


SENATE
P.S. Res. No. 1268

RFC. _____


Introduced by Senator Raffy T. Tulfo

RESOLUTION

DIRECTING THE SENATE COMMITTEE ON MIGRANT WORKERS TO CONDUCT AN INQUIRY, IN AID OF LEGISLATION, INTO ALLEGED CASES OF AGE DISCRIMINATION FACED BY RETURNING OVERSEAS FILIPINO WORKERS (OFWs) SEEKING EMPLOYMENT IN THE PHILIPPINES, WITH THE END VIEW OF ENSURING EQUAL EMPLOYMENT OPPORTUNITIES FOR ALL FILIPINOS AND STRENGTHENING EXISTING POLICIES

1 WHEREAS, Article II, Section 18 of the 1987 Philippine Constitution mandates the
2 State to protect the rights of workers and promote their welfare;

3 WHEREAS, numerous complaints have surfaced indicating that returning OFWs,
4 particularly those in their middle age or older, face difficulties securing employment in
5 the Philippines due to age-related biases, despite possessing substantial work experience
6 and skills gained from years of employment abroad, which only forces them to seek
7 reemployment abroad;

8 WHEREAS, such alleged discriminatory practices undermine the principles of
9 inclusivity and fairness in the workplace and contradict the goals of existing labor laws,
10 which seek to protect the welfare of all workers regardless of age;

11 WHEREAS, Republic Act No. 10911, also known as the "Anti-Age Discrimination in
12 Employment Act," prohibits discrimination in employment on the basis of age, ensuring
13 that all qualified individuals have equal access to employment opportunities;

14 WHEREAS, the Labor Code directs that the State shall afford protection to labor,
15 promote full employment, ensure equal work opportunities regardless of sex, race or
16 creed, and regulate the relations between workers and employers;

1 WHEREAS, Overseas Filipino Workers (OFWs) significantly contribute to the
2 national economy through remittances and sacrifices made while working abroad, and
3 deserve proper support and equal opportunities upon reintegration into the Philippine
4 workforce;

5 WHEREAS, there is a pressing need to assess whether current laws, such as
6 Republic Act No. 10911, are adequately enforced and whether additional legislative
7 measures are necessary to further safeguard returning OFWs from age-based
8 discrimination in employment;

9 NOW, THEREFORE, BE IT RESOLVED, that the Senate Committee on Migrant
10 Workers, conduct an inquiry, in aid of legislation, into the alleged cases of age
11 discrimination experienced by returning OFWs seeking employment in the Philippines,
12 with the end view of ensuring the effective enforcement of anti-discrimination laws and
13 promoting equitable employment opportunities for all Filipinos.

14 BE IT FURTHER RESOLVED, that the Department of Migrant Workers (DMW), the
15 Overseas Workers Welfare Administration (OWWA), the Department of Labor and
16 Employment (DOLE), and other concerned agencies be directed to submit reports and
17 recommendations on policies and programs addressing the reintegration challenges faced
18 by returning OFWs, particularly concerning age-related employment barriers.

Adopted,



Raffy T. Tulfo *Raffy*