

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

SL NO	Issue Area	Problem Description	Potential / Target Resolution
1	Non-recognition of care work	<p>KEY: Recognition; discrimination and non-implementation of laws</p> <p>PSI / PSLINK - Barangay Health Workers</p> <ul style="list-style-type: none">Poor working conditions of BHW and other care workers <p>AFW</p> <ul style="list-style-type: none">Unjust discrimination towards careworkers, domestic workers, mostly women <p>UNITED</p> <ul style="list-style-type: none">"Domestic work, women work, no diploma"Non-implementation of Batas KasambahayDifferent wage basis from other workers <p>UNI</p> <ul style="list-style-type: none">Classification of BHWs as volunteers <p>PIN@Y</p> <ul style="list-style-type: none">Lack of recognition, sometimes unions are not allowed to exist	<p>KEY:</p> <p>PSLINK</p> <ul style="list-style-type: none">Magna Carta for BHWsMagna Carta for Public Sector WorkersNew Philippine Nursing Practice Act – equalize the public and private nurses <p>AFW</p> <ul style="list-style-type: none">Non monitoring and implementation of policies <p>UNITED</p> <ul style="list-style-type: none">Training with certification, organize care work, registerFull implementation of the act, and equal wages <p>UNI</p> <ul style="list-style-type: none">Pass Magna Carta for BHW that has provisions to regularize them <p>PIN@Y</p> <ul style="list-style-type: none">Push for the recognition of workers, gaining support from employers

		<ul style="list-style-type: none"> • Low perception of domestic workers 	
2	Non-recognition of skills	<p>Key: no laws, no system to recognize skills gained from experience (depending on academic experience)</p> <p>PSLINK</p> <ul style="list-style-type: none"> • Low level of value put on care work <p>AFW</p> <ul style="list-style-type: none"> • Lack of opportunities to practice skills / education attainment; underemployment <p>UNITED</p> <ul style="list-style-type: none"> • Natural work at home, no pay • Low wages even if you have a diploma / have an education • No skills compensation <p>PIN@Y</p> <ul style="list-style-type: none"> • So many tasks beyond the job description is lumped under “domestic work” eg elderly care, tutoring children, special needs care 	<p>PSLINK</p> <ul style="list-style-type: none"> • Magna Carta for BHWs • Magna Carta for Public Sector Workers • New Philippine Nursing Practice Act – equalize the public and private nurses <p>AFW</p> <ul style="list-style-type: none"> • Non monitoring and implementation of policies <p>UNITED</p> <ul style="list-style-type: none"> • Training with certification, organize care work, register • Full implementation of the act, and equal wages <p>UNI</p> <ul style="list-style-type: none"> • Pass Magna Carta for BHW that has provisions to regularize them <p>PIN@Y</p> <ul style="list-style-type: none"> • Push for the recognition of workers, gaining support from employers
3	The burden of unpaid care work	<p>KEY: Unpaid care work; exploitation</p> <p>PSLINK</p> <ul style="list-style-type: none"> • Exploitative “volunteerism” 	<p>PSLINK</p> <ul style="list-style-type: none"> • Profiling / Data of social and care workers <p>AFW</p> <ul style="list-style-type: none"> • Implement Labor Standard Laws <p>UNITED</p>

		<p>AFW</p> <ul style="list-style-type: none"> • Involuntary servitude among care workers • Unpaid overtime work <p>UNITED</p> <ul style="list-style-type: none"> • Always seen as volunteers, no pay, emotional stress • Patriarchy <p>PIN@Y</p> <ul style="list-style-type: none"> • 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 	<ul style="list-style-type: none"> • Free psychological test, living wage, non-recognition of skills. • Equal distribution of work <p>PIN@Y</p> <ul style="list-style-type: none"> • Categorization and specialization of skills • Enforcement of contract • Sharing and redistributing domestic work
4	Lack of access to care services	<p>KEY: No benefits, and/or lack of implementation of existing policies</p> <p>PSLINK</p> <ul style="list-style-type: none"> • Devolution of social and carework <p>AFW</p> <ul style="list-style-type: none"> • Care workers that provide health care cant benefit from health care themselves <p>UNITED</p> <ul style="list-style-type: none"> • No medical insurance / health card 	<p>PSLINK</p> <ul style="list-style-type: none"> • 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 <p>AFW</p> <ul style="list-style-type: none"> • Health benefit must be included in contract or agreement (CBA) <p>UNITED</p> <ul style="list-style-type: none"> • Free medical health card, free labs and check up

		<ul style="list-style-type: none"> No free medication, no care facilities <p>PIN@Y</p> <ul style="list-style-type: none"> Care services are dependent on employment situation (eg non-universal care in CoD) General difficulty in accessing care services No insurance in some CoDs 	<ul style="list-style-type: none"> Free medical and facilities for care workers <p>PIN@Y</p> <ul style="list-style-type: none"> Extend coverage to those with precarious employment situation (eg terminated workers) Healthcare for migrants in general
5	Access to social protection	<p>KEY: social protection for all care workers</p> <p>AFW</p> <ul style="list-style-type: none"> Lack of social benefits (sickness, retirement, injury, etc.) <p>UNITED</p> <ul style="list-style-type: none"> Employer does not enroll the worker for social protection Lack of implementation of BK <p>UNI</p> <ul style="list-style-type: none"> BHWs do not have access to mandatory social protection Inadequate social protection for hospital workers <p>PIN@Y</p>	<ul style="list-style-type: none"> Inclusion of retirement pay, health benefits and injury related cases <p>UNITED</p> <ul style="list-style-type: none"> Register in social protection agencies Full implementation, inspection <p>UNI</p> <ul style="list-style-type: none"> Extend mandatory social protection coverage to BHWs Institute child, family benefits, unemployment benefits, adequate health protection, sickness / disability benefits, age benefits <p>PIN@Y</p> <ul style="list-style-type: none"> 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

		<ul style="list-style-type: none"> Lack of social protection: no pension, no universal healthcare, no retirement benefits, no housing, no free training or education Non-inclusion under social security schemes in general 	Pag-IBIG, PhilHealth, SSS, etc.)
6	Reduction of long work hours	<p>KEY: care workers face long work hours, demand overtime pay, and addressing the labor shortage</p> <p>PSLINK</p> <ul style="list-style-type: none"> Understaffing and lack of budget, contractual and precarious work <p>AFW</p> <ul style="list-style-type: none"> Understaffing and 12+ hrs duty Reduction of benefits <p>UNITED</p> <p>Too long working hours, no overtime pay</p> <p>UNI</p> <ul style="list-style-type: none"> Long hours 	<p>PSLINK</p> <ul style="list-style-type: none"> Set safe staffing ratios (eg set number of staff, creating regular jobs) Campaign for increased budget <p>AFW</p> <ul style="list-style-type: none"> hire more workers 8-8-8 work life balance implement labor laws and other Philippine law <p>UNITED</p> <ul style="list-style-type: none"> Overtime pay Inspection <p>UNI</p> <ul style="list-style-type: none"> Overtime pay / overtime premium for BHWs Address staffing shortage by raising compensation <p>PIN@Y</p>

			<ul style="list-style-type: none"> Care work and break times for stay in workers should be specified in contracts
7	Redistributing unpaid care work across genders	<p>KEY: equal distribution of care work (at home and at work)</p> <p>PSLINK</p> <ul style="list-style-type: none"> Gender division highly skewed for women <p>AFW</p> <ul style="list-style-type: none"> Unequal distribution of unpaid care work (tasks, discrimination) <p>UNITED</p> <ul style="list-style-type: none"> Burden for women, unequal work at home Gender discrimination <p>PIN@Y</p> <ul style="list-style-type: none"> The vast majority of domestic workers are female Culturally, Filipinos expect domestic work and reproductive work to be done by women 	<p>PSLINK</p> <ul style="list-style-type: none"> Labor Code to resolve precarious work in the public sector; regularize care jobs are largely informal at the moment <p>AFW</p> <ul style="list-style-type: none"> Gender equality, gender mainstreaming <p>UNITED</p> <ul style="list-style-type: none"> Giving same tasks in households, giving all genders the opportunity to do work Gender seminar <p>PIN@Y</p> <ul style="list-style-type: none"> Gender strike to raise awareness of the continuing issue
8	Redistributing unpaid care work across household and state	<p>KEY:</p> <p>PSLINK</p> <ul style="list-style-type: none"> Incoherent, disjointed laws and policies; deficits in 	<p>PSLINK</p> <ul style="list-style-type: none"> Ensure compliance with tripartite framework <p>AFW</p>

		<p>monitoring and feedback</p> <p>AFW</p> <ul style="list-style-type: none"> • Discrimination, socially constructed push for women to do the work <p>UNITED</p> <ul style="list-style-type: none"> • Also still doing domestic work at home, after full day of domestic work for employer • Patriarchy and discrimination <p>PIN@Y</p> <ul style="list-style-type: none"> • Very few public facilities for care (eg daycare, preschool • No facilities abroad, or facilities are not for the use of migrants 	<ul style="list-style-type: none"> • Compensate unpaid care work <p>UNITED</p> <ul style="list-style-type: none"> • Redistribute work at home • Stop the limiting / boxing care work for women <p>PIN@Y</p> <ul style="list-style-type: none"> • 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		