Jomer Bayonito, and Wilfredo Cancino

Name of victim/s: Rodel Babao, Jomer Bayonito, and Wilfredo Cancino

Trade union organization or affiliation: Pagkakaisa ng mga Samahan ng Tsuper at Operator Nationwide (PISTON)

Position in the union/organization: members

Date of incident: March 7, 2023

Place of incident: Alabang, Muntinlupa

Details of the violation:

On March 7, 2023, police in Alabang, Muntinlupa arrested three drivers participating in a peaceful assembly supporting the nationwide transport strike. They were detained despite a lack of sufficient evidence and were released three days later after posting bail. They were charged with Other Light Threats under Article 285(3) of the Revised Penal Code, based on allegations that they had punctured a car's tires. Police restricted media access and prevented colleagues from tracking their whereabouts.

On June 13, the Muntinlupa Metropolitan Trial Court Branch 113 dismissed the charges due to the complainant's repeated failure to appear in court.

3. Arrest of Susan Medes

Name of victim/s: Susan Medes

Trade union organization or affiliation: Baclayan, Bito, Cabagal Farmers and Farmworkers Association (BABICAFA)

Position in the union/organization: chairperson

Date of incident: June 25, 2023

Place of incident: Brgy. Caradio-an, Himamaylan City, Negros Occidental

Details of the violation:

On June 25, 2023, police arrested Susan Medes, 58, chairperson of the Baclayan, Bito, Cabagal Farmers and Farmworkers Association (BABICAFA). This is the same organization to which the Fausto couple belonged, who, along with two of their children, were massacred by alleged elements of the 94th Infantry Battalion of the Philippine Army on June 14, 2023.

Medes was among 18 individuals charged with murder and multiple counts of frustrated murder in connection with a May 12, 2018, New People's Army (NPA) ambush in Sitio Bunsad, Barangay Tanawan, Kabankalan City.

Police reports did not initially identify Medes but confirmed that she is in the custody of the Kabankalan Component City Police Station, awaiting transfer to the court that issued the warrant. The warrant for Criminal Case Number 2019-8533 did not recommend bail.

Her husband and six other residents of Barangay Buenavista, known as the Buenavista 7, were arrested in 2019 for the same case and remain in detention.

4. Arrest of Liliam Sembrano, Rudy Catedral, Rodolfo Gardose, Eric Bindoy, Shalimar Saleut, and Melchor Omagayon

Name of victim/s: Liliam Sembrano, Rudy Catedral, Rodolfo Gardose, Eric Bindoy, Shalimar Saleut, and Melchor Omagayon

Trade union organization or affiliation:

1. Liliam Sembrano, President, Kabacod Negros Transport Coalition (KNETCO)-PISTON
2. Rudy Catedral, President, Bacolod Alliance of Commuters, Operators and Drivers (BACOD)- Manibela
3. Eric Bandoy, Secretary General, United Negros Drivers and Operators Center (UNDOC)- PISTON
4. Rodolfo Gardose, Chairperson, UNDOC-PISTON
5. Shalemar Sailot, member, KNETCO-PISTON
6. Melchor Omagayon, member, Manibela

Date of incident: September 18, 2024

Place of incident: Bacolod City, Negros Occidental

Details of the violation:

On September 18, 2024, six transport group leaders were arrested in Bacolod City during a protest against the government's Public Utility Vehicle Modernization Program. The protest occurred outside L'Fisher Hotel on Lacson Street, where the leaders and their members gathered without a permit, leading to traffic disruptions.

State forces deployed a fire truck and used a water cannon against the protesting transport workers before arresting the six leaders. Authorities attempted to disperse the crowd, and during the confrontation, some protesters allegedly threw stones at the police, resulting in injuries. Consequently, the six leaders were arrested on charges including disobedience and direct assault.

Following their arrest, five of the six leaders—Sembrano, Catedral, Gardose, Bindoy, and Saleut—were released on bail after posting ₱3,000 each. Omagayon remained in detention due to an additional charge of direct assault. The group expressed intentions to file countercharges against the police officers involved in the dispersal and their arrest.

5. Arrest of Regina Obiso

Name of victim/s: Ma. Regina Obiso

Trade union organization or affiliation: Alyansa ng mga Magbubukid ng Gitnang Luzon (AMGL)

Position in the union/organization: member/organizer

Date of incident: October 4, 2024

Place of incident: Barangay Batasan Hills, Quezon City

Details of the violation:

Ma. Regina B. Obiso, a peasant advocate and organizer, was arrested on October 4, 2024, in Barangay Batasan Hills, Quezon City.

According to witness accounts, armed personnel, including those in royal blue uniforms marked with “CIDG” and others in civilian clothing, forcefully entered the home where Obiso was staying. She was not presented with a warrant of arrest and was instead accused of being “Marie R. Bishop” or “alias Olga,” which she strongly denied.

During the raid, her relatives, including elderly family members and young children, were forcibly restrained and subjected to violence. Witnesses reported that the operatives seized personal belongings, including money and cell phones.

Obiso was detained at the PNP-CIDG Detective and Special Operations Unit (DSOU) in Camp Crame, where she was allegedly coerced to provide information about an individual named “Andy” in exchange for her release. She was later visited by unidentified individuals who threatened her to confess.

Regina later learned of her alleged cases in Aurora, Nueva Vizcaya, and Nueva Ecija but was denied copies of the charges. A court in Baler, Aurora charged her with Murder and Multiple Frustrated Murder without the possibility of bail. A hearing was held last February 14, 2025.

Relatives recounted that military and police operatives had been surveilling her family home since 2007. Obiso believes her arrest is part of a broader pattern of illegal arrests and the filing of trumped-up charges against peasant organizers and advocates.

6. Arrest of Jose Puansing

Name of victim/s: Jose D. Puansing

Trade union organization or affiliation: Paghili-usa sang mga Obrero sa Barangay Jonobjonob (POBJ)

Position in the union/organization: chairperson

Date of incident: October 7, 2024

Place of incident: Brgy. Jonobjonob, Escalante City, Negros Occidental

Details of the violation:

Jose D. Puansing, chairperson of the Paghili-usa sang mga Obrero sa Brgy. Jonobjonob (POBJ), was arrested on October 7, 2024, outside his home. Authorities served a warrant for illegal possession of firearms and illegal logging. According to his child, police informed them that while Puansing could post bail for P20,000, he would remain detained due to additional charges under RA No. 9516 and RA No. 10591, which had been pending in San Carlos since 2019. His child also recalled the police remarking, “Aktibo ka pala, ah?” (“So, you’re active, huh?”).

Puansing had been among those targeted in simultaneous police and military raids on progressive groups in 2019. On October 31, authorities raided offices in Bacolod City at around 4:00 pm, and in Escalante City at 4:00 am on November 1, based on search warrants issued by Judge Cecilyn Burgos-Villavert. A Joint Resolution released on December 27, 2019, along with an affidavit by PCpl Nash Arellano, alleged that a

.45 caliber firearm, a .38 caliber firearm, ammunition, and three 40mm M203 grenades were recovered from Puansing’s home. However, he was not present during the raid conducted by the Philippine National Police (PNP) and the 79th Infantry Battalion of the Philippine Army.

His son-in-law recounted that during the November 1, 2019, operation, police and soldiers arrived around 4:00 am, ordered them to lie down, and searched two rooms in the house. Puansing was not home at the time.

As of writing, Puansing has already been arraigned, and his case has moved into the pre-trial phase.

7. Arrest of Maritess David and Gavino Panganiban

Name of victim/s: Maritess David and Gavino Panganiban

Trade union organization or affiliation: Pagkakaisa ng mga Manggagawa sa Timog Katagalugan (PAMANTIK), regional chapter of national labor center Kilusang Mayo Uno (KMU); Organized Labor Association in Line Industry and Agriculture (OLALIA), one of the trade federations under KMU

Position in the union/organization: David is an organizer for OLALIA, while Panganiban is director for campaigns of PAMANTIK

Date of incident: October 27, 2024

Place of incident: Makati City

Details of the violation:

Reports indicate that the Philippine Army's 2nd Infantry Division (2ID) and the Philippine National Police's Southern Police District (SPD) carried out the arrests, citing warrants against Gavino Panganiban for alleged murder and attempted murder and against Maritess David for alleged illegal possession of firearms and ammunition. Panganiban's warrants were reportedly issued by courts in Infanta and Gumaca towns in Quezon province, while David's warrant came from a Sta. Rosa City court in Laguna province

At the time of their arrest, Panganiban and David were actively monitoring labor conditions and coordinating relief efforts in Southern Tagalog, which had been severely affected by Severe Tropical Storm Kristine the previous week.

Prior to her arrest, David had been subjected to illegal surveillance and harassment. On March 30, 2021, CALABARZON PNP and CIDG raided the vacant Alyansa ng Manggagawa sa Engklabo (AMEN) office in Sta. Rosa City, Laguna, claiming to serve a search warrant for "Maritess Santos David aka Teacher Lali." The police later reported confiscating firearms, ammunition, and explosives during the raid. In 2020, elements of the NTF-ELCAC visited the homes of Coca-Cola workers under the pretext of offering pandemic aid but instead pressured them to surrender as alleged rebels. During these visits, NTF-ELCAC personnel repeatedly showed David's photo while inquiring about her whereabouts.

Following their arrest, Panganiban and David were taken to the Southern Police District (SPD) Headquarters in Fort Bonifacio, Taguig City.

Immediately after the arrest, police surrounded and cordoned off their rented home. Family members and paralegal colleagues from Karapatan Southern Tagalog and PAMANTIK-KMU were denied entry under the pretext that the house was "under investigation." However, as of October 30, the police had yet to secure a search warrant, raising concerns among their colleagues that evidence may have been planted to justify its later issuance.

This led to a tense standoff between the family, a Quick Response Team (QRT), and the police. The Makati PNP repeatedly attempted to disperse the QRT, which was conducting a fact-finding mission on the arrests.

The SPD dispatched P/Maj Allan Hernandez, who tried to remove the QRT using questionable justifications such as a supposed “barangay complaint” and curfew violations—despite the group having explicit permission from a local official to remain. Hernandez also challenged the legitimacy of the QRT’s mission and even questioned David’s sibling’s identity despite being shown valid identification. These actions suggest a deliberate effort to obscure the circumstances surrounding the arrests.

As of November 2024, Panganiban and David have been transferred to separate facilities—Gavino is now detained in Pagbilao, Quezon, while Maritess is in Sta. Rosa, Laguna. Gavino is scheduled for arraignment on November 26, 2024.

8. Arrest of Nilo Mortifero

Name of victim/s: Nilo Mortifero

Trade union organization or affiliation: Bayan Muna Party-list

Position in the union/organization: member and organizer

Date of incident: November 30, 2024

Place of incident: Mendiola, Manila City

Details of the violation:

On November 30, 2024, during a Bonifacio Day protest in Mendiola, Manila, 61-year-old Bayan Muna Party-list member and labour rights advocate Nilo “Ka Nilo” Mortifero was arrested by the Manila Police District (MPD). He faced charges of illegal assembly, direct assault, and disobedience to a person in authority. Despite his arrest on November 30, the City Prosecutor issued a decision only on December 6, and bail processing was allowed only on December 7, leading to Ka Nilo’s six-day detention at the MPD. During this time, visitors bringing him food and medicine faced harassment from MPD gate officers and were repeatedly denied entry, despite following standard visiting protocols.

The protest, organized by various groups to commemorate the 161st birth anniversary of national hero Andres Bonifacio, escalated when demonstrators attempted to breach police barricades near Mendiola. The ensuing confrontation resulted in injuries. Reports indicate that at least 40 protesters were hurt.

Following the incident, the MPD filed cases against several individuals, including labor leaders and members of progressive organizations. The charges, based on Batas Pambansa Blg. 880, also known as the Public Assembly Act of 1985, have been criticized by human rights groups as a violation of the right to peaceful assembly.

ANNEX E

ARRESTS AND DETENTION OF TRADE UNIONISTS, ORGANIZERS, AND LABOR RIGHTS ADVOCATES NOT INCLUDED IN THE JOINT WORKERS' REPORT TO THE ILO HLTM (June 2016 – January 2023)

1. Ricky Omandam

On 17 June 2017, AFP soldiers illegally arrested Ricky Omandam (member of the Union of Common Agricultural Workers (OGYON) – a local organization of farm workers in Barangay New Eden, Pangantucan, Bukidnon, affiliated to the UMA). Mr. Omandam was brought to the military detachment in Madaya and detained for unknown charges.

Status: no update.

2. Alfredo Omandam

On 19 July 2017, armed members of the Bukidnon Philippines National Police (PNP) Provincial Public Safety Company forcibly entered the house of Alfredo Omandam in Barangay New Eden, Pangantucan, Bukidnon, searched the house without a warrant and not having found any illegal objects, dragged him to the plaza where he was accused of possessing live ammunition. He was later taken to Malaybalay City together with his wife, who was released the next day. Mr. Omandam and his wife are both members of the OGYON, which demands wage increases for plantation workers.

Status: no update.

3. Angelica Pavorada Regasajo

On 8 October 2017, following an attack by alleged members of the NPA against the Del Monte Company compound, Angelica Pavorada Regasajo (an agricultural worker and member of OGYON from Barangay Merangeran) was forcibly taken by soldiers and accused of illegal possession of live ammunition. On the same day, several armed soldiers entered the residence of her mother, illegally searched the house, then left and when they came back, they allegedly found the live ammunition they claim is owned by Ms. Regasajo. She was taken to the police station in Quezon, Bukidnon, illegally detained and a criminal complaint was filed against her. She was also told by the police that her husband was accused of being a member of the NPA.

Status: no update.

4. Six women members of OGYON

On 3 July 2018, six women (members of OGYON) were accused of supporting the NPA, illegally arrested by the AFP and detained in the military detachment in Madaya.

Status: no update.

5. Julie Balvastamen and Susanu Aguaron

On 22 October 2018, Julie Balvastamen and Susanu Aguaron (members of OGYON) were illegally arrested and detained by members of the police and the armed forces at a checkpoint in Lumbo, Valencia City, Bukindon. They were planning to conduct a vigil in front of the checkpoint and following their collective insistence on their rights to peaceful protest, they were later released.

Status: freed with no charges.

6. Ricky Cañete

On 19 December 2018, Ricky Cañete (NFSW–FGT leader in Sagay City) was arrested in Barangay General Luna, Sagay City, Negros Occidental by bonnet-clad Sagay City police and accused by the government authorities of being involved in an NPA raid in May 2016. He is currently in detention and is facing fake charges of frustrated murder and two counts of murder.

Status: still in detention.

7. Eugene Garcia

In March 2019, Eugene Garcia—Union President of Asahi Glass Philippines Labor Union-NAFLU-KMU at Pioneer Float Glass Manufacturing Inc. (formerly Asahi Flat Glass Corporation)—was arrested on gun possession charges based on evidence planted during a warrant-executed search of his residence. His arrest occurred while the union was actively engaging in collective bargaining dialogues with the new management, which refused to recognize both the collective bargaining agreement and the union. Garcia has yet to face trial before the Regional Trial Court.

Status: still in detention.

8. Nestor Kadusale

On March 31, 2019, police and armed men in camouflage and SWAT uniforms raided Nestor Kadusale's home in Manjuyod, Negros Oriental. They lured him back by using his son's phone to text him. Upon arrival, he was surrounded by about 40 men, led by Antonio Abueva, who presented a search warrant with the wrong name and no house sketch. Kadusale refused to sign, and his family was forced outside.

During the search, police allegedly found a .38 caliber revolver in a hole

in the wall. Fearing for his life, Kadusale signed an inventory under duress. His family suspected the firearm was planted, reinforced by a military boot print Michelle Kadusale later photographed. He was detained at Manjuyod and Tanjay Police Stations, then released on April 1 after posting a ₱150,000.00 bail. Lawyers later found the search warrant, issued by Judge Rosario Carriaga, was based on fabricated testimony.

Status: freed on bail; trial ongoing.

9. Georaldine G. Pelobello

Georaldine G. Pelobello, 39, originally from Brgy. Mambagaton, Himamaylan City, Negros Occidental, had been living in Brgy. Aquino, Canlaon City for four years as a farmworker in the home of Genes “Nonong” Palmares.

On March 30, 2019, at around 3:30 A.M., state security forces raided the house where Pelobello, Palmares, Palmares’ mother, and two relatives were sleeping. About ten armed men, masked and dressed in combat fatigues and black jackets, stormed in, ordering everyone to lie on the floor and confiscating their cellphones. They called out Palmares by name, dragged him outside, and moments later, Pelobello heard Palmares cry out for help before five gunshots rang out.

Pelobello was then taken to a police station, where he was detained and interrogated without legal counsel. Officers repeatedly questioned him about Palmares’ alleged ties to the New People’s Army, which Pelobello denied, insisting Palmares stayed home to care for his sick mother. The police seized Pelobello’s cellphone and his life savings of ₱30,000.00 but never informed him of any charges or read him his rights.

As of the fact-finding team’s interview, Pelobello remained in detention with no explanation for his arrest, no access to legal documents, and no understanding of the charges against him. Having only reached third grade in formal education, he remains confused about his legal situation.

Status: no update.

10. Armogena Caballero

Armogena Caballero, 54, and her husband Diosdado, 57, lived with their children and grandchildren in Sitio Lower, Brgy. Bayog, Canlaon City, Negros Oriental.

On March 30, 2019, at around 3:00 A.M., the couple was awakened by two gunshots. Their neighbor, Rosana Pañares, called Armogena in distress, saying gunshots had been heard in her mother’s house and that her father and brother had just been killed by the police.

Shortly after, a vehicle stopped in front of the Caballero home, and 14 armed policemen in camouflage and bonnets surrounded the house. When

Diosdado tried to close the door, an officer pointed a gun at him, forcing him to reopen it. Three policemen entered their room briefly before stepping out to guard the entryway.

The police presented a search warrant for an “Amorgena Caballero,” a misspelling of Armogena’s name. They pointed guns at the couple and confined them in another room while conducting the search. Armogena’s grandchildren, aged 1 and 4, were terrified, and when a 9-year-old niece asked to get rice from the kitchen, the police refused.

At 6:25 A.M., with village officials now present, the police claimed to have found a .38 caliber revolver and a grenade launcher, which Armogena described as resembling a flashlight. She was forced to sign an inventory of the seized items. Before being taken away, she told Diosdado to check their belongings—he later discovered that ₱1,300 from their savings and ₱1,000 from the choir fund were missing.

Armogena was brought to Canlaon Police Station, where she met Corazon Javier and Azucena Garubat, who had also been arrested that morning. On April 3, 2019, she was transferred to Canlaon Jail after the city prosecutor ruled there was probable cause to charge her under Republic Acts 10591 and 9516.

Status: no update.

11. Azucena Garubat

Azucena Avelino Garubat, 58, a farmer from Sitio Carmen, Brgy. Panubigan, Canlaon City, was a coordinator of Anakpawis and a member of Nagkahiusang Mag-Uuma sa Panubigan (NAMAPA). She lived near her brothers, Edgardo Avelino, 59, chair of Kilusang Magbubukid ng Pilipinas (KMP) in Canlaon, and Ismael Avelino, 55, also a NAMAPA member. Both were killed on March 30, 2019.

That morning, 60-100 armed men arrived at her community. Around 5:00 A.M., three masked men, one identified as “Catipay,” accused her of harboring NPA members, which she denied. She and her husband were forced outside while their home was searched.

Between 5:00-5:30 A.M., she saw her bloodied brothers, Edgardo and Ismael, being dragged from their homes into an ambulance. At 6:00 A.M., police presented a supposed search warrant but did not let her read it. They later claimed to have found a rifle grenade in her home and coerced her into signing an inventory.

At 6:30 A.M., heavily armed police escorted her to a van, interrogated her about the NPA, and handcuffed her before reaching Canlaon Police Station. After booking, she and two others were placed in a foul-smelling cell but later transferred.

At 10:00 A.M., she underwent inquest proceedings without a lawyer and was charged with illegal possession of explosives. On April 3, 2019, she was transferred to Canlaon BJMP Jail. She later learned the search warrant issued by Judge Soliver Peras was for a .45 caliber firearm, different from the alleged evidence. The operation was led by PMAJ Edwin Lacostales of CIDG Regional Field Unit 7.

Status: no update.

12. Corazon Gazar Javier

Corazon Javier, 57, chairperson of Gabriela Canlaon Chapter, was arrested on March 30, 2019. Around 3:00 A.M., six armed policemen wearing black masks and “SAF” uniforms barged into her home on Lopez Jaena Street, Mabigo, Canlaon City. They went upstairs, ordered her and her husband out of their room, and refused to let her put on proper clothing. Before forcing her outside, she saw an officer place something under their bed and questioned if they were planting evidence.

The police presented a search warrant for a .45 caliber gun, which she denied owning. Her husband was later allowed to retrieve her pajamas, and the couple, along with their 32-year-old son, was made to wait in the living room. A police officer accused her of harboring NPA members.

At 5:00 A.M., village councilor Ricky Delubio arrived as a witness. Police then claimed to have found a hand grenade wrapped in black tape and a gun under their cushion bed. Corazon denied the accusation but was coerced into signing the search warrant and inventory under threat that her son would also be charged.

She was taken in a police vehicle marked “Canlaon PNP.” On April 1, 2019, she underwent inquest without a lawyer and was charged under Republic Act 9516. She remained in detention until her transfer to Canlaon BJMP Jail on April 3, 2019.

Status: no update.

13. Edilberto Sangga

On June 7, 2019, in Barangay San Jose, Toboso, Negros Occidental, police arrested 36-year-old Edilberto Sangga, a member of the National Federation of Sugar Workers–Food and General Trades (NFSW–FGT), on fake charges of trespassing and three of his household staff were also detained by around 40 members of the AFP who stormed their community and planted evidence. Acting on a search warrant, authorities seized a .45-caliber handgun with three magazines containing 26 live bullets, a hand grenade, and a holster from Sangga’s residence.

Status: no update.

14. Jose Rex Escapalao

On July 4, 2019, Silay City police, armed with search warrants, searched the residence of Jose Rex Escapalao, Vice- President of the Hacienda Raymunda Farm Workers Union–NFSW. During the search, officers allegedly planted a revolver, leading to Escapalao’s arrest on charges of illegal possession of firearms. He was detained at the Silay City police station for one week before being released on bail. His case is currently awaiting a court hearing.

Status: freed on bail; trial ongoing.

15. Escalante 8

On September 18, 2019, eight individuals—Rolly Hernando, Joel Guillero, Leon Charita, Buenvinido Ducay, Kenneth Serondo, Carlo Apurado, Reynaldo Saura, and Aiza Gamao—were apprehended in Barangay Jonob-Jonob, Escalante City, Negros Occidental. These individuals, affiliated with the National Federation of Sugar Workers (NFSW)-Teatro Obrero and the urban organization Kadamay, were engaged in a public information campaign promoting events commemorating the 34th anniversary of the 1985 Escalante Massacre.

According to reports, their vehicle was stopped by men in civilian attire wearing bonnets, who demanded permits for their activities and instructed them to step away from the vehicle. They allege that these men planted firearms and empty rum bottles in their vehicle, confiscated their mobile phones, and deleted photos documenting the incident. Subsequently, they were taken to the Escalante police station, where authorities claimed to have seized multiple firearms, explosives, and ammunition from their possession. They faced charges of illegal possession of firearms and explosives. Two of them were freed without charges.

Update December 2024:

In July 2024, after nearly five years of detention, the Regional Trial Court Branch 57 in San Carlos City, Negros Occidental dismissed the charges against four of the arrested individuals, citing insufficient evidence. The court dismissed the cases against Guillero, Charita, Hernando, and Serondo after granting a demurrer to evidence filed by their counsel. The Demurrer argued that the prosecution’s evidence was insufficient to prove the elements of the crimes charged. Two arrested individuals remain in jail pending further resolution of their cases, while two others were not charged.

Update March 2025:

On March 12, 2025, Bienvenido Ducay, 59, and Carlo Apurado, 27, walked free from the San Carlos City Jail, ending more than five years of detention which their supporters described as unjust, after a local court

dismissed the charges of illegal possession of firearms and explosives filed against them in 2019.

Status: Two individuals were released without charges, while the cases against the remaining six were eventually dismissed.

16. Danilo Tabura and Roberto Lachica

On October 31, 2019, simultaneous raids were conducted on the offices of various progressive groups in Bacolod City, including those of the National Federation of Sugar Workers (NFSW) and Gabriela. During these operations, authorities arrested several individuals, among them Danilo Tabura, an NFSW paralegal officer, and Roberto Lachica, the NFSW building caretaker. The arrests were based on alleged violations of Republic Act No. 10591, which pertains to illegal possession of firearms and explosives.

The police reported confiscating 32 assorted firearms, grenades, and various ammunition from the raided offices. Tabura and Lachica were among those detained at the Criminal Investigation and Detection Group (CIDG) Negros Occidental Provincial Field Unit following their arrest.

Subsequently, the Bacolod City Prosecutor's Office indicted 11 individuals, including Tabura and Lachica, on charges of illegal possession of firearms and explosives. However, the court granted bail to four of them, including Tabura and Lachica, allowing their temporary release while awaiting trial.

Following his arrest, Tabura filed a motion to quash the warrant, challenging its validity. However, this motion was denied by the Negros Occidental Regional Trial Court (RTC) Branch 50, presided over by Judge Elbert V. Jomilla, on December 2, 2022. Subsequently, Tabura sought relief from the Court of Appeals, which also denied his petition. In response to these setbacks, Tabura filed, on November 30, 2024, a Petition for Review on Certiorari with the Supreme Court, seeking to overturn the lower courts' decisions.

Status: Released on bail; the case against Lachica has been dismissed, and Tabura's trial is ongoing.

17. Imelda Sultan and Lindy Perocho

Imelda Sultan, a long-time organizer and district office staff of the NFSW-FGT, was arrested on 1 November 2019 at the NFSW-FGT District Office in Barangay Balintawak. Her arrest was carried out by Escalante City Police, SWAT, PNP-SAF, and AFP personnel. Authorities allegedly planted three pistols with 17 bullets, seven grenade launcher rounds, two improvised explosives, three mobile phones, and subversive documents as evidence against her.

On the same day, Lindy Perocho, also an NFSW-FGT district office staff, was arrested at her home in Barangay Jonob-Jonob by Escalante City Police,

PNP-SAF, and AFP members. Like Sultan, officials allegedly planted two pistols and three grenade launcher rounds in her residence.

Both were arrested under search warrants issued by Quezon City RTC Branch 89 and remain in detention.

Update December 2024:

As of July 10, 2024, both Imelda Sultan and Ma. Lindy Perocho have been acquitted of all charges related to their November 1, 2019 arrests. Sultan, a leader of the National Federation of Sugar Workers (NFSW) in Escalante City, and Perocho, an NFSW member, were initially charged with illegal possession of firearms and explosives. Perocho's charges were dismissed in March 2024, leading to her release after over four years of detention. Sultan's acquittal followed in July 2024, resulting in her release after nearly five years in detention.

Status: Both have been freed following the dismissal of their cases/acquittal.

18. Ariel Ronido

On 16 December 2019, Ariel Ronido, Chairperson of OGYON, and his brother-in-law, Edgardo Andales, were arrested by the Armed Forces of the Philippines (AFP) and taken to the military detachment in Madaya. While his brother-in-law was released the following day, Mr. Ronido remained in detention. Two days after the arrest, a family member attempted to visit him but was denied access, and Mr. Ronido could not be reached by phone.

Status: no update.

19. Ariel Casilao

On 19 April 2020, a usurpation of authority charge was filed against Ariel Casilao, UMA's incumbent Vice- Chairperson. Mr. Casilao was arrested after coming to the aid of six volunteers from the Sagip Kanayuan's relief operations who had been arrested and detained at the Norzagaray police station. He was accused of misrepresenting himself as an incumbent member of the House of Representatives and the case is still pending in court.

Status: freed on bail, trial ongoing.

20. Gaspar Davao

On 9 June 2020, Gaspar Davao (NFSW-FGT district coordinator and organizer in Northern Negros) was arrested by joint elements of the Cadiz City Police and the AFP at a check point at Barangay Caduhaan, Cadiz City, Negros Occidental. During the arrest, the authorities stopped the vehicle informing the passengers that they were looking for a person infected by COVID-19 who was to be placed in a quarantine. When Mr. Davao got off, a

member of the AFP immediately pinpointed him as the one who was infected and ordered the driver of the vehicle to proceed to its destination without checking the other passengers on board. The police and the armed forces then forcibly brought Mr. Davao to Cadiz City police station and took away his bag, without informing him about the real reasons for his arrest. The next day, he was made to face reporters with his bag on the table in front of him, which contained a fragmentation grenade, documents he did not own and his personal belongings. He is detained in Negros Occidental District Jail.

Update March 2025:

On February 27, 2025, after nearly 5 years in detention, Davao walked free from the Negros Occidental District Jail following his acquittal by the Cadiz City Regional Trial Court on charges of illegal possession of explosives. Authorities initially cited him for not wearing a face mask while riding a PUV, as it was in the height of the Covid-19 lockdown. Shortly, a hand grenade was illegally found in his bag, leading to his arrest. His charge for not wearing a face mask was dismissed by the Municipal Trial Court in Cities in March 2024.

Status: freed after being acquitted (February 2025).

21. Jose “Joseph” Canlas

On March 30, 2021, at around 6:30 AM, officers from the PNP-CIDG raided the office of the Alyansa ng Magbubukid sa Gitnang Luzon (AMGL) in Sapang Maisac, Mexico, Pampanga. During the raid, they arrested Jose “Joseph” Canlas on fabricated charges, planting evidence to justify accusations of illegal possession of firearms and explosives (Violation of Section 1 of RA 9516 and Section 28(a) of RA 10591). An illegal search and seizure were also conducted. Canlas was the vice chairperson of Kilusang Magbubukid ng Pilipinas (KMP).

Canlas was detained at the CIDG Regional Field Unit 3 (CIDG RFU 3) custodial facility in Camp Olivas from March 30 to April 14, 2021. During this time, his family was denied access to him due to restrictions requiring swab test results. Canlas, who suffered from hypertension and diabetes, was unable to receive proper medical attention.

On April 6, when his family was finally allowed to visit, Canlas reported that no COVID-19 tests had been conducted on him despite potential exposure. By April 8, further visits were prohibited due to reported COVID-19 cases among CIDG personnel.

On April 13, his family discovered that a court had issued a Commitment Order on April 7, transferring him to the Angeles City District Jail (BJMP ACDJ), but CIDG denied receiving the order. The following day, they were informed that Canlas needed a swab test before being transferred.

While his family arranged for a private physician to conduct the test on April 15, CIDG informed them that Canlas had already been taken to a hospital for medical clearance. Later that day, he was transferred to BJMP ACDJ, where he was placed in a 14-day quarantine with 90-100 other detainees. However, he remained in the quarantine area until May 7, 2021.

On May 8, Canlas' wife received a message from a fellow detainee, Bernie Martin, reporting that Canlas was unresponsive and in distress. That evening, he was rushed to the Ospital Ning Angeles (ONA), where he tested positive for COVID-19 and was in critical condition.

On May 11, 2021, Canlas passed away. The immediate cause of death was acute respiratory failure, with COVID-19 pneumonia (critical) listed as the antecedent cause.

Status: died in detention (May 2021).

22. Ma. Teresa Dioquino, Marlon Angelo Torres, Benny Hilamon, and Nolan Ramos

Four members of Kilusang Mayo Uno (KMU) and local organizers—Torres, Dioquino, Hilamon, and Ramos—were forced to dock in Sibale, Romblon, during Typhoon Dante on June 2, 2021, after police assured them safe accommodation. However, Ramos was arrested when checking on their boat, and early the next morning, police violently arrested the others without explanation or reading their rights. The four were accused of being NPA members and charged with illegal fishing, firearm and explosives possession, and violating health protocols. While in custody, authorities interrogated them separately, offering freedom and financial aid in exchange for cooperation, while also issuing threats.

Status: Charges in Romblon were dismissed, but new charges have been filed in Mindoro; all four remain in detention and have been transferred from Romblon to Mindoro.

23. Richard Balimba Patac

On July 22, 2022, Richard Balimba Patac (the son of Aniceto Patac, who was also arrested in 2021) was illegally arrested at their home in Surigao. The Philippine National Police (PNP) in Surigao did not present a warrant for his arrest. After the arrest, Aniceto Patac went to the hall but found no warrant there either. The documents indicated “et al,” referring to others who were also arrested alongside Richard. Richard and his family did not reside in the barangays where most of his cases were addressed (Barangay Tangbo and Barangay Lahi). Over the course of nearly two years, there have only been two hearings in his case. Status: freed after charges provisionally dismissed.

ANNEX F

**ARRESTS AND VIOLENCE AGAINST WORKERS DURING STRIKES,
PROTESTS, AND OTHER CONCERTED ACTIONS NOT INCLUDED IN THE
JOINT WORKERS' REPORT TO THE ILO HLTM
(June 2016 – January 2023)**

Victims	Union	Date	Details
12 striking workers arrested	Shin Sun Workers' Union (SSWU)-NAFLU-KMU	June 2017	In June 2017, around 100 fully armed personnel from the military and police, along with company-hired strikebreakers, violently dispersed striking workers from the Shin Sun Workers' Union (SSWU). The workers were beaten, and formalin was used to prevent them from defending the picket line. Following the dispersal, 12 workers and their supporters were arrested.
23 workers and supporters were arrested	Nagkakaisang Manggagawa ng NutriAsia (NMN)	June 2018	In June 2018, workers from NutriAsia in Marilao, Bulacan, under the Nagkakaisang Manggagawa ng NutriAsia (NMN), launched a strike in response to union busting, illegal dismissals, and other unfair labor practices. During the strike, armed policemen attempted to enter the protest site. After a court order restrained the workers from obstructing access to the company, the Bulacan Provincial Police, along with the company's private security, violently dispersed the protest. Twenty-three workers and their supporters were arrested and charged with physical assault.

40 individuals injured; 19 people, including 8 striking workers, arrested	Nagkakaisang Manggagawang NutriAsia (NMN)	July 2018	At the end of July 2018, NutriAsia workers attempted to rebuild their picket line. Violence erupted again when the company's private security and police forcibly dispersed them, despite the picket line being over 100 meters from the company's main gate. Using batons, truncheons, and stones, they injured more than 40 workers and supporters. Nineteen people were arrested, including eight striking workers.
Several workers	Unified Power of Workers in Middleby Philippines Inc.	July 2018	In July 2018, several workers at Middleby Philippines Inc. staged a sit-down strike, which was violently dispersed. The dispersal resulted in injuries to five workers, while seven others were taken to the police station.

200 members	Pepmaco Workers' Union	June 2019	In June 2019, hundreds of men dressed in black attacked 200 members of the Pepmaco Workers' Union while they were sleeping at their picket line. The assault caused serious injuries to several workers and led to the destruction of the picket line.
19 workers injured; 17 striking workers arrested	NutriAsia – Cabuyao	July 2019	In July 2019, police and private security guards from NutriAsia in Cabuyao, Laguna, violently attacked 400 striking workers. They threw rocks, brandished long firearms to intimidate the workers, and used metal bars and truncheons to assault them. As a result, 19 workers sustained serious injuries, and 17 were arrested, including three union officers. The arrested workers were charged with malicious mischief, grave coercion, and direct assault. Denied legal remedies, they faced prolonged detention and were only released in December 2019 after posting bail.

25 workers arrested; 18 detained	Pepmaco Workers' Union	August 2019	<p>In August 2019, after striking Pepmaco workers staged a protest at the gate of an industrial park, the police arbitrarily arrested 25 workers, forcibly loading them into a police vehicle. Eighteen of them were detained. They were released the following day after a court order cited Department of Justice Memo Circulars, which require prosecutors to first secure clearance from the Department of Labor and Employment (DOLE) before handling complaints or filing cases related to labor disputes.</p>
-------------------------------------	------------------------	-------------	--

ANNEX G

FILING OF FABRICATED / TRUMPED-UP CHARGES AGAINST TRADE UNIONISTS, ORGANIZERS, AND LABOR RIGHTS ADVOCATES (February 2023 – December 2024)

1. Trumped-up charges against Larry P. Mallorca, Elmer Portia, Luchell Felix, and Mia Antonio

Name of victim/s: Larry P. Mallorca, Elmer Portia, Luchell Felix, and Mia Antonio
Trade union organization or affiliation: 1) Unyon ng mga Panadero sa PhilFoods Fresh Baked Product Inc. (UPPFBPI-OLALIA-KMU); 2) STARTER-PISTON; 3) OLALIA-KMU; 4) PAMANTIK-KMU

Position in the union/organization: Mallorca is union president of UPPFBPI; Portia is a member of STARTER-PISTON; Felix is a member and organizer of OLALIA; Antonio is secretary general of PAMANTIK

Date of incident: July 2023

Place of incident: Quezon City

Details of the violation:

In July 2023, during President Ferdinand Marcos Jr.'s State of the Nation Address (SONA), labor organizers Larry P. Mallorca, Elmer Portia, Luchell Felix, and Mia Antonio participated in a protest rally. Subsequently, they were charged with violating Section 13 of Batas Pambansa Blg. 880, known as the Public Assembly Act of 1985, which mandates securing a written permit before holding public assemblies. The Quezon City Police District (QCPD) filed these charges, alleging that the protest was conducted without the necessary permits. The Quezon City Prosecutor's Office later dismissed the case against the four.

2. Trumped-up charges against Jaime Paglinawan

Name of victim/s: Jaime Paglinawan

Trade union organization or affiliation: Alyansa sa mga Mamumuo sa Sugbo (AMA Sugbo), the regional chapter in Region 7 of national labor center Kilusang Mayo Uno (KMU)

Position in the union/organization: Paglinawan is chairperson of AMA Sugbo

Date of incident: September 2023

Place of incident: Cebu City, Cebu

Details of the violation:

In September 2023, terrorist financing charges were filed against AMA Sugbo-KMU Chairperson Jaime Paglinawan and 26 NGO workers in Cebu. The Department of Justice's Task Force on Anti-Terrorism found probable cause based on a complaint from Col. Joey Escanillas, Commanding Officer of the 302nd Infantry Brigade. The complaint targeted past and present officers and staff of the Community Empowerment Resource Network (CERNET), along with Paglinawan. Among the accused were four doctors, two lawyers, priests, and other development workers. CERNET has a long history of providing essential services to labor unions and communities in Central Visayas, while also advocating for workers' rights and people's welfare.

Paglinawan and the 26 others were falsely accused of funneling funds to the Communist Party of the Philippines (CPP), the New People's Army (NPA), and the National Democratic Front (NDF)—an alleged violation of the Terrorism Financing Prevention and Suppression Act of 2012 (RA 10168).

This case follows a troubling pattern for Paglinawan, who was arrested without a warrant on June 5, 2020, during a protest at the University of the Philippines Cebu against the passage of the Anti-Terrorism Act. In May 2024, posters red-tagging AMA-SUGBO-KMU, Anakbayan, and Bayan Central Visayas were spotted around CICC and UP Cebu. On Labor Day, police in Central Visayas (PRO-7) distributed materials that further labeled AMA-SUGBO-KMU and other progressive groups as terrorist affiliates.

On May 14, 2024, the Regional Trial Court Branch 74 in Cebu City issued arrest warrants for all 27 individuals accused. Despite the Department of Justice recommending that the accused not be allowed to post bail, the court set bail at ₱200,000 per person. Of the 27 accused, 23 individuals have posted bail. One respondent's status is still uncertain, while three have passed away.

CERNET's legal counsel, Lawyer Mel Ebo, expressed shock during a press conference on May 17, revealing that the information had already been filed in court before they received a copy of the DOJ's resolution on the preliminary investigation. Normally, the DOJ provides respondents with a copy of its resolution before filing charges with the court.

In an order issued by Judge Marlon Moneva of the Regional Trial Court (RTC) Branch 74 in Cebu City on June 24, the cases against the deceased respondents Geraldine Labradores and Merlin Logronio were dismissed. Lawyers and friends of a third deceased respondent were unable to obtain a death certificate, as they could not locate any living relatives to confirm the individual's passing.

On Thursday, September 19, 2024, 19 of the 27 accused individuals, mostly from CERNET, pleaded "not guilty" during their arraignment before the RTC Branch 74 in Cebu City.

3. Trumped-up charges against Jhonggie Rumol and John Ruiz III

Name of victim/s: Jhonggie Rumol and John Ruiz III

Trade union organization or affiliation: Visayas Institute for Human Development Agency (VIHDA); Bayan Muna - Central Visayas

Position in the union/organization: Rumol is formerly the executive director and currently a consultant of VIHDA, while Ruiz is regional coordinator of Bayan Muna – Central Visayas

Date of incident: December 2023 Place of incident: Cebu City, Cebu

Details of the violation:

Former Visayas Institute for Human Development Agency Inc. (VIHDA) executive director Jhonggie Rumol and Bayan Muna – Central Visayas coordinator John Ruiz III were charged with frustrated homicide by the Armed Forces of the Philippines (AFP) on December 18, 2023. The charges stem from false accusations linking them to an armed encounter with the New People's Army (NPA) on April 6, 2023, in Sitio Sereje, Barangay San Isidro, Toboso, Negros Occidental. Rumol and Ruiz have since posted bail and trial is ongoing.

In addition, Rumol is among the 27 individuals—both former and current members of the Community Empowerment Resource Network (CERNET)—who were charged with terrorist financing under the Terrorism Financing Prevention and Suppression Act of 2012 (Republic Act 10168). The charges allege that Rumol and others provided financial support amounting to PHP 135,000 to the NPA Southeast Front in Dumaguete City in September 2012. On May 14, 2024, the Regional Trial Court (RTC) Branch 74 issued arrest warrants for all 27 accused individuals. Of those charged, 23 have since posted bail.

4. Trumped-up charges against Rhoel Alconera

Name of victim/s: Rhoel Alconera

Trade union organization or affiliation: Unyon ng mga Panadero sa Gardenia Bakeries Phils. Inc.- OLALIA-KMU

Position in the union/organization: Alconera is union vice president

Date of incident: February 2024 Place of incident: Biñan, Laguna

Details of the violation:

Alconera was charged with violating Republic Act 10168, or the Terrorism Financing Prevention and Suppression Act of 2012. The case was based on allegations from state “witnesses” who identified themselves as “rebel returnees.” These individuals claimed that Alconera provided P4 million and

other equipment to the New People's Army (NPA) in 2019. Alconera has strongly denied these accusations.

Throughout the case, which was heard from March to May, the military subjected Alconera to relentless intimidation and harassment. They repeatedly targeted him and his family in an attempt to coerce his "cooperation." Despite the absence of a court decision, they even threatened him with an arrest warrant.

The filing of these trumped-up charges represents the most severe form of harassment Alconera has faced to date. He continues to endure red-tagging, illegal surveillance, threats, and intimidation, allegedly at the hands of state agents, since these attacks began in August 2022.

The case against Alconera was eventually dismissed by the Batangas Regional Trial Court (RTC) Branch 7 on May 8, 2024 due to lack of merit, as the prosecution failed to present sufficient evidence. Despite this dismissal, Alconera continues to receive information that prosecutors are planning to file a motion for reconsideration. As a result, he and his family continue to live in fear, uncertain of what will come next.

5. Trumped-up charges against Aurora Santiago

Name of victim/s: Maria Aurora Santiago

Trade union organization or affiliation: Alliance of Concerned Teachers (ACT)
Region III

Position in the union/organization: Santiago is regional coordinator of ACT
Region III

Date of incident: March 6, 2024

Place of incident: Quezon City

Details of the violation:

On March 6, 2024, the Cabanatuan City Prosecutor filed a case before Malolos Regional Trial Court Branch 12, without providing Santiago and the other accused a proper forum to be informed of or respond to the allegations. The case, fabricated by the 84th Infantry Battalion and the 7th Infantry Division, falsely accused Santiago and 28 others of being involved in an armed encounter in September 2022.

The complaint was based on an affidavit from a soldier executed in October 2023, which named Santiago and 28 others as alleged participants in an ambush that occurred on September 1, 2022, at around 10:00 AM in Sitio Mapedya, Barangay Rio Chico, Gen. Tinio, Nueva Ecija. The soldier claimed that the 29 individuals were members of the New People's Army (NPA).

Additionally, a certain Placedo Esteban claimed to have identified the 29 respondents based on accounts from a military personnel injured during the incident. However, Esteban did not specify whether he was present at the scene or if he actually witnessed the ambush.

In a decision dated July 18, 2024, Malolos Regional Trial Court Branch 12 Presiding Judge Julie P. Mercurio dismissed the case against teacher's union organizer and human rights defender Aurora Santiago. The case also included disappeared activists Norman Ortiz and Lee Sudario, along with 26 other individuals.

The court highlighted discrepancies in the list of individuals the soldiers had allegedly identified as members of the Communist NPA (referred to as "CNTs" or "terrorists"). In the "Working PSR," there were 29 individuals named, but in another list, only 27 names appeared. Santiago and another respondent, Ma. Theresa Buscayno, were notably absent from the list of 27 individuals purportedly identified by the witnesses.

6. Trumped-up charges against Mar Valbuena, Reggie Manlapig, and Alvin Reyes

Name of victim/s: Mar Valbuena, Reggie Manlapig, and Alvin Reyes

Trade union organization or affiliation: Samahang Manibela, Mananakay, at Nagkaisang Terminal ng Transportasyon (simply known as Manibela)

Position in the union/organization: Valbuena is chairman, Manlapig is president, while Reyes is a member

Date of incident: May 6, 2024

Place of incident: Quezon City

Details of the violation:

The Quezon City Police District (QCPD) filed charges against Manibela Chairman Mar Valbuena, Manibela President Reggie Manlapig, and Alvin Reyes for alleged violations during their protest rally in front of the House of Representatives on May 6, 2024.

The charges include violations of Batas Pambansa 880 (Public Assembly Act of 1985), Article 155 of the Revised Penal Code (Alarm and Scandal), and Article 151 of the Revised Penal Code (Resistance and Disobedience). The QCPD claimed that the rally caused "grave public inconvenience and disturbance," which led the Batasan Police Station to deploy personnel to maintain peace and order.

This is not the first time the QCPD has targeted Valbuena and others. They had previously been charged for their alleged "disruptive behavior" during the

two-day transport strike from April 15 to 26, 2024. The QCPD asserted that the protest rally organized by Manibela “caused grave public inconvenience and disturbance,” prompting charges against Valbuena, Manlapig, and the owners of vehicles used in the protest, including Jasmine Bordialba Denition and Pacifico Dasalla Martin Jr., among others.

7. Trumped-up charges against Elmer Labog and Jerome Adonis

Name of victim/s: Elmer Labog and Jerome Adonis

Trade union organization or affiliation: Kilusang Mayo Uno (KMU)

Position in the union/organization: Labog is chairperson and Adonis is secretary-general

Date of incident: November 30, 2024

Place of incident: Manila

Details of the violation:

Following the Bonifacio Day protest on November 30, 2024, in Mendiola, the Manila Police District (MPD) filed charges against several individuals, including Kilusang Mayo Uno (KMU) chairperson Elmer “Ka Bong” Labog and Bayan Muna member Nilo Mortefiro, who was arrested during the demonstration. The charges included violations of Batas Pambansa Blg. 880 (Public Assembly Act of 1985), direct assault, and disobedience to a person in authority.

The MPD alleged that protesters breached police barricades, resulting in injuries to eight officers, one of whom required hospitalization.

In early January 2025, the case was expanded to include 13 more individuals, among them KMU secretary-general Jerome Adonis, who is a Makabayan senatorial candidate. The KMU office received a subpoena naming Adonis and the others, formally adding them to the case. The accused attended a preliminary investigation on January 15, 2025, and have begun preparing countercharges.

On January 27, 2025, the Manila Prosecutor’s Office dismissed the illegal assembly charges against 10 Makabayan senatorial candidates and three activists, citing insufficient evidence. The prosecutor ruled that there was no proof the protest was not peaceful and found no evidence linking the accused to the organization of the event. Additionally, the resolution noted that the injuries allegedly sustained by police were unsubstantiated.

ANNEX G-1:**FILING OF FABRICATED CHARGES AGAINST TRADE UNIONISTS AND
LABOR ORGANIZERS NOT INCLUDED IN THE JOINT WORKERS' REPORT
TO THE ILO HLTM
(June 2016 – January 2023)****1. Rene Manlangit and Rogelio Arquillo Jr.**

Name of victim/s: Rene Manlangit and Rogelio Arquillo Jr.

Trade union organization or affiliation: National Federation of Sugar Workers – Food and General Trades (NFSW-FGT)

Position in the union/organization: Manlangit is chairperson of the NFSW-FGT chapter in Hacienda Nene, while Arquillo is a member

Date of incident: October 26, 2018

Place of incident: Sagay City, Negros Occidental

Details of the violation:

Two farmworkers, Rene Manlangit and Rogelio Arquillo, Jr., have been implicated in the notorious Sagay 9 massacre. This tragic incident occurred on October 20, 2018, when nine sugarcane farmers—among them four women and two children—lost their lives as several unidentified armed men opened fire on them while they were dining in a makeshift tent on a farm in Sagay City, Negros Occidental. Despite surviving the massacre themselves and having relatives among the victims, both Manlangit and Arquillo were charged by the Philippine National Police with multiple counts of murder.

Authorities allege that Manlangit (also known as “Boy”) and Arquillo played key roles in recruiting the victims to join the NFSW by promising them land benefits. On October 26, 2018, the Philippine National Police filed multiple murder charges against them, along with seven other unidentified individuals, accusing them of conspiring with an armed group during the massacre.

The charges stem from allegations that the recruiters deceived the victims into participating in a “bungkalan”—a collective occupation of sugarcane farms aimed at securing land reform benefits. The context of the case is deeply rooted in longstanding land disputes and the struggle for agrarian reform in the region.

Before the Sagay massacre, in April 2018, an AFP brigade based in Negros issued a statement claiming that the NFSW-FGT’s bungkalan—referring to farm workers cultivating small portions of land on large haciendas to sustain

their families—were involved in land-grabbing schemes that allegedly financed the operations of the NPA and other rebel organizations in the region. Both the NFSW–FGT and the Unyon ng mga Manggagawa sa Agrikultura (UMA), of which the NFSW is a founding member, strongly condemned this dangerous assertion by the military. They argued that such statements not only misrepresented their struggle but also signaled an endorsement for harsh, state-sanctioned attacks against farmers throughout Negros Island. Status: no update.

ANNEX H

RED-TAGGING/TERRORIST-TAGGING, THREATS, HARASSMENT, INTIMIDATION, FORCED DISAFFILIATION/SURRENDER, AND OTHER FOA VIOLATIONS

(February 2023 – December 2024)

H-1: FEDERATION OF FREE WORKERS (FFW)

1. Goodyear Container Corp. Union – FFW

The Federation of Free Workers (FFW) has reported an alleged case of harassment against workers in Bulacan, citing the unexpected presence of police officers at a certification election conducted by Goodyear Container Corporation in coordination with the Department of Labor and Employment (DOLE) Region

3. The police presence raised concerns about potential undue influence over the election process.

FFW President Sonny Matula condemned the excessive deployment of police, arguing that it violated workers' constitutional right to self-organization. He stressed that certification elections, administered by DOLE, are a crucial step for workers seeking to form unions and engage in collective bargaining. Matula also highlighted a growing pattern of harassment, including arrests and even killings of union leaders, which he warned pose a serious threat to workers' rights and freedoms.

H-2: KILUSANG MAYO UNO (KMU)

1. Mario Fernandez of Technol Eight Philippines Workers Union- OLALIA-KMU

On August 5, 2024, Mario Fernandez, president of Technol Eight Philippines Workers Union (TEPWU- OLALIA-KMU), was approached by a man claiming to be affiliated with UMPHIL—an organization allegedly created by the management of Philfoods, Inc. shortly after the formation of the Unyon ng mga Panadero ng Philfoods Fresh Baked Products, Inc. (UPPFBPI). Reports suggest that UMPHIL was established to obstruct UPPFBPI in the Sole and Exclusive Bargaining Agent (SEBA) process.

The man followed Fernandez throughout the day. When Fernandez attempted to record the surveillance on his phone, he was stopped and

threatened, with the man warning that they had his photos and other personal information. This incident occurred right after the pre-election conference of UPPFBPI-OLALIA-KMU.

Fernandez stated that harassment began in February 2022 when the union initiated collective bargaining negotiations with the company, which later stalled. By March, uniformed and armed soldiers and police officers began appearing in the communities where identified union leaders, including Fernandez, lived.

On March 26, 2022, two men in civilian clothing approached Fernandez and another union official in a Laguna village, asking about their union activities. Later that night, uniformed and armed men arrived at Fernandez's home in Cavite, questioning his brother about his whereabouts and warning him to disaffiliate from KMU. The harassment escalated in June when uniformed men visited his home again, prompting his children to urge him to stay away for his safety.

Fernandez also reported that members of a task force visited the homes of his fellow union leaders. "They claimed they just wanted to talk to me but warned me against joining rallies for then-presidential candidate Leni Robredo," Fernandez said. "It was clear they were trying to intimidate me because of my affiliation with KMU."

They have already submitted a complaint with the Commission on Human Rights (CHR) and with the DOLE. There is a pending dialogue with DOLE.

Fernandez plans to file for a Writ of Amparo for his protection.

2. Arvin Mendoza of Malayang Unyon ng Daiwa Seiko Philippines-OLALIA-KMU

Mendoza, union president of Malayang Unyon ng Daiwa Seiko Philippines-OLALIA-KMU, has been subject to surveillance, threats, harassment and intimidation by suspected state agents since September 2022.

The most recent incident occurred on May 21, 2024 wherein he was again subjected to illegal surveillance and also received a death threat from unidentified individuals.

3. Rhoel Alconera of Unyon ng mga Panadero sa Gardenia Bakeries Philippines, Inc.- OLALIA-KMU

Alconera, union vice president of Unyon ng mga Panadero sa Gardenia Bakeries Philippines, Inc.-OLALIA-KMU, has been subject to illegal surveillance, threats, harassment and intimidation by suspected state agents since August 2022, likely because of his active membership and leadership in the labor union. The most recent of which occurred on June 12, 2023 and June 2024.

In February 2024, Alconera was charged with terrorist financing based on allegations that he provided money and equipment to the New People's

Army (NPA). Throughout the case, the military subjected him to relentless intimidation and harassment, repeatedly targeting him and his family in an attempt to coerce his “cooperation.” Despite the absence of a court ruling, authorities even threatened him with an arrest warrant.

On May 8, 2024, the Batangas Regional Trial Court (RTC) Branch 7 dismissed the case for lack of merit, citing the prosecution’s failure to present sufficient evidence. However, Alconera continues to receive information that prosecutors may file a motion for reconsideration, leaving him and his family in constant fear and uncertainty.

While he has not yet taken legal action, Alconera is considering filing for protective writs (Amparo) to safeguard his rights.

4. Herminigildo Marasigan of Organized Labor Association in Line Industries and Agriculture-Kilusang Mayo Uno (OLALIA-KMU)

Marasigan has long been subjected to red-tagging, harassment, and illegal surveillance. On multiple occasions—specifically on April 8, July 10, August 3, August 11, August 26, and August 28, 2020— suspected state agents visited Marasigan’s residence, inquiring about his whereabouts. During these visits, they spoke with his wife, insisting that Marasigan needed to “clear his name” and should surrender to “return to the fold of the law.”

The most recent incident occurred on April 30, 2024, when police visited his home. Marasigan is currently the national president of trade federation OLALIA.

5. Noel Baron of EBARA Benguet Inc. Employees Union – OLALIA – KMU

Noel Baron, 45, is the union president at Ebara Pumps Philippines Inc., a manufacturer of steel pumps primarily for export. The company operates within an industrial zone in Laguna province, alongside other multinational firms.

In April 2023, after returning home from work one afternoon, Baron noticed a motorcycle without license plates parked near his home in Cabuyao, Laguna. Two masked men in civilian clothes, who identified themselves as “Brian” and “Mendoza” from the National Task Force to End Local Communist Armed Conflict (NTF-ELCAC), approached him. They reiterated a warning that he and his fellow union leaders at the Ebara Employees Union should not participate in union activities linked to the leftist labor group Kilusang Mayo Uno (KMU). “They said I was on a watchlist for supposed involvement with the NPA and that I needed to clear my name,” Baron recounted.

This marked the ninth time since 2022 that Baron had been visited by different individuals. The first visit involved three people in police and military uniforms, while others were conducted by men in civilian clothes. Some visits were accompanied by barangay officials or village watchmen. “They want our

union to disaffiliate from KMU because, according to them, KMU is under the regional committee of the NPA,” Baron said.

Other union officials also faced similar harassment. “Government agents visited my fellow officers at their homes and even used former union leaders to launch a signature campaign against me,” he said. The pressure led several officials to leave the union, leaving only two active leaders.

The intimidation extended to unionists’ families. “They told my wife and children to convince me to abandon the union,” Baron said. The harassment became so severe that he often avoided going home for weeks, at one point staying away for two months out of fear for his family’s safety. “When I do go home, I change my routines and routes,” he added. “Our lives have been upended by the harassment... the fear and anxiety never go away.”

In August 2023, Baron and several other union leaders allied with the KMU filed a case before the Philippine Commission on Human Rights seeking, among other actions, to defund and disband the task force. The case remains pending.

6. Allan Bonifacio of Workers Alliance in Region 3 (WAR 3)

Sometime in September 2023, Bonifacio, a labor organizer for WAR 3, had an unsettling experience when an unidentified person visited his home, initially posing as a relative of an online seller. The visitor later revealed they were from the anti-communist task force and claimed they just wanted to talk. Since that encounter, there have been several more attempts to search his home.

7. Workers Alliance in Region 3 (WAR 3)

Hours before attendees arrived for a Labor Day event on May 1, 2024, state forces were already present. Two to three hours prior to the start, uniformed personnel—reportedly in camouflage and military attire—arrived at the venue, even though no activities had yet begun. The venue, a government office, seemed an odd place for such a preemptive display of force. This raised concerns among attendees and organizers: How did the uniformed men know about the event in advance?

8. Workers of Universal Robina Corp. and Tsuneishi Heavy Industries

Reports have emerged of harassment and intimidation targeting workers from Universal Robina Corporation and Tsuneishi Heavy Industries in Cebu. Officers from the PNP Region 7 reportedly approached the workers, citing Executive Order No. 23, which established the Inter-Agency Committee for the Protection of the Freedom of Association and Right to Organize of Workers. As part of the Inter-Agency Committee, the PNP interrogated the workers, pressuring them

to reveal the identities of those who filed complaints during the International Labour Organization – High-Level Tripartite Mission in January 2023.

9. Carl Anthony Olalo of KMU-Southern Mindanao Region

Olalo has faced numerous incidents of red-tagging, illegal surveillance, harassment, and intimidation over the years. The most recent occurred in April 2024, when suspected state agents once again approached his family, offering to “clear” his name.

A previous incident, reported to the High-Level Tripartite Mission (HLTM), took place on July 22, 2020, when posters accusing Olalo, Romelito Pablo, and Paul John Dizon of being terrorists appeared across various parts of Davao City. Despite reporting the incident to the police and attempting to obtain CCTV footage from the area, their efforts were unsuccessful.

Olalo is the secretary-general emeritus of KMU-Southern Mindanao Region (KMU-SMR) and a member of the Nagkahiusang Mamumuo sa Suyapa MPSI – National Federation of Labor Unions – Kilusang Mayo Uno (NAMMPSI-NAFLU-KMU). Pablo serves as the Chairperson of KMU-SMR, and Dizon is the Secretary General of KMU-SMR.

10. Melodina Gumanoy of NAMASUFA-NAFLU-KMU and NKMDDO

Gumanoy is Secretary of Nagkahiusang Mamumuo sa Suyapa Farm – National Federation of Labor Unions – Kilusang Mayo Uno (NAMASUFA-NAFLU-KMU) and President of Nagkahiusang Kababayen-ang Mamumuo sa Davao De Oro (NKMDDO).

There have been several incidents of harassment and intimidation targeting Gumanoy. In October 2023, she and her organization reported surveillance by suspected state forces during a visit to their area by LIYANG Network, an international advocacy group.

On November 4, 2023, two men, claiming to be members of the 25th Infantry Battalion (25th IB), approached Purok Chairman George Castro under the pretense of discussing relief assistance (ayuda). Instead, they interrogated him about Gumanoy’s whereabouts and family details, urging him to keep the conversation confidential. Castro informed Gumanoy about this encounter the following day.

On April 21, 2024, Castro was again visited by two individuals, one of whom he recognized from the previous encounter. They pressured him to find Gumanoy and persuade her to renounce her ties to the labor group Kilusang Mayo Uno (KMU). The men accused Gumanoy’s KMU membership of causing her daughter’s alleged employment blacklisting and framed their demands as a way to “help clear her name.”

11. Nicolas Gealan of Libjo Mining Workers' Union-NAFLU-KMU

On April 16, 2024, a military personnel dressed in civilian clothes visited Pangulong Del's home, introducing himself as "Rex" and claiming to be an intelligence officer from "the Capital." During the visit, Rex asked Pangulong Del several questions about the future activities and current status of the Libjo Mining Workers' Union members. Pangulong Del responded respectfully. However, even before their direct encounter, Pangulong Del had noticed the same man, whom he suspected to be an intelligence agent, frequently loitering outside his house. When Rex finally spoke with him, he advised Pangulong Del to avoid causing commotion and suggested discussing matters with management instead. Before leaving, Rex took a selfie with Pangulong Del using his own phone.

12. Mansueto Endriga Jr. of Cagdianao Mining Workers Union-NAFLU-KMU

From 2023 to 2024, an unidentified individual persistently followed union president Mr. Endriga Jr. to his home, his family's residence, and the mining sites, repeatedly offering financial aid, medical assistance, and livelihood support—offers that Mr. Endriga Jr. consistently declined. In 2024, a PNP officer, identifying himself as "Mac," began following Mr. Endriga Jr., giving him money during each encounter despite Mr. Endriga's efforts to avoid him. On one occasion, Mr. Endriga Jr. found himself alone with Mac on a small boat, where Mac handed him Php2,000 and coerced him into signing a blank sheet of paper. Mac also frequently called and texted Mr. Endriga Jr., asking about union activities and pressuring him to disaffiliate from NAFLU-KMU. Meanwhile, Mr. Endriga's nephew, a military personnel based in Manila, began calling him to ask why his name appeared on a list of Communist rebels and financiers. Mr. Endriga was shocked to find his name and photo posted on this list, alongside information about the union's board members.

13. Gerandoy Leonel Seda of Cagdianao Mining Workers Union-NAFLU-KMU

On January 24, 2024, two uniformed PNP officers approached Mr. Seda while he was on duty and asked if he was the union's vice president. When Mr. Seda confirmed by replying, "opo sir" ("yes sir"), the officers pressured him to sign a blank sheet of paper with only his name written on it. As Mr. Seda questioned their request, they reassured him, saying, "wag kang mag-aalala" ("don't worry"). Despite his hesitation, the officers insisted he sign and took a photo of him holding the signed paper at the compound gate.

14. John Mark Dianos of Cagdianao Mining Workers Union-NAFLU-KMU

Reports indicate that two PNP officers in civilian clothing visited the workers' barracks and approached Mr. Dianos, asking about the union's planned activities

for May 1, Labor Day. Mr. Dianos responded that he and his coworkers intended to conduct a coastal cleanup. The officers then asked if he knew where they could meet with union leaders and pressured him to identify them, even showing him photos of the leaders in what seemed like an attempt to intimidate and harass him.

H-3: PAGKAKAISA NG MGA SAMAHAN NG TSUPER AT OPERATOR NATIONWIDE (PISTON)

1. Ricardo Baron

On May 9, 2024, at approximately 10:00 AM, Ricardo Baron was visited at his residence by Danilo “Olsen” Amit, a self-identified former rebel linked to the Philippine Army’s 10th Infantry Division (10th ID). Olsen claimed his objective was to remove Baron from a military watchlist that still identified him as secretary general of TRANSMISION-PISTON, a transport group. He explained that his role involved “clearing” former members of PISTON-affiliated organizations to prevent their reengagement in activism. When Baron questioned whether he would be taken to a military camp, Olsen assured him that the discussion would remain at his home.

Shortly after, four men in civilian clothing, introducing themselves as 10th ID personnel, approached them. Baron’s children observed a van and five motorcycles parked nearby, estimating 30–40 individuals inside the vehicles. One officer presented Baron with documents detailing his involvement in TRANSMISION- PISTON, including his start date.

During the interrogation, Baron was pressured to sketch the group’s organizational structure and name individuals who recruited him into what the officers labeled a “communist group.” He named inactive or deceased former leaders, including Charito (chairperson, inactive since 2021). When asked about Remegio Yusores and Larry Arguiles, Baron stated he had no knowledge of their whereabouts, noting Arguiles’ public visibility through media interviews. The officers also showed a 2019 photo of Baron at a protest against jeepney phaseouts.

The questioning escalated as the officers accused Baron of maintaining clandestine ties to the organization, which he denied. The encounter concluded at noon, with officers photographing Baron holding a handwritten sign that read: “ex-sec gen 2013–19.”

2. PISTON-Alabang members

Unidentified individuals removed the plate numbers from jeepneys belonging to approximately 30–40 drivers, causing significant disruption for

the drivers and their operations. This act of vandalism has raised concerns among the affected drivers, as it impedes their ability to operate legally and could expose them to fines or other legal consequences. The drivers are left uncertain about who is behind the act or the motives behind the targeted removal of plate numbers. The affected jeepney drivers filed a complaint with the MMDA regarding the removal of their plate numbers, but they have yet to receive any updates or resolution on the matter.

3. Women's Committee of PISTON-Cubao

After the Labor Day rally, members reported being followed by individuals believed to be police agents. This surveillance has sparked concerns about continued harassment and possible intimidation in the aftermath of their participation in the event.

H-4:

ALLIANCE OF CONCERNED TEACHERS (ACT)

The Alliance of Concerned Teachers reported 11 incidents of red-tagging, harassment, intimidation, illegal profiling, and other violations against its leaders and members.

1. Four incidents of red-tagging, harassment, and unlawful profiling targeting ACT Philippines' leaders and members.

- a. In March 2023, during a nationwide transport strike, Vice President and Education Secretary Sara Duterte issued statements red-tagging the Alliance of Concerned Teachers (ACT) after the group expressed solidarity with jeepney drivers protesting government policies that could lead to the phasing out of traditional jeepneys. Duterte claimed that ACT's support for the strike disrupted learning and implied that their alignment with such movements was politically motivated. In response, ACT and allied groups condemned her remarks as red-tagging, arguing that she was unjustly associating them with leftist insurgencies in an attempt to undermine their advocacy.

Days after her initial remarks, Vice President Duterte issued another statement criticizing ACT over its advocacy for addressing classroom shortages in the Philippines. Duterte suggested that ACT's calls for increased classroom construction were

politically motivated, aimed at undermining the Department of Education, and linked to leftist ideologies. ACT and its allies viewed these comments as another form of red-tagging.

In a further incident, Vice President Duterte held a press conference with the National Task Force to End Local Communist Armed Conflict (NTF-ELCAC), once again red-tagging ACT.

In April 2023, the Alliance of Concerned Teachers (ACT) submitted a complaint to the International Labor Organization (ILO) regarding the red-tagging statements made by Vice President and Education Secretary Sara Duterte. The complaint, which was acknowledged by ILO Regional Director for Asia and the Pacific, Chihoko Asada-Miyakawa, highlighted Duterte's remarks as an attempt to undermine and delegitimize the organization and its work.

- b. On May 17, 2023, during the program *Laban Kasama ang Bayan*, hosts Lorraine Badoy, Jeffrey Celiz, Franco Baranda, and Yna Mortel, along with guest Emmanuel Orduña, Assistant Director General for Operations at the National Intelligence Coordinating Agency (NICA), falsely claimed that ACT Philippines was a front organization for the Communist Party of the Philippines (CPP), the New People's Army (NPA), and the National Democratic Front of the Philippines (NDFP). They also labeled the union as the "Alliance of Communist Teachers."

The program further accused Vladimir Quetua, ACT's national chairperson and a teacher at Carlos Albert High School, of disrupting his school on May 2, 2023, to pre-empt a red-tagging seminar allegedly organized by the Philippine National Police (PNP) in collaboration with NICA. They accused Quetua of being an active member of the CPP-NPA-NDF in Metro Manila, using his position in ACT to mislead public school teachers. The hosts even called for his arrest, citing charges of causing alarm and scandal, disturbing the peace, and unjust vexation.

- c. Reports from various regions have indicated that regional offices of the Department of Education (DepEd) were requesting the names of teachers affiliated with or who are members of ACT. This request, which targets teachers using the Department's Automatic Payroll Deduction System (APDS), has a submission deadline of June 20, 2023.

The directive, issued in a memorandum by Atty. Revsee Escobedo, DepEd Undersecretary for Operations, was dated June 14, 2023.

However, concerns have been raised as regional offices already have access to this information, as they are responsible for managing the APDS. Additionally, the request was not being applied consistently across all regions, prompting questions about the need to specifically seek a list of ACT-affiliated teachers.

- d. During an ACT Region 9 Leadership Training Seminar, where national secretary-general Raymond Basilio was a speaker, several police officers approached the venue and requested the names of attendees. When an ACT staff member confronted them in the lobby, one officer accused ACT of being a communist-front organization, reiterated red-tagging allegations, and insisted that its members cooperate with the police. The perpetrators were identified as P/Col. Dexter Dellena and other unidentified PNP officers.

2. Three incidents of red-tagging and harassment against leaders and members of ACT NCR Union. ACT NCR Union is the sole and exclusive negotiating agent (SENA) for public school teachers in the National Capital Region recognized by the Civil Service Commission, the Department of Labor and Employment, and the Department of Education - NCR.

- a. From March to May 2023, the Philippine National Police (PNP) and the National Intelligence Coordinating Agency (NICA), under the National Task Force to End Local Communist Armed Conflict (NTF-ELCAC), conducted anti-insurgency forums in various schools, including Quirino High School and Ramon Magsaysay (Cubao) High School in Quezon City, and Kapitolyo High School in Pasig City. These forums were part of NTF-ELCAC's broader campaign to raise awareness about alleged "communist infiltration" in schools. During these forums, PNP and NICA representatives, sometimes accompanied by individuals identified as "rebel surrenderees," accused groups like the Alliance of Concerned Teachers (ACT) of having ties to the Communist Party of the Philippines (CPP). They portrayed ACT as a "front organization" for the CPP, a common red-tagging tactic used against unions and advocacy groups critical of government policies.

On May 2, 2023, a planned forum at Carlos Albert High School in Quezon City, organized by the PNP and NICA, was successfully blocked by teacher-leaders. They opposed the forum, citing concerns that it would promote red-tagging and create an atmosphere of fear among educators and students.

- b. In May 2023, police officials from the Manila Police District (MPD) visited several schools, including Jose P. Rizal Elementary School, Timoteo Paez High School, Gen. Geronimo Licerio Elementary School, and Felipe Calderon High School. They claimed to be conducting surveys and inspections in preparation for the upcoming barangay elections. However, the Commission on Elections (COMELEC) clarified that no official order had been issued for such inspections, raising concerns about the legitimacy of the police's actions. Notably, these schools were linked to leaders of the Manila Public School Teachers Association, further intensifying scrutiny over the police's motives.
- c. A police officer contacted ACT teacher-leader Ms. Nancy Callado, requesting a list of ACT members from their school. In response, Ms. Callado reported the incident to the Department of Education (DepEd) Quezon City Schools Division Superintendent (SDS), the Office of the City Mayor, and regional and city union leaders. Following this, the nearby station commander visited Ms. Callado to clarify the matter at the request of the Quezon City Police District (QCPD).

3. Two incidents targeting ACT Region III Union and its Regional Coordinator, Aurora Santiago.

- a. On June 16, 2023, black propaganda leaflets targeting the ACT Region 3 Union were distributed in various crowded areas of Tarlac City during the campaign period for the runoff elections. These leaflets contained incendiary claims, branding ACT as a "communist disciple" and labeling its members as "hypocrites," "fake teachers," and "liars." They also accused the organization of being a front for the Communist Party of the Philippines (CPP) and the New People's Army (NPA).
- b. On September 16, 2023, police officers visited ACT Region 3 Regional Coordinator Maria Aurora Santiago's residence in

Baler, Aurora. Unable to find her, they asked her brother to sign an affidavit stating that she was no longer living there. Two days later, on September 18, the police returned with an invitation letter requesting her presence at the station, supposedly to address her concerns and assist in an ongoing investigation.

On December 24 and 31, 2023, unidentified individuals were seen loitering near Ms. Santiago's residence, raising significant safety concerns.

On February 3, 2024, reports surfaced that her name was mentioned in a money-laundering case. A witness, Francisco Baesa Jr., claimed in a sworn statement that he saw Ms. Santiago as part of the Central Luzon Regional Committee (CLRC) of the Communist Party of the Philippines – New People's Army – National Democratic Front (CPP-NPA-NDF) in Nueva Ecija. He alleged that this group engaged in "urban operations" to recruit for ACT in Central Luzon.

On February 28, 2024, reports indicated that Ms. Santiago's name and photo appeared in an annex of a case related to the Anti-Terror Act, further escalating concerns over her situation.

4. One incident targeting ACT Region V Union. ACT Region V Union is the sole and exclusive negotiating agent (SENA) for public school teachers in Region V.

- a. During the ratification process of the Collective Negotiation Agreement (CNA) in February 2023, red-tagging posters were plastered in various locations outside school premises, including walls and fences. These posters falsely claimed that the CNA was linked to the New People's Army (NPA) and accused the Alliance of Concerned Teachers (ACT) of misleading educators. This red-tagging tactic aimed to vilify and intimidate union members, creating an atmosphere of fear and distrust. By associating legitimate labor actions with insurgency, it sought to discredit the CNA, undermine teachers' solidarity, and discourage participation in the ratification process. The suspected perpetrator, identified as CHAR BICOL (the poster signatory), is believed to be the Charlie Company, a military unit under the 31st Infantry ("Charge") Battalion of the 9th Infantry Division of the Philippine Army, based in Sorsogon Province.

5. Red-tagging of UP professor Joanne Manzano:

On November 29, 2023, during a broadcasted public hearing online, Ivylyn Corpin, who claimed to be a rebel returnee, publicly red-tagged UP professor Joanne Manzano, alleging that she was a member and organizer of a communist organization.

H-5:

KILUSAN NG MANGGAGAWANG KABABAIHAN (KMK)

1. Beverly Avila of Asosasyon ng mga Manggagawa sa Caloocan (AMC)

One day, Asosasyon ng mga Manggagawa sa Caloocan (AMC) member Beverly Avila visited the barangay to request financial assistance for her sister-in-law.

Every first week of the month, the barangay council holds its regular session, with Caloocan police in attendance. After the session ended, she found herself alone in the barangay office and wondered why. As she listened, she overheard the barangay captain asking the police for help in stopping alleged illegal meetings, claiming they could be harmful to those involved. She remained silent. The barangay captain then specifically mentioned Gabriela Women's Party-list, referring to them as "mga taong labas" (outsiders) and again requested police intervention. Though she wasn't directly addressed, she understood they were referring to her and her organization. She was prepared to respond, to explain that their meetings focused on labor rights, education, and community issues.

At that moment, fear set in—she realized the barangay captain was aware of their activities, especially after the flood. She later reported the incident to other AMC members, emphasizing that those working to help the community were not outsiders and reaffirming their commitment to continue their advocacy.

H-6:

FARMERS/FARMWORKERS AND FISHERFOLK GROUPS

1. Forced disaffiliation against Alyansa ng mga Manggagawang Bukid sa Asyenda Luisita (AMBALA)

Around 120 members of AMBALA from 11 barangays in Hacienda Luisita were gathered and presented to the media, claiming to have withdrawn their

support from AMBALA due to alleged ties with the CPP-NPA (Communist Party of the Philippines-New People's Army). The event was presented as a public declaration of their disassociation from the group. Former chairperson Florida "Pong" Sibayan, who had broken away from the group, was present at the ceremony and was actively involved in the process.

2. Ginny Bantillo of Hacienda Rosario Sur Farmers and Farmworkers Association

On October 17, 2024, at around 8:00 AM, Hda. Rosario Sur FFWA Secretary Ginny Bantillo learned from a neighbor that an acquaintance had shared her photo, asking if they recognized her. The image, taken the previous day, showed Ginny speaking at a press conference about the hacienda's situation.

On October 18, around 10:00 AM, an unidentified man on a motorcycle entered the community, passed by Ginny, and rode away without stopping. The next day, at about 2:00 PM, another unknown individual went around offering TV repairs but left when no one needed service.

On October 28, around 9:00 PM, a man asked an association member if they knew "Jessa Dolendo Bantillo,"

claiming she was an active member. No one recognized the name. The man was later identified as SPO4 Jonathan Vicencio, who said he was inquiring because another officer wanted to introduce themselves as Jessa's relative.

On October 29, around 5:00 PM, Vicencio visited the workplace of an association member and clarified that he was actually looking for Ginny Bantillo, not Jessa. He returned the next day to reconfirm his inquiry, raising concerns for Ginny, as she has no known relatives in the police force.

On October 30, 2024, Ginny and Rogelio Bantillo filed a complaint and a blotter report against SPO4 Vicencio at the barangay. The next morning, the barangay approved their complaint and forwarded it to Police Station 5 for official filing.

3. Francisco "Ka Francing" Gumban Dizon of AMBALA

On October 18, 2024, at around 9:00 PM, four unidentified armed men, believed to be members of the AFP's 3rd Mechanized Infantry Battalion, entered the compound of AMBALA Chairperson Francisco "Ka Francing" Dizon in Brgy. Mapalacsiao, Tarlac City. They attempted to forcibly take Ka Francing with them, but he refused, leading to a heated exchange.

The commotion drew the attention of neighbors, prompting AMBALA leaders from other barangays to intervene and coordinate with the barangay and allied council members. The armed men, who were dressed in civilian clothing with their faces covered, eventually left the scene.

4. Illegal surveillance against AMBALA

On October 26, 2024, at around 8:00 AM, three unidentified individuals on motorcycles were stopped by AMBALA members at the entrance of the AMBALA bungkalan area in Brgy. Balete. Residents recognized them as members of the military's civilian intelligence. The incident occurred as GABRIELA Party-list members were preparing for a Voters' Rights educational discussion for AMBALA members and local residents. After a few minutes, the three individuals left.

5. Ronald Sacay of AMBALA

On October 27, 2024, between 2:00 and 3:00 PM, three unidentified individuals claiming to be members of Task Force Balik Loob under the Department of National Defense (DND) visited the home of AMBALA member Ronald Sacay in Brgy. Balete, Hacienda Luisita, Tarlac City. They gave Ronald a phone number and instructed him to text it whenever he left home, warning that if he failed to do so, they would not consider him a "friend."

6. Felix "Ka Dedek" Nacpil Jr. of AMBALA

On the night of November 15, 2024, four unidentified individuals wearing civilian clothing, masks, and bonnets forcibly entered the home of AMBALA vice chairperson Felix "Ka Dedek" Nacpil Jr. in Brgy. Mabilog, Hacienda Luisita, Concepcion, Tarlac. Ka Dedek was not home at the time, as he was in the AMBALA bungkalan area in Brgy. Cutcut, helping prepare for the 20th anniversary of the Hacienda Luisita Massacre. The only person present during the incident was his minor son.

7. Jhonson Postadan, Norlita Talana, and 27 others from Unyon ng mga Manggagawa sa Agrikultura (UMA) – Isabela

On September 2, 2021, during a period of hunger caused by the sugarcane off-season, soldiers visited residents of Brgy. Bangad, Sta. Maria, Isabela, offering livelihood assistance and asking them to register. It was later revealed that the forms were for "surrenderedees returning" rather than aid. Soldiers pressured residents to sign and take photos, with some even forced to work on a private ranch in exchange for assistance.

On November 16, 2022, police and soldiers again went door-to-door, offering financial aid while making residents sign forms and pose with placards for photographs.

In January 2024, a news report falsely labeled two residents, Jhonson Postadan and Norlita Talana, as "Communist Terrorist Group supporters" who had "voluntarily surrendered." The residents, along with UMA Isabela,

strongly opposed these false accusations, red-tagging, and harassment by police and military forces. They also raised concerns about the risks of having their personal information collected under false pretenses and condemned efforts to silence their advocacy for fair wages and benefits for sugarcane workers.

On December 10, 2024, a complaint was filed with a signed joint affidavit at the Commission on Human Rights Region 2 office.

8. Wilhelmina Mabazza of UMA-Isabela

On November 9, 2024, at around 10:30 AM, Wilhelmina Mabazza of Brgy. San Antonio, Sta. Maria, Isabela, was visited by a policeman and 10 soldiers, including one named Esteban. The group had come from Brgy. Bangad, where they claimed two women had “surrendered” to them. They were accompanied by Dianne Laddran and Juliet Soriano.

Dianne Laddran, a cousin of one of the soldiers, was appointed by the military as an officer of ANMAS (Association of United Workers of Sta. Maria), a group backed by the military and NTF-ELCAC. She claimed ANMAS had received Php350,000 for a livelihood project to purchase rice. However, due to a lack of work in the sugarcane fields, members couldn’t afford to pay for the rice, leading to the project’s failure. As a result, ANMAS chairman Melanie Soriano left and now works as a helper in Manila.

Laddran invited Mabazza to a meeting at her house in Brgy. Bangad on November 10, but she declined. The soldiers then questioned Mabazza about her support for the Makabayan Party-lists and her knowledge of Dominga Aberion, general secretary of UMA Isabela. Mabazza replied that she only knew Aberion as a field worker and denied knowing her associates.

Out of fear, Mabazza signed a document stating she would not support any Makabayan Party-list. The soldiers continued questioning her, including about Pacita Managuelod, whom they claimed was close to Aberion.

9. RV Bautista of Samahan ng mga Kabataang Demokratiko ng Asyenda Luisita (SAKDAL)

On November 18, 2024, at around 12 PM, six unidentified individuals, accompanied by Florida “Pong” Sibayan, visited the home of SAKDAL member RV Bautista in Brgy. Balete, Hacienda Luisita, Tarlac City.

Since RV was asleep, his father spoke with them. When asked about their purpose, they claimed they wanted to talk to RV, saying they had seen him in a video of the Hacienda Luisita Massacre commemoration, allegedly filmed by civilian intelligence. RV’s father woke him up and informed him of the visitors. Listening from inside, RV recognized Sibayan’s voice. Sensing danger, he slipped out through the back door and took a tricycle to a friend’s house. On the

way, he noticed a masked individual on a motorcycle following him. To evade pursuit, he switched tricycles mid-route before safely reaching his destination.

10. Victorino Vergara of Asosasyon sang Magagmay nga Mangingisda sa Santiago –PAMALAKAYA

On November 20, 2024, elements of the Philippine National Police-Criminal Investigation and Detection Group Region 6 (PNP-CIDG 6) and the Barotac Viejo municipal police attempted to arrest Victorino Vergara, a fisherman in his 70s, at his residence in Barangay Santiago, Barotac Viejo, Iloilo. Vergara is a member of the Asosasyon sang Magagmay nga Mangingisda sa Santiago-Pamalakaya and a long-time supporter of Bayan Muna. The arresting officers claimed they wanted to help him “clear his name.” However, barangay officials intervened, stating there was no valid reason for his arrest, preventing the CIDG from taking him into custody. Despite this intervention, Vergara remains under threat following the incident.

11. George Cacayuran of Timek ken Namnama Dagiti Babassit a Mangngalap ti La Union (TIMEK) – PAMALAKAYA

Three (3) members of the 5th Infantry Division of the Philippine Army (5th IDPA) disrupted the home of George Cacayuran, Chairperson of Timek ken Namnama Dagiti Babassit a Mangngalap ti La Union (TIMEK) - PAMALAKAYA, at around 9 AM today in San Manuel Norte, Agoo, La Union. The elements were identified as members of the 5th Civil-Military Operations Battalion of the 5th IDPA, based on the patches seen on their uniforms by the community. According to reports from the community, the three individuals were named “Fernandez,” “Cacal,” and “Beltran.” A 6x6 military truck was also stationed at the barangay hall of San Manuel Norte.

They were looking for George Cacayuran and insisted on seeing him but did not disclose their reason. Prior to this, Cacayuran had already been harassed multiple times and was repeatedly pressured to “surrender.” He has also been a victim of red-tagging.

As of now, soldiers from the 5th IDPA remain stationed in front of George Cacayuran’s house. This incident occurred just a day before the commemoration of World Fisheries Day on November 21, an event highlighting the demands of fisherfolk for aid, government support, an end to human rights violations, and genuine fisheries reform.

ANNEX I

**RED-TAGGING/TERRORIST-TAGGING, THREATS, HARASSMENT,
INTIMIDATION, FORCED DISAFFILIATION/SURRENDER, AND OTHER
FORMS OF ATTACKS NOT INCLUDED IN THE JOINT WORKERS' REPORT
TO THE ILO HLTM
(June 2016 – January 2023)**

Victim/s	Organization / affiliation	Brief details
Godfrey Palahang	Organizer from OGYON and from the Rural Missionaries of the Philippines – Northern Mindanao Region	In March 2018, Godfrey Palahang was forced to surrender as an alleged NPA rebel because of his engagement with activist organizations.
Guillermo “Ka Gimo” Hernandez	UMA’s former Chairperson; Secretary-General of Kaisahan ng mga Manggagawang Bukid sa Batangas (KAISAHAN)	Since 2018, Guillermo “Ka Gimo” Hernandez, the sugar field representative on the District Tripartite Council in the sugar industry, has been subject to harassment: in February 2018, elements of the AFP and the Philippine Air Force were asking for his whereabouts; in July 2018, the military and the police set up a military detachment in the community of Mr Hernandez; and in August 2018, two military trucks with soldiers and police officers were looking for Mr Hernandez near his house. As a result, he and his wife, who are both on the terrorist proscription list of the Government, cannot go home.

<p>Marilyn Hernandez, Carlos Sañosa, Jun Delos Reyes, Robert Hernandez, and Josefino Castellano.</p>	<p>Hernandez is NFSW-FGT treasurer; KAISAHAN members</p>	<p>In 2018, five members of KAISAHAN were designated as terrorists, including Marilyn Hernandez (NFSW-FGT treasurer), Carlos Sañosa, Jun Delos Reyes, Robert Hernandez and Josefino Castellano.</p>
<p>Sister Patricia Anne Fox</p>	<p>UMA's missionary volunteer</p>	<p>In 2018, Sister Patricia Anne Fox, the UMA's missionary volunteer was charged by the Bureau of Immigration (BI) with illegally joining political activities making her an "undesirable alien" and ordering her deportation. The alleged political activities she was involved in were rallies, press conferences and fact-finding missions on human rights violations of the poor and marginalized sectors of the society. On 16 April 2018, BI officials arrested Ms Fox alleging that she was engaged in political activities in violation of her missionary visa. She was detained for almost 24 hours and later released. Finally, the BI downgraded her visa to a temporary visa which expired in November 2018.</p>

Celso Gonzales, Celso Salgado, Ernesto Tilacas, and Noel Zaragosa	Hacienda San Herman Farm Workers Union–NFSW members	<p>On 4 May 2018, PNP elements and security guards of land owners Perla and Juan Miguel Gonzales, whose grandson is the mayor of Silay City, attempted to demolish the houses of four members of Hacienda San Herman Farm Workers Union–NFSW, namely Celso Gonzales, Celso Salgado, Ernesto Tilacas and Noel Zaragosa, but did not manage to do so due to the resistance of the farm workers.</p> <p>On 21 June 2018, the demolitions were successfully conducted, destroying the houses of the said union members, who now live in a government relocation site. These acts intended to instill fear among the workers to incite them to withdraw their application for land reform coverage and to repress unionism.</p>
Hasil Delima	NFSW–FGT member	<p>On 8 July 2018, 30 members of the AFP encamped around 30 metres from the house of Hasil Delima (NFSW–FGT member) in Sitio Aniya, Winaswasan, Calatrava.</p>
Several leaders and members	Aidsisa Farmers and Farm Workers Association (AFFWA–NFSW)	<p>On 4 August 2018, more than 100 security guards of the Diamond Factor Corporation management began to destroy plants in the farm lots of the Aidsisa Farmers and Farm</p>

		<p>Workers Association (AFFWA–NFSW) in Aidsisa, Barangay E Lopez, Silay City, Negros Occidental. While the security guards were damaging plants, other guards fired guns in the air to instill fear among the farmers and farm workers.</p> <p>According to the complainants, the possible motive was to threaten the residents and farms workers and incite them to withdraw their application for land reform coverage of the land claimed by the company. AFFWA–NFSW members still live in fear.</p>
Several leaders and members	PAMALAKAYA and NFSW–FGT members	<p>On 16 November 2018, indiscriminate firing by around 100 elements of the AFP, PNP/SAF and the Joint Investigating Task Group in Sitio Puting Bato, Washington, Escalante City resulted in forced evacuation, controlled ingress/egress of the community, illegal encampment near households, illegal search and illegal detention, affecting 11 families with 21 individuals, including PAMALAKAYA and NFSW–FGT members.</p>
Several leaders and members	Pakigdaet sa Kalambuan (PSK)–NFSW members	<p>On 1 February 2019, armed uniformed personnel ransacked and illegally searched the houses of Pakigdaet sa Kalambuan (PSK)–NFSW members in Sitio Magtuod, Bugang, Toboso. The soldiers intimidated them by doing a head count, noting the number of males, presumed by the soldiers to be members of the NPA, and also told them that something bad would happen to them if they refused to allow their houses to be searched.</p>

Tioliza Iwayan	NFSW FGT member	On 22 February 2019, the armed forces searched the house of Tioliza Iwayan (NFSW FGT member) in Jonob-Jonob, Escalante City, looking for alleged arms of the NPA but did not find any weapons.
Ricky Chavez	board member of the Toyota Motors Philippines Corporation Workers' Association	In March 2019, around 50 members of the police in ten vehicles arrived at the residence of Ricky Chavez, a board member of the Toyota Motors Philippines Corporation Workers' Association, to serve a search warrant but they could not find him. Before the search, Chavez joined a protest that the union organized to commemorate 18 years since the dismissals of 233 unionists in 2001.
Arjie Marangga	Secretary-General of NFSW-Toboso and "barefoot correspondent" of the Kaling kag Tugda radio programme	On 4 March 2019, the house of Arjie Marangga (Secretary-General of NFSW-Toboso and "barefoot correspondent" of the Kaling kag Tugda radio programme) in Neuva Estrella, Barangay General Luna, Toboso, Negros Occidental, was surrounded by elements of the AFP who arrived in the area with one army truck, four vans and several motorcycles. The perpetrators alleged that Ms Marangga accommodated NPA members and told her and her family that something bad would happen to them if they did not withdraw their membership from the NFSW-FGT.

Teddy Canillo	NFSW–FGT Area Organizer	On 20 March 2019, soldiers intimidated and harassed the residents of Sitio Fuentes, Mabini, Escalante City and ransacked the house of Teddy Canillo (NFSW–FGT Area Organizer in Escalante City, Negros Occidental).
Grace Parreno, Anilyn Serrondo, Chen-Chen Serrondo, Joenel Timplado, and Eulando Serrondo		On 28 March 2019, military men, who introduced themselves as members of the PNP, stormed the community and ransacked the cooperative office and the households of Grace Parreno, Anilyn Serrondo, Chen-Chen Serrondo, Joenel Timplado and Eulando Serrondo (PSK leader), who was also further threatened.
30 residents	Panihugsa sang mga Obreros sa Barangay Jonobjonob (POBJ)– NFSW	On 9 April 2019, three men from the National Task Force to End Local Communist Armed Conflict (NTF) told 30 residents of Gaway-Gaway, Jonob-Jonob, Escalante City who attended a meeting of the Panihugsa sang mga Obreros sa Barangay Jonobjonob (POBJ)–NFSW that they were concerned with the problems of the farmers and the POBJ and that they should not join any rallies and mass actions or a warrant would be served on them.
113 farmers from 28 farmers' associations	Mostly NFSW– FGT and KMP members	On 19 April 2019, 113 farmers from 28 farmers' associations (mostly NFSW–FGT and KMP members) attended a meeting in Escalante City, which served as a red-tagging venue on all progressive organizations, including the NFSW–FGT.

Eulando Serrondo	Pakigdaet sa Kalambuan (PSK)–NFSW members	On 22 April 2019, 40 armed military men stormed the community and intimidated Eulando Serrondo (PSK leader) and other PSK–NFSW members.
Theresa Aloquina		On 24 June 2019, Theresa Aloquina, wife of Aldrin Aloquina (NFSW–FGT Regional Vice Chairperson) was intimidated and harassed by NTF members who visited their house in Linao II, Balintawak, Escalante City looking for Mr Aloquina. The NTF admitted to her that the NFSW–FGT was legal but that it was backed by another organization.
Rebecca Bucabal	Chairperson of Panaghiusa sa Obreros sa Barangay Balintawak (POBB)–NFSW	On 26 June 2019, Rebecca Bucabal (Chairperson of Panaghiusa sa Obreros sa Barangay Balintawak (POBB)–NFSW) was intimidated and harassed in Balintawak, Escalante City by six NTF members. They asked her to cooperate and clear her name from being a member of “maot” (bad or negative) NFSW–FGT.
Susan Pabalate	NFSW–FGT member	On 5 July 2019, Susan Pabalate (NFSW–FGT member) was intimidated and harassed by 14 armed NTF members who visited her house in Malasibog, Escalante City.

“Dingding”	NFSW–FGT	<p>On 14 July 2019, armed men in civilian clothes intimidated and threatened the family of Dingding (NFSW–FGT leader in the area) in Hacienda Amparo, Mabini, Escalante City, saying that they would regret it if anything unpleasant happened to their mother if she refused to make a statement that she would surrender as a member of the Communist Party of the Philippines.</p>
residents of Minasugang, Tabunac, Toboso	NFSW–FGT	<p>On 14 July 2019, the residents of Minasugang, Tabunac, Toboso were intimidated and harassed during a Barangay Hall meeting by elements of the AFP. They were deceptively informed that a livelihood programme would be discussed in the meeting but were instead asked to surrender guns and weapons in their possession, which they did not have, and to clear their names. They were also forced to submit the names of the officials of their yet-to-be-registered cooperative affiliated to the NFSW–FGT. The records of the cooperative and related documents of their land case are now in the possession of the AFP.</p>

<p>171 residents from Barangays Bandila, Tabunac, Bugang and Magticol in Toboso</p>		<p>On 27 and 28 July 2019, 171 residents from Barangays Bandila, Tabunac, Bugang and Magticol in Toboso were forced to join a peace seminar led by the AFP and other local government agencies, with the aim of deradicalizing them.</p> <p>They were also forced to make anti-progressive group placards and red flags painted with a hammer and sickle and were forced to carry them in a protest rally around the town centre, chanting “stop collecting”.</p>
	<p>UMA-Isabela</p>	<p>UMA-Isabela was one of the progressive organizations red-tagged by the AFP between May and June 2020. Ripped sacks with names of activists accused of being recruiters for the NPA were hung on trees along major highways in three towns (Isabela, Cagayan and Tuguegarao City) and flyers were also distributed slandering activists as terrorists and recruiters for the NPA.</p> <p>In June 2021, officers of UMA-Isabela were again harassed for alleged links to the NPA – a fake surrender ceremony was organized, in which UMA officers refused to join the soldiers even though police officers</p>

		<p>and soldiers visited their houses for three days in a row, trying to coerce them to clear their names as NPA rebels. This incident occurred after UMA- Isabela filed a complaint at the Provincial Council of Santa Maria for violation of the minimum-wage law by a bio ethanol plant, which threatened members of UMA-Isabela with death threats and mass dismissals.</p>
--	--	--

ANNEX J REPORTED CASES OF UNFAIR LABOR PRACTICES (February 2023 – December 2024)

J-1:

FEDERATION OF FREE WORKERS (FFW)

The Federation of Free Workers reported 7 cases of unfair labor practice—illegal dismissal, union busting, among others—against its affiliated unions and members.

1. United Workers of Duty Free Philippines–FFW

After winning the consent election on November 18, 2022, the Union of Workers of Duty Free Philippines- FFW (UWDFP-FFW) received a renewed mandate to represent the regular rank-and-file employees of Duty Free Philippines Corporation (DFPC). On December 19, 2022, the Union submitted its proposal for a new Collective Negotiation Agreement (CNA) covering 2022–2025.

Negotiations for the new CNA began on February 9, 2023, and concluded in July 2023. The draft was then forwarded to DFPC's Chief Operating Officer (COO) for review and comment. However, no response has been received since.

While awaiting the COO's approval of the CNA, DFPC management, starting August 18, 2023, issued termination notices to all but one UWDFP officer. Meanwhile, nearly all officers of the rival union, the Duty Free Phils. Employees Association (DFPEA), were retained.

Most UWDFP-FFW members were also among those terminated without any clear criteria. Adding to concerns, DFPC continued hiring new and job order employees through a manpower agency to replace the dismissed regular workers. In response, UWDFP, with support from FFW, filed an Unfair Labor Practice (ULP) case, citing union busting, discriminatory dismissals, failure to bargain in good faith, and interference in union affairs.

Before this, UWDFP-FFW had filed a Petition for Certiorari, Prohibition, and Injunction to invalidate and prevent the implementation of Memorandum Order No. 2022-08, issued on September 23, 2022. This memorandum approved DFPC's Restructuring Plan, affecting 32 organizational units and reducing over 1,000 plantilla positions to just 345. Instead of automatically retaining affected employees, DFPC required them to reapply for the remaining positions.

The court did not grant an injunction against the restructuring, allowing the plan to proceed and leading to the retrenchment of over 400 regular DFPC employees. Making matters worse, the restructuring was implemented without the approval of President Ferdinand R. Marcos Jr. and without meaningful

consultation with affected employees. Additionally, the justification for the restructuring—citing operational challenges caused by the COVID-19 pandemic—was no longer relevant at the time of implementation.

2. Sumifru Supervisory Employees Union-FFW

The Sumifru Supervisory Employees' Association – FFW (SSEA-FFW) is the sole bargaining agent for supervisory employees at Sumifru Philippines Corporation (SPC), with a CBA effective from May 1, 2018, to April 30, 2023.

On April 28, 2023, a rival union, Progressive Supervisory Employees Union (PSEU), petitioned for a certification election. SSEA-FFW and PSEU agreed to a consent election on May 12, 2023. SSEA-FFW raised concerns that SPC's redundancy program—which affected bargaining unit members and was the subject of a July 21, 2022, notice of strike—impacted voter eligibility.

On June 12, 2023, a Certification Election (CE) was held with these preliminary results: PSEU received 0 votes, SSEA-FFW secured 15 votes, "No Union" garnered 33 votes, with 1 spoiled ballot and 7 abstentions. Additionally, there are 28 challenged votes that remain unopened, as eligibility within the bargaining unit is still under review.

On June 25, 2023, the union submitted a position paper to the NCMB-Region 12 requesting to open the 28 challenged votes as these unresolved votes could potentially impact the final outcome once eligibility is confirmed.

On July 14, 2023, the mediator-arbiter ruled that "No Union" won. SSEA-FFW appealed to the DOLE Secretary on August 1, 2023.

On April 5, 2024, DOLE ruled that the 28 challenged voters must be considered employees since the legality of the redundancy was still in dispute. PSEU's motion for reconsideration was denied on June 21, 2024. DOLE ordered the opening of the 28 votes on September 9, 2024, all of which favored SSEA-FFW, restoring its SEBA status. The Union officially received its SEBA certification on September 12, 2024.

On October 21, 2024, SSEA-FFW sent a letter to initiate CBA negotiations for 2023–2028, but management did not respond, prompting the union to file a Notice of Preventive Mediation (PM) with NCMB.

As of November 23, 2024: Three PM conferences were held (November 11, 19, and 21).

Management claimed willingness to negotiate but cited PSEU's pending petition before the Court of Appeals as a roadblock. PSEU challenged SSEA-FFW's SEBA status and the inclusion of the 28 votes, arguing these employees had already resigned and signed quitclaims.

In response, SSEA-FFW withdrew the PM case and elevated the dispute to a Notice of Strike. We have yet to receive updates as of this writing.

3. Ninja Van Riders Union-FFW

After previous unsuccessful attempts to form a union and obtain SEBA status, the Ninja Van Riders Union- FFW filed a petition for a certification election (CE) before the DOLE NCR. Following proceedings at the Med-Arbitration Office of DOLE, the CE was scheduled and held on October 13, 2023. However, less than the majority of eligible voters participated, leading to a failure of election. Despite this, the union secured the majority of votes among those who cast their ballots.

Following the certification election (CE) in November 2023, the company began issuing multiple Notice to Explain (NTE) memoranda to employees for alleged violations of Company Rules and Regulations (CRR).

The first wave of terminations involved around 20 union officers and members, who were dismissed based on alleged CRR violations. The dismissals escalated over the following months, with approximately 79 to 177 union officers and members terminated between February and May 2024.

In response, the union filed a Preventive Mediation case before the NCMB in May 2024, citing the mass terminations of regular employees. After several conciliation and mediation meetings, 46 employees opted to settle, were classified as redundant by the company, and received corresponding benefits.

Meanwhile, 131 union officers and members rejected the company's settlement offer and proceeded to file a case before the NLRC, alleging illegal termination, union busting, and unpaid monetary claims. Additionally, employees raised labor standards concerns over the company's failure to pay incentives based on the number of parcels delivered.

4. Ninja Van Riders (Bulacan)

In early March 2024, the company held meetings in Bulacan hubs, urging employees to switch to independent contractor status. The workers refused to transition from regular employees to independent contractors.

Beginning March 12, 2024, the company issued Notices to Explain (NTEs) to some workers, citing alleged violations of Company Rules and Regulations (CRR), including the Rider's Performance Evaluation (RPE), General Code of Conduct, and Proof of Delivery (POD) policy. Simultaneously, these workers were placed on 30-day preventive suspension without pay. In response, they submitted their respective written explanations to the company.

Between April 18 and August 2024, workers were served Notices of Decision informing them of their termination. Following these terminations, the company hired independent contractors to replace the dismissed regular employees—an apparent attempt to circumvent regular employment and prevent unionization.

This deliberate misclassification of employees as independent contractors is a clear violation of their security of tenure. Furthermore, by pressuring workers to accept contractor status, the company effectively undermined their right to self-organization, constituting Unfair Labor Practice.

On June 10, 2024, in response to the mass termination of regular employees, a Notice of Preventive Mediation was filed with the National Conciliation and Mediation Board (NCMB) – National Capital Region. However, multiple conciliation and mediation meetings failed to resolve the issue.

On October 14, 2024, the workers filed a formal complaint with the National Labor Relations Commission (NLRC) – NCR, which was followed by an Amended Complaint on October 28, 2024. In their complaint, the workers accused the company of committing several violations, including unfair labor practice through union busting, illegal dismissal, and the non-payment of monetary benefits such as overtime pay, service incentive leave, and 13th-month pay.

5. Ninja Van Riders (Cavite)

Regular employees of Ninja Van Philippines, assigned to various hubs in Cavite, have raised concerns regarding the company's employment practices. These employees, serving as Last Mile Delivery Riders, are responsible for delivering parcels across areas such as Carmona, Silang, Dasmariñas, Trece Martirez, Alfonso, Imus, Bacoar, General Trias, and Noveleta. Their workdays typically commence between 7:00 to 8:00 AM at their respective delivery stations, with deliveries starting around 9:00 AM and concluding once all assigned parcels for the day are delivered, often extending from 8:00 AM to as late as 10:00 PM.

Since October 2022, the company has engaged over ten agency-employed workers and, starting June 2023, has also employed Independent Contractors (ICs). These agency and IC workers have reportedly been given priority in parcel allocations, receiving more deliveries compared to regular employees. This practice has led to reduced delivery assignments for regular employees, adversely affecting their performance metrics and eligibility for incentives under the company's "Revised Old Incentive Scheme," which requires meeting elevated productivity targets.

In December 2023, the company issued Notices to Explain (NTEs) to several regular employees, citing allegations of underperformance and placing them on a 30-day preventive suspension without pay. Despite submitting written responses, these employees received Notices of Decision between January and April 2024, resulting in their termination. Following these dismissals, the company continued hiring independent contractors to replace the terminated

regular employees. In response, the affected workers filed a complaint with the National Labor Relations Commission (NLRC) in October 2024, challenging their terminations and the company's employment practices.

6. Samahang Manggagawa ng Mark Eve's Transit-FFW

In March 2024, union members filed a case with the NLRC over alleged illegal salary deductions. The union secured SEBA certification on May 8, 2024, and requested to begin CBA negotiations.

The first negotiation meeting was held on June 18, 2024, in Tabaco City, Albay. Tensions arose over ground rules, particularly management's proposal that only workers in "good standing" could represent the union— raising concerns as key union officers, including President Alberto Balean, had been barred from working since February-March 2024. The union viewed this as an attempt to exclude them from negotiations.

On June 19, the union filed for Preventive Mediation (PM) with NCMB. The first PM hearing on June 27 resulted in agreements to: Reconvene on July 8 for discussions; Continue CBA talks on July 17 and 19; and Suspend ground rules discussions.

However, on July 6, Balean received a Notice of Decision terminating him, citing prolonged absence, serious misconduct, willful disobedience, and gross negligence. In response, the union terminated conciliation proceedings on July 8 and filed a Notice of Strike (NOS) on July 18.

On July 18, 2024, the union filed a Notice of Strike (NOS). During the July 31 hearing, the union confirmed its intent to proceed with the strike, while management insisted on moving hearings to Region 5 since the workplace is in Albay.

The union held a strike vote on August 8 and 10, with 30 members voting in favor, and submitted the results on August 12. In the August 12 NOS hearing, both sides agreed to: discuss discrimination, harassment, and illegal deductions in CBA talks; submit negotiating panels by August 19, when management was set to present its CBA counter-proposal; and suspend the strike if management halted the termination of six union officers (pending management's response).

On August 30, both parties reached agreements on several CBA provisions, including overtime pay, thirteenth-month pay, severance pay, and tukod/breakdown. They rescheduled the next conciliation conference for September 12, and the union extended the strike suspension until then.

However, on September 11, FFW received a letter from management excluding union president Balean from negotiations due to his termination on July 6. With the September 12 conference still delayed, the union launched a strike on November 5 at the Cubao bus terminal.

A hearing on November 6 saw management refusing to reinstate the six terminated union officers, with the next hearing set for November 13.

As of November 14, 2024, the NCMB National Office mediated a resolution, leading to the lifting of the strike at Mark Eve's Transit. Key agreements include: all economic provisions and monetary concerns in the CBA will take effect on December 1; political issues will continue to be resolved before NCMB Region V; and a commitment to no retaliatory acts.

7. United Rank-And-File Employees of J&T Express (URFE J&T Express–FFW)

On October 9, 2024, the union filed a Notice of Strike (NOS) with the NCMB, citing gross violations of their Collective Bargaining Agreement (CBA) and unfair labor practices (ULP). A major concern was the management's failure to provide health benefits (HMO) as agreed in the CBA, despite the Department of Labor and Employment (DOLE) identifying multiple occupational safety and health (OSH) violations. The union highlighted workplace safety issues, pointing to a recent hospitalization of a worker in Cabuyao, Laguna, following an accident caused by OSH non-compliance.

Another contentious issue was the illegal dismissal of the union treasurer and two members, who were accused of fuel theft. The union also raised concerns over management's failure to implement key CBA provisions, such as HMO benefits and a union office, despite repeated assurances—including commitments made before the NCMB in May 2024. Additionally, management has failed to comply with reinstatement orders. The union president, whose case was resolved through voluntary arbitration, was only offered payroll reinstatement with reduced wages and no benefits. Meanwhile, another worker who won an illegal dismissal case at the NLRC has yet to be reinstated, despite the decision becoming final and executory six months ago.

On November 4, 2024, the union conducted a strike vote, which garnered overwhelming support, and formally submitted the results to the NCMB on November 15. A 10-hour marathon negotiation on November 22 ended without an agreement. However, after another lengthy negotiation on November 27, both parties reached a settlement, preventing the strike. While the agreement addressed some concerns, the union emphasized that certain issues remain unresolved.

J-2:
BUKLURAN NG MANGGAGAWANG PILIPINO (BMP)

1. Dreambuilders Equitable Alliance of Labor - Solidarity of Unions in the Philippines for Empowerment and Reforms - Bukluran ng Manggagawang Pilipino (DEAL-SUPER- BMP)

In December 2023, Dreambuilders Pro Inc. (DPI) began dismissing leaders and members of the Dreambuilders Equitable Alliance of Labor (DEAL) and shifted from direct hiring to subcontracting through a manpower agency upon discovering the union's existence.

Many of the affected workers had been with DPI for three to five years, primarily working on the Manna East warehouse development. They endured excessive working hours—sometimes exceeding 20 hours a day—under extreme weather conditions. Reports also surfaced about unpaid overtime, lack of night shift differential, and failure to provide mandatory benefits. Additionally, personal protective equipment (PPE) was not properly maintained or replaced, compromising worker safety.

Due to these exploitative conditions, workers launched a strike on March 18, 2024, at DPI's warehouse in Manna East, Barangay Dalig, Teresa, Rizal. On the first day of the strike, police and private security confronted the workers at their strike site. The union maintained that they had complied with all legal strike requirements, having filed their Notice of Strike (NoS) in February at the DOLE office in Intramuros.

Over the course of 11 hearings at the National Conciliation and Mediation Board (NCMB), DPI eventually offered the striking workers a two-month salary payout as compensation. However, the union rejected the offer, arguing that it was unjust and lacked legal basis.

As of June 2024, the dispute was resolved through an agreement between the parties.

J-3:
KILUSAN NG MANGGAGAWANG KABABAIHAN (KMK)

1. Illegal dismissal of workers at Global Lights Philippines Inc.

From October 14 to November 15, 2022, a company representative informally notified workers that they would no longer be reporting for work starting October 15. However, no formal memorandum was issued regarding the shutdown, loss of work, or possible resumption of operations. Despite the lack of an official notice, workers were denied entry to the company.

Upon verification with the Department of Labor and Employment (DOLE), the workers discovered that the company had failed to submit the required notice of shutdown and closure, as mandated by the Labor Code.

On November 4, 2022, the workers filed a complaint with DOLE. Despite multiple hearings, no settlement was reached as the employer refused to offer any compensation.

On September 18, 2023, the workers escalated the case to the National Labor Relations Commission (NLRC). However, the mandatory conference led by the Single Entry Approach (SEnA) desk officer failed, as both parties could not reach an agreement.

The workers eventually won their case at the NLRC, but they appealed due to errors in the computation of salaries and benefits. Simultaneously, Global Lighting also appealed, claiming financial incapacity to pay the awarded amounts.

The case is now pending at the Court of Appeals, with both parties awaiting a decision.

2. LS Philippines

Approximately 40 women workers were dismissed from LS Philippines due to the company's closure. Subsequently, a new company was established, absorbing some of the former employees, while others were not rehired. Since January 2023, there have been 20 hearings regarding this matter, yet no resolution has been reached.

3. Portal Steel Inc.

In Dasmariñas, Cavite, approximately 34 workers from Portal Steel Inc. were reportedly dismissed under circumstances they deem illegal. A decision was rendered in favor of these workers, mandating compensation for their unjust termination. However, the employer has filed an appeal against this ruling, leaving the case's final resolution pending.

J-4: KILUSANG MAYO UNO (KMU)

1. Nexperia Philippines Inc. Workers Union-NAFLU-KMU

The labor dispute at Nexperia Philippines Inc. (NPI) has been marked by significant tensions between the company's management and its workforce, primarily revolving around allegations of unjust layoffs and union-busting activities.

In September 2023, NPI initiated a series of workforce reductions, starting with the termination of eight employees, among whom were three officials of the Nexperia Philippines Inc. Workers Union (NPIWU), affiliated with the National Federation of Labor Unions-Kilusang Mayo Uno (NAFLU-KMU). The company cited "cost optimization" as the rationale behind these layoffs. Subsequently, in April 2024, an additional 54 workers were placed on a six-month temporary layoff, with further reductions anticipated. By July 2024, the total number of affected workers had risen to approximately 600.

The NPIWU-NAFLU-KMU has strongly opposed these actions, accusing NPI of engaging in union-busting tactics and violating the existing Collective Bargaining Agreement (CBA). The union contends that the layoffs disproportionately targeted union members and officials, undermining their right to organize and collectively bargain. They also argue that the company's actions contravene established seniority practices outlined in the CBA.

In response to the alleged unfair labor practices, the union conducted a strike vote on July 31, 2024, where 82% of its members favored initiating a strike. This decision was driven by the mass layoffs and perceived union-busting activities by the management. The union filed a notice of strike with the National Conciliation and Mediation Board (NCMB) Region IV-A in Calamba, Laguna, on June 26, 2024.

NPI's management has attributed the workforce reductions to the closure of certain departments, such as the Sensors department, as part of their cost optimization strategy. They maintain that these measures are necessary for the company's financial health and sustainability. However, the union disputes this justification, pointing to NPI's reported revenue of US\$2.1 billion in 2022 and its acquisition of the Dutch semiconductor company Nowi in November 2023 as evidence of the company's financial stability.

As of December 2024, the dispute has intensified, with NPI dismissing four union officials, including the union president, amid ongoing CBA negotiations. The company accused these officials of obstructing entry and exit points to the factory. The union and its affiliates have condemned these actions, viewing them as further attempts to undermine union activities and workers' rights.

The situation has culminated in a workers' strike initiated on March 5, 2025. After a 74-hour work stoppage, the Nexperia Philippines Inc. Workers Union (NPIWU) declared the end of their strike, achieving key victories. The workers' militant action pressured management to reopen negotiations with the union. According to NPIWU, the nearly four-day strike resulted in an estimated ₱1.26 billion in company losses.

Among the union's gains were the reinstatement of two dismissed officers, including union president Mary Ann Castillo, a wage increase of over ₱50 to be implemented over three years, and a commitment from management to prohibit any retaliatory actions against workers who joined the strike.

The union remains committed to fighting for the reinstatement of two other dismissed labor leaders and upholding the right of all workers to unionize and strike.

2. Philippine Gum Paste Inc.

Workers of Philippine Gum Paste Inc. (PGPI), a cake icing manufacturer in Cubao, Quezon City, are asserting their rights after the management disregarded their concerns regarding the company's relocation to Candelaria, Quezon. They claim they are being forced to transfer, with the threat of termination if they refuse.

The relocation was first announced to workers on July 29 and formally declared on August 2. During an assembly, the company warned that employees who do not report to the new factory by September 2 would be considered AWOL (absent without official leave), which could lead to dismissal, loss of benefits, and damage to their employment records.

Workers also raised concerns over the lack of support from the company, as no financial assistance, housing, or additional transportation allowance was offered to help with the transition. Many workers found the move unfeasible and opted not to transfer.

In response to these labor rights violations, workers sought assistance from the Alliance of Nationalist and Genuine Labor Organizations-Kilusang Mayo Uno (ANGLO-KMU) to discuss their legal options. During their first SENA (Single Entry Approach) negotiation on August 14, they demanded fair compensation for those unwilling to relocate. However, two weeks later, management rejected their proposed separation pay and tenure-based compensation.

On August 31, workers were barred from entering the Cubao factory. Out of the estimated 200 workers, 30 were forced to resign, while around 60 continue to demand rightful separation pay and other benefits. Additionally, the relocation to Region IV-A would reduce workers' minimum wage from ₱645 in NCR to ₱520.

3. Franklin Baker Inc.

In October 2024, approximately 3,200 workers at Franklin Baker Inc.'s Sta. Cruz, Davao del Sur plant were abruptly dismissed without prior notice or clear justification. The company communicated the indefinite suspension of operations through a Facebook group chat message on October 3, leaving workers uncertain about their employment status.

Labor group Kilusang Mayo Uno-Southern Mindanao Region (KMU-SMR) condemned the sudden layoffs, highlighting the lack of explanation from management and expressing concern over the economic impact on the affected employees.

As of November 2024, reports indicated that if a buyer for Franklin Baker's Philippine operations is not found, the company may cease operations by December 2024.

J-5:

PUBLIC SERVICES LABOR INDEPENDENT CONFEDERATION (PSLINK)

1. Philippine Amusement and Gaming Corporation Employees Association (PAGCEA)

Since October 2023, Philippine Amusement and Gaming Corporation (PACGOR) management has intensified efforts to undermine workers' freedom of association by using privatization and redundancy programs to carry out illegal dismissals and unfair transfers, targeting union leaders and members. They forced the selective abolition of 929 plantilla positions at Casino Filipino New Coast—a move halted only after union interventions before the Senate and Congress.

In May 2024, the Governance Commission for Government-Owned or -Controlled Corporations (GCG) approved this selective abolition in favor of a private entity's interests and ordered management to implement a placement process for affected employees. However, management has repeatedly violated placement agreements and refused union representation during the process. Moreover, an invalid placement process affected at least 378 workers at Casino Filipino New Coast without approval from the GGC and Civil Service Commission (CSC), resulting in 90 employees being declared separated and illegally dismissed, 22 of whom are PAGCEA officers and members.

From January 2024 to the present, PAGCEA members have been harassed by PAGCOR security personnel at their homes. Additionally, there was an incident involving AFP enlisted personnel Danilo Mabazza Tagal, who used

an unregistered vehicle to follow PAGCEA members and collect their private information. Tagal is under the Intelligence Service of the Armed Forces of the Philippines (ISAFP), an AFP intelligence division once headed by PAGCOR's Senior Vice President Brigadier General Raul Villanueva, who serves as Officer In Charge in the absence of Chairman Alejandro H. Tengco.

The union has submitted cases to the Court of Appeals, the Civil Service Commission, and the Office of the Ombudsman. However, to date, the requests for a temporary restraining order and a preliminary/permanent injunction have not been addressed.

2. PhilHealth Workers for Hope, Integrity, Transparency and Empowerment (PhilHealth WHITE)

Former PhilHealth President and CEO Emmanuel R. Ledesma, Jr., in collusion with certain PhilHealth Executive Committee members and the minority union Philippine Health Insurance Corporation Employees' Association (PHICEA), has engaged in unfair labor practices and grossly violated the Collective Negotiation Agreement. For instance, Ledesma repeatedly disparaged the PhilHealth-WHITE National Union President in front of agency staff. Under his leadership, PhilHealth management undermined PhilHealth-WHITE's right to be recognized as the Sole and Exclusive Negotiating Agent by excluding them from the Executive Committee and other official meetings. Furthermore, Ledesma delayed the signing of the CNA, interfered with the 2024 PhilHealth Provident Fund Board elections, and colluded with PHICEA—all of which eroded the right to freedom of association and collective bargaining for PhilHealth- WHITE. In one case, he even weaponized PHICEA by creating an Adhoc Investigating Committee to address a complaint by officer Susan Iduyan against PhilHealth-WHITE members serving on the PPF Board.

These actions stem from Ledesma's resentment over his own position and alleged irregularities at PhilHealth, such as administrative violations of civil service rules and other unfair personnel decisions. Additionally, the union faced retaliation for its public demand for accountability over the September 2023 Medusa data breach and its strong opposition to the controversial transfer of P60 billion in PhilHealth funds to the National Treasury.

PhilHealth-WHITE has formally filed a petition before the Public Sector Labor Management Council regarding the unfair labor practices and gross violations against freedom of association/collective negotiations against former PhilHealth President and Chief Executive Officer Emmanuel R. Ledesma, Jr. and other respondents on 06 March 2025.

J-6:
REPORTS OF MASS LAYOFFS
(reported by the Center for Trade Union and Human Rights)

1. Luenthai Philippines

In May 2024, Luenthai Philippines, a prominent garment manufacturer, retrenched approximately 2,000 workers, accounting for 60% of its workforce. This decision was primarily attributed to a sustained decline in product demand over the preceding two years, exacerbated by stringent sourcing requirements from the U.S. Customs and Border Protection (CBP), which posed unforeseen operational challenges.

The layoffs at Luenthai were part of a broader trend affecting the Philippine garment industry. Since the beginning of 2024, around 5,100 garment factory workers nationwide have either been retrenched or placed on forced leave due to weak overseas demand impacting local orders. At least nine factories, including Luenthai Philippines—the country’s largest cotton textile exporter—have been affected.

Luenthai Philippines operates manufacturing facilities in various locations, including the Clark Freeport Zone in Pampanga, as well as in Cebu, Tarlac, and Bataan provinces. The company collaborates with internationally renowned brands such as Ralph Lauren, Dillard’s, Adidas, Uniqlo, Victoria’s Secret, Coach, and Michael Kors.

The retrenchment has raised concerns among labor groups, with allegations of illegal dismissal due to the sudden nature of the layoffs and the lack of clear explanations provided to the affected workers.

1. Mactan Apparel Inc.

In July 2023, Mactan Apparel Inc., a Taiwanese-owned garment manufacturer exclusively producing Adidas apparel for the U.S. and European markets, ceased operations in the Mactan Export Processing Zone (MEPZ) in Lapu-Lapu City, Cebu. This closure resulted in the retrenchment of approximately 4,000 workers.

The Confederation of Wearable Exporters of the Philippines (CONWEP) reported that, from January to July 2023, the country’s wearable exports experienced a 22% decline, dropping from \$983.99 million in the same period in 2022 to \$768.68 million. This downturn was attributed to reduced demand in major markets, leading to significant challenges for garment manufacturers like Mactan Apparel Inc.

ANNEX K

OTHER ANTI-UNION ACTIVITIES

(February 2023 – December 2024)

1. Violence against workers during a mass mobilization

On November 30, 2024, during the Bonifacio Day rally in Manila, a confrontation between protesters and police resulted in injuries to at least 40 individuals, including 18 workers. The clash occurred as demonstrators attempted to breach police barricades en route to Mendiola, leading to physical altercations.

In response to the violence, the PNP filed charges against several individuals, including leaders of the labor group Kilusang Mayo Uno (KMU), for violations of the Public Assembly Act, direct assault, and disobedience to authority.

This incident highlights ongoing tensions between labor groups and authorities in the Philippines, particularly concerning issues of workers' rights and allegations of "red-tagging," where individuals or organizations are accused of communist affiliations without substantial evidence. Such incidents underscore the challenges faced by labor activists in exercising their rights to organize and protest.

2. State interference in union affairs

During a training session on December 8, 2024, employees from Coca-Cola Beverages Philippines, Inc. reported that their union, the North Luzon Coca-Cola Beverages Logistics Union (NOLCOCBLU), has failed to function as a legitimate workers' organization. According to the employees, the union neglects its responsibilities by not addressing grievances, failing to hold consultations with its members, and not disclosing financial reports. They also claimed that military forces have interfered with union activities, even holding meetings of union officers at military facilities.

NOLCOCBLU is affiliated with the Samahan at Alyansa ng mga Huwarang Unyong May Dangal (SAHUD), a federation allegedly organized by the National Task Force to End Local Communist Armed Conflict (NTF-ELCAC). SAHUD held its founding congress on October 18, 2023, at the PNP Museum in Camp Crame, Quezon City, where participants passed resolutions to establish the federation and elected national officers. Along with NOLCOCBLU, the Western Visayas Coca-Cola Beverages Logistics Union (WEVICOCBLU) and the Coca-Cola Southeast Mindanao Sales Union are also members of SAHUD. Public records indicate that some union officers are recognized by the Philippine

National Police (PNP) as active partners and stakeholders of the Directorate for Police Community Relations.

Since 2017, military forces have been actively red-tagging, profiling, surveilling, and intimidating union officers in Coca-Cola plants, with a particular focus on members of The RedSystem Company Inc. Employees Association – Federation of Free Workers (TRCIEA-FFW). On several occasions, union officers and members of TRCIEA were approached by Master Sergeant Omar Maranon Fernandez, who invited them to form a new union.

NOLCOCBLU and other Coca-Cola Logistics Unions in various regions were established under questionable circumstances, as their members originally belonged to TRCIEA-FFW. TRCI, the third-party logistics provider for Coca-Cola Beverages, was at the center of a 2019 Supreme Court decision that ruled TRCI employees should be considered regular employees of Coca-Cola Beverages (then Coca-Cola FEMSAA). Following this ruling, TRCIEA-FFW, a national union, petitioned the Department of Labor and Employment (DOLE) to maintain its national status. Instead of acting on that petition, regional DOLE directors approved the formation of separate unions like NOLCOCBLU in various regions, effectively fragmenting the national union.

ANNEX L
STATUS OF CASES OF KILLINGS REPORTED TO THE ILO HLT¹
(June 2016 – January 2023)

	Name of Victim/s	Occupation / Organization	Date of Incident	Status of the Case
1	Ariel Diaz	Danggayan Dagiti Mannalon ti Isabela (DAGAMI)	September 7, 2016	Arrest warrant issued against suspects who remain at large. Case archived until suspects are arrested.
2	Orlando Abangan	Partido Manggagawa – Cebu	September 17, 2016	Claimed to be not labor related according to CHR. Suspect identified but killed in an unrelated anti-drug operation.
3	Edilberto Miralles	R&E Taxi Union	September 24, 2016	No update.
4	Merlyn Valgun	Annex Vendors Association - KADAMAY Cavite	October 16, 2016	No suspect identified. Investigation said to be ongoing but no progress reported since 2020.
5	Dorie Mallari			
6	Joel Lising	Pagkakaisa ng mga Tri-Wheels Organization para sa Kabuhayan (PATOK)	December 5, 2016	No update.
7	Alexander Ceballos	National Federation of Sugarcane Workers (NSFW)	January 20, 2017	No suspect identified. Investigation said to be ongoing but no progress reported.
8	Glenn Ramos	Bayan Muna Party-list	February 7, 2017	No update.

¹ Updates provided in Annex 'L' through 'O' were compiled through WRW's collaboration with labor groups and advocates, including the Center for Trade Union and Human Rights (CTUHR). They were further supplemented by news research and data from the Solidarity Center report, "Updates on Cases of FOA Violations Reported by Trade Unions to the ILO High-Level Tripartite Mission to the Philippines (2023)," published in May 2024.

9	Orlando Eslana	Montecarba, an affiliate of the Task Force Mapalad National Peasant Federation (TFM)	February 11, 2017	Case filed against suspects. Trial ongoing.
10	Pepito Tiambong	Small-scale miners	February 11, 2017	Suspects charged; arrest warrants issued but 13 suspects remain at large. No movement in the case since 2020.
11	Jerson Bito			
12	Ariel Gelbero	Construction worker	February 16, 2017	No update.
13	Gaggil Jama	Palm plantation workers	April 1, 2017	No update.
14	Jemar Jama			
15	Radzmie Jama			
16	Francisco “Ka Antet” Guevarra	Gabay ng Unyon sa Telekomunikasyon ng mga Superbisor-PLDT (GUTS-PLDT)	July 12, 2017	No update.
17	Apolonio Maranan	Anakpawis	September 17, 2017	No update.
18	Reneboy Magayano	Maragusan Workers’ Association	September 18, 2017	No update.
19	Edwin Pura	PISTON	October 25, 2017	No suspect identified. Investigation said to be ongoing but no progress reported since 2020.
20	Lando Moreno	FPPI Workers Union-NAFLU-KMU	November 29, 2017	No update.
21	Flora Gemola	National Federation of Sugar Workers (NFSW)	December 21, 2017	No suspect identified. Investigation said to be ongoing but no progress reported.

22	Ronald Manlanat	National Federation of Sugar Workers - Hacienda Joefred Chapter	February 22, 2018	No suspect identified. Investigation said to be ongoing but no progress reported.
23	Jessebel Abayle	Siaton – TFM	February 23, 2018	Tagged as not labor related. Case filed against suspects. Trial ongoing.
24	Carmelina Amantillo			
25	Consolacion Cadevida			
26	Felimon Molero			
27	Jerry Adolfo	Sangandaan-Panghulo-Polo TODA	March 16, 2018	No update.
28	Ariel Maquiran	Bayan Muna Party-list	May 17, 2018	No update.
29	Julius Broce Barellano	Hacienda Medina Farmworkers Association - National Federation of Sugar Worker (NFSW)	June 27, 2018	Case filed against suspects. Trial ongoing.
30	Butch Rosales	Labor organizer	August 8, 2018	No suspect identified. Investigation said to be ongoing but no progress reported.

31	Eglicerio Villegas	National Federation of Sugar Workers (NFSW) - Hacienda Nene Chapter	October 20, 2018	No suspect to the massacre identified but charges were filed against leaders of the NFSW.
32	Angeli Fe Dumaguait-Arsenal			
33	Paterno Baron			
34	Rene “Dodong” Laurencio			
35	Morena Flores Mendoza			
36	Marcelina “Niknik” Dumaguait			
37	Rannel “Bingbing” Bantigue			
38	Jomarie Ughayon Jr.			
39	Marchtel Sumicad			
40	Danny Boy Bautista	Nagkahiusang Mamamuo sa Suyapa Farm (NAMASUFA)	October 31, 2018	No update.
41	Linus “Bebot” Cubol	KMU-Caraga; Manila Mining	November 27, 2018	No suspect identified. Investigation said to be ongoing but no progress reported since 2020.
42	Leonides “Dennis” Sequena	Partido Manggagawa	June 2, 2019	No suspect identified. Investigation said to be ongoing but no progress reported.
43	Felipe Dacal-Dacal	National Federation of Sugar Worker (NFSW)	June 7, 2019	No suspect identified. Investigation said to be ongoing but no progress reported.

44	Lito Itao	Guihulngan Habal-habal United Operators and Drivers Association – Pagkakaisa ng mga Samahan ng Tsuper at Operator Nationwide (GHUODA- PISTON)	July 26, 2019	No update.
45	Reynaldo Malaborbor	Alyansa ng Manggagawa sa Probinsiya ng Laguna (ALMAPILA)	November 4, 2019	No update.
46	John Farochilin	Alyansa sang Manunguma sa Miag-ao Pamanggas- Panay; Paghugpong sang Mangunguma sa Panay kag Guimaras (PAMANGGAS)	April 18, 2020	No update.
47	Carlito “Karletz” Badion	KADAMAY	May 28, 2020	No update.
48	Jose Reynaldo “Jory” Porquia	MIGRANTE Philippines	April 30, 2020	No suspect identified. Investigation said to be ongoing but no progress reported.
49	Jose Jerry Catalogo	National Federation of Sugar Worker (NFSW)	June 23, 2020	No suspect identified. Investigation said to be ongoing but no progress reported.

50	Zara Alvarez	National Federation of Sugar Worker-Food and General Trade (NFSW-FGT)	August 17, 2020	No suspect identified. Investigation said to be ongoing but no progress reported. Case archived.
51	Roy Giganto	Tumanduk nga Mangunguma Nga Nagapangapin sa Duta kag Kabuhi (TUMANDUK)	December 30, 2020	No developments were reported or no updated information were obtained.
52	Mario Aguirre			
53	Reynaldo Katipunan			
54	Eliseo Gayas Jr.			
55	Garson Catamin			
56	Rolando Diaz			
57	Maurito Diaz Sr.			
58	Artilito Katipunan			
59	Jomar Vidal Sr.			
60	Antonio Arellano	Paghiliusa sa Manguuma sa Sitio Binabono – NFSW	February 2, 2021	No suspect identified. Investigation said to be ongoing but no progress reported.
61	Leonardo Escala	Nagkakaisang Manggagawa sa Pantalan Incorporated - International Container Terminal Service Incorporated (ICTSI)	February 7, 2021	No suspect identified. Investigation said to be ongoing but no progress reported.
62	Emmanuel “Manny” Asuncion	Solidarity of Cavite Workers (SCW)	March 7, 2021	Case against suspects dismissed by DOJ for “lack of probable cause.”
63	Melvin Dasigao	SIKKAD K3 - KADAMAY		No suspect identified. Investigation said to be ongoing but no progress reported.
64	Mark Lee Bacasno			

65	Dandy Miguel	PAMANTIK-KMU; Lakas ng Nagkakaisang Manggagawa ng Fuji Electric	March 28, 2021	No suspect identified. Investigation said to be ongoing but no progress reported.
66	Fe Ornido	Samahan ng mga Magkakapitbahay sa Tsampaka South - Tala Estate Settler's Federation (SAMACAS - TESSEF)	July 21, 2021	No suspect identified. Investigation said to be ongoing but no progress reported.
67	Marlon Ornido			

ANNEX M
STATUS OF CASES OF ABDUCTIONS / ENFORCED DISAPPEARANCES
REPORTED TO THE ILO HLTM
(June 2016 – January 2023)

1. Iver Larit

Details of the incident: On April 5, 2022, at around 9 a.m., 51-year-old Iver Larit, an urban poor organizer and education officer for Kadamay-Negros, left his home in Barangay Mansilingan, Bacolod City, to attend a meeting with an urban poor community facing demolition threats. By 10 a.m., his son was unable to reach him via mobile phone. Concerned for his safety, Larit's family filed a missing person report with the local police on April 6.

Larit had previously faced state-sanctioned harassment. In 2011, he was detained for eight months on charges that were later dismissed due to lack of evidence. Despite these challenges, he continued his advocacy, organizing urban poor communities in Bacolod City threatened by demolition and adversely affected by government policies during the pandemic.

Status: The victim has not yet been found. No further development has been reported.

2. Alipio "Ador" Juat and Elizabeth "Loi" Magbanua

Details of the incident: Loi and Ador are long-time worker organizers of Kilusang Mayo Uno (KMU). They are known and respected organizers of workers at the North Harbor Port. They were abducted on May 3, 2022 while on their way home after attending a meeting with workers in Valenzuela City. Allegedly held against their will by state agents, the two are yet to be surfaced.

According to the testimony of Ador's daughter, Maureen, on the above-stated date, Ador was forcefully taken inside a car by unidentified men and brought to Camp Aguinaldo, the general headquarters of the Armed Forces of the Philippines (AFP). Loi, meanwhile, was taken inside a different car. At the camp, he was presented with pictures and asked to identify those. While held against his will, Ador was allowed by his captors to make a few quick visits to his daughter in Cavite between May and July 2022. During his visits, her daughter observed his distressed demeanor and was told about his situation. His last visit and contact to his family was on July 1.

While Loi was abducted alongside Ador, the former never made any contact with her family and colleagues since her disappearance. Prior to her abduction, Loi's partner, Ruth, narrated in her testimony that Loi was a victim of surveillance.

In the effort to find Ador and Loi, their families and colleagues filed

a petition for the issuance of a Writ of Amparo before the Court of Appeals. Such writ is issued to protect persons detained or held against their will. On September 9, 2022, the Court of Appeals granted the petition.

Status: On September 9, 2022, the Court of Appeals issued a Writ of Amparo against the AFP with a Permanent Protection Order in favor of petitioners and their immediate family. The Court declared the respondents accountable for the enforced disappearance and continued disappearance of Juat and Magbanua and ordered all respondents to cause the speedy conduct of a comprehensive and exhaustive investigation using extraordinary diligence on the continued disappearance of the two. CHR deployed a composite fact-finding team to investigate the disappearance. The military was ordered to investigate, and a Joint military-CHR-family team was supposed to be formed to investigate and search for the victims. However, the family canceled its participation. As of date, the victims have not yet been found.

3. Dyan Gumanao and Armand Dayoha

According to the accounts of the victims and witnesses, the couple were abducted on January 10, 2023 at a port in Cebu and were detained in a resort before they were rescued on January 16, 2023. Dyan and Armand are coordinators/organizers for Alliance of Concerned Teachers (ACT) and Alliance of Health Workers (AHW) in Region 7, respectively.

Dyan and Armand spent their holidays with their families in Cagayan De Oro and on January 7, 2023 they started finding ways to travel back to Cebu to catch-up with their work schedules. On January 9, they were finally able to board a 2GO ship boat and traveled on their way to Cebu. When they arrived and just got off the vessel in a port in Cebu, they were violently and forcefully placed and blindfolded in a silver-colored SUV by suspected elements of state security forces. According to the accounts of victims, while they were being detained, they have undergone interrogation and questioning regarding their political activities by the suspects. On January 15, 2023, Dyan was able to send information on where they are being kept and ask to get them. On January 16, family members and colleagues of the couple were able to rescue them.

Status: The abduction of the couple generated widespread media attention. January 6, 2024, the online media outlet, Rappler, said that CHR found solid links to the abduction that can be traced to the Intelligence Service of the Armed Forces of the Philippines (ISAFP), namely, a name of a person and a motorcycle that are involved in Dyan and Armand's abductions. This is the closest they have ever come to identifying a state perpetrator said Alfred Balajola, the CHR investigator.

ANNEX N
STATUS OF CASES OF ARRESTS AND FABRICATED CHARGES AGAINST
TRADE UNIONISTS REPORTED TO THE ILO HLTM
(June 2016 – January 2023)

Updated status of cases	Victims
Still under detention; Trial ongoing	<ol style="list-style-type: none"> 1. Marklen Maojo “Maoj” Maga 2. Juan Alexander “Bob” Reyes 3. Romina Astudillo 4. Mark Ryan Cruz 5. Jaymie Gregorio 6. Esteban “Steve” Mendoza 7. Oliver Rosales 8. Antonieta Dizon 9. Arnedo Lagunias 10. Joel Demate 11. Victoria Tumabiao
Released on bail but still facing charges and trial ongoing	<ol style="list-style-type: none"> 12. Rowena Rosales 13. Mary-Anne Krueger 14. Jose Bernardino 15. Elizabeth Camoral 16. Eugene Eugenio 17. Florentino “Pol” Viuya Jr. 18. Elmer Forro 19. Concepcion Opalla
Acquitted or had the cases against them dismissed post-ILO HLTM	<p><i>Piston 6:</i> 20-25. Elmer Cordero, Severino Ramos, Wilson Ramilia, Ramon Paloma, Ruben Baylon, Arsenio Ymas Jr.</p> <p><i>Tondo 3:</i> 26-28. Alma Moran, Reina Mae Nacino, Ram Carlo Bautista</p> <ol style="list-style-type: none"> 29. Benjamin “Banjo” Cordero 30. Roel Duyag 31. Aniceto Patac 32. Kara Taggaoa 33. Helari Balbuena 34. Ramon Rescovilla <p><i>Angat 2:</i> 35-36. John Griefen Arlegui and Reynaldo Viernes</p>

<p>Acquitted or had the cases against them dismissed pre-ILO HLTM</p>	<p>37. Eric E. Nalan 38. Arman SJ Caparanga 39. Ron Ron Flores 40. Raymond Galang 41. Jennelyn Nagrampa-Caballero 42-63. Noli Rosales and 21 Ceres Bus Drivers 64. Janet Villamar 65. Trixie Trenuela 66. Marilou Amaro 67. Edmylyn Gruta 68. John Milton Lozande 69. Cora Merioles Agovida 70. Analyn Tantoy 71. Dennise Velasco 72. Ramir Corcolon 73. Rosanilla "Lai" B. Consad 74. Oscar Villarino 75. Gerome Villarino 76. Vincent Juarez 77-159. Eighty-three Hacienda Tinang Farmworkers</p> <p>160. Alfredo R. Marañon 161. Dennis Derige 162. Joksán Branzuela 163. Jonel Labrador 164. Myra Opada 165. Cristito Pangan 166. Digna Mateo 167. Rodrigo Esparago 168. Lady Ann Salem</p>
<p>Freed without charges</p>	<p>169. Pablo Abela Jr. 170. Lito Abela 171. Angelo Abela 172. Alredo Abela 173. Homer Liansing 174. Angelo Alejo 175. Hendro Alejo</p>
<p>No update</p>	<p>176. Jerome Adonis 177. Ferdinand Gaite</p>

ANNEX O
STATUS OF CASES OF HARASSMENT, FORCED DISAFFILIATION,
RED-TAGGING/TERRORIST-TAGGING, INTERFERENCE TO THE RIGHT
TO SELF ORGANIZATION, AND OTHER FOA VIOLATIONS REPORTED
TO THE ILO HLTM
(June 2016 – January 2023)

O-1:
RED-TAGGING / TERRORIST-TAGGING

Reported Cases	Status / Updates
<p>The Alliance of Concerned Teachers (ACT) reported at least thirty-seven (37) incidents of red-tagging, terrorist-tagging, and/or prima facie act of designation as terrorists.</p>	<p>Red-tagging continued even after the ILO HLTM. In several instances between March and April 2023, Philippine Vice President Sara Duterte repeatedly claimed that ACT is a “front organization” of the CPP-NPA. In April 2023, the Alliance of Concerned Teachers (ACT) submitted a complaint to the International Labor Organization (ILO) regarding the red-tagging statements made by Vice President and Education Secretary Sara Duterte. The complaint, which was acknowledged by ILO Regional Director for Asia and the Pacific, Chihoko Asada-Miyakawa, highlighted Duterte’s remarks as an attempt to undermine and delegitimize the organization and its work.</p>
<p>The Kilusang Mayo Uno (KMU) reported at least seven incidents of red-tagging/terrorist-tagging targeting its affiliated unions, leaders, and members.</p>	<p>KMU reports that red-tagging/terrorist-tagging of the KMU and its leaders continued after the conduct of the ILO HLTM with the latest incident reported last May 8, 2024 in which officers and members of KMU unions in Cagdianao Mining Corporation and Hinatuan Mining Corporation were intimidated by the PNP to disaffiliate from Kilusang Mayo Uno, maliciously linking the KMU with the New People’s Army.</p>

<p>The Confederation for Unity, Recognition and Advancement of Government Employees (COURAGE) reported that the organization itself, its affiliates, and its national officers have been victims of red-tagging.</p>	<p>No recent reported incidence of red-tagging of COURAGE but NTF ELCAC social media posts targeting COURAGE have not been taken down as of May 31, 2024.</p>
<p>The BPO Industry Employees Network (BIEN) reported at least seven cases (mostly online) of red-tagging/terrorist-tagging that targeted the organization itself and its leaders.</p>	<p>FB posts red-tagging BIEN leaders in at least two accounts have not been taken down as of May 31, 2024.</p>
<p>Red-tagging of Leticia Castillo (finance officer of the Liga ng Manggagawa ng Valenzuela) and Daisy Bagni (Secretary General of Organisasyon Dagiti Nakurapay nga Umili iti Siyudad or ORNUS-KADAMAY) reported by the Kilusan ng Manggagawang Kababaihan (KMK).</p>	<p>No updates were obtained.</p>
<p>Red-tagging of Criselda Pacis Fiel (Chairperson of Migrante Isabela and Deputy Secretary-General of Migrante Philippines) and Cita Managuelod (Council Member of Danggayon Cagayan Valley) reported by MIGRANTE.</p>	<p>No updates were obtained.</p>

Red-tagging of KADAMAY National Chairperson, Gloria “Ka Bea” Arellano, KADAMAY National Vice-chairperson, Estrelieta Bagasbas, KADAMAY National Secretary General, Eufemia Doringo as well as of Christine Vidaya and 20 other members of Pinagkaisang Lakas ng Mamamayan (PLM) – Payatas Chapter reported by the Kalipunan ng Damayang Mahihirap (KADAMAY).	No updates were obtained.
--	---------------------------

O-2: FORCED DISAFFILIATION

Reported Cases	Status / Updates
KMU affiliated unions	
Nexperia Philippines Inc. Workers Union (NPIWU)-NAFLU-KMU	Did not disaffiliate
Wyeth Philippines Progressive Workers Union-DFA-KMU	Did not disaffiliate
Optodev Workers Union-NAFLU-KMU	Did not disaffiliate
Aichi Forge Phils., Inc. Employees Union I-OLALIA-KMU	Disaffiliated
Alcophil Workers Union-ANGLO-KMU	Disaffiliated
Filipinas Palm Oil Plantation Workers Union-NAFLU-KMU	Disaffiliated
United Workers of Mindanao Agri-Traders Inc.-NAFLU-KMU	Disaffiliated
Sta. Rosa Coca-Cola Plant Employees Union (SRCCPEU), Liga na Pinalakas ng Manggagawa ng Coca-Cola Sta. Rosa (LPMCCFP)	Disaffiliated
United Workers of Agumill-NAFLU-KMU	Disaffiliated
Musahamat Workers Labor Union (MWLU)-NAFLU-KMU	Disaffiliated
COURAGE affiliated unions	
Social Welfare Employees Association of the Philippines (SWEAP) - Department of Social Welfare and Development (DSWD)	Disaffiliated
Bureau of Customs Employees Association (BOCEA) - Bureau of Customs (BoC)	Did not disaffiliate
National Food Authority Employees Association (NFAEA)	Disaffiliated
Department of Agrarian Reform Employees Association (DAREA)	Disaffiliated

O-3:
HARASSMENT, INTERFERENCE IN UNION AFFAIRS,
& OTHER FOA VIOLATIONS

Reported Cases	Status / Updates
<p>Harassment of Union Leaders and Loss of the National Character of the Union at The Redsystems Company</p>	<p>The DOLE did not grant the petition. The union lost its nationwide bargaining scope. It only granted the status of Sole and Exclusive Bargaining Agent (SEBA) at the cluster level such as Davao, Cagayan de Oro/Bukidnon/Zamboanga. Former members of TRCI-FFW who now belong to the North Luzon Coca-Cola Beverages Logistics Union (NOLCOCBLU), because of the fragmentation of the national union, reports that their union is working closely with the NTF-ELCAC. NOLCOCBLU is affiliated with Samahan at Alyansa ng mga Huwarang Unyong May Dangal (SAHUD), a labor federation allegedly organized by the NTF. SAHUD held its founding congress inside the PNP headquarters. Some of its leaders attend seminars conducted by the military and police.</p>
<p>Harassment of Union Leaders at PH Global Jet Express Inc. (J&T Express)</p>	<p>The FFW won the certification election and was able to successfully negotiate a Collective Bargaining Agreement with J&T Express despite company and NTF-ELCAC harassment.</p>

<p>Intimidation, Red-Tagging and Union Busting against Union of Non-uniformed Personnel of the PNP</p>	<p>No CNA has been signed yet. Sarah Lerum remains dismissed from the service. One of her dismissal cases, the one charging her with conduct unbecoming of an officer was upheld by the Department of Interior and Local Government (DILG).</p>
<p>Discriminatory Practices against Union Officers and Interference in Union Affairs at Quezon City University (QCU)</p>	<p>The PSLMC found the QCU guilty of unfair labor practice. The QCU management still refused to negotiate with the union.</p>
<p>FOA Violation and Interference in Union Affairs at Quezon City University (QCU)</p>	<p>The Bureau of Labor Relations (BLR) nullified certification election for the faculty union. The Civil Service Commission (CSC) conciliated/mediated the intra-union dispute and both unions agreed to a joint CNA negotiation.</p>