**APPENDIX I: Report on the National Consultation on Care, Philippines**

**Philippines National Consultation on Decent Work on Care Economy**

26 April 2024, Quezon City

**Organisations:** IDWF, UNITED, PINAY, LEARN

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| SL NO | **Issue Area** | **Problem Description** | **Potential / Target Resolution** |
| 1 | Non-recognition of care work | **KEY: Recognition; discrimination and non-implementation of laws**  PSI / PSLINK - Barangay Health Workers   * Poor working conditions of BHW and other care workers   AFW   * Unjust discrimination towards careworkers, domestic workers, mostly women   UNITED   * “Domestic work, women work, no diploma” * Non-implementation of Batas Kasambahay * Different wage basis from other workers   UNI   * Classification of BHWs as volunteers   PIN@Y   * Lack of recognition, sometimes unions are not allowed to exist * Low perception of domestic workers | **KEY:**  PSLINK   * Magna Carta for BHWs * Magna Carta for Public Sector Workers * New Philippine Nursing Practice Act – equalize the public and private nurses   AFW   * Non monitoring and implementation of policies   UNITED   * Training with certification, organize care work, register * Full implementation of the act, and equal wages   UNI   * Pass Magna Carta for BHW that has provisions to regularize them   PIN@Y   * Push for the recognition of workers, gaining support from employers |
| 2 | Non-recognition of skills | **Key: no laws, no system to recognize skills gained from experience (depending on academic experience)**  PSLINK   * Low level of value put on care work   AFW   * Lack of opportunities to practice skills / education attainment; underemployment   UNITED   * Natural work at home, no pay * Low wages even if you have a diploma / have an education * No skills compensation   PIN@Y   * So many tasks beyond the job description is lumped under “domestic work” eg elderly care, tutoring children, special needs care | PSLINK   * Magna Carta for BHWs * Magna Carta for Public Sector Workers * New Philippine Nursing Practice Act – equalize the public and private nurses   AFW   * Non monitoring and implementation of policies   UNITED   * Training with certification, organize care work, register * Full implementation of the act, and equal wages   UNI   * Pass Magna Carta for BHW that has provisions to regularize them   PIN@Y   * Push for the recognition of workers, gaining support from employers |
| 3 | The burden of unpaid care work | **KEY: Unpaid care work; exploitation**  PSLINK   * Exploitative “volunteerism”   AFW   * Involuntary servitude among care workers * Unpaid overtime work   UNITED   * Always seen as volunteers, no pay, emotional stress * Patriarchy   PIN@Y   * Made to do tasks such as unpaid tutoring, elder care, among others * Extremely long working hours that leave them only 3-4 hours of sleep | PSLINK   * Profiling / Data of social and care workers   AFW   * Implement Labor Standard Laws   UNITED   * Free psychological test, living wage, non-recognition of skills. * Equal distribution of work   PIN@Y   * Categorization and specialization of skills * Enforcement of contract * Sharing and redistributing domestic work |
| 4 | Lack of access to care services | **KEY: No benefits, and/or lack of implementation of existing polices**  PSLINK   * Devolution of social and carework   AFW   * Care workers that provide health care cant benefit from health care themselves   UNITED   * No medical insurance / health card * No free medication, no care facilities   PIN@Y   * Care services are dependent on employment situation (eg non-universal care in CoD) * General difficulty in accessing care services * No insurance in some CoDs | PSLINK   * Legislative: lifting of local service cap ceiling at the LGU level * Nationalize public services, public care law to redistribute care * Allocate sufficient budget for care work = creation of jobs for careworkers   AFW   * Health benefit must be included in contact or agreement (CBA)   UNITED   * Free medical health card, free labs and check up * Free medical and facilities for care workers   PIN@Y   * Extend coverage to those with precarious employment situation (eg terminated workers) * Healthcare for migrants in general |
| 5 | Access to social protection | **KEY: social protection for all care workers**  AFW   * Lack of social benefits (sickness, retirement, injury, etc.)   UNITED   * Employer does not enroll the worker for social protection * Lack of implementation of BK   UNI   * BHWs do not have access to mandatory social protection * Inadequate social protection for hospital workes   PIN@Y   * Lack of social protection: no pension, no universal heathcare, no retirement benefits, no housing, no free training or education * Non-inclusion under social security schemes in general | * Inclusion of retirement pay, health benefits and injury related cases   UNITED   * Register in social protection agencies * Full implementation, inspection   UNI   * Extend mandatory social protection coverage to BHWs * Institute child, family benefits, unemployment benefits, adequate health protection, sickness / disability benefits, age benefits   PIN@Y   * Establish a pension scheme for returning migrants * Recalibrate social protection schemes to include the situation of OFWs * Ease access to social services when in the Philippines (eg single portal for Pag-IBIG, PhilHealth, SSS, etc.) |
| 6 | Reduction of long work hours | **KEY: care workers face long work hours, demand overtime pay, and addressing the labor shortage**  PSLINK   * Understaffing and lack of budget, contractual and precarious work   AFW   * Understaffing and 12+ hrs duty * Reduction of benefits   UNITED  Too long working hours, no overtime pay  UNI   * Long hours | PSLINK   * Set safe staffing ratios (eg set number of staff, creating regular jobs) * Campaign for increased budget   AFW   * hire more workers * 8-8-8 work life balance * implement labor laws and other Philippine law   UNITED   * Overtime pay * Inspection   UNI   * Overtime pay / overtime premium for BHWs * Address staffing shortage by raising compensation   PIN@Y   * Care work and break times for stay in workers should be specified in contracts |
| 7 | Redistributing unpaid care work across genders | **KEY: equal distribution of care work (at home and at work)**  PSLINK   * Gender division highly skewed for women   AFW   * Unequal distribution of unpaid care work (tasks, discrimination)   UNITED   * Burden for women, unequal work at home * Gender discrimination   PIN@Y   * The vast majority of domestic workers are female * Culturally, Filipinos expect domestic work and reproductive work to be done by women | PSLINK   * Labor Code to resolve precarious work in the public sector; regularize care jobs are largely informal at the moment   AFW   * Gender equality, gender mainstreaming   UNITED   * Giving same tasks in households, giving all genders the opportunity to do work * Gender seminar   PIN@Y   * Gender strike to raise awareness of the continuing issue |
| 8 | Redistributing unpaid care work across household and state | **KEY:**  PSLINK   * Incoherent, disjointed laws and policies; deficits in monitoring and feedback   AFW   * Discrimination, socially constructed push for women to do the work   UNITED   * Also still doing domestic work at home, after full day of domestic work for employer * Patriarchy and discrimination   PIN@Y   * Very few public facilities for care (eg daycare, preschool * No facilities abroad, or facilities are not for the use of migrants | PSLINK   * Ensure compliance with tripartite framework   AFW   * Compensate unpaid care work   UNITED   * Redistribute work at home * Stop the limiting / boxing care work for women   PIN@Y   * National campaign for education towards eliminating unpaid care (eg compensation even for family members) * Craft and enforce care policies: school bus, community kitchens, community laundry, etc.) |
| 9 | Existence of care policies |  |  |