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**NINETEENTH CONGRESS OF THE)
REPUBLIC OF THE PHILIPPINES)
Second Regular Session)**

RECEIVED BY: 

SENATE

P.S.R. No. 726

INTRODUCED BY SENATOR RISA HONTIVEROS

RESOLUTION

URGING THE EXECUTIVE DEPARTMENT TO RATIFY THE INTERNATIONAL LABOUR ORGANIZATION (ILO) CONVENTION NO. 190 ON THE PREVENTION AND ELIMINATION OF "VIOLENCE AND HARASSMENT"

WHEREAS, Article XIII of the 1987 Constitution declares that the "State shall afford full protection to labor, local and overseas" and "shall protect working women by providing safe and healthful working conditions";

WHEREAS, the Philippines has enacted laws to respect, promote, and realize the right of everyone to be free from discrimination, violence, and harassment in the workplace, including the Labor Code as amended by Republic Act No. 6725, the Anti-Sexual Harassment Act (Republic Act No. 7877), and the Safe Spaces Act (R.A. No. 11313);

WHEREAS, on June 21, 2019, the International Labour Conference of the International Labour Organization (ILO) adopted Convention No. 190 on "Violence and Harassment," supplemented by Recommendation No. 206, recognizing the right of everyone to a world of work free from violence and harassment, and requiring ratifying States to adopt an inclusive, integrated, and gender-responsive approach for prevention and elimination of the same;

WHEREAS, ILO Convention No. 190 defines violence and harassment as "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 harassment";

WHEREAS, the Philippine delegation to the International Labour Conference, headed by then Department of Labor and Employment (DOLE) Secretary Silvestre Bello III, voted to adopt ILO Convention No. 190, in affirmation of the State's commitment to ensuring safety in the workplace;

WHEREAS, on March 23, 2022, representatives of the DOLE, workers, and employers came together through Tripartite Industrial Peace Council Resolution No. 1, Series of 2022, "Supporting the Ratification of ILO Convention No. 190 on Violence

and Harassment in the World of Work”;

WHEREAS, the DOLE Secretary explained that “adoption of Convention 190 is a welcome development for countries like ours. With significant number of Filipino migrant workers in precarious working conditions, this prompted the Philippine delegation to the ILO, including myself, to lobby for its adoption. We saw the need to ratify the convention to make it into force and bind other nations to commit to enact laws and adopt policies to eliminate violence and harassment in workplaces. The norms and benchmarks defined in the Convention will help ensure that workplaces are safer for our workers wherever they are”;

WHEREAS, on March 31, 2023, the Commission on Human Rights also declared support for ILO Convention No. 190, noting that “since the 1970s, the country’s labor market has been driven by export-oriented economic policies that employ women [and] women workers continue to experience diverse forms of *discrimination in the workplace*”;

WHEREAS, data from the Philippine Statistics Authority indicate that the number of Overseas Filipino Workers (OFWs) is once again increasing and 2021, an estimated 1.83 million OFWs were working abroad, with women comprising 60.2%;

WHEREAS, in 2022, the Department of Migrant Workers reported more than 24,000 cases of violation and abuse of OFWs working in Kuwait, with 823 OFWs experiencing physical maltreatment, 99 OFWs sexually abused, and 26 OFWs raped—all numbers that are one too many;

WHEREAS, just in January of this year, the charred remains of an OFW working in Kuwait were found beside a road in the desert, slain at the hands of her employer’s son, with the autopsy showing that her skull had been smashed and that she was raped and pregnant at the time of her murder;

WHEREAS, it is the State’s Constitutional and moral duty to enact all measures to guarantee that all Filipino workers, especially women, local and overseas, remain safe from brutality, violence, and harassment;

WHEREAS, ratification of ILO Convention No. 190 would not only enhance the Philippines’ institutional framework for preventing and addressing violence and harassment of workers in our country, but also spur on the international community to assure reciprocal protections for all workers;

WHEREAS, considering the Philippine adoption of ILO Convention No. 190 in June 2019, the urgent calls for ratification from the DOLE, workers, employers, and the CHR, and the dire need to afford protection to all Filipino workers, especially OFWs and women, it is imperative that President Ferdinand Romualdez Marcos, Jr. promptly ratify the same;

NOW THEREFORE, BE IT RESOLVED AS IT IS HEREBY RESOLVED THAT THE SENATE OF THE PHILIPPINES URGES THE EXECUTIVE DEPARTMENT TO RATIFY INTERNATIONAL LABOUR ORGANIZATION CONVENTION NO. 190 ON "VIOLENCE AND HARASSMENT" AND THE ACCOMPANYING RECOMMENDATION NO. 160.

Adopted.


RISA HONTIVEROS
Senator