

OFFICE OF THE CLERK
SENATE

12 NOV 1996

FIFTEENTH CONGRESS OF THE)
REPUBLIC OF THE PHILIPPINES)
Third Regular Session)

ON

SENATE

P.S. Resolution No. 900

INTRODUCED BY SENATOR JINGGOY EJERCITO ESTRADA

RESOLUTION

URGING THE APPROPRIATE SENATE COMMITTEE TO CONDUCT AN INVESTIGATION, IN AID OF LEGISLATION, ON THE ALLEGED RAMPANT VIOLATIONS OF LABOR LAWS AND REGULATIONS BY SEVERAL BUSINESS PROCESS OUTSOURCING (BPO) INDUSTRIES WITH THE END IN VIEW OF REVIEWING SAID LAWS AND FORMULATING, IF NECESSARY, SOUND LABOR POLICY FOR THE SECTOR THEREBY PROTECTING FURTHER BPO WORKFORCE

WHEREAS, Section 18, Article II of the 1987 Philippine Constitution provides that: "The State affirms labor as a primary social economic force. It shall protect the rights of workers and promote their welfare."

WHEREAS, Section 3, Article XIII of the Constitution likewise provides that:

"The State shall afford full protection to labor, local and overseas, organized and unorganized, and promote full employment and equality of employment opportunities for all.

It shall guarantee the rights of all workers to self-organizations, and peaceful concerted activities, including the right to strike in accordance with law. They shall be entitled to security of tenure, humane conditions of work, and a living wage. They shall also participate in policy and decision-making processes affecting their rights and benefits as may be provided by law.

X x x."

WHEREAS, one of the fastest growing and dynamic industries in the world now with an estimated global market worth of almost US\$200 billion is the Business Process Outsourcing (BPO) industry, which has become the Philippines' largest job provider in the private sector;

WHEREAS, the Philippines emerged as one of the major players in the BPO industry and this is expected to continue and grow in the coming years considering the country's financial attractiveness, low telecom costs, cheap cost of labor, the quality of Filipino workforce who are highly-skilled and English-proficient as well as a large pool of suitable labor at the entry level;

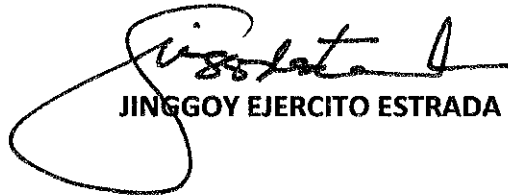
WHEREAS, per the Business Processing Association of the Philippines, the BPO industry has generated more than US\$11 billion in revenue and more than 700,000 in employment in 2011;

WHEREAS, there has been persistent reports of violations by several BPO industries of laws and regulations on minimum wage, working hours, service incentives and benefits, employment facilities, freedom of association, among others;

WHEREAS, other pressing concerns have likewise come to light regarding health, security threats and harassments experienced by BPO workers specially night-shift workers;

NOW THEREFORE, BE IT RESOLVED, AS IT IS HEREBY RESOLVED to urge and direct the proper Senate Committee to conduct an investigation in aid of legislation on the alleged rampant violations of labor laws and regulations by BPO industries with the end in view of reviewing said laws and formulating, if necessary, sound labor policy appropriate for the BPO sector.

Adopted,


JINGGOY EJERCITO ESTRADA