

**Republic of the Philippines  
HOUSE OF REPRESENTATIVES  
Quezon City**

**TWENTIETH CONGRESS  
First Regular Session**

**House Bill No. 6367**



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**Introduced by TUCP Party-list Representative  
HON. RAYMOND DEMOCRITO C. MENDOZA**

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**EXPLANATORY NOTE**

For far too long, women workers have suffered under the yoke of sexism, harassment, and even violence and sexual harassment in silence and impunity, fearing that speaking out will cost their jobs. Too many women workers remain underrepresented, undervalued, underpaid, or worse, unpaid. This is a betrayal of our nation's promise because our Constitution calls us to recognize women as pillars of nation-building and uphold the fundamental equality that defines our Republic.

In 2024, after years of advocacy and legislative campaign for the welfare of millions of Filipino workers here and abroad, especially women and our OFWs, the Philippines deposited the instrument of ratification of International Labour Organization (ILO) Convention No. 190 or the Violence and Harassment Convention of 2019. ILO C190 is the first global treaty recognizing the fundamental right of every worker to a world of work free from violence and harassment. While the Philippines made history as the first country in Asia to ratify ILO Convention No. 190, without an enabling law, this landmark convention will remain a mere declaration without action or a promise awaiting fulfillment.

Thus, the TUCP, together with the IndustriALL Philippines Women's Committee, is now taking historic action to enforce the provisions of ILO C190 and end all forms of violence and harassment against workers which pervade our workplaces. This proposed enabling law for ILO C190 incorporates the comprehensive definition of violence and harassment in the world of work which highlights economic harm as a violation of workers' rights. It defines violence and harassment as a "range of unacceptable behaviors and practices, or threats thereof, whether a single occurrence or repeated, that result in or are likely to result in physical, psychological, sexual, or economic harm, including gender-based violence and harassment." The legislation ensures full protection for all workers, regardless of employment status or sector.

In view of the foregoing, the passage of this bill is earnestly sought.

  
**HON. RAYMOND DEMOCRITO C. MENDOZA**  
*TUCP Partylist Representative*

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**AN ACT PROMOTING A WORLD OF WORK FREE FROM VIOLENCE  
AND HARASSMENT**

*Be it enacted by the Senate and House of Representatives of the Philippines in Congress assembled:*

**SECTION 1. Short Title.** - This Act shall be known as the “*World of Work Free From Violence and Harassment Act.*”

**SEC. 2. Declaration of Policy.** - It is the policy of the State to value the dignity of every human person and to guarantee full respect for human rights. It is likewise the policy of the State to protect the rights of workers and promote their welfare, including the prevention and elimination of all forms of violence and harassment in the world of work.

**SEC. 3. Coverage.** - This Act shall apply to 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. It likewise applies to all sectors, whether private or public, both in the formal and informal economy, and whether in urban or rural areas.

**SEC. 4. Definition of Terms.** – As used in this Act, the following terms shall mean:

- (a) *Gender-based violence and harassment* refers to violence and harassment directed at persons because of their sex or gender, or affecting persons of a particular sex or gender disproportionately, and includes sexual harassment
- (b) *Violence and harassment* in the world of work refers 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 harassment

(c) *World of work* refers to place occurring in the course of, linked with or arising out of work which includes the following places:

- (1) in the workplace, including public and private spaces where they are a place of work;
- (2) in places where the worker is paid, takes a rest break or a meal, or uses sanitary, washing and changing facilities;
- (3) during work-related trips, travel, training, events or social activities;
- (4) through work-related communication, including those enabled by information and communication technologies;
- (5) in employer-provided accommodation; and
- (6) when commuting to and from work.

**SEC. 5. *Unlawful or Prohibited Acts.*** – It shall be unlawful for any person to commit violence and harassment in the world of work such as but not limited to threatening behaviors either verbally, through insults and condescending language, or physically, through hitting or shoving, and as well as inappropriate sexual advances, among others.

Any person who committed such unlawful or prohibited act shall be punishable by six (6) months and one day to six (6) years and a fine of not less than One hundred thousand pesos (P100,000.00) but not more than Five hundred thousand pesos (P500,000.00).

If the offender is a juridical person, the penalty shall be imposed upon the owner, manager, partner, member of the board of directors and/or any responsible officer of an enterprise who participated in the commission of harassment or violence in the world of work against a worker or shall have knowingly permitted or failed to prevent its commission. In addition, the corporation shall be fined a minimum ten percent (10%) but not more than thirty percent (30%) of its net worth and its respective license or permit to operate may be revoked by the DOLE, or Securities and Exchange Commission (SEC), or Department of Trade and Industry (DTI), as the case may be.

If the offender is a foreigner, the offender shall be criminally prosecuted immediately. Thereafter, the offender shall be deported after serving sentence and will be permanently barred from re-entering the Philippines.

**SEC. 6. *Responsibilities of Employers.*** – Employers shall institute a zero-tolerance workplace policy against violence and harassment, including prevention programs, complaint and investigation procedures, and measures protecting against victimization or retaliation.

The complainant may initiate a complaint against any person for such unlawful or prohibited act before the grievance committee, human resource department or its equivalent functions of the entity to which the complainant is working for. The grievance committee, human resource department or its equivalent functions shall give due course to the complaint and decide the same within thirty (30) days from the filing of the complaint.

**SEC. 7. *Rights of Persons in the World of Work against Violence and Harassment.*** – The relevant government authorities and the employers shall provide for and promote the full realization of the following rights of the persons in the world of work towards freedom from violence and harassment:

- (a) Right to accessible, fair, and effective mechanisms for reporting, complaint, investigation, and dispute resolution inside and outside the workplace;
- (b) Right to remove oneself from a work situation which presents imminent danger to life, health, or safety without fear of retaliation;
- (c) Right to legal, social, medical, and administrative support services and remedies for victims of violence and harassment, including support, free legal assistance, and immediate redress mechanisms;
- (d) Right to privacy and confidentiality;
- (e) Right to information and training on prevention and protection measures against violence and harassment.

**SEC. 8. *Inter-agency Coordinating Committee Against Violence and Harassment in the World of Work.*** – There is hereby established an Inter-Agency Coordinating Committee Against Violence and Harassment in the World of Work which will formulate and periodically evaluate comprehensive integrated programs to combat and deter acts and instances of violence and harassment.

The Committee shall be co-chaired by the Secretary of the Department of Labor and Employment (DOLE) and the Chairperson of the Civil Service Commission (CSC), with the following as members:

- (a) Secretary, Department of Migrant Workers (DMW)
- (b) Chairperson, Philippine Commission on Women (PCW);
- (c) One (1) representative from a duly registered employers' organization;
- (d) One (1) representative from a duly registered trade union or workers' organization in the private sector; and
- (e) One (1) representative from a duly registered trade union or workers' organization in the public sector.

The representative of workers from the private sector shall be nominated by their respective most representative organizations and shall be appointed by the Secretary of the DOLE. The representative of workers from the public sector shall be nominated by their respective most representative organizations and shall be appointed by the Chairperson of the CSC. They shall have the term of three (3) years.

**SEC. 9. *Implementing Rules and Regulations.*** - The DOLE, CSC, and PCW, in consultation with workers, employers, and other concerned stakeholders, shall, within ninety (90) days from the effectivity of this Act, promulgate rules and regulations for the effective implementation of this Act.

**SEC. 10. *Appropriations.*** - Such amount as may be necessary for the implementation of this Act shall be included in the annual General Appropriations Act (GAA). National and local government agencies shall be authorized to utilize their mandatory Gender and Development (GAD) budget, as provided under Republic Act

No. 9710, otherwise known as "The Magna Carta of Women" for this purpose. In addition, LGUs may also use their mandatory twenty percent (20%) allocation of their annual internal revenue allotments for local development projects as provided under Section 287 of Republic Act No. 7160, otherwise known as the "Local Government Code of 1991".

**SEC. 11. *Separability Clause.*** - If any provision or part of this Act is declared invalid or unconstitutional, the remaining provisions or parts of this act shall remain in full force and effect, and the application of such provision to other persons or circumstances shall not be affected.

**SEC. 12. *Repealing Clause.*** - All laws, orders, issuances, rules, and regulations or parts thereof inconsistent with the provisions of this Act are hereby repealed, amended, or modified accordingly.

**SEC. 13. *Effectivity Clause.*** - This Act shall take effect fifteen (15) days after its publication in the Official Gazette or in a newspaper of general circulation.

Approved,