

## 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 1987 Philippine Constitution recognizes the role of women in nation-building, values the dignity of every human person, and guarantees full respect for human rights;

**WHEREAS**, pursuant to Republic Act No. 10395, the TIPC is mandated to monitor the full implementation and compliance of concerned sectors with the provisions of all tripartite instruments, including international conventions and declarations, code of conduct, and social accords;

**WHEREAS**, the Philippine delegation to the 108<sup>th</sup> International Labor Conference in June 2019 supported the adoption of the Convention on the Elimination of Violence and Harassment in the World of Work (No. 190) supplemented by Recommendation No. 206;

**WHEREAS**, ILO Convention 190 is the very first international labor standards to provide a common framework to address violence and harassment in the world of work;

**WHEREAS**, ILO Convention 190 protect workers and other persons in the world of work, including employees as 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 employer;

**WHEREAS**, ILO Convention 190 applies to all sectors, whether private or public, both in the formal and informal economy, and whether in urban or rural areas;

**WHEREAS**, ILO Convention 190 covers violence and harassment in workplaces, places where workers take a rest break, during work-related trips, training, or social activities, as well as those committed through work-related communications, in employer-provided accommodations, and when commuting to and from work;

**WHEREAS**, part of the Department of Labor and Employment's (DOLE) eight-point agenda is ensuring full respect of labor standards and the fundamental principles and rights at work, including a workplace free of violence and harassment;

**WHEREAS**, the Leaders' Forum (LF) composed of employer groups and trade unions issued a Joint Statement last August 2021, expressing support in the ratification of ILO Convention 190 and emphasizing their active participation in the ratification process by launching massive awareness campaigns;

**WHEREAS**, the LF also recognizes the enactment of Republic Act No. 11313 (Safe Spaces Act) as a significant development that aligns the country's laws with ILO Convention 190;

**WHEREAS**, it was manifested during the Tripartite Executive Committee (TEC) meeting on 15 October 2021 that the ratification of ILO Convention 190 would not only demonstrate the Philippine government's commitment to ensure safer workplaces for all workers but would also help in attracting foreign direct investments to facilitate economic recovery;

**WHEREAS**, while employer and labor representatives note that existing Philippine laws are aligned with the principles of ILO Convention 190, the ratification of ILO Convention 190 will further strengthen and enhance the country's existing legal and institutional mechanisms in preventing and addressing violence and harassment in the world of work, including gender-based violence and harassment;

**WHEREAS**, DOLE created a Technical Working Committee (TWC) to spearhead the advocacy, consultation, and research in preparation for the Philippine government's ratification of ILO Convention 190;

**WHEREAS**, DOLE completed a gap analysis of ILO Convention 190 and conducted a National Tripartite Feedback e-Forum in February 2021 as part of the initiatives towards the ratification of ILO Convention 190;

**WHEREAS**, the TWC expanded its members to other concerned stakeholders like trade unions and employers to further organize massive advocacy campaigns and consultations to get the concurrence and support of stakeholders in ratifying ILO Convention 190;

**WHEREAS**, the TEC members unanimously proposed to adopt a tripartite resolution supporting the ratification of ILO Convention 190 to expedite the ratification process;


**NOW, THEREFORE, BE IT RESOLVED AS IT IS HEREBY RESOLVED THAT**, that we, the members of the TIPC, constituted through Republic Act No.

10395, strongly support the ratification ILO Convention 190 on Elimination of Violence and Harassment in the World of Work.

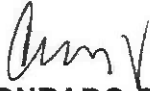
**APPROVED** this 23<sup>rd</sup> day of March 2022.

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