

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)**

- 1 *WHEREAS*, the Philippines, as a matter of policy, does not condone any form of workplace  
2 violence and harassment as shown by existing laws on protection, prevention, and penalties on  
3 violence and harassment in and outside the workplace, such as Republic Act No. 7877 (Anti-  
4 Sexual Harassment Act of 1995), Republic Act No. 11313 (The Safe Spaces Act), Republic Act  
5 No. 9262 (Anti-Violence Against Women and their Children Act of 2004), to name a few special  
6 laws, and the Philippine Labor Code, as amended, and the Philippine Civil Service Code, affords  
7 protection from various forms of workplace violence and harassment in the private and public  
8 sectors, respectively;  
9
- 10 *WHEREAS*, the Philippine Government delegation to the 108<sup>th</sup> (Centenary) Session of the  
11 International Labour Conference in June 2019, headed by Secretary Silvestre H. Bello, III of the  
12 Department of Labor and Employment, voted for the adoption of the International Labour  
13 Organization Convention No. 190, otherwise known as Violence and Harassment Convention (No.  
14 190) and Recommendation (No. 206), being a concrete expression of the Philippine Government's  
15 commitment to a world of work free from violence and harassment;  
16
- 17 *WHEREAS*, Philippine labor and employer's delegations participated in the crafting of this  
18 international framework to end violence and harassment in the world of work or the International  
19 Labour Organization Convention No. 190 (ILO Convention No. 190) and voted unanimously for  
20 its adoption;  
21
- 22 *WHEREAS*, given the Philippine Government commitment and that of the tripartite partners, the  
23 ratification of ILO Convention No. 190 is imperative and the country's advocacy for its ratification  
24 by all member-States is made more urgent by the fact that our overseas Filipino workers, land-  
25 based and sea-based, need protection from any form of violence and harassment in the host  
26 country;  
27
- 28 *WHEREAS*, ILO Convention No. 190, which applies to the public or private sector whether in the  
29 formal or informal economy, protects workers and other persons in the world of work, including  
30 employees defined by national law and practice, as well as persons working irrespective of their

31 contractual status, persons in training, including interns and apprentices, workers whose  
32 employment has been terminated, volunteers, jobseekers and job applicants, and individuals  
33 exercising the authority, duties or responsibilities of an employer<sup>1</sup>; and defines “violence and  
34 harassment” in the world of work to refer to a range of unacceptable behaviours and practices, or  
35 threats thereof, whether a single occurrence or repeated, that aim at, result in, or are likely to result  
36 in physical, psychological, sexual or economic harm, and includes gender-based violence and  
37 harassment<sup>2</sup>;

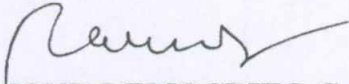
38  
39 **WHEREAS**, the ILO Convention No. 190 compliments international instruments that the  
40 Philippines has already ratified such as the Convention on the Elimination of All Forms of  
41 Discrimination against Women (CEDAW), the International Covenant on Civil and Political  
42 Rights (CCPR), the International Covenant on Economic, Social and Cultural Rights (CESCR),  
43 the International Convention on the Elimination of All Forms of Racial Discrimination (CERD),  
44 the International Convention on the Protection of the Rights of All Migrant Workers and Members  
45 of Their Families (CMW), and the Convention on the Rights of Persons with Disabilities (CRPD),  
46 respectively;

47  
48 **WHEREAS**, ILO Convention No. 190 will come into force on June 25, 2021, or just a year after  
49 its adoption, following the ratification by Fiji and Uruguay in June 2020, while the governments  
50 of Argentina, Finland and Spain have formally conveyed to the ILO, in March 2020, their intention  
51 to ratify the convention and seek approval of their respective legislative assemblies;

52  
53 **WHEREAS**, considering the Philippine adoption of ILO Convention No. 190 in June 2019 and  
54 the urgency to afford protection to all our workers, especially the overseas Filipino workers  
55 (OFWs), it is incumbent upon the Department of Labor and Employment (DOLE) and the Civil  
56 Service Commission (CSC) to immediately take action for its ratification by President Rodrigo  
57 Roa Duterte and confirmation by the Philippine Senate;

58  
59 **NOW, THEREFORE, BE IT RESOLVED**, as it is hereby resolved, that the House of  
60 Representatives calls on the Department of Labor and Employment (DOLE) and the Civil Service  
61 Commission (CSC) to immediately take action for ratification by President Rodrigo Roa Duterte  
62 and confirmation by the Philippine Senate of International Labour Organization Convention No.  
63 190, otherwise known as Violence and Harassment Convention (No. 190), in the interest of  
64 workers across all sectors as well as their families.

Adopted,

  
**REP. RAYMOND DEMOCRITO C. MENDOZA**  
*TUCP Partylist*

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

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