Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

EIGHTEENTH CONGRESS
Second Regular Session

HOUSE RESOLUTION NO. 1167

Introduced by Representative
RAYMOND DEMOCRITO C. MENDOZA
TUCP Partylist

A RESOLUTION CALLING FOR THE IMMEDIATE RATIFICATION BY THE
PHILIPPINE GOVERNMENT OF INTERNATIONAL LABOUR ORGANIZATION
CONVENTION NO. 190, OTHERWISE KNOWN AS VIOLENCE AND HARASSMENT
CONVENTION, 2019 (NO. 190)

WHEREAS, the Philippines, as a matter of policy, does not condone any form of workplace
violence and harassment as shown by existing laws on protection, prevention, and penalties on
violence and harassment in and outside the workplace, such as Republic Act No. 7877 (Anti-
Sexual Harassment Act of 1995), Republic Act No. 11313 (The Safe Spaces Act), Republic Act
No. 9262 (Anti-Violence Against Women and their Children Act of 2004), to name a few special
laws, and the Philippine Labor Code, as amended, and the Philippine Civil Service Code, affords
protection from various forms of workplace violence and harassment in the private and public
sectors, respectively;

WHEREAS, the Philippine Government delegation to the 108th (Centenary) Session of the
International Labour Conference in June 2019, headed by Secretary Silvestre H. Bello, III of the
Department of Labor and Employment, voted for the adoption of the International Labour
Organization Convention No. 190, otherwise known as Violence and Harassment Convention (No.
190) and Recommendation (No. 206), being a concrete expression of the Philippine Government’s
commitment to a world of work free from violence and harassment;

WHEREAS, Philippine labor and employer’s delegations participated in the crafting of this
international framework to end violence and harassment in the world of work or the International
Labour Organization Convention No. 190 (ILO Convention No. 190) and voted unanimously for
its adoption;

WHEREAS, given the Philippine Government commitment and that of the tripartite partners, the
ratification of ILO Convention No. 190 is imperative and the country’s advocacy for its ratification
by all member-States is made more urgent by the fact that our overseas Filipino workers, land-
based and sea-based, need protection from any form of violence and harassment in the host
country;

WHEREAS, ILO Convention No. 190, which applies to the public or private sector whether in the
formal or informal economy, protects workers and other persons in the world of work, including
employees defined by national law and practice, as well as persons working irrespective of their
contractual status, persons in training, including interns and apprentices, workers whose
employment has been terminated, volunteers, jobseekers and job applicants, and individuals
exercising the authority, duties or responsibilities of an employer¹; and defines “violence and
harassment” in the world of work to refer to a range of unacceptable behaviours and practices, or
threats thereof, whether a single occurrence or repeated, that aim at, result in, or are likely to result
in physical, psychological, sexual or economic harm, and includes gender-based violence and
harassment²;

WHEREAS, the ILO Convention No. 190 compliments international instruments that the
Philippines has already ratified such as the Convention on the Elimination of All Forms of
Discrimination against Women (CEDAW), the International Covenant on Civil and Political
Rights (CCPR), the International Covenant on Economic, Social and Cultural Rights (CESCR),
the International Convention on the Elimination of All Forms of Racial Discrimination (CERD),
the International Convention on the Protection of the Rights of All Migrant Workers and Members
of Their Families (CMW), and the Convention on the Rights of Persons with Disabilities (CRPD),
respectively;

WHEREAS, ILO Convention No. 190 will come into force on June 25, 2021, or just a year after
its adoption, following the ratification by Fiji and Uruguay in June 2020, while the governments
of Argentina, Finland and Spain have formally conveyed to the ILO, in March 2020, their intention
to ratify the convention and seek approval of their respective legislative assemblies;

WHEREAS, considering the Philippine adoption of ILO Convention No. 190 in June 2019 and
the urgency to afford protection to all our workers, especially the overseas Filipino workers
(OfWs), it is incumbent upon the Department of Labor and Employment (DOLE) and the Civil
Service Commission (CSC) to immediately take action for its ratification by President Rodrigo
Roa Duterte and confirmation by the Philippine Senate;

NOW, THEREFORE, BE IT RESOLVED, as it is hereby resolved, that the House of
Representatives calls on the Department of Labor and Employment (DOLE) and the Civil Service
Commission (CSC) to immediately take action for ratification by President Rodrigo Roa Duterte
and confirmation by the Philippine Senate of International Labour Organization Convention No.
190, otherwise known as Violence and Harassment Convention (No. 190), in the interest of
workers across all sectors as well as their families.

Adopted,

[Signature]

REP. RAYMOND DEMOCRITO C. MENDOZA
TUCP Partylist

¹ Article 2, International Labour Organization Convention No. 190, otherwise known as Violence and Harassment
Convention, 2019 (No. 190).
² Article 1, International Labour Organization Convention No. 190, otherwise known as Violence and Harassment
Convention, 2019 (No. 190).