**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
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| 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

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| 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
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| 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
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| 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.)
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| 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

 UNITEDToo long working hours, no overtime payUNI* 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
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| 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
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| 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.)
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| 9 | Existence of care policies |  |  |