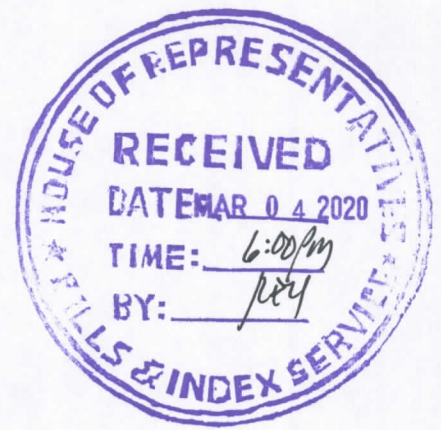


Republic of the Philippines  
**HOUSE OF REPRESENTATIVES**  
Constitution Hills, Quezon City

**EIGHTEENTH CONGRESS**  
*First Regular Session*

**765**

**HOUSE RESOLUTION NO. \_\_\_\_\_**



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Introduced by MARINO Party-list Representatives  
**SANDRO L. GONZALEZ**

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**RESOLUTION**

**CALLING ON THE HOUSE OF REPRESENTATIVES' COMMITTEE ON LABOR AND  
EMPLOYMENT TO INVESTIGATE IN AID OF LEGISLATION THE REPORTED  
NEFARIOUS PRACTICE OF AGE DISCRIMINATION IN THE RECRUITMENT,  
SELECTION AND EMPLOYMENT OF FILIPINO SEAFARERS**

**WHEREAS**, age discrimination can seriously affect the physical and emotional health of seafarers and job applicants. It can lead to decreased motivation and increased sickness and can compromise cohesive and effective teamwork. It can also negatively affect companies resulting in potential organizational, economic and legal consequences;

**WHEREAS**, Republic Act No. 10911 or the Anti-Age Discrimination in Employment Act was passed into law in August 2016, and its implementing rules and regulations (IRR) was signed on February 2, 2017;

**WHEREAS**, R.A. 10911 requires employers to exercise equal opportunities in employment by promoting employment of individuals on the basis of their abilities, knowledge, skills and qualifications rather than their age, prohibiting arbitrary age limitations in employment, promoting the right of all employees and workers regardless of age to be treated equally in terms of compensation, benefits, promotion, training and other employment opportunities;

**WHEREAS**, R.A. 10911 prohibits employers to: 1) print or publish in any form of media, including the internet, any notice of advertisement relating to employment suggesting preferences, limitations, specifications, and discrimination based on age; 2) require the declaration of age or birth date during the application process; 3) decline any employment application because of the individual's age; 4) discriminate against an individual in terms of compensation, terms and conditions or privileges of employment on account of such individual's age; 5) deny any employee's or worker's promotion or opportunity for training because of age; 6) forcibly lay off an employee or worker because of old age; 7) impose early retirement on the basis of such employee's or worker's age;

**WHEREAS**, there is a changing global workforce that is continuing to work longer, yet there are still many stereotypes associated with age that can play out on board ships. This can affect older employees who are medically and officially certified as "fit to work", as well as the young who can suffer from age-related stereotypes at the other end of the spectrum.

**WHEREAS**, it is provided under the International Labour Organization-Maritime Labour Convention (ILO-MLC) that the flag state must ensure that its regulations respect the fundamental right to be free from age discrimination, which can affect the physical and emotional health of employees, decrease motivation and increase sickness rates, as well as compromising cohesive and effective teamwork

**WHEREAS**, age discrimination is a form of unfair treatment that is alarmingly prevalent in the Philippine maritime industry, affecting directly or indirectly, seafarers with respect to recruitment, training, pay and promotion, as well as redundancy and retirement;

**WHEREAS**, the practice of age discrimination is exhibited: 1) when seafarers are discriminated against due to their age, the age they are thought to be or the age of someone they are linked with; 2) by stereotyping and making age-based assumptions about what seafarers can do or how they will behave; 3) by pressuring a seafarer into retiring; 4) by fixing seafarers' compensation and benefits based on their age and not on their job and skills; 5) by establishing workplace policies and practices that intentionally disadvantage an employee due to age; among many other age discrimination practices.

**NOW, THEREFORE, BE IT RESOLVED**, as it is hereby resolved by the House of Representatives, that Congress, through the Committee on Labor and Employment, conduct an inquiry on the illegal practice of age discrimination against Filipino seafarers of particular age groups.

Adopted,



**SANDRO L. GONZALEZ**  
*Representative*  
MARINO Party-list