

Sustaining the Gains: Decent Work for Domestic Workers in the Philippines Country Report



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Profile of Local Domestic Workers



- 2.08 million workers were employed in private Households
1.804 million in 2017
- Domestic work is an important source of paid employment for women
- 74 Thousand child DWs (estimated)

Conditions of Domestic Workers

- Live-in domestic workers work an average of 12.3 hours per day
- Live-in domestic workers earn an average of P133.33 per day
- No overtime pay

Conditions of Domestic Workers



- ☐ Minimum wage improved, but still underpaid; live out workers not covered by wage orders
- ☐ Working conditions need improvement (privacy, hours at work, night work)
- ☐ Do not enjoy National Holidays:
 - ☐ No leave on holidays
 - ☐ If worked, not given double pay

Conditions of Domestic Workers



- ☐ Social Protection issues:
 - ☐ Live out domestic workers not covered as employees
 - ☐ If registered as voluntary member with the Social Security System, cannot enjoy employees compensation benefits for accidents and injuries at work
 - ☐ No separation pay
 - ☐ No retirement pa
 - ☐ Retirement Age needs to be determined

Conditions of Domestic Workers



- ☐ Not covered by labor inspection
- ☐ Conditions hardly monitored
- ☐ No counterpart employers group = No Collective Bargaining Agreement
- ☐ Grievance mechanism not always in place
- ☐ Representation in tripartite and policy making bodies wanting

Initiatives of SENTRO, FFW, LEARN



□ Policy making

- Actively participated in the drafting a policy proposal for domestic workers amongst TUs and NGOs;
- Campaigned and worked with legislators who sponsored the bill that was eventually passed into law, which is called *Batas Kasambahay*.
- Both are engaged in various campaign for domestic work and also for the successful ratification of ILO C189.

□ Active in the PH Domestic Work Technical Working Group

Initiatives of LEARN



- Priority sector
- Organizing of domestic workers

Organizing Domestic Workers



With the help of LEARN

- A savings coop is established
- Aside from educating and organizing them for their rights, organizing also included support for individual economic development of domestic workers
- Organizing was done house-to-house visits, one-on-one conversations about their problems at work and at their own homes, and about forming unions and collective actions to support one another

Purposes of UNITED



- ❑ To organize a democratic national union of domestic workers in the Philippines that empower them to claim and protect their rights as workers.
- ❑ To help enhance the skills and knowledge of domestic workers that should help them to improve their lives.
- ❑ To educate local and migrant domestic workers

FFW organized TAUMBAHAY



- ☐ Tanggulan at Ugnayan ng Manggagawang Kasambahay
- ☐ Organized for mutual protection and aid
- ☐ Used the Domestic Workers Empowerment Program (DWEPP) module by the ILO and improved by the PH Domestic Work TWG
- ☐ Livelihood initiatives (catering)
- ☐ In the rural area, some are wives of trade unionists

Strategies



- Organizing. To gather, educate, strengthen the comradeship and to fight decent work for domestic workers. Also to expand and develop new leaders that are capable to speak issues of domestic workers.
- Political engagement. UNITED engages local government unites, relevant government agencies, private organizational purposes. It also builds alliances and linkages with national and international labor unions to enable itself to build its strength and power.

Strategies



- Livelihood and socio-economic programs. These include occupational skills development, creation of cooperatives/damayán and insurance schemes for domestic workers.
- Collective bargaining and dialogues. United will represent domestic workers in bargaining and dialogues with employers' and
- Workers' education and training. United conducts continuous trainings to educate domestic workers about the movement in general.

Strategies



- Gender program. UNITED ensures that domestic workers are aware of their rights as women and to protect them from all forms of violence against women and children.
- Legal and paralegal trainings. These trainings seek to enhance the knowledge of domestic workers about labor and other laws that are relevant for the protection of their rights.

Role and Activities of United, FFW

United Domestic Workers of the Philippines (United) was formed and launched in April 2015.

- Educate domestic workers about their labor rights
- Capacity building of leaders
- Representation
- Coalition work



Role and Activities of United, FFW

- Lobbying for legislation work



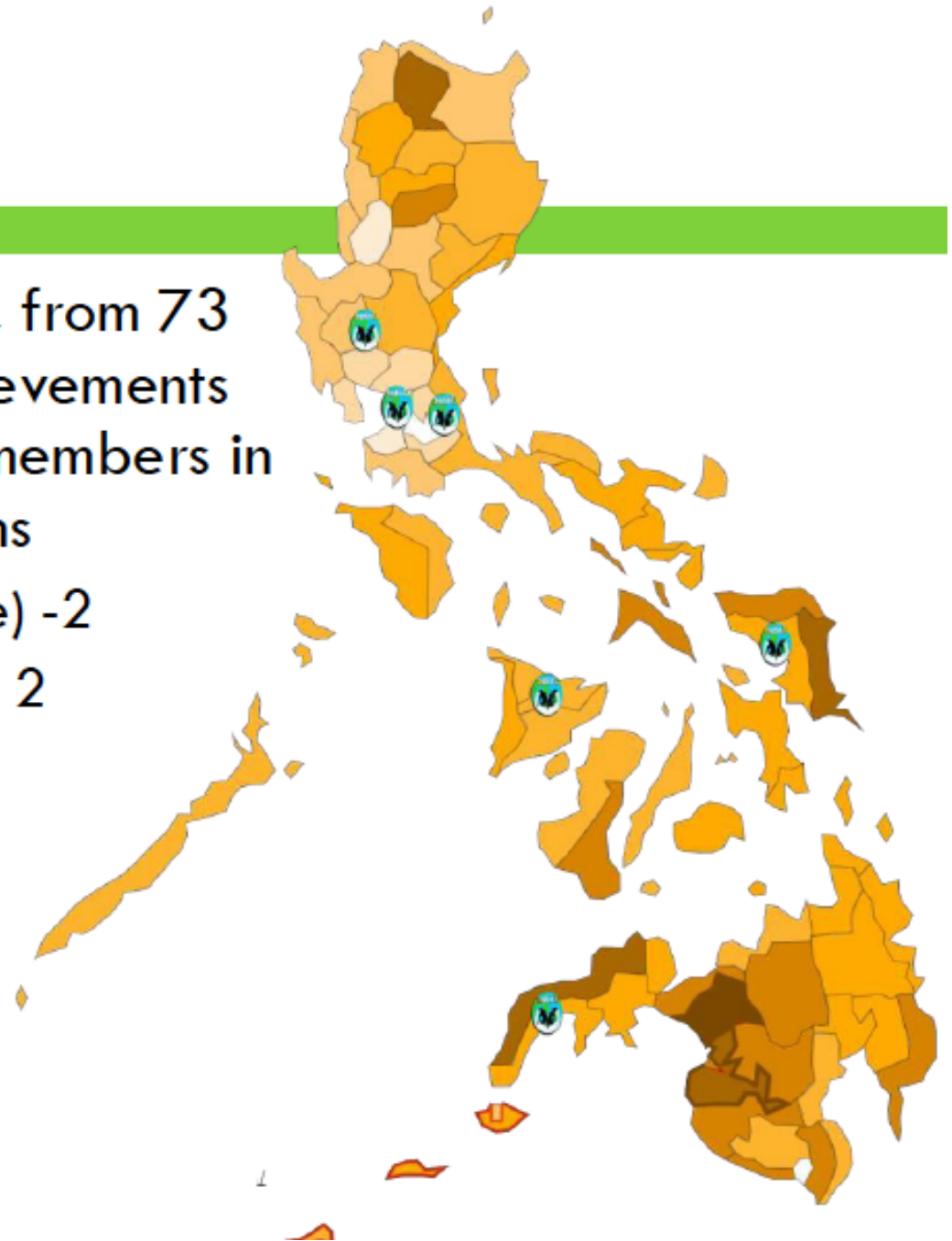
Role and Activities of United, FFW

- Dialogues with Local Governments



Achievements

- In terms of membership, from 73 members in 2012, Achievements United has now 1,764 members in 30 chapters in 8 Regions
 - Region 4A (Rizal, Cavite) -2
 - Region 8 (Ormoc City) - 2
 - Region 3 (Bataan) -1
 - Region 6 (Iloilo) - 3
 - Region 9 (Zamboanga City)- 2
 - Aklan- 1



Achievements

- Region 7 (Cebu)- 1
- Region 10 (Davao) 1
- Metro Manila Chapters:
 - Quezon City - 6
 - Paranaque - 5
 - Muntinlupa - 5
 - Caloocan - 1



Achievements



- ❑ Established a “Damayan” - Mutual care for the members
- ❑ Established a savings cooperative
- ❑ Launching of UNITED and registration as *national association of local domestic workers*.
- ❑ Gained recognition from LGUs and different government agencies
- ❑ Affiliation to IDWF

Challenges of Domestic Workers



- Economic
- Social
- Political
- Lack of enforcement of national law
- Reluctance of employers to register domestic workers in government programs especially social security as mandated by law
- Lack of recognition of domestic workers as WORKERS
- Invisible child domestic workers

Challenges of Domestic Workers



as of September 30, 2015, the SSS has registered 158,567 *Kasambahays*

Philhealth 60,603

Pag-IBIG fund:

new/reactivating members 8,375

potential for memberships 86,562





Domestic Work TWG All Workers Conference: Sustaining the Campaign of Trade Unions and Domestic Workers' Organizations for Decent Work for Domestic Workers

12 December 2017
Hotel Uno, Davao City

Next Big Plan for 2018



Pambansang Day Off (National Day Off)

- ☐ Scheduled on Independence Day
- ☐ National Day of Registration to Social Protection Institutions and the local government
- ☐ DW Rights Orientation
- ☐ Services for DWs



Thank You!