



INITIAL ASSESSMENT AND PLANNING WORKSHOP ON DECENT WORK FOR DOMESTIC WORKERS

BAYFRONT HOTEL, SUBIC, ZAMBALES

APRIL 24-27, 2016

Documentation Report

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LIST OF ACRONYMS AND ABBREVIATIONS

ALLWIES – Alliance of Workers in the Informal Economy Sector
ALS – Alternative Learning System
ALU – Alliance of Labor Unions
APEC – Asia-Pacific Economic Cooperation
ASEAN – Association of Southeast Asian Nations
BATAS KASAMBAHAY – Republic Act 10361, An Act Instituting Policies for the Protection and Welfare of Domestic Workers
BLE – Bureau of Local Employment
BLR – Bureau of Labor Relations
BWC – Bureau of Working Conditions
BWSC – Bureau of Workers with Special Concerns
CBA – Collective Bargaining Agreement
CHED – Commission on Higher Education
CSO – civil society organizations
DILG – Department of Interior and Local Government
DOH – Department of Health
DOJ – Department of Justice
DOLE – Department of Labor and Employment
DSWD – Department of Social Welfare and Development
DW – domestic worker, domestic work
DW TWG – Domestic Work Technical Working Group
DWEPP – Domestic Work Empowerment Program
ECBF – exclusive breastfeeding
ECOP – Employers Confederation of the Philippines
ECC – Employees’ Compensation Commission
ECP – Employee Compensation Program
EO – Executive Order
FFW – Federation of Free Workers
GAA – General Appropriations Act
GAD – Gender and Development
HE – household employers
HLURB – Housing and Land Use Regulatory Board
HOA – homeowners’ association
HUDCC – Housing and Urban Development Coordinating Council
IEC – information, education and campaign
ILAB – International Labor Affairs Bureau
ILO – International Labour Organization
ILS – Institute for Labor Studies
IRR – Implementing Rules and Regulations
ITC – Industry Tripartite Council
JMC – Joint Memorandum Circular
K Law – Kasambahay Law also Batas Kasambahay (Domestic Work Law)
LEARN – Labor Education and Research Network
LEES – Labor and Employment Educational Services
LEP – Labor and Employment Plan
LGU – Local Government Unit
LHP – Labor Relations, Human Relations and Productivity
LLCO – Labor Laws Compliance Officers

LLCS – Labor Law Compliance System
 MGD – Millennium Development Goals
 MOU – Memorandum of Understanding
 NAPC WIS – National Anti-Poverty Commission Workers in Informal Sector
 NCMB – National Conciliation and Mediation Board
 NCR – National Capital Region
 NBI – National Bureau of Investigation
 NBOO – National Barangay Operations Office
 NEDA – National Economic and Development Authority
 NGA – National Government Agency
 NGO – Non-Government Organization
 NLRC – National Labor Relations Commission
 NWPC – National Wages and Productivity Commission
 OSH – occupational safety and health
 PAP-DWDW – Philippine Action Plan on Decent Work for Domestic Workers
 PAGIBIG – Home Development Mutual Fund
 PCCI – Philippine Chamber of Commerce and Industries
 PCW – Philippine Commission on Women
 PDP – Philippine Development Plan
 PEA – private employment agency
 PESO – Public Employment Service Office
 PHILHEALTH – Philippine Health Insurance Corporation
 PHILSSA – Philippine Social Security Agencies
 PNP – Philippine National Police
 PPACL – Philippine Program Against Child Labor
 PNP – Philippine National Police
 POEA – Philippine Overseas Employment Agency
 PSA – Philippine Statistics Authority
 PSU – Planning Services Unit
 RO – Regional Office
 SEADO – Single Entry Assistance Desk Officer
 SeNA – Single Entry Approach
 SSS – Social Security System
 SUMAPI – Samahan at Ugnayan ng mga Manggagawang Pantahanan sa Pilipinas
 TAUMBAHAY – Tanggulan at Ugnayan ng mga Manggagawa sa Bahay
 TESDA – Technical Education and Skills Development Authority
 TIPC – Tripartite Industrial Peace Council
 TWG – Technical Working Group
 UMID – Unified Multi-Purpose Identification
 UN – United Nations
 UNITED – United Domestic Workers of the Philippines
 VCGP – Voluntary Codes of Good Practice
 WISC – Workers in the Informal Sector Council

BACKGROUND AND RATIONALE OF THE WORKSHOP

The Domestic Work Technical Working Group (DW TWG), which is composed of government agencies, trade unions, domestic workers' associations, and employers group, was formed in 2009 to serve as the consultative venue and campaign vehicle for the ratification of International Labor Convention 189 on Decent Work for Domestic Workers and the *Batas Kasambahay*. The TWG has largely been recognized as a key force behind the Philippine ratification of ILO Convention 189 in 2012 and the enactment of Republic Act 10361 or the *Batas Kasambahay* in 2013.

In 2014, The Domestic Work TWG collectively expressed the need to evaluate and, if necessary, shift its priorities according to changing situations and needs. The group recognized that it was primarily configured as a campaign and lobby group. The challenge of helping ensure the effective implementation of the *Batas Kasambahay* and the country's compliance with its ILO Convention 189 commitments would require a different set of program priorities and competencies. With the DOLE as the main implementing and coordinating agency for the *Batas Kasambahay*, the TWG would also have to assess its role, its relationship with other government agencies, and the activities and knowledge products that it will have to generate to support and enhance government efforts.

The TWG requested the ILO for technical support to help the group identify its priority program thrust, determine areas for policy reforms, and harmonize and consolidate its communication and information and education activities. The first planning session, held on May 5- 7, 2014, also served as a venue for the TWG to review its coordinating mechanism.

The TWG identified the following as its main priorities/program areas for the years 2014 to 2015:

- Develop knowledge products in order to help government agencies increase the level of domestic worker/employer compliance with the *Batas Kasambahay*
- Organize domestic workers and employers, and provide venues for social dialogue
- Enhance the capacities of agencies and institutions tasked with the implementation of the law, especially in the formulation, implementation, and monitoring of programs
- Broaden and utilize knowledge and information resources to improve policy and program development
- Establish multi-partite coordinating and monitoring mechanisms for domestic work at the National TIPC level

For 2016, the TWG is keen to determine its progress based on these identified program areas. It would also like to determine whether these are still relevant given the changes that might have occurred after two years of the *Batas Kasambahay's* implementation. Finally, the TWG would like to determine whether there are additional program areas that the group should focus on.

This Assessment and Planning Workshop considered the following recent developments:

1. A Framework for the Impact Assessment of the *Batas Kasambahay* has already been developed. It contains outcomes and output indicators that will be used to measure the changes that have been brought about by the law. The Framework is a product of extensive consultation and incorporates government targets as well.

2. The DOLE and other agencies are in the process of developing a Labor and Employment Plan for 2017-2022. It is expected to help ensure continuity of programs and ease the transition from the current Administration into the next.
3. In the process of implementing the *Batas Kasambahay*, government agencies and partners have developed and adopted new protocols and guidelines that might require new sets of competencies, information, and knowledge products.
4. The Philippine government and stakeholders have already adopted the Sustainable Development Goals and are expected to integrate its components into all planning exercises.

The Workshop sought to integrate all of these developments into the Assessment and Planning process.

OVERVIEW OF THE WORKSHOP

OBJECTIVES

The Workshop aimed to:

- Assess the gains of the Domestic Work TWG, concerned government agencies, and other social partners involved in the implementation of the *Batas Kasambahay* based on the targets and commitments made during the 2014 Action Planning Workshop
- Document the lessons learned in implementing programs and activities formulated and implemented based on the 2014 Action Plan
- Formulate the elements of the Philippine Action Plan on Decent Work for Domestic Workers for 2017-2022 which shall serve as part of the Philippine Labor and Employment Plan that is currently being developed by the DOLE

PARTICIPANTS

Forty-seven (47) participants representing government agencies, trade unions, domestic workers' associations, employer's group, and civil society organizations, and seven (7) members of the workshop team.

List of Organizations and the number of delegates

ORGANIZATIONS	NUMBER OF PAX
ALLWIES	2
ALU	2
BUSILAK	1

ORGANIZATIONS	NUMBER OF PAX
DOLE OFFICES (BLE, BLR, BWC, BWSC, ILAB, ILS, PS AND ROs 3, 4A, 5, 6, 7, 8, 9, 10, 11, NCR)	21
ECC	1
ECOP	4
FFW	2
NAPC-WIS	1
NEDA	1
NWPC	1
OSHC	1
PAGIBIG	2
PHILHEALTH	1
POEA	1
SSS	1
TAUMBAHAY	1
UNITED	3
Davao DW	1
ILO and Consultants	7
TOTAL	54

PROGRAM FLOW

Time	Topic/Activities	Resource Person/Facilitator
Day 0	Arrival and Registration Collation of Reports from Participating Agencies and Institutions Expectations Setting	
Day 1		
9:30 – 10:00	Opening Ceremonies • Invocation • National Anthem • Keynote Address	<i>Facilitators: Mr Julius Cainglet, Ms Dang Snyder</i> Dir. Ahmma Charisma Lobrin-Satumba, DOLE BWSC
10:00 – 10:30	Levelling-off and clarifying the planning process and the concepts that will be used	<i>Facilitators: Mr Julius Cainglet, Ms Dang Snyder & Mr Jerome Alcantara</i>
10:30-11:30	Establishing our Planning Framework: The Decent Work Framework, Sustainable Development Goals, and the Domestic Work Impact Assessment Framework The Labor and Employment Planning Process	<i>Facilitators: Mr Julius Cainglet, Ms Dang Snyder</i> Ms. Ana Liza Valencia, ILO Dir. Adeline de Castro, DOLE PS

Time	Topic/Activities	Resource Person/Facilitator
11:30 – 1:00	PANEL PRESENTATION: ASSESSING OUR GAINS	<i>Facilitator: Mr Jerome Alcantara</i> Panelists: SSS, PhilHealth, Pag-IBIG
1:00 – 2:00	LUNCH	
2:00 – 3:00	PANEL PRESENTATION: ASSESSING OUR GAINS	Panelists: DOLE, ECOP, FFW
3:00 – 5:00	WORKSHOP 1: ASSESSING OUR GAINS, LEARNING FROM OUR EXPERIENCES	<i>Small group workshop facilitators:</i> Ms. Amy King-Dejardin, Ms. Dang Snyder, Mr. Jerome Alcantara, Mr. Julius Cainglet
Day 2		
9:00 – 9:30	RECAP AND TIDYING UP	<i>Facilitator: Ms Amy King-Dejardin</i>
9:30 – 10:30	Reporting of Workshop 1 Outputs Synthesis of Accomplishments	<i>Facilitator: Mr. Julius Cainglet</i>
10:30 – 11:00	Presentation of the Planning Concepts and Framework	Mr. Jerome Alcantara, ILO Consultant
11:00 – 2:00	PLANNING WORKSHOP	<i>Small group workshop facilitators:</i> Ms. Amy King-Dejardin, Ms. Dang Snyder, Mr. Jerome Alcantara, Mr. Julius Cainglet
2:00 – 3:30	PLENARY PRESENTATION OF GROUP OUTPUTS AND OPEN FORUM	<i>Facilitator: Ms Carla Magalona</i>
3:30 – 4:30	PLENARY SESSION on Identifying Next Steps	<i>Facilitator: Mr Jerome Alcantara</i>
4:30 – 5:00	CLOSING CEREMONIES Sharing of Participants on their Reflections on the Workshop	<i>Facilitators: Mr Julius Cainglet, Ms Dang Snyder</i>

WORKSHOP PROCEEDINGS

DAY 1

Opening Ceremonies

Ms. Rosalina Fontanares, Sectoral Representative to the NAPC-WIS led the invocation. Everyone remained standing for the Philippine National Anthem.

Ms. Dang Snyder shared that the TWG has been working together since before the *Kasambahay* Law and the Convention 189 were passed in 2013. The workshop was a perfect opportunity for everyone from the government sector and non-government organizations to come together again and go over the plans formulated in 2014 and discuss the milestones, accomplishments, factors that helped in attaining achievements, and the challenges encountered in promoting decent work for domestic workers.

Welcome Message

On behalf of the International Labor Organization Country Office in the Philippines and the new Country Director, Mr. Khalid Hassan, Ms. Ana Liza Valencia, National Project Coordinator from ILO, extended her gratitude to everyone who participated in the Workshop. She emphasized that the Philippines has come a long way in advancing the Decent Work for Domestic Workers agenda and the workshop was a good opportunity to reflect on its initiatives.

Ms. Valencia stated that the Philippines is one of the few countries that started advocating for domestic workers' rights earlier than other countries in Asia and the Pacific region and around the world. It was among the first to signify a unified position supporting the adoption of global labor standard during the International Labor Conference in 2010 and 2011 and second to ratify the ILO Convention 189 in September 2012, which gave the country the leverage to negotiate for stronger multi-lateral and bilateral agreements, including those that protect migrant Filipino domestic workers.

According to Ms. Valencia, the passage of the *Kasambahay* Law was only the beginning. This journey would hopefully sustain and improve the harmonious relationship between the domestic workers and their employers. All the participants were gathered in Subic to strengthen the Philippines' commitment in applying the ILO Convention 189 by fully implementing *Batas Kasambahay*. This would involve learning from what good has been done and improving on and integrating efforts to create a better impact on domestic workers.

Ms. Valencia reiterated that decent work for domestic work continues to be a priority issue for the ILO, and that ILO Manila Office was formulating a new Decent Work Country Program which would also be aligned with the Labor and Employment Plan of the Philippines. With this, ILO would continue to keep an eye on the Philippines and provide support to its initiatives.

Keynote Address

Dir. Ahmma Charisma Lobrin-Satumba of DOLE-BWSC, shared that the Department was in the process of formulating the Labor and Employment Plan of the Philippines. DOLE has been consultative and involved its stakeholders in its decisions and plans. In a recent consultation conducted, one of the major issues that surfaced was still the plight of domestic workers. With this, the Bureau and the Department was continuously seeking to strengthen *Batas Kasambahay's* implementation. DOLE was thankful that the Law was immediately implemented and in three years' time, the Law's framework and mechanism were already established.

Dir. Satumba emphasized that what the Law's implementation needed now is a strategic direction. The Workshop was a start and she urged the participants to be open and candid about sharing information, especially the gaps because by being open and forthright on these, it will be clear for everyone what the TWG should focus on in improving the *Batas Kasambahay* implementation.

Dir. Satumba narrated that there are more domestic workers reporting their concerns on salaries to NCMB, NLRC, and/or DOLE Regional Offices. For a period of three years, more than 200 domestic workers reported their cases and around Php3.5 million were awarded to domestic workers as payments for back wages and unpaid salaries. From this, it can be said that domestic workers are empowered by the *Batas Kasambahay*.

Dir. Satumba urged everyone to share their good experiences in providing social protection to domestic workers. She cited a model in Cavite, where employers pooled together money for their social protection contribution for their live out domestic worker. Dir. Satumba expressed her gratitude to the participants for participating in the Workshop and to Dir. Adeline de Castro for helping the TWG align the plans with the Labor and Employment Plan.

Levelling off and Clarification of Concepts

Mr. Alcantara started by asking the participants to first celebrate how far the Philippines has progressed since 2008 – the year when the TWG first convened - in extending decent work to domestic workers. He cautioned that the participants may be too focused on the gaps in the law and in its implementation that they miss out on appreciating how the milestones were achieved and in analyzing the complexities of domestic work.

Mr. Alcantara presented the expectations of the participants based on answers provided by the participants themselves. The participants expected that the workshop will result in clearer directions and plan to achieve the objectives of the *Batas Kasambahay*. He clarified that the planning timeframe is 2017 to 2022, considering the upcoming changes in the country's political leadership. Participants expect the facilitators to assist them in formulating the action plan and to provide clear terms and concepts in the discussions. Mr. Alcantara assured them that facilitators are prepared to assist them and clarify any point in the discussion they may have difficulties with. A panel discussion later in the day would also help in clarifying some of the concepts.

Mr. Alcantara presented the stated objectives of the Assessment and Planning Workshop:

1. Assess the gains of the Domestic Work TWG, concerned government agencies and other social partners involved in the implementation of Batas Kasambahay, based on targets and commitments made during the 2014 Action Planning Workshop
2. Document the lessons learned in implementing programs and activities that were formulated and implemented based on the 2014 TWG Action Plan
3. Formulate the elements of the Philippine Action Plan on Decent Work for Domestic Work (PAP-DWDW) for 2017 to 2022 which shall serve as part of the Philippine Labor and Employment Plan that is currently being developed by DOLE.

The Expected Outputs of this Workshop are:

1. Documentation of gains, challenges, and good practices of the Domestic Work TWG; and
2. Agreements on the PAP-DWDW, specifically the intermediate objectives for 2017 to 2022

Mr. Alcantara explained that the workshop outputs will be used as the starting point for future planning processes. The first day would focus on assessing gains from the initiatives on promoting decent work for domestic work. This would be done by looking into TWG action plan and commitments, areas where the group was successful and not so successful, good practices, factors contributing to their success, and the challenges encountered. Participants would also identify their recommendations and priorities. The second day would be dedicated to planning. The process would incorporate groupings according to the pillars of decent work and group discussions would be anchored on the domestic work impact assessment.

To contribute to making the workshop a smooth process, Mr. Alcantara urged the participants to observe the following Workshop principles—participatory, respect, time consciousness, shared responsibility, and having fun; and house rules—phones in silent mode, take phone calls outside of the session hall, and focus on the sessions.

The Decent Work Framework, Sustainable Development of Goals, and the Domestic Work Impact Assessment Framework

Ms. Valencia emphasized the importance of everyone having the same perspective and a clear understanding of the different frameworks to be used in the assessment and planning process to guide everyone in developing future plans for *Batas Kasambahay* implementation.

Facts and figures on domestic work were presented. These highlighted the significance of domestic work both on a global and national scale, which resulted in a wave of concern and prioritization of decent work for domestic workers. The figures presented were based on estimates from the ILO Global Report on Domestic Workers 2013, the Philippine Labor Survey 2013, and the 2011 Survey on Children.

- Globally, there are estimated 53 million domestic workers
- 83% of these domestic workers are women
- There are an estimated 10.5 million child domestic workers
- There are 21 million domestic workers estimated in the Asia Pacific, 2.1 million estimated in the Middle East
- 29.9% domestic workers are excluded from national labor legislation

- 42.6% are excluded from minimum wage coverage
- 45% of domestic workers have no weekly rest periods/paid annual leaves
- More than a third have no maternity protection
- In the Philippines, there are about 1.9 million domestic workers. 84% of which are women and 73% are live-out. According to the special survey of children conducted in 2011, there are 58,000 child domestic workers (aged 15-17) and around 31,000 children below 15 are employed in private households.

Decent Work Agenda

It was explained that the Decent Work Agenda would be the primary lens to be used for the workshop as it was also the framework used in crafting K Law. The Decent Work framework is divided into four pillars:

- (1) Rights at Work (or Labor Standards) - pertains to fundamental worker rights for decent work,
- (2) Employment - encompasses terms and conditions of domestic workers' engagement,
- (3) Social Protection - concerned with occupational safety and health as well as social security benefits, and
- (4) Social Dialogue (or Labor Relations) - relates to measures/ mechanisms to address dispute settlements, complaints, and enforcement of these measures.

Decent Work Agenda and SDGs

It was explained how Decent Work is related to Sustainable Development Goals (SDGs). SDGs is the successor to the Millennium Development Goals (MDGs) and the vision was to transform and improve lives as well as economic, social, environmental, and governance conditions by addressing numerous issues. There are 17 goals under the new SGDs, 169 targets, and 229 indicators. It aims to continually improve where the MDGs left off.

SDGs have special elements in which beneficiaries and vulnerable groups are partners in the achievement of SDGs towards 5 Ps: prosperity, peace, strengthened partnership, and protection of the environment. Among the 17 goals of the SDGs, the areas where the outcomes of initiatives on decent work for domestic workers will impact most would be:

- Goal 5: Achieve gender equality and empowerment of all women and girls
- Goal 8.6, 8.7, 8.8: Economic growth, full and production employment and decent work for all

Impact Assessment

The Impact Assessment of Domestic Work Law and Sector framework aims to ensure that the policies that were created meet its envisioned objectives. The intended effects of the K Law should reach the household and its intended beneficiaries. The framework parameters used for assessing the effects of the K Law were the following:

- Outcomes and effects (dimensions of change) that should be assessed from the perspectives of the different stakeholders
- Indicators (qualitative or quantitative aspects, and level of change)
- Policy questions that should be addressed

The process towards developing the framework for the impact assessment of the K Law and the Domestic Work sector were divided in into two phases.

- Phase 1A: Workshop with 86 multi-stakeholder representatives, resulting to a list of proposed outcomes, indicators and policy questions
- Phase 1B: Session on consensus building with 14 experts, resulting to shortlisted and refined proposed outcomes, indicators and policy questions
- Phase 2: Workshop with 86 multi-stakeholder representatives, resulting to the final list of outcomes, indicators, policy questions, and government draft output indicators

The final list of prioritized outcomes does not only involve government agencies; trade unions, employers, and domestic workers have to contribute to its achievement as well.

1. Empowered domestic workers
2. Child labor is eliminated from domestic work
3. All forms of forced labor in DW are eliminated
4. Domestic workers are protected from abuse and exploitation
5. Domestic workers receive appropriate wages
6. DW-HE relationship formalized through written employment contracts
7. Domestic workers are skilled, certified and/or have completed basic education
8. Workplace-related illness & accidents are prevented
9. Domestic workers are able to cope with vulnerabilities due to loss of employment, illnesses, accidents, calamities, old age
10. Improved and sustained harmonious DW-HE working relationship
11. Sustained partnership of DW-HE organizations towards promotion, compliance and effective implementation of K law and other laws
12. Organized DWs & HEs represented and participated in decision-making processes
13. Domestic workers are organized and unionized
14. Household employers are organized and confederated
15. Full implementation of the K Law

This list of outcomes will serve as the guide during the planning workshop in the formulation of intermediate objectives for the next six years. It helps bring purpose to current activities and aids in the understanding of how these activities contribute to overall K Law impact over the long-term.

The Labor and Employment Planning Process

Dir. de Castro presented the two major planning frameworks that the DOLE was working on: (i) the Philippine Development Plan (PDP), which focuses on improving inclusive growth through poverty reduction and the creation of quality, massive employment; and (ii) the labor and employment sectoral plan, which will feed into the PDP, emphasizing its contribution to inclusive growth.

In pursuit of inclusive growth

Dir. De Castro shared that labor dialogues have put into question how economic growth has promoted inclusive growth. While the country has achieved economic gains in the past five years,

numbers showed that poverty incidence had barely moved. As such, inclusive growth still needs to be worked on in the medium-term.

In pursuit of this, decent work, as a shared goal at the national level, was emphasized as a shared responsibility regardless of the different perspectives of DOLE, workers, and employers. Each agency has a unique contribution. The different perspectives and initiatives are enablers for the creation of greater impact and progress in meeting set objectives.

On the LEP Framework

The Philippine Labor and Employment Plan (LEP) 2017-2022 Framework will include plans and strategies in the national level, as well as local initiatives of government agencies and sectoral partners, which will contribute to the country's global commitments such as in the SGDs, ILO conventions and recommendations and other multilateral and regional commitments.

The LEP framework highlights the four decent work pillars, namely employment, labor standards, social dialogue and social protection. The part on legislative agenda, which mostly comprises rights at work, already cuts across the different pillars. The gender and development lens is also present in the framework. The labor governance part houses strategies on monitoring, evaluation, human resource development, capacity building, and communication plans. Part of developing the inputs to the LEP is to have a thorough and comprehensive scan of the environment. The existence of documents and reports is appreciated, which serves as a guide in determining the current status, as well as the challenges to be faced in the medium-term.

Sub-outcomes have been identified under the different decent work and LEP pillars. For example, the aim of social protection is universal coverage, expanded benefits, accessibility of social protection, and safe work for all. For these sub-outcomes, different agencies may have different contributions but these different results or outcomes are interrelated towards a shared goal. As an example, based on its mandate, the DOLE will contribute to increasing levels of, and access to, opportunities for decent and productive employment by enhancing the employability of workers and competitiveness of enterprises. Employers groups may have a different contribution, but contributing to a common goal.

On the LEP process

The process for LEP involves numerous multi-sectoral (area-wide, employers, tripartite) consultations and labor dialogues and the agreed objectives and plans will feed into the Philippine Decent Work Summit in June. A part of the process is a decent work diagnostics workshop where the decent work country profile will be updated to show comprehensive trends and status of decent work. This is important in determining challenges and deficits so as to have increased focus on these in the following years.

Dir. de Castro shared that the result of the DW TWG Workshop will also feed into the LEP processes. It was emphasized that the assessment of current situation – what has been accomplished for decent work in domestic work as well as the desired future or goal/outcome to be realized for the sector should be clarified with the group to help in formulating more specific and targeted strategies.

On developing a strategic plan for Decent Work for Domestic Workers

Dir. De Castro urged participants to come up with respective strategic plans, which may later be operationalized into targets, with measureable indicators by which progress may be gauged. Inside this results matrix, outcomes should be translated into outputs. It was clarified that an outcome may be shared, however, it does not mean there is only one output per outcome. The outcome is larger and represents the group objective; each agency may have specific outputs based on mandates and programs. When all outputs are combined, the outcome may be achieved. Activities are the inputs in producing outputs.

The results chain was visualized as follows: Impact > Outcome > Output > Activity.

- Impact, outcome, and output are results, while activities are the inputs.
- Output is immediate, that which is produced as goods and services.
- Outcome in the medium-term is the expected change at the level of your clients. Usual timeline is three to five years.
- Outcome in the long-term is the Impact. Impact is realized in five, or even ten years. Change takes time, it cannot happen overnight.

Examples of the results chain were provided to further explain the relationship between each level in the process. It was mentioned that there are numerous strategic outputs that can be thought of.

IMPACT: Enhanced employability of domestic workers

OUTCOME: Improved certification rate of domestic workers

OUTPUT: Skills training and assessment of trained domestic workers

ACTIVITY: Conduct meetings with concerned agencies

There is a certain degree of control for the Output level, while outcome and impact are not controllable and technically dependent on the outputs. If interventions may be done at the output level, the likelihood of achieving outcomes and impacts would be high.

Dir. De Castro hoped that the inputs she presented could be used in the workshop proceedings in the next two days, as assessment and establishment of the 6-year plan on decent work for domestic workers commences.

Panel Discussion: Assessing our Gains in Implementing the K Law

Selected stakeholders provided updates on what had been achieved through the implementation of *Batas Kasambahay* since the law's enactment. The presenters tackled the changes that happened from then and now; the facilitating factors for their accomplishments; the areas for improvement; the hindering factors to implementation; and their future plans in continuing implementation of K Law.

Pag-IBIG Home Development and Mutual Fund (Pag-IBIG Fund)

Mr. Amado Dizon of Pag-IBIG Fund highlighted the following accomplishments of the agency: the implementation of the *Kasambahay* Unified Registration System (KURS); the creation of an Other Working Group (OWG) Unit to focus on membership of individuals belonging to OWGs and DWs; including the issuance of Pag-IBIG Fund Circular No. 359 amending the extension of the *Kasambahay* registration until December 31, 2015. They value the collaboration with Homeowner Associations (HOAs) for sustained membership registration and collection of contributions. Pag-IBIG also actively participated in various DOLE Inter-Agency Meetings on RA 10361, and in some *Kasambahay* Fund Briefings and Caravans, such as Public Employment Service Office (PESO) caravans and UNITED Domestic Workers Forum in Quezon City.

List of Activities of Pag-IBIG Fund related to *Batas Kasambahay* Implementation

	Activities	Date Started
1	Coordination with officials of LGUs, Barangays, Subdivisions. Homeowners Associations, Buildings/Condominiums on identification & registration of <i>Kasambahays</i>	Year 2012
2	Pag-IBIG Fund Registration Activities with Employers and <i>Kasambahays</i>	Year 2012
3	<i>Kasambahay</i> IRR Promulgation	09 May 2013
4	<i>Kasambahay</i> Unified Registration System Implementation by the SSS, PHIC & Pag-IBIG Fund	02 December 2013
5	Deadline on Non-Imposition of Penalties on delayed Pag-IBIG MS Remittance of <i>Kasambahays</i> and their Employers	27 December 2013
6	Continued awareness activities conducted by Pag-IBIG	March 2014
7	Two-day Registration Day at selected SM Malls	November 2014
8	Deadline on Extension of Non-Imposition of Penalties on delayed Pag-IBIG MS Remittance of <i>Kasambahays</i> and their Employers	December 2014

The hindering factors to enforcement included (a) structural challenges due to non-harmonized policies among the social institutions. For example, the SSS policy on retroactive payment (i.e. organizational limitations, monitoring concern, confusing registration gateway, and budget allocation) should be aligned with Pag-IBIG and PhilHealth; and, (b) socio-cultural challenges (i.e. reluctance in sharing personal information, reluctance to pay the contribution fees for the social security institutions, and employing immediate relatives in exchange for education).

Mr. Dizon put forward some policy recommendations: the strengthening of the capacity and power of the social security institutions as lead in the enforcement of the *Batas Kasambahay*, by harmonizing their policies, and mandate social security institutions to appropriate funds for the new unified registration platform; institutionalization of the Barangay *Kasambahay* Desk as primary registration gateway, which could be funded by the social security institutions.; employers can be provided with tax credits to encourage registration. Finally, he emphasized the need to

encourage employers and DWs to negotiate the terms and conditions of work. However, the government must take conscious efforts so that the purpose of the law is not defeated.

Social Security System (SSS)

Ms. Caren Anne Villeno highlighted the following accomplishments of the agency:

- 1.46% increase in the registered household employers from 298,017 in 2014 to 302,375 in 2015; and 21.21% increase in the registered domestic workers from 133,402 in 2014 to 161,697 in 2015. This is attributable to the Unified Registration System (URS) harmonizing the processes of the social protection agencies, in compliance with the requirements set in the IRR of the K Law. URS was made available starting December 02, 2013 and currently operational after piloting at selected SM Malls in November and December 2014.
- Massive information dissemination through tri-media platforms, i.e. pamphlet – *“Gabay sa Pagsakop sa Kasambahay”* (Guide to SSS Coverage of Domestic Workers) published in 2015 containing the step-by-step guide to SSS registration and payment for household employers and domestic workers. This included radio and television interviews and appearances.
- The creation of SSS task force *Kasambahay* (October 2013- June 2014) consisted of major activities, such as, massive information dissemination and registration campaigns in malls, barangays, subdivisions, and other offices.

The SSS did not meet its 100% registration target due to reluctance of employers in enrolling their domestic workers and non-participation during enrolment activities.

For DW registration, submitting identification document/s is no longer a pre-requisite. An SS number may be issued even to a domestic worker who is more than 60 years old at the time of registration. However, the reported employment date should be prior to age 60. Effective June 07, 2013, *Kasambahay* members are allowed to secure Unified Multi-Purpose Identification (UMID) Cards even without posted contributions, as long as the payment was made in the Branch Teller Section and membership status is permanent.

For household employers, registration is accommodated separately with domestic workers. Issuance of employer ID number is allowable even without the presence of the employee at the time of registration. No document or copy of contract is required during registration if the Form is submitted personally by the household employer.

From the initial launching date of URS, the number of registered DWs has grown due to the continuous coverage drive and full participation of stakeholders. Going forward, SSS is looking into setting up URS in different barangays and subdivisions in partnership with the local government and homeowners' association to intensify coverage drive.

Philippine Health Insurance Corporation (PhilHealth)

Ms. Dulce Hermoso of PhilHealth highlighted the following accomplishments of the agency: the *Kasambahay* Unified Registration System (KURS) is now active with clear guidelines on Individual *Kasambahay* Payment Scheme (IKPS) and Electronic Premium Remittance System (EPRS); the

creation of campaign poster for *Kasambahay* and Employers' orientation; and a good registration figures as of March 2016, 44,760 household employers and 63, 881 *domestic workers*, respectively.

NUMBER OF REGISTERED *KASAMBAHAY* - LUZON AREA

REGION	15-Dec	16-Jan	16-Feb	16-Mar
PRO CAR	445	452	452	452
PRO I	1,749	1,758	1,779	1,799
PRO II	1,000	1,015	1,017	1,006
PRO IIIA	1,756	1,793	1,840	1,868
PRO IIIB	1,753	1,737	1,747	1,768
NCR-SOUTH	10,498	10,502	10,577	10,648
NCR-NORTH	5,024	5,055	5,075	5,117
NCR CENTRAL	13,461	13,488	13,584	13,658
PRO IVA	3,648	3,675	3,704	3,731
PRO IV B	1,680	1,689	1,716	1,720
PRO V	2,442	2,460	2,494	2,508
TOTAL	29,995	42,609	43,985	30,617

NUMBER OF REGISTERED *KASAMBAHAY* - VISAYAS AREA

REGION	15-Dec	16-Jan	16-Feb	16-Mar
PRO VI	6,732	6,782	6,841	6,905
PRO VII	4,960	5,030	5,099	5,140
PRO VIII	1,805	1,806	1,829	1,843
TOTAL	13,497	13,618	11,940	13,888

NUMBER OF REGISTERED *KASAMBAHAY* - MINDANAO AREA

REGION	15-Dec	16-Jan	16-Feb	16-Mar
PRO IX	1,065	1,075	1,080	1,086
PRO X	1,017	1,022	1,034	1,042
PRO XI	2,072	2,084	2,101	2,107
PRO XII	630	629	638	648
PRO CARAGA	743	750	762	762
PRO ARMM	75	75	75	73
TOTAL	5,602	5,635	5,690	5,718

Impelled by the dedication of the heads of agencies adhering to the mandates of *Batas Kasambahay*, PhilHealth moved with haste to fully implement and monitor KURS together with SSS and Pag-IBIG. PhilHealth also received invitations from barangays to conduct orientations. The issues and concerns raised by employers and people have helped identify the things that needed adjustments and improvements in their service.

PhilHealth was optimistic that better information dissemination can be improved with the development and use of standardized IEC materials. DWs would also be motivated to register if there is a more convenient way to pay for their contributions.

Employers Confederation of the Philippines (ECOP)

Ms. Dang Snyder of ECOP highlighted the following accomplishments of the agency through their flagship programs: (1) awareness raising and capacity building, and (2) institutional development.

Awareness Raising and Capacity Building

ECOP conducted awareness campaigns in partnership with HOAs, and they noted very low attendance from employers mainly due to negative impressions about the law. ECOP opted to recourse to their common implementing partners and they realized that there was a need to look at the law in a different light, focusing more on how to encourage employers and HOAs to comply with the law. One strategy done was ECOP's awareness raising campaigns and support to the broader platform for employer representatives in the RTWPBs across regions on the new rules of procedure on the minimum wage fixing for domestic workers, as well as the advisory on competency-based wage for domestic workers in the national level. Through these initiatives, there was an increased awareness among household employers during the ECOP-RTWPB workshop about *Batas Kasambahay*, on Convention 189 and other related policies on Domestic Workers in Iloilo City and Davao City.

Institutional Development

Employers did not participate initially in the programs. By motivating them to study the law, helping them understand the organization's international commitments, and explaining its importance for employers, ECOP was able to reach out to more employers and secure their participation in succeeding activities. The comments, queries and other concerns elicited from these activities also served as ECOP's reference to strengthen their position related to implementing the K Law. ECOP also enhanced its participation in the DW TWG activities.

ECOP's thrusts have increased the understanding of household employers toward a more positive view of *Batas Kasambahay*. Their heightened participation during consultations and meetings in the TWGs aided the organization in recognizing the value of organizing employers to articulate their concerns and interests in social dialogues. Wage orders, guidelines, procedures, penalties are some of the apprehensions of the employers.

ECOP's renewed interest in the program helped them build alliances with other social partners. They incite from the organization's strength in conducting partnership forums and consultations with local business groups to articulate employers' concerns. They said they could not advocate

alone for household employers to participate, they need BWSC, particularly to ensure that the law protects them as well, not only the domestic workers.

The hindering factors to implementation included (1) lack of awareness on the law; (2) poor access to information; (3) lack of interest of some critical partners; (4) time, since no ECOP person is solely dedicated to advocate for programs and registration campaigns; and, (5) resources, as there is no organized group of employers so far to focus on fund generation.

Furthermore, it was suggested that there should be clear registration guidelines tackling the safekeeping of the copies of the contracts, and the database containing personal information of the employers and domestic workers. These issues are some of ECOP's focus for policy review. ECOP will continuously conduct capacity building activities to household employers, PRPAs and domestic workers in order to: broaden their understanding on the law and international instruments related to K Law; increase their participation in social dialogue on decent work for domestic workers; and, enhance skills in accessing information, knowledge and training that enable them to perform effectively.

Federation of Free Workers (FFW)

Mr. Julius Cainglet of FFW represented the domestic workers' sector and the trade unions. He underscored that they have carried out a minimum of thirty orientation sessions about *Batas Kasambahay* among unions and CSOs reaching approximately 2,500 employers. It involved information dissemination on the rights and social protection of domestic workers.

The localization of the law through DILG circulars and the DWEP sessions resulted to livelihood initiatives in partnership with duty bearers. Workers' groups engaged in capacity building activities for domestic workers and partners and extended technical assistance in to local government partners in ordinance drafting. An example of a good practice was the passing in the second reading of the Informal Economy Ordinance of Quezon City, which covers child domestic workers as well.

Trade unions also helped in organizing 1,500 domestic workers across nine (9) regions. Savings Cooperatives and Domestic Workers Action Groups was established; DW concerns were integrated and mainstreamed in union activities; purposive survey nationwide in order to construct the Service Flow Chart for barangay registration was conducted; the ILO DWEP modules were improved; and *Batas Kasambahay* was included in the NAPC-WISC Agenda 2015-2018.

These activities paved the way for the mainstreaming of the idea on "*Decent Work for Domestic Workers*" in some LGUs' and trade unions' policies, programs and activities. FFW believed that the domestic workers were more empowered and employers had become more cognizant of the DW rights. More and more DWs were becoming future-oriented and demonstrating change in attitude and aspirations. Except for the concern on contract issuance, by now, the live-out domestic workers likewise enjoy these programs and benefits. Mr. Cainglet acknowledged the support of the DOLE and other government agencies, particularly the LGUs, other trade unions, the ILO, and the domestic workers themselves in achieving these changes.

FFW mentioned that limited human and financial resources are challenges they faced in implementing K Law. Other difficulties confronted were, the perceived limited time of domestic workers to participate in the programs; uncooperative employers; poor enrolment of domestic workers in social protection institutions due non-payment of minimum wage; and the increased workload of the TWG members for other activities not related to *Batas Kasambahay*.

Going forward, FFW hope to encourage the participation of more trade union leaders and members in DW-related projects; conduct regular meetings of DW TWG principally for monitoring purposes of enrolment of domestic workers in social protection programs; set up a registration database in the barangays; and forge partnerships with regulatory bodies of homeowners' associations.

Part of their strategies was to expand awareness campaigns in the *barangays* and schools and with faith-based organizations, civic society groups, and WIE members. The trade unions also plan to orient federations, local unions and union members who are DW employers about the K Law. Moreover, they intend to provide support to DW organizations in identifying more leaders to form organized groups, to conceptualize more capacity building programs (i.e., livelihood, entrepreneurship, financial literacy, sewing, cooking), and to develop IEC plans.

Department of Labor and Employment (DOLE)

DOLE - BWSC Director, Ahmma Charisma Lobrin-Satumba, reiterated that the biggest hurdle in *Batas Kasambahay* is fighting the cultural mind-set of the Filipinos regarding domestic work.

Dir. Satumba opened her presentation by describing the stages of DOLE's efforts in the implementation of RA 10361. It was illustrated into four (4) levels as follows:

- Level 1: Advocacy/Education of the stakeholders - implementers, employers and workers
- Level 2: Setting up/mainstreaming the Law and its IRR into the structure of DOLE (and other concerned agencies)
- Level 3: Operationalization of mechanisms - roll out DOLE policies at the regional level
- Level 4: Engagement of other government offices

DOLE Accomplishments

1. Setting up/mainstreaming the *Kasambahay* Law and its IRR into the existing formal structure of the DOLE and its attached agencies

Relevant policies were set in place to ensure mainstreaming of *Batas Kasambahay* from policy level to implementation level. AO 207-13 (Convergence of DOLE Services in the Implementation of *Batas Kasambahay*) states that all agencies must implement the law and integrate its mandates into their programs. The Rules of Procedure of the SEnA serves to institute the settlement of disputes between domestic workers and employers through SEnA (2013-2016) with 461 requests for assistance (RFAs) handled by NCMB and DOLE ROs, and 213 DWs received monetary benefits amounting P 3.089 Million. This led to capacitating 275 Single Entry Approach Officers from 2013-2014.

The Dept. Advisory No 1 S. 2014, (Occupational Safety and Health Protection Tips for *Kasambahay* and Employers) was revised from “OSH Standards” to “OSH Tips” to make it more relatable. A total of 454 employer participants oriented on OSH Tips for DWs and employer.

The Dept. Order No. 141 S. 2014 (Revised Rules and Regulations Governing Recruitment and Placement for Local Employment) integrated the responsibilities of PEAs in the workers. Ninety-eight percent (98%) of domestic workers are in NCR and around 10,000 are with contracts. The challenge is how to monitor the direct hires. Around 3, 442 PESOs, 69 PEAs and 2,141 employers and employees were oriented on IRR of K Law and Revised PRPA.

Other pertinent policies issued were on wage setting by the NWPC and Regions IV-A, CAR, VI, and VIII have adhered to the adjustment. Deliberations on wage adjustment in other regions are ongoing as well as the amendment of NC II by TESDA to cover competency-based pay system.

2. Advocacy efforts

In partnership with media companies, DOLE does not pay for advertisements anymore. More IEC materials were produced and are obtainable, such as, Q&A flyers, video animation, and infographics, including e-learning which is free for access. Likewise, DOLE conducted nationwide orientations and fora, and participated in advocacy events of other social partners. 72,265 employers, workers, local government executives, PESO representatives and other stakeholders participated in about 1,500 orientations.

3. Initiatives supporting partners to set up other implementing mechanisms

DOLE supported the creation of the following policies of partner agencies: (1) Joint Memorandum Order No. 001, s. 2013, Guidelines on the URS for the Coverage of DWs in Social Security Programs of the Republic of the Philippines; (2) DILG MC No. 2013-61, Guidelines on the Barangay Registration of DWs; (3) Joint Memorandum Circular No, 2015-002, Protocol on the Rescue and Rehabilitation of Abused DWs; (4) Policy and technical support to TIPIC in the issuance of Resolution No. 9, Recommending the Development of a Specialized Payment Scheme Allowing DWs and their Employers to Comply with the Mandate of Existing Laws on SSS and PhilHealth Contributions since 1993 and 1995, respectively.

4. Monitoring and reporting of compliance to the Philippine Congress and ILO on the status of implementation of RA 10361

Status reports were provided to assess the initial effects of the programs and activities, and identify the challenges that need attention: (1) Philippine Government report to the ILO for the period 2013-2014; (2) 2013 Report to the Oversight Committee on Labor (House of Representatives and Senate); and, (3) the 2014 and 2015 Year-End Report on the Implementation of *Batas Kasambahay*.

5. Building partnership with ILO and other stakeholders

The DOLE built on the value of robust partnerships for the full implementation of the law, by participating in workshops on Decent Work for domestic workers. In advocacy events like the *Araw ng Kasambahay*, Migrant Workers’ Day, and World Decent Work Day; and, by collaborating with social security agencies, National Barangay Operations Office of the DILG,

Protective Services Bureau of DSWD, PNP, NBI, Human Development and Poverty Reduction Cluster, and DFA in implementing their mandates under the K Law.

The pivotal factor that helped in setting up the implementing mechanisms of *Batas Kasambahay* (SEnA, RTWPB, and OSHC) was the top-level support of Secretary Rosalinda Baldoz. She championed on the Convergence approach to gather stakeholders' participation and mandated all technical offices and agencies to adopt the integrated approach for effective implementation.

Conversely, the DOLE recognized the need to reinforce monitoring and compliance system. There should be a better mechanism to strengthen the collaboration and interface with associations of barangay captains and homeowners. This part is inferred as the implementation bottleneck.

Similarly, limited resources in sustaining mainstreaming and advocacy efforts as with other members of the tripartite group hindered DOLE in their goals to accomplish more. Dir. Satumba further pointed out the importance of resource allocation for any program. Looking forward, DOLE anticipates the formulation of an inter-agency plan that will realize the objectives of decent work for domestic workers under the Labor Employment Plan, 2016-2022. ILO was recognized to be helpful in the implementation.

Panel Discussion

NEDA asked to clarify the extent envisioned for DWs to be empowered, considering all the programs on livelihood development and capacity building. FFW underscored the value of financial literacy. When the *kasambahay* starts to save, the next step is to advise them how to start a business, whether as an individual, or business for organization of domestic workers. Social empowerment starts when they begin to dream for their future, that they are not limited to be forever *kasambahay*. Dir. Satumba supplemented that empowerment can be gauged if a DW completed the training, passed the assessment and certification, and an existing employment contract is observed. In terms of social protection, they should be enrolled, participative in social dialogues, and are members of an organized group. Additionally, ECOP emphasized the concept of employers and domestic workers as partners. At the end of the day, they should have a good relationship with each other. Employers must understand that issuance of contract serves as well for their protection in the end. Empowerment must be two-way, protection and education, and the perceived value of the law for both the domestic workers and employers.

A domestic worker representative from UNITED asked about the available livelihood programs for domestic workers and Dir. Satumba answered that there are programs that can be availed from DOLE.

ALLWIES probed on the potential partnership with HLURB as they could require the HOAs to be compliant with registration and consequently mandate registration of employers and DWs in the subdivision or barangay level. Dir. Satumba concurred on the proposal seeing that the strategic invitation to HLURB should be through regulatory bodies.

United broached the idea if it is feasible to partner with banks for DWs to open an ATM account with minimum deposit of 50 PhP only, comparable to the privileges of OFWs. FFW assented that it can be negotiated to waive the minimum deposit or maintaining balance.

NWPC also brought to the table that DFA is currently working on a proposal for Guidelines in hiring DWs by foreign diplomats in the country. The draft guidelines stated that a full time live-in DW should render ten (10) hours of work, while a live-out DW requires twelve (12) hours of work. The statements are not consistent with the law, according to Dir. Satumba. To ensure compliance in the conditions stated in the policy statements for the live-in and live-out DW, she requested the TWG to be more critical in advising policy-makers.

DAY 2

Synthesis of Accomplishments

Mr. Jerome Alcantara provided the synthesis of the presentation and the outputs from Workshop 1. He said that it is important that all participants appreciate what the advocacy on decent work for domestic workers has achieved. When the TWG first convened in 2008, the *Batas Kasambahay* has not been enacted and policy makers were lukewarm to the idea of passing a law that extends labor rights to domestic workers. Fast forward to 2012, the Philippines ratified ILO Convention 189 and enacted the *Batas Kasambahay* the following year.

Since then, initiatives on domestic work have reached the following milestones:

- a. The concerned government agencies and institutions tasked with the implementation of the law carried out numerous awareness raising activities. They even went a step further by finding ways to integrate *Batas Kasambahay* information dissemination sessions in the regular activities, seminars, or forms of the agencies.
 - The agencies developed information, education, and communication (IEC) materials (e.g., protocols, OSH tips, Q&As, fact sheets, etc.) that were well-received by domestic workers and employers. The agencies have also developed important mechanisms and protocols such as the URS, OSH Tips, and Protocol on Rescue with wide participation and involvement of key stakeholders.
- b. Trade unions and NGOs conducted continuous organizing initiatives for domestic workers. These efforts also resulted in the emergence and development of new leaders. This is important because of the fast turn-over rates of domestic worker leaders as compared with their counterparts from the formal labor sector.
- c. The concerned agencies and institutions have initiated the convergence of programs and services between the government and social partners through the TWG. Within DOLE, they also have the DOLE Working Group, an interdepartmental structure that serves as the coordinating body among DOLE bureaus and attached agencies, social protection groups, and other government agencies.

In less than three years, the group realized abovementioned accomplishments. This is a good thing, because, they are gradually completing their checklist in implementing law.

Mr. Alcantara noted that with every milestone achieved, the agencies and stakeholders are also increasing their targets, finding out new things that have to be done, and learning about effective strategies. Because of that, the TWG saw that it needs to do more and these are what they identified:

- a. A more coordinated and comprehensive social marketing plan to reach more domestic workers
- b. Broaden the involvement of key stakeholders (e.g., HOAs, HLURB)
- c. Ensure that the national level convergence is translated at the local level. To be able to do this, the TWG and other concerned agencies would have to address the following questions:
 - How do we make domestic workers' issues a priority of local government? What new policies and approaches could be implemented in order to increase the incentives for local government units, especially the barangay, to fully implement the law?
- d. How do we broaden organizing initiatives? This is important because having a critical mass base would mean there is someone who is actively pushing for domestic workers' concerns at the local levels
- e. Organizing employers' associations
- f. Opening up more avenues for domestic workers and employers to participate in policy enhancement and decision making, considering the lack of coherence and clarity in existing policies (e.g., policy on social protection registration arrears, which requires legislation).
- g. There is a need for better understanding of the sector (where they are, trends, employment patterns, where to find resources for programs, etc.) in terms of database development/enhancement and registration.
- h. Making resources available for domestic work, as hinders fulfillment of the projects and programs. This also means finding the answer to the questions:
 - How do we make sure that the plan we make has funds for implementation?
 - How can social partners contribute to this?

Questions/Concerns/Recommendations Raised:

1. On resource mobilization and sharing:
 - a. A representative of the CSOs was concerned that their access to government resources and assistance, particularly from DSWD, would be constrained by the numerous accreditation requirements of the agency as indicated in the GAA.
 - b. It was recommended that DOLE should make a strong stand to have this specific GAA provision repealed in the next budgeting process. In response, the representative from DOLE Region III shared that they already submitted this recommendation to the Social Development Council and NEDA.

- c. A participant from NAPC-ALLWIES suggested that involved agencies and social partners sign a MOA for resource mobilization.
 - d. DOLE's Regional Offices were requested by a participant from UNITED to provide counterpart resources for orientation sessions with domestic workers being conducted by the CSOs.
 - e. The representative from Pag-IBIG expressed their commitment to share resources for initiatives on domestic work. Future discussions should be coordinated with them.
2. On database and registration:
 - a. Discussions with PSA have already taken place to solicit their assistance on this matter. PSA already expressed their willingness to sit down and discuss DOLE's needs regarding domestic workers.
 - b. ILO remains to be very helpful in terms of statistics, for DOLE to reach its targets.
 3. The database/statistics and the employer arrears are the most difficult areas of work for the TWG. The other areas of work are doable, nonetheless.
 4. Participation of DILG in DW activities and initiatives is important and yet elusive.

Planning Concepts and Framework for Small Group Workshop 2

Mr. Alcantara presented planning concepts and explained the process for Workshop 2.

The group was divided into four sub-groups based on the four pillars of domestic work: rights at work, employment, social protection, and social dialogue. Participants have been pre-assigned according to mandates/expertise. Each group will have a facilitator and a documenter. There will be a presentation of workshop results and a rapporteur is to be selected within the group.

1. The question to be answered would be: In 2022, what changes should we have attained in order to move closer to realizing the Outcomes? (The Outcomes here pertain to the results of the Impact Assessment Workshop, as presented by Ms. Valencia the other day.) The answer to this question will be the Intermediate Objectives.
2. For each intermediate objective, the group was also tasked to identify programs, policies, activities that should be implemented in order to attain set objectives. This would be the Strategies.
3. The group also has to identify when these Strategies will be completed within the next six years (2017 to 2022).

During Workshop 1, assessment of the current situation and the identification of challenges have already been completed.

For Workshop 2, part of the work has already been done during the Impact Assessment Workshop where Outcomes have been developed. This agreed set of Outcomes from the IA framework will be used as a starting point since these were the result of extensive consultations and are good indications of the aspirations of domestic work stakeholders.

Mr. Alcantara also provided details on processes and terminologies that will be used during the planning.

1. The first task is to determine intermediate objectives. The agreed Outcomes are medium- to long-term goals. From 2017 to 2022, there is a need to define goals that should be achieved that would bring us closer to the agreed Outcomes.

- Objectives are statements that describe the results to be achieved and the manner in which they will be achieved.
- Intermediate Objectives (or Intermediate Outcome Objectives) are those interim results that provide a sense of progress towards reaching the outcomes or long-term objectives.
- These can be changes in behavior, norms, and policy
- For the purpose of the planning, we will be identifying objectives that specify the intended effect of the law to stakeholders/beneficiaries (outcome as opposed to process objectives).

The defined intermediate objectives should be SMART.

- Specific includes the “who”, “what”, and “where”. Use only one action verb to avoid issues with measuring success.
- Measurable: focuses on “how much” change is expected
- Achievable: realistic given resources and planned implementation
- Relevant: relates directly to outcome
- Time-bound: when the objective will be achieved

2. Strategies in the attainment of intermediate objectives are to be identified.

- Strategies are broadly defined as a method or plan/s chosen to bring about a desired future (in this case, the attainment of our Intermediate Objectives).
- For the purpose of our planning process, strategies encompass programs, projects, and activities that stakeholders will employ.

The agreed set of Outcomes was reviewed per domestic work pillar:

A. Rights at work

1. Empowered domestic workers
 2. Child labor is eliminated from domestic work
 3. All forms of forced labor in DW are eliminated
 4. Domestic workers are protected from abuse and exploitation
 5. Domestic workers receive appropriate wages
- *Child labor issue should be cross-referenced with the *Batang Malaya* PPACL plan

B. Employment

1. DW-HE relationship formalized through written employment contracts
2. Domestic workers are skilled, certified and/or have completed basic education

C. Social protection

1. Workplace-related illness & accidents are prevented
2. Domestic workers are able to cope with vulnerabilities due to loss of employment, illnesses, accidents, calamities, old age

D. Social Dialogue

1. Improved and sustained harmonious DW-HE working relationship

2. Sustained partnership of DW-HE organizations towards promotion, compliance and effective implementation of K law and other laws
3. Organized DWs & HEs represented and participated in decision-making processes
4. Domestic workers are organized and unionized
5. Household employers are organized and confederated

Plenary Session on Identifying Next Steps

Mr. Alcantara acknowledged the participants' efforts in coming up with clear plans and strategies for the next six years of implementing the K Law. As for all workshop outputs, he said that there is more work to be done, especially for the DW TWG, to organize further the identified intermediate objectives and plot common strategies to be implemented per year. The facilitation and documentation team engaged by ILO and the DW TWG will produce the documentation report, submit to ILO and then present it to DOLE and the rest of the TWG. After which, the TWG must work together to translate the workshop results into the LEP format which will be the basis for future plans and direction of stakeholders in implementing the K Law.

Closing Ceremonies

The concluding session focused on the participants' reflection and learning from the event. Pamela To-ong of ECOP realized that in spite of information overload, the process was something that needed time and thinking. She hoped that the passion would not end as well and looks forward to more avenues for social dialogue.

Jeanne Calubaquib of ALU sang a portion of the song "Journey" by Lea Salonga which expressed her admiration for the arduous yet fruitful assessment and planning process for K Law implementation. Further, she said that, there is still a long way to go for *Batas Kasambahay*. She pointed out that if inwardly there is resistance among the tripartite group – domestic workers and trade unions, employers, and even some in the duty bearers because they themselves are employers, what more outside? She was hopeful that the next meeting would tackle if the plans from the workshop were achieved.

Maia Montenegro of United shared her experience in lobbying in the Senate and Congress for the ratification of the ILO C189 and how all the hard work there materialized in the workshop. She expressed her gratitude to the government and to all members of the tripartite group, including ILO, appreciating that the hardships are not borne by them alone. The government and the employers experience the same difficulty. Along the journey, they realized and understood the side of the employers. At present, she said, this is more than just about the law but also having a harmonious relationship with their employers.

Danny Espinosa of DOLE Region VI had five insights that he took note of: (1) the implication if ratifying the ILO convention is equal to the Philippines obligation to implement the law; (2) the

scope of the law for specific workers, such as, the agricultural workers, live out workers, and drivers, is still unclear; (3) the unforeseen issues of various agencies and private sector; (4) implementing the law as a test for government employees if they can live by their mandates; and, (5) the work will not be easy in the LGU level and in the region. He recognized the importance of having partners in implementing the law, particularly for the regional office.

Rodrigo Roble of DOLE Region XI shared that he hoped he would be assigned to handle the programs for the implementation of *Batas Kasambahay* in the region when he was just starting out in the office. He takes pride that he started the TWG in the region. However, during the workshop, he grappled and questioned himself if he is making sense in what he is doing. His take away was that he has a lot more to comprehend on how to become an instrument for effective implementation of the law.

RESULTS OF WORKSHOP 1: ASSESSMENT OF GAINS, LEARNING FROM EXPERIENCES

For the first workshop, participants were asked to answer the following questions:

- In what areas of your work were you successful?
- What factors contributed to your success? You can also identify good practices that contributed to success.
- In what areas were you not-so-successful as you would have wanted?
- What were the challenges that you faced?
- Please identify at most six (6) areas of work where we should focus on for the next five years.

GROUP 1

NAME	ORGANIZATION
Dulce E. Hermoso	PhilHealth
Ferdinand Bacani	BWSC-DOLE
Nemesia Karen E. Arlan	DOLE-ILAB
Maria Theresa L. Laranang	Pag-IBIG Fund
Glenford C. Labial	DOLE RO 10
Ma. Rosini T. David	DOLE RO 3
Franz Allan A. Visitacion	NWPC
Anton P. Parin, Jr.	DOLE RO 4A
Lilibeth M. Tetisora	Davao DW
Pamela To-Ong	ECOP
Rosalina C. Funtanares	NAPC-WIS

Success	Factors
- Information and Education (IE) measures, including use of come-ons, mobilization of, and joint activities with, other agencies - Establishment of Unified Registration System (however, cannot reach optimum level due to differences in policies between agencies) - Newly organized DW organizations	- Greater commitment among agencies - Good working relationship among government agencies - Partnering with PESO in Region 3 - Use of Come-ons (clinics, household training, haircuts, and others) - Practice of data-basing : National Anti-Poverty Commission - Workers in the Informal Sector (NAPC-WIS) and Alliance of Workers in the Informal Economy/Sector (ALLWIES)

• Higher level of awareness among Employers (more employers joining in) in the course of time, specifically in Iloilo and Davao	• Targeted information dissemination via ECOP chapters – knowledge of the employers vital because there’s still a level of resistance
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Not-so-successful	Factors
• Still low levels/ slow pace of SSS, PhilHealth, Pag-IBIG registration • Still low levels/ slow pace of organized domestic workers	• Unharmonized policies • Law itself (SSS) • Organizational limitations (human resource, mobilization) • National agencies coordinate with regions separately • Funding and Resources
• Still low levels/ slow pace of participation of household employers in fora or meetings	• Resistance/ reluctance of Household employers • Funding and Resources
• There is limited institutional local mechanism (despite DILG having issued a circular) – Kasambahay Desks	• Funding and Resources (no computers for data-basing/ registration) • Participation of Local Government (limited knowledge, low commitment, circular has no “teeth”)

Focus for the Next Six Years
• Establishment of TWG per region
• Establishment of kasambahay desk per barangay • Consider funding kasambahay desk as the primary gateway to Unified Registration • Agencies should approach local governments in a coordinated manner in partnership with PESO - May be done in selected, priority, “champion” LGUs (which can be replicated at a later time)
• KURS to move forward via amendment of the law (complete harmonization of registration and policies)
• Inclusion of the kasambahay sector in the regional Tripartite Industrial Peace Council (TIPC) and Industry Tripartite Council (ITC) – Domestic Work Sector ITC (with good practices)
• Continue and improve joint information campaigns
• Continue mobilization and organization of kasambahay and household employers
• Strengthen education and training of domestic workers

Successful Areas of Work

The group identified four main areas of work where most success had been achieved in advancing the objectives of K Law. First was on information and education campaigns for domestic workers and employers of domestic workers. Government agencies were able to establish an effective

working relationship among themselves and this helped in the effective conduct of awareness-building programs. The implementers mobilized other government agencies in providing services to domestic workers and these were utilized as additional avenues for information dissemination. The stakeholders learned that 'targeted services for domestic workers are effective in attracting domestic workers to meetings and awareness raising activities.

In Region 3, the agencies conducted orientation sessions for domestic workers in coordination with the PESO and in partnership with SSS, PhilHealth, and Pag-IBIG. The agencies encouraged domestic workers to attend 'Health and Wellness Treat' events, such as medical missions with the DOH, free manicures, pedicures and haircuts in SM Pampanga and SM Tarlac in 2015 and these also served as platforms of disseminating information about the *Batas Kasambahay*. In Region 10, the agencies established and maintained partnerships with the DILG and the social security agencies to maximize individual communication efforts.

The agencies reported that one of the major challenges faced in these events was in persuading household employers to allow their DWs to attend. Apart from the importance of holding these activities on a Sunday, which is the rest day for most domestic workers, organizers from Region 10 offered 'household training workshops' for DWs to secure employers' consent.

The second successful work area was in the establishment of the *Kasambahay* Unified Registration System (KURS). Even though the system is currently not in its optimal state, the group considered the development of a unified registration process as a big step in ensuring social security protection for domestic workers. The good relationship among the social security institutions and their commitment to K Law were major factors in the advancement of KURS.

An increased level of organization of domestic workers was the third notable success. Prior to the ratification of ILO Convention 189, there was only one domestic worker association in the country, SUMAPI. Now there are three: TAUMBAHAY, ALLWIES *Kasambahay* Chapter, and UNITED, all organized by workers' organization and trade unions. Organizing domestic workers proved to be significant as these helped expand knowledge of DWs of their rights, instilled the mindset that domestic work is dignified work, provided increased confidence in negotiations with employers, and opened up avenues for skills acquisition that helped domestic workers generate additional income or identify potential future income source.

ALLWIES, which represents the workers in informal economy on the NAPC, established a *Kasambahay* Chapter. ALLWIES mobilizers are of utmost importance in organizing DWs due to the highly personal approach required. There are currently no representatives of ALLWIES in Regions 3 and 4b. However, their leaders may be contacted to represent the domestic work sector should there be any local institutional activity. NAPC-WIS and ALLWIES also practice data-basing of their members to enhance organization, monitoring, and sharing of information collected. To date, there are approximately 100 DWs formally organized by ALLWIES in Imus, Tondo, Valenzuela, and Quezon City. ALLWIES organizing work for domestic workers has also started for Region 10.

The fourth successful area of work was in the awareness and information campaigns for household employers, particularly in Iloilo and Davao. ECOP worked with their local chapters in conducting educational workshops for employers. There is still a strong perspective among employers that the K Law is one-sided and benefits only the domestic workers. The Law exists but representatives observed that employers consider compliance as optional. The challenge for ECOP is on reaching the *barangay* level since the organization transacts mostly with enterprise-level employers.

Not-so-successful Areas of Work

The level of registration could be better, there could be more organized domestic workers, and employer support and participation could be improved. Factors that contribute to these would be disharmonized policies, uncoordinated efforts at the local level, organizational limitations, resistance from household employers, as well as funding and resources.

A major drawback to the slow development of unified registration is the law itself. It is stipulated that all employers must register their employees with SSS at the time of employment. However, this has not been practiced in the informal sector prior to the passing of the K Law. Penalties for late registration have become a barrier to employer and DW enrollment. Unfortunately, unless the SSS law is amended, the SSS is obliged to impose sanctions or penalties on late registrations.

Uncoordinated efforts among national agencies in approaching regional offices or local governments to conduct awareness and registration campaigns also rendered their efforts less efficient and effective. The agencies reported that they could still observe that employers are resisting the full implementation of the law.

Lack of resources was one of the main factors that contributed to the slow pace of organizing DWs and low participation of household employers. In order to influence both DWs and employers to attend training session or join an organization, the presence of organizers at the local level and across regions, is indispensable to ensure that avenues for awareness, education, and involvement are always open.

Another not-so-successful area of work was the low participation of the local government in awareness-raising and registering domestic workers. The local government is the institution that should present at the barangay level, with a clear mandate to register employment contracts of domestic workers. Yet, while the DILG has issued a Circular on this, the institutional mechanism that backs this up is still incomplete. There also seemed limited knowledge of the K Law and low level of importance given to the implementation of the barangay's role in promoting the Law and registration. There were exceptions, such as region 3, where the DILG had a positive response and actively participated in activities. Nonetheless, it was recognized that barangay government units have been assigned a multitude of roles and responsibilities but have limited staff and financial resources.

Focus for the Next Six Years

First, the establishment of a domestic work TWG per region would facilitate coordination among relevant agencies at local level, and act as a catalyst and mobilizer of increased efforts on domestic work issues.

Second, *Kasambahay* Desks should be established in all barangays. While it may still be unclear, the function and role of these *Kasambahay* Desks should be clarified and mandated by DILG. Taking the example of Region 3, where the local government positively responded and actively participated in the campaigns, national agencies can approach local governments in a coordinated manner in partnership with PESO. This will maximize efforts and make it cost-efficient as a 'one-stop shop' is provided for both DWs and employers.

SSS, PhilHealth, and Pag-IBIG expressed willingness to consider funding *kasambahay* desks, if the local government will be at the forefront of the operation and are willing to become the primary gateway to unified registration. It was suggested that this could be initially done in selected, champion regions/cities, to be replicated at another time in other cities.

Third, SSS, PhilHealth and Pag-IBIG should focus on the enhancement and full implementation of KURS, which would entail complete harmonization of DW registration and policies, starting with the amendment of the law. A single payment gateway may be discussed in the future.

Fourth, the domestic work sector should be included in the Regional TIPC, the advisory body for all policy and legislative issues. Such platform for voice and representation would encourage domestic workers and employers to organize.

In addition, the sector should have its own ITC or a Domestic Work Sector ITC. Any high volume group of workers may be grouped into one industry. Domestic workers represent 5.2% of total employed and should definitely have a separate ITC. Each ITC also has a VCGP. Currently, there are different industries with ITCs, including any emerging industry of a locality or regions (e.g. Coconut, Tobacco, BPO, Hotels, and Construction).

Fifth, joint information materials and campaigns should be continued and expanded.

Sixth, mobilization and organization of domestic workers and household employers should be continued.

Seventh, education and training of domestic workers and employers should be continued and strengthened.

GROUP 2

NAME	ORGANIZATION
Rachel Angeles	POEA
Catherine Aquino	ALLWIES Kasambahay
Himaya Montenegro	SENTRO
Nicandro Santos	DOLE-NCR
Shiela Marie Ramos	ECOP
Brent Kenneth Calvo	DOLE BWSC
Elisa Majana	DOLE VII
Roberto Cudal	DOLE BWSC
Alie Cortez	NEDA

Success	Factors
Dispute settlement	- Labor Code provisions used to fill gap in K Law (hours of work) - Expertise of SEADO in handling disputes/ complaints - Well-informed, well-trained DW representatives in

Success	Factors
	negotiations with employers
Information dissemination	- Inclusion/integration of K Law in all bureau and agency education programs - Working with partners in implementing K Law education activities (e.g., ECOP w/Chamber of Commerce) - Convergence of programs and services in information dissemination - Information dissemination with and involvement of Association of Barangay Councils (ABCs) - IEC materials are easy to use and understand - TWG approach adopted at the local level (Reg. XI)
Organizing of DWs and leaders	- Organizers are DWs who are aware of K Law/rights - Technical and financial assistance from other groups - DWs' organizations are acknowledged/recognized by DOLE, et al
Minimum wage adjustment for DWs in 4 regions	- Mandated by law - Existing mechanisms

Not-so-successful	Factors
Compliance issues	- Lack of database - Inapplicability of LLCs - Ambiguity of K Law (e.g., hours of work; jurisdiction of DOLE on registration of DWs to social protection)
Social protection membership/coverage of DWs*	SSS, PhilHealth, Pag-IBIG registration issues due to its retroactive effect resulting to payment of arrears
No legal personality of DW organizations	[Implication] Cannot fully assist/facilitate assistance for other DWs with local government and other agencies
Low level of awareness and participation of employers and DWs	- Perception of employers that they are not protected by K Law - Issues on the confidentiality of information at the local level (e.g., complaints filed at the barangay) - Law/policies protecting the employers - Lack of social marketing tools for DWs/employers
Lack of coordination among stakeholders at local level	- Lack of resources - Changes in political leadership - DWDW is not high in the list of LGU priorities

Focus for the Next Six Years
Registration of DWs and establishment of database
Engagement/partnership w/PEAs
Registration of DWs' organizations
Replication of Reg. XI adoption of local TWG approach
Establishment of awards and incentives system for LGUs

Successful Areas of Work

To kick off the discussion, participants wrote down major accomplishments in their respective areas of work. Afterwards, the facilitator clustered the accomplishments as follows: (a) dispute settlement; (b) information dissemination; (c) organizing of domestic workers (DWs) and leaders; and (d) minimum wage for DWs' adjustment in 4 regions.

Discussions on dispute settlement highlighted that the Single Entry Approach (SEnA) was effective in helping DWs claim unpaid wages. It also expedited the process, as disputes should be settled within 30 days at the Regional Director's level. There were referrals from the barangay, but only comprised 1% of the cases DOLE Region VII handled.

Factors that contributed to the success in dispute settlements included cooperation of parties involved. They also cited the SEADO's skills and expertise in handling cases. On resolving matters regarding the DWs' hours of work, policy gaps in *Batas Kasambahay* were supplied with provisions in the Labor Code. However, the participants also raised this as an issue, as *Batas Kasambahay* only has provisions on the hours of aggregated rest and does not include allowable hours of work. This created confusion among employers on how long they are allowed to have their live-in *kasambahays* work.

On resolving matters through non-government organizations' assistance, one factor that facilitated success was that DW representatives assisting other DWs are well-trained and well-informed. One example was from SENTRO, where they helped a fellow DW negotiate to leave her workplace earlier than stipulated in her contract. They were able to settle the matter at their level, without going to the barangay.

Information dissemination, on the other hand, was successful because the materials (e.g., Q&A, fact sheets, etc.) were well-developed and reached different sectors. The conscious effort among government agencies to include *Batas Kasambahay* in any seminar or awareness raising activity also contributed to this success. DOLE NCR, likewise, initiated their information dissemination drive at their barangay level. ECOP's partnership with the Chamber of Commerce broadened their reach in terms of raising awareness of employers about the Law. The information dissemination and continuous awareness raising helped DWs gain confidence and successfully negotiate with their employers for salaries and days off.

Organizing DWs and leaders was considered successful because the groups were able to continuously recruit new members and develop emerging leaders. In fact, SENTRO already has around 700 DW members in its organization. They also gained recognition of DOLE and other agencies. One major contributing factor is that DW organizers have worked or are working as domestic workers themselves, which facilitates camaraderie and eliminates intimidation altogether. Organizers are also provided technical and some financial assistance from other groups. Nonetheless, DW organizations remain unregistered and unaccredited, thus, they do not have legal identities. Because of this, organizations are not able to access programs and services from the government.

Minimum wage adjustment for DWs in four regions, from PhP2,000.00 to PhP2,500.00 was also identified as a successful area of work. Factors that contributed to this were the existing mechanisms and the fact that it is mandated by law.

Not-so-successful Areas of Work

The participants identified five areas of work they were not very successful. The first refers to compliance issues on occupational safety and health (OSH), minimum wage, and working conditions. Representatives from DOLE emphasized that there may be standards in *Batas Kasambahay*, but the agency lacks jurisdiction to validate and/or ensure that employers meet prescribed OSH standards and working conditions. No government agency is allowed to enter household premises for examination, unless they have a search warrant, which cannot be immediately acquired through a single party's statement.

Factors that contribute to this is the lack of database, which limits the government and other stakeholders' capacity to track and monitor compliance of employers and DWs. Another factor is the inapplicability of the Labor Law Compliance System (LLCS) and the Law's ambiguity in terms of hours of work and DOLE's jurisdiction on enforcing compliance to standards and policies.

Social protection membership and/coverage of DWs is another area where implementers fell short. This is because registration to social protection measures requires the employers to pay for arrears, especially if their worker has been working with them for a long time. Employers have expressed their resistance to this provision in *Batas Kasambahay*.

Despite that organizing DWs was successful, their organizations remain to have no legal personality, as none are officially registered to and accredited by a government agency. As an implication, DW organizations cannot fully assist or facilitate assistance to other DWs from the local government and other agencies.

Although information dissemination was considered successful, the group still saw that generally, employers and DWs still have low levels of awareness on *Batas Kasambahay*. In effect, their participation in relevant initiatives is low, as well. It was also shared that employers still perceive that the law does not protect them. The common sentiment is they feel unprotected because they are required to invest in their DWs through enrolment to social protection services, yet they do not have an assurance that the worker will stay, as per agreement in the contract. Employers also feel unprotected because they fear potential problems on confidentiality of complaints and/or disputes at the barangay level. One major factor is the lack of social marketing tools for DWs and employers. The current information dissemination strategies were able to reach only a small portion of the supposed target audience.

Coordination among stakeholders at the regional and local levels is one more area of work that was not so successful. The primary factor the group saw was the lack of resources, including human resources. The changes in political leadership every three years affect sustainability of initiatives and that DWDW is not a high priority among LGUs.

Focus for the Next Six Years

Based on the discussions above, the group identified the following priorities for the next six years:

1. Registration of DWs and establishment of database. The database was seen as crucial to succeeding in the other areas of work discussed above.

2. Registration of DWs' organizations. This will enable DW organizations to assist other kasambahays better and access projects, programs, and support initiatives from the government.
3. Engagement/partnership with private employment agencies (PEAs)
4. Replication of Region XI's adoption of local TWG approach
5. Establishment of awards and incentives system for LGUs (e.g., plaques of recognition for compliant municipalities and barangays from DOLE)

GROUP 3

NAME	ORGANIZATION
Reynold Sta.Ana	OSHC
Revillita Navarro	ECC
Babes Tesiorna	NAPC-ALLWIES
Miraflor Casanes	DOLE RO 9
Brent Calvo	DOLE BWSC
Cristina Asencio	UNITED
Caren Villeno	SSS
Sally Timbal	FFW-TAUMBAHAY
Jean Calubaquib	ALU
Cyre Cabredo	DOLE RO 5

Success	Factors
ADVOCACY • Production of IEC materials • Information dissemination campaigns for social partners, DWs and employers • Maximizing advocacy activities on other issues (such as ECBF) to include DW and K Law	• Allocation of resources • Coordination with DOLE • Expansion of offices on the regions
ORGANIZING • Increase in number of organized DWs and their members • Change in behavior and perception of DWs about organizing themselves and in accessing programs to develop their groups • Ground has been laid for formation of an umbrella organization of DWs	• Support of trade unions and other institutional partners • DWEP modules became entry point for organizing

Success	Factors
INSTITUTIONALIZATION - Regular activities on Decent Work for DWs in the field offices (LEES, convergence activities with other gov't agencies on registration of DWs and skills training) - Assignment of focal persons and point persons on DW in DOLE field offices - K Law localization and DWEP revised module mainstreamed into the NAPC WIS Sectoral Agenda 2015-2018 and its GAD agenda	- DWEP, NAPC WIS Informal Sector Agenda, trade union support, support from other gov't partners - DOLE as lead convener in the regions
SERVICES FOR DWs - Establishment of financial support mechanisms such as mutual benefit schemes, effective "butaw" collection, simple livelihood activities for DWs - Increase in number of registered DWs in SSS, PhilHealth and Pag-IBIG - Increase in domestic workers' complaints received and request for assistance from DWs and issue resolution on salary collection and other labor issues	Regular meetings and dialogue with DWs on benefits of such schemes, regular monitoring of members, actual beneficiaries of livelihood programs encourage other members to avail and join
THE GROUP ADOPTS THE DOLES REPORT BY DIR. SATUMBA, THE WORKERS' REPORT BY JULIUS CAINGLET AND THE EMPLOYERS' REPORT BY DANG SNYDER	

Not-so-successful	Factors
PARTICIPATION - Low turn-out of DWs in convergence activities - Low number of employers complying to SSS, Philhealth, Pag-IBIG and other programs for DWs (i.e. orientations, seminars etc) - Low number of DWs with SSS, PhilHealth and Pag-IBIG coverage	- Problems in downloading information to participants; failure to get support of employers - No employers' organization
DWs are not covered under ECP	Some employers and DWs chose to register as voluntary members only (there is high probability of circumvention of law)

Monitoring mechanisms to check compliance to K Law	• LLCOs do not have visitorial powers in private households
Saturation of all groups for advocacy activities and information dissemination	• Limitations in resources (funds, human resource especially organizers of DWs) • No exact data on where DWs are in their regions
Lack of local ordinances implementing K Law (some areas have local ordinances but only for compliance to K Law provision but are not implemented and do not have budget)	• Some local legislators are not aware or not appreciative of the K Law

Focus for the next six years	
• Activation of <i>Kasambahay</i> Desks and barangay registration (including database, database sharing systems, service flowcharts, mapping of DWs and employers)	
• Organizing of DWs and their employers	
• Issuance of certificate of employment and certification of DW skills	
• Development of mobile apps on <i>Kasambahay</i> Skills Registry, consolidated scheme on payment of premiums, model contracts	
• Amend K Law (include provisions on SSS policy on retroactive payment; ensure coverage of live out DWs in K Law provisions (i.e. who will pay employer contribution of live out DWs with multiple employers)	
• K Law communication plan (targeting DWs and employers; to saturate info dissemination in areas with most number of DWs)	
• DWEP pa more!	
• Program for salary administration/remittance/savings	
• Incentivize barangays that operationalize the K Law (incentives may come from PHILSSA members, LGUs and NGAs – using their GAD funds)	

Successful Areas of Work

The production of IEC materials such as flyers, videos, pamphlets on the K Law, on OSH tips, on SSS registration and on other services that organizations provide to domestic workers during orientation seminars and other advocacy activities helped in disseminating information about their programs and may be considered as successful areas of work in implementing provisions of the K Law.

Injecting DW issues/concerns/programs/activities in other non-DW related activities of organizations helped in widening their reach in informing other stakeholders about DW and also in maximizing their resources, particularly budget for conducting activities

Different avenues were used in organizing domestic workers. Some maximized the DWEP training activities as entry point for gathering DWs and organizing them into an association, while some others had actual staff members who organized DW organizations.

An important factor in institutionalizing DW-related programs and activities particularly in regional offices of government agencies was the leadership of DOLE as convener.

Setting up of financial support mechanisms for DWs was a direct response to immediate needs of DWs. It became successful because of DW organizations' members who regularly monitor their peers and who have demonstrated the advantages of contributing to these mutual benefit financial schemes.

The accomplishments reported by DOLE, FFW (in behalf of workers) and ECOP as it included some of the partners' efforts in implementing the K Law.

Not-so-successful Areas of Work

Participation of DWs and employers in numerous activities conducted have been a problematic area of work due to issues in downloading information to the target participants mainly because these are not organized groups and so information dissemination is an issue.

Information dissemination about social protection schemes for DWs as evidenced by the low number of DWs with coverage under SSS, PhilHealth and Pag-IBIG and by the low number of employers contributing to these. There is a need to have proper data on areas where there are more DWs so that information dissemination campaigns will become more targeted and more efficient.

Most DWs choose to register as voluntary members rather than as domestic workers, making them ineligible under ECP. Employers may be circumventing the law by encouraging their workers to just register as voluntary members.

Some cities and municipalities have existing local legislation about the K Law but most are not implemented and are left on paper. There may be a need to take stock of all local ordinances about DWs and assess their effectiveness.

Focus for the Next Six Years

First, the activation of *Kasambahay* Desks and barangay registration. *Kasambahay* desks in barangays should be set up with a database with data about location or mapping of DWs and their employers, a database sharing system and a service flowchart which would inform DWs and employers about social services available to them and how to avail of these.

Second, organizing of DWs and their employers because more DW and employers' groups would ensure better and more active participation by these key stakeholders in implementing and monitoring the K Law.

Third, issuance of certificate of employment and certification of DW skills. This will support the necessity for upgrading the skills and employability of domestic workers in the future.

Fourth, the development of mobile apps on *Kasambahay* Skills Registry, consolidated scheme on payment of premiums, model contracts in view of technological advancement. The proposed mobile application would provide information on skills of domestic workers and another one will facilitate ease of payment transactions to social protection agencies may need to be developed in the next six years.

Fifth, amendment of K Law and inclusion of provisions on SSS policy on retroactive payment and make more explicit the inclusion of live out DWs, particularly on the issue of those with multiple employers.

Sixth, the development of a K Law communication plan which could be a synchronized communication plan on the K Law to be implemented by stakeholders. The plan should aim to saturate information dissemination in areas with most number of DWs and employers. The synchronized plan will help in sharing resources among partners and in making advocacy efforts more targeted and more efficient.

Seventh, implementation of more DWEP activities. The DWEP training modules should be used in more communities and DW organizations because it is effective not only in educating DWs about financial literacy but also in organizing them into associations of domestic workers.

Eighth, development of a program for salary administration/remittance/savings. This national program on how to assist DWs and their employers in administering salary provision, sending remittances to the province and encouraging DWs to save and invest their incomes is in view of realities faced by DW organizations where their members tend to borrow money or ask for salary advances because they are not able to save money. The suggested program would greatly help DWs contribute more not only to the improvement of their family's welfare but also to the country's economy.

Ninth, incentives to encourage local governments, particularly the barangays, more proactive in implementing K Law as they are deemed to be the frontline agency. Most barangays do not implement the law for a number of reasons such as lack of awareness about their role in the IRR, lack of resources to set up the required systems and mechanisms or because the barangay will not really gain any revenue from the law. Hence, incentivizing barangays that would operationalize the law, not merely to encourage implementation but also to help local government fund their systems and mechanisms required by K Law should be an important focus. The incentives may come from PHILSSA members and even LGUs and NGAs through their GAD funds.

GROUP 4

NAME	ORGANIZATION
Paul Cabatic	BLE
Evelyn Manangan	BWSC
Rodrigo Roble	DOLE RO 11
Dan Espinosa	DOLE RO 6
Mira Tacadao	ILS
Luz Rosas	BLR
Novy Palisoc	UNITED
Precy Villacorta	BUSILAK
Elena Casura	ALU

Success	Factors
1. Organizations with IEC: United, including organized training platform DOLE No common campaign message at this time, but organizations have developed and utilized their own IEC materials in conducting various awareness campaigns/education or orientations to advocate for <i>Batas Kasambahay</i> implementation	H: No dedicated time/person to craft IEC program Suggest to have a core message. E.g. Region VI Tagline: “<i>Domestic work is work. Domestic workers are entitled to decent work</i>”
2. Development of logo (DOMWORK TWG logo was developed and is now being used by partner organizations)	
3. Conduct of one-stop-shop to facilitate registration of <i>kasambahays</i> (twice already for 2016) E.g. <i>Kasambahay</i> Day - National - Regional (region XI)	H: Very nil participation of <i>kasambahays</i>/employers; low hit rate H: <i>kasambahays</i> normally cannot register themselves, because it requires registration of the employers Suggest to educate employers to register
4. Organized <i>kasambahay</i> organizations: UNITED, ALLWIES, TAUMBAHAY	F: The creation of a committee to organize <i>kasambahays</i> inspired to build capacities. Available trainings - leadership training, competency-based capacity building, unionism Labor Education and Research Network (LEARN) - Available focal person to set up an organized sector for <i>kasambahays</i>

	F: bigger percentage of members are live out
5. Participation of organized domestic workers in social dialogues (e.g. NCR). - Out of approximately 800 members of UNITED, around 50 leaders were trained	F: The creation of a committee to organize <i>kasambahays</i> inspired to build capacities.
6. Formulation, printing, and dissemination of an Employers' Guidebook ECOP still working on its publication "Guidelines on Hiring and Employment of Domestic Workers: A Guide for Effective Employers"	F: "Ethical Guidelines for Hiring and Employment of Domestic Workers" developed in early part of 2010 Suggest to reword: "ethical guidelines" to "Guidebook for Domestic Worker Employers" To suggest: Give rewards/incentives to compliant employers (Search and Award for outstanding Household Employers or good practice documentation of Household employers)
7. Finalization, printing, and training on " Protocols for Rescue and Service Provisions " for domestic workers E.g. Dumangas Protocol (Region VI) to integrate <i>Batas Kasambahay</i> in the Rescue and Rehabilitation	F: Multi-agency cooperation H: It took time for the development and finalization due to tight coordination schedule of agencies and inadvertent turn of events F: Inter-agency Human Development and Poverty Reduction Cluster, chaired by DSWD. Implementing agencies: DILG, DOLE, PNP, NBI, DSWD
8. A multi-partite coordinating and monitoring mechanism for domestic worker issues established and functioning as part of the National TIPC	H: No regional representation, national level only E.g. TWG in Davao H: No representative of domestic workers and employers

Not-so-successful	Factors
1. Unified registration of contracts in the barangay level Need for branding and development of core message	H: Due to exposure of confidential information (violation of the right to privacy) H: Political will in the barangay level to seek for <i>kasambahays</i> for registration, door to door registration H: Capability/resources/manpower of Barangays in handling data base e.g. copies of employment contracts

2. No organized household employers. Homeowners associations are organized for compliance only	H: Uncooperative household employers/restricted policies by certain subdivisions H: retrospective payment of premiums Proposal: Condonation in the payment of premiums One stop shop in registration but not in payments
9. First General Assembly of domestic workers – not achieved but <i>Araw ng Kasambahay</i> is being observed/celebrated. Celebration of <i>Kasambahay</i> Day at the national and regional level	H: Resource limitation Proposal: To strengthen the mandates of the organized <i>kasambahays</i>
10. Development of a domestic worker Basic Info Kit	H: No ownership of program/project
11. Capacity-building of implementers of <i>Batas Kasambahay</i> - Training for Labor Inspectors and DOLE Case/ <i>kasambahay</i> Officers on monitoring compliance and conflict resolution	F: active SeNA H: DOLE has no mandate to inspect household, hence the protocol and the task force formed can only act on “complaint-based”
New Information Challenges: Concept of CBA is unionized Provision of the <i>Batas Kasambahay</i> is not meaningful to the stakeholders unless bargaining is between domestic workers and employers is harmonized and organized Suggest: zonal type or homeowners’ association	

Focus for the Next Six Years
• Replication of domestic worker TWG in the region, representation of employers • Clarity in terms of guidelines in securing contracts, safekeeping, monitoring which lead to effective registration of household employers/<i>kasambahay</i>. Suggest contracts should be public – consider safekeeping and privacy protection • Appropriation and mobilization of resources • Development of standard training module or minimum training on core competencies required for <i>kasambahays</i> • Representation of <i>Kasambahay</i> in the Party-list • Formation of domestic worker employers’ associations from among homeowners; associations and domestic worker organizations • Development of Training Manuals for Barangay and other frontline personnel and pilot training (DILG metric) ○ Suggest to create a project team to develop training manuals, with guidance from DOLE, then DILG to implement

• Development of a domestic worker Basic Info Kit in appropriate dialect
• Establishment of actors and implementers in the regional level; DILG as lead agency
• Technical Support in crafting local ordinances and local programs for domestic workers
• Define types of domestic workers (live in, live out, and multi-employers), in order to help craft the benefits package for the domestic workers.

Successful Areas of Work

First, the availability of IEC materials on K Law utilized by DOLE, FFW and UNITED, a domestic workers' organization. The Domestic Work TWG logo is likewise noteworthy. However, due to absence of a dedicated person or expert to design and IEC program, no core message and branding concept was developed. The group suggested having a tagline about the *Batas Kasambahay* campaign for better recall, such as, Region VI's "*Domestic work is work. Domestic workers are entitled to decent work.*" A battle cry or an association of core values, such as, "Dignity", "Respect" may also contribute to a good campaign take off.

Second, the presence of a one-stop-shop facility for Unified Registration Campaign. There were initiatives in all levels to promote the registration of DWs to become members SSS, PhilHealth, and Pag-IBIG, especially during the celebration/observance of *Kasambahay* Day both at the national and regional level. However, participation and hit rate was nil due to procedural limitations. The employer is required to register as well when the DW registers. In general situations, only the worker has the time and makes time to participate in registration drives organized by the government and partner sectors. Educating the employers to register tapping the Human Resource Department as an avenue for dissemination is possible.

Third, the organization of DW groups, namely UNITED, ALLWIES, and TAUMBAHAY. LEARN is a non-governmental organization who helped in the establishment and capacity building of United. They conducted trainings on leadership, competency-based capacity building, career development and unionism. At the start, LEARN went through door-to-door activities and invited DWs to become a member. Now, United approximately has 800 members. Although most of the members are live-out workers, LEARN continuously provide guidance to them on how to expand reach and implement in the ground, particularly on trainings.

Fourth, the participation of organized domestic workers in social dialogues. Social consultations are avenues for domestic workers' voices to provide input to a higher advocacy. The efforts of advocacy groups and the fruits of their training initiatives drove domestic workers' empowerment.

The fifth area identified was the production of the Protocols for Rescue and Rehabilitation of Abused Domestic Workers Service Provisions for domestic workers. In spite of challenges in coordination during its development inadvertent turn of events, the protocols are now for finalization and printing. This is an exemplary output of good governance through multi-agency cooperation in the Interagency Human Development and Poverty Reduction Cluster, chaired by DSWD. In Region VI, the Dumangas Protocol integrates the K Law in their Rescue and Rehabilitation policy. Suggested lead agency will be the DILG and partner agencies are DOLE, PNP, NBI, and DSWD.

The sixth area of work deemed successful was the creation of the Employers' Guidebook. ECOP is currently working on its publication. The original title, "Guidelines on Hiring and Employment of Domestic workers: A Guide for Effective Employers" was suggested to simplify title to "Guidebook for Domestic Worker Employers." The guidebook must include rewards system of incentive plan to compliant employers to serve as models and testimony on effective implementation mechanism.

The last area of work was on the multi-partite coordinating and monitoring mechanism for domestic workers' issues established and functioning as part of the National TIPC. K Law's core message is perceived as "domestic work is work." The group asked themselves if this is genuinely the essence of the law. Confusion clouded the group why two TWGs exist – one that is "ILO-funded" and the inter-agency TWG initiated by DOLE. Why the DOLE-TWG does not include DW representatives where ideally, memberships should be tripartite with the intent to instill ownership and buy in among stakeholders. The premise led the hypothesis that it protracted certain tasks because the TWGs are fractioned. A regional TWG must include representatives as well from domestic workers and employers.

Other Discussion Points:

The increase in the placement of domestic workers through PEAs since 2014 may be triggered by the mandate after the enactment of the K Law. Additionally, they realized the importance of monitoring if there was indeed an increase in the registration of DWs hired under agencies. A participant asked if, "Is it safe to conclude that agencies should be the appropriate channel to take and require registration of workers through PEAs considering that the law is silent for non-compliance?" Issuance of contracts is standard to PEAs. Thus, maintaining confidentiality of personal information and ensuring compliance in contracts' registration; or, the DILG must be on top of the situation. They could conduct a house-to-house visit to invite membership through URC.

An interesting way for campaign could also be a celebrity endorser to champion on K Law.

Cognizant of government decentralization, DILG really has immense participation in the K Law's success. The issues are highly contentious and challenging because the LGUs' advocacy may antagonize the employers' viewpoints and affect the LGU's electioneering. Enterprise-level campaign by tapping the HRD of companies may also be a good platform to promote K Law to reach out to household employers

The concept of CBA is unionized. Hence, the provision of the K Law may not be meaningful to the stakeholders unless the bargaining between domestic workers and employers is harmonized and organized. The team suggested establishment of a zonal type of homeowners' association.

Not-so-successful Areas of Work

The unified registration of contracts in the barangay level still needs improvement in branding and development of common message.

The lack of an organized household employers' group should prompt the DILG to mobilize its resources, especially, because household employers have constitutional rights not to join. It needs to be pointed out the value-added benefit of forming and organizing household employers. Organizing household employers is difficult even in the homeowners' association setting because they only form the group for licensing compliance only. Household employers are uncooperative and do not participate during meetings. This aspect may be difficult to employ due to employers' resistance and restricted policies by certain subdivisions.

Another factor that hinders is retrospective payment of SSS premiums. There was a proposal to develop a good payment scheme for this or condonation. The caveat here is, what about those who have been *kasambahays* for the last ten, fifteen, or twenty years and retireable? How can we exercise the spirit of fairness?

The conduct of a general assembly of DWs may not be feasible at this time due to geographical limitation and financial resource constraints. It may be difficult to conduct because they need to leave their employers for a time. If the convention will last for three days, it would mean leaving their employers for four to five days. Nevertheless, DW organizations should be strengthened. United regularly meets on a monthly basis, while members also attend chapter meetings if they missed the national meeting.

There was also a problem on the development of a DW Basic Info Kit because there were ownership issues. The group underscored the essentiality of a DW Basic Info Kit in multiple dialects to ensure understanding of the DWs themselves.

Another point for improvement is the capacity-building of implementers of K Law, particularly for Labor Inspectors and DOLE Case/*kasambahay* Officers on monitoring compliance and conflict resolution because they do not have visatorial power in the household. Currently, SeNA acts as the conduit between the parties for dispute resolution. It is recommended to strengthen SeNA and capacity of Labor Inspectors and DOLE-*Kasambahay* Officers.

Focus for the Next Six Years

First, duplication of DW TWG in the region to mirror the national process and the representation of employers may help warrant successful implementation in the ground level. DILG must be the lead agency because they are the implementers.

Second, clarification in terms of guidelines in securing contracts in the barangay level; contracts safekeeping, and compliance monitoring toward effective registration of household employers/DW and that contracts should be available to public without sacrificing privacy protection.

Third, appropriation and mobilization of resources because a policy or plan without a budget will never be implementable.

Fourth, development of standard training module or minimum training on core competencies required for DWs.

Fifth, representation of DWs in the Party-list. The representative can be a domestic worker who moved up due to diligence and hard work, or a dependent of a DW

Sixth, formation of domestic worker employers' associations from among homeowners' associations and domestic worker organizations

Seventh, development of training manuals through hiring a technical expert with guidance from DOLE. DILG must be included in the planning and TWG to ensure agency participation in the dissemination and implementation. Training DWs must be done by DILG.

Eighth, development of training manuals for barangay and other frontline personnel. Pilot training must be coordinated with the DILG in the barangay level.

Ninth, development of a domestic worker Basic Info Kit in appropriate dialect

Tenth, clarify roles and responsibilities of all stakeholders in different levels of implementation – national, regional, and LGU, including technical support in constructing local ordinances and local programs

Eleventh, drafting of specific implementation guidelines based on the definition of domestic worker types (live in, live out, and multiple employers), in order to help draft the benefits package for the domestic workers.

Feedback about the Workshop

The pre-work material given to the participants entitled “TWG Reporting Template” should not be entitled as such because some participants are not members of the TWG.

RESULTS OF WORKSHOP 2: PHILIPPINE ACTION PLAN FOR DECENT WORK FOR DOMESTIC WORKERS 2017-2022

For the second workshop, participants answered the following:

- i. By 2022, what changes should we have attained in order to move closer towards realizing the Outcomes? The answers will become the **Intermediate Objectives**.
- ii. For each Objective, the group will identify what programs/policies/activities should be implemented in order to attain said Objective. The answers here will become the **Strategies**.
- iii. The group will also identify whether the Strategies should be put in place or implemented in Year 1, 2, 3, 4, and/or 5.

RIGHTS AT WORK GROUP

NAME	ORGANIZATION
Lalaine Familiara	BWC
Mira Tacadao	ILS
Karen Arlan	ILAB
Evelyn Manangan	BWSC
Rosini David	DOLE RO 3
Miraflor Casanes	DOLE RO 9
Franz Visitacion	NWPC
Nicandro Santos	DOLE RO NCR
Glenford Labial	COLE RO 10
Pamela To-ong	ECOP
Novelita Palisoc	UNITED

Outcome		Intermediate Objective	Strategy	Year					
				1	2	3	4	5	6
1	Empowered domestic workers	1.1. All regions have organized groups of DWs (c/o of social dialogue)	Training of DW organizers	✓	✓				
			Information campaign on the benefits of joining a DW organization	✓					

Outcome	Intermediate Objective	Strategy	Year					
			1	2	3	4	5	6
		Capacity building for DW organizations so that they can access programs from government			✓			
	1.2. DW and employers' organizations are represented in Regional Tripartite Industrial Peace Councils (TIPCs)/ Industry Tripartite Councils (ITCs)	Memorandum Circular (MC) for creation of Regional Sectoral Tripartite Council on DW	✓					
	1.3. National and regional Tripartite Industrial Peace Councils (TIPCs) have adopted the Voluntary Code of Good Practices (VCGP) for the DW sector	Formulation of VCGP by the Regional Tripartite Council	✓					
		Engagement with and mobilizing of HLURB and HOAs	✓					
		Social marketing campaign on VCGP		✓	✓	✓	✓	✓
2	Child Labor is eliminated from domestic work (*Integrate PPACL plan/strategies)	2.1. Zero (0) incidence of employment of children below 15 years old	Preventive information campaigns and orientation	✓	✓	✓	✓	✓
		Local inter-agency teams to monitor/ detect child labor incidences	✓	✓	✓	✓	✓	✓
		Income-generating programs for parents	✓	✓	✓	✓	✓	✓

Outcome	Intermediate Objective	Strategy	Year					
			1	2	3	4	5	6
		Capacity-building for barangays regarding protocols for rescue	✓	✓	✓	✓	✓	✓
		Intensify child labor-free barangays campaign	✓	✓	✓	✓	✓	✓
		Integrate DW issues in 4Ps Family Development Sessions (FDS)	✓					
	2.2. All 15 to 17 year old children in DW are protected and are studying / in-school	Partnership with schools to identify CDWs						
		Partnership with schools for "balik eskwela" campaigns and services						
3	All forms of forced labor are eliminated	3.1. All PEAs are fully compliant with policies and standards	✓					
		Coordination with DOJ and LGUs for detection and prosecution of erring PEAs	✓	✓	✓	✓	✓	✓
		Information campaign regarding differences between licensed and unlicensed PEAs	✓					
	3.2. All barangays and other community stakeholders are mobilized, trained, and actively monitoring	Incentives and awards program for barangays		✓				

Outcome	Intermediate Objective	Strategy	Year					
			1	2	3	4	5	6
		compliance with the law						
		Orientation/Training for local/ barangay officials	✓	✓	✓	✓	✓	✓
		Alternative livelihood programs for vulnerable groups that usually fall into forced labor	✓	✓	✓	✓	✓	✓
	3.3. All LGUs have database and registry of DWs	Tap into Skills Registry System (SRS) to build initial DW database and skills profile						
4	Domestic workers are protected from abuse and exploitation	4.1. All newly-hired DWs underwent orientation/ received information on their rights, the K Law, and how to seek help	✓	✓	✓	✓	✓	✓
	4.2. All regions have existing mechanisms for the operationalization of the protocol on rescue and reintegration/ rehabilitation	Training for city/ municipal social workers and desk officers	✓	✓	✓	✓	✓	✓
5	Domestic workers receive appropriate wages	5.1. All Regional Tripartite Wage Boards (RTWBs) have reviewed and revised minimum wage rates for DWs	✓		✓		✓	
	5.2. 100% compliance with minimum wage rates	Information dissemination on where to complain/ report violations						

Outcome 1. Empowered domestic workers

The perspective of Outcome 1 focused on: (a) the capacity of DWs to assert their rights; and (b) the capacity of DWs and employers to discuss and agree on terms and conditions of work. For the 2017 to 2022 timeframe, the facilitator suggested to focus on the first statement for the time being. He also shared that this outcome is more applicable under Social Dialogue, but their group will discuss it, so the other group can pick it up. The group came up with the following intermediate objectives:

- 1.1. All regions have organized groups of DWs
- 1.2. DW and employers' organizations are represented in Regional Tripartite Industrial Peace Councils (TIPCs)/ Industry Tripartite Councils (ITCs)
- 1.3. National and regional TIPCs have adopted the Voluntary Code of Good Practices (VCGP) for the DW sector

Participants identified Intermediate Objectives 1.2 and 1.3 to complement 1.1, as it would be better if organized DWs have a proper venue for organizations to their concerns. A representative from DOLE Region III shared that they already communicated with ALLWIES to invite a *kasambahay* representative in the RTIPCs. In addition, the DOLE Secretary issued a memorandum to include NGOs, representatives from the migrant sector, etc. in the RTIPCs.

One question raised was if initiatives for Objective 1.1 would be focused on receiving regions. The question was parked for future discussion, as there are regions that are both sources and recipients of domestic work labor force.

The group agreed to have the following strategies, as per intermediate objective:

Intermediate Objective 1.1. All regions have organized groups of DWs

Strategies:

- 1.1.1. Training of DW organizers
- 1.1.2. Information campaign on the benefits of joining a DW organization
- 1.2.3. Capacity building for DW organizations so that they can access programs from government

Intermediate Objective 1.2. DW and employers' organizations are represented in Regional Tripartite Industrial Peace Councils (TIPCs)/ Industry Tripartite Councils (ITCs)

Strategy: Memorandum Circular (MC) for creation of Regional Sectoral Tripartite Council on DW

Intermediate Objective 1.3. National and regional TIPCs have adopted the Voluntary Code of Good Practices (VCGP) for the DW sector

Strategies:

- 1.3.1. Formulation of VCGP by the Regional Tripartite Council
- 1.3.2. Engagement with and mobilizing of HLURB and HOAs
- 1.3.3. Social marketing campaign on VCGP

Outcome 2. Child Labor is eliminated from domestic work

The group decided to aim for zero incidence of employment of children below 15 years old because child labor is prohibited. They compared this objective to prior targets, where plans used to target 85% elimination of child labor, while 15% still remain in child labor. They agreed that this is a better direction to take. With regards to children aged 15 to 17, the group discussed whether school enrolment should be mandatory or not. One side argued that the decision to go to school should be on free will, because not all domestic workers in this age are interested to go school.

On the other hand, the other side argued that since the government is aware of this occurrence, it cannot just stand and watch when it can really do something to help children improve their lives. It should be mandatory and a condition of the government to households hiring children for domestic work. This way, households would opt to hire older domestic workers so they do not have to hire child domestic workers (CDWs). In addition, the government's K to 12 program is equivalent to mandatory basic education and this means that children at this age are already covered and should really be in school.

The question, however, was who will enroll the CDW and who will provide for their school needs. But, it should also be noted that mandatory basic education is for free. Members also asked who has the mandate to ensure that CDWs are in-school.

The participants further raised that it would be better if there are no children aged 15 to 17 working as domestic workers. Mr. Alcantara shared that when *Batas Kasambahay* was being lobbied, advocates positioned for elimination of children in domestic work, as it was considered as one of the worst forms of child labor. However, this did not become part of the Law, because legislators opted to make *Batas Kasambahay* coherent with existing child labor policies.

The following statements are the formulated Intermediate Objectives for Outcome 2:

- 2.1. Zero (0) incidence of employment of children below 15 years old
- 2.2. All 15 to 17-year old children in DW are protected and are studying/ in-school

The group considered to integrate the Philippine Program against Child Labor (PPACL) plan. However, they were not able to identify specific information useful to their planning. PPACL documents only showed strategies and targets were not yet set.

The group agreed to have the following strategies, as per intermediate objective:

Intermediate Objective 2.1. Zero (0) incidence of employment of children below 15 years old

Strategies:

- 2.1.1. Preventive information campaigns and orientation
- 2.1.2. Local inter-agency teams to monitor/ detect child labor incidences
- 2.1.3. Income-generating programs for parents
- 2.1.4. Capacity-building for barangays regarding protocols for rescue
- 2.1.5. Intensify child labor-free barangays campaign

2.1.6. Integrate DW issues in 4Ps Family Development Sessions (FDS)

Intermediate Objective 2.2. All 15 to 17 year old children in DW are protected and are studying / in-school

Strategies:

2.2.1. Partnership with schools to identify CDWs

2.2.2. Partnership with schools for "balik eskwela" campaigns and services

Outcome 3. All forms of forced labor are eliminated

The Philippines has no specific law on forced labor, unlike child labor. The country has laws on human trafficking, but not all trafficking is forced labor. The indicators for Outcome 3 are: (a) number of domestic workers in forced labor conditions; and (b) number of domestic workers placed by private employment agencies (PEAs) with written contracts. To facilitate participants' identification of intermediate objectives, the facilitator asked the participants how they understand and define forced labor of domestic workers. The participants defined it as debt bondage, with human trafficking involved, and with coercion and intimidation. To remove persons in forced labor situations and prevent more from getting into such condition, the group identified what they can do until 2022.

There are two mechanisms of domestic work employment – there is direct hiring and then there is hiring through PEAs. Considering that PEAs are one of the main elements in Outcome 3, the participants agreed to have one of the objectives focus on ensuring that all PEAs are compliant with policies and standards and on the elimination of unlicensed PEAs.

On the other hand, the barangays are expected to monitor the directly hired DWs in their jurisdiction. Homeowners' associations could be tapped to report to the barangay, if there are cases of forced labor among their members and/or neighborhood. They are free to go around their subdivisions and communities and they are able to find out if there are newly hired DWs.

This means that the mode of intervention, according to the explored intermediate objectives, is through the DWs' hiring process. The following were the developed intermediate objectives:

- 3.1. All PEAs are fully compliant with policies and standards
- 3.2. All barangays and other community stakeholders are mobilized, trained, and actively monitoring compliance with the law
- 3.3. All LGUs have database and registry of DWs

The group agreed to have the following strategies, as per intermediate objective:

Intermediate Objective 3.1. All PEAs are fully compliant with policies and standards

Strategies:

3.1.1. Capacity-building and utilization of LLCOs to run after erring PEAs

3.1.2. Coordination with DOJ and LGUs for detection and prosecution of erring PEAs

3.1.3. Information campaign regarding differences between licensed and unlicensed PEAs

Intermediate Objective 3.2. All barangays and other community stakeholders are mobilized, trained, and actively monitoring compliance with the law

Strategies:

3.2.1. Incentives and awards program for barangays

3.2.2. Orientation/Training for local/ barangay officials

3.2.3. Alternative livelihood programs for vulnerable groups that usually fall into forced labor

Intermediate Objective 3.3. All LGUs have database and registry of DWs

Strategy: Tap into Skills Registry System (SRS) to build initial DW database and skills profile

Participants asked how domestic workers who are not hired through PEA could be identified. The question was parked, for the time being. There were also recommendations that were not incorporated into the plan, were parked, and should be looked into. They are as follows:

- Appointment of desk officers at the barangay
- DOLE should revive town hall orientation sessions to raise people's awareness about the policies, because not all barangays and municipalities still do this.

Outcome 4. Domestic workers are protected from abuse and exploitation

Outcome 4, based on its indicators, focused on contracts – the number of contracts executed; and the number of contracts observed. The group was asked to focus on what should be done by 2022, in terms of rescuing abused DWs. Participants responded that inter-agency convergence, services, and protocols should be fully operational. The protocol was recently signed and disseminated, so implementation would have commenced by now. The services are also already available, except for temporary shelters. Municipal/city governments still cannot handle this and they still rely on DSWD regional offices.

Based on these updates, the following statements were agreed on as the intermediate objectives:

- 4.1. All newly-hired DWs underwent orientation/ received information on their rights, the K Law, and how to seek help
- 4.2. All regions have existing mechanisms for the operationalization of the protocol on rescue and reintegration/ rehabilitation

For Intermediate Objective 4.1, the orientation would be conducted at the receiving barangay. The opportunity could be maximized for *kasambahay* registration and allowing his/her to get to know the employer. The group considered that this will be a lot of work for the barangay, so these objectives and strategies should be run through with DILG, especially with the National Barangay Operations Office (NBOO). The orientation sessions could also be done similar to how migrant

workers are processed – they have orientation sessions prior to departure and another one upon arrival to the receiving country. There would be considerations on the resources, though, as implementing this would be costly.

The group agreed to have the following strategies, as per intermediate objective:

Intermediate Objective 4.1. All newly-hired DWs underwent orientation/ received information on their rights, the K Law, and how to seek help

Strategy: Build capacity of barangay/ desk officers to hold orientation sessions

Intermediate Objective 4.2. All regions have existing mechanisms for the operationalization of the protocol on rescue and reintegration/ rehabilitation

Strategy: Training for city/ municipal social workers and desk officers

Outcome 5. Domestic workers receive appropriate wages

Wages are being reviewed by the Regional Tripartite Wages and Productivity Boards (RTWPPBs) and so far, there are only four regions that made adjustments to the minimum wage of domestic workers. Within one year, all regions should have made the adjustments on DWs' wages. With this, the group agreed to have the following intermediate objectives and strategies:

Intermediate Objective 5.1. All Regional Tripartite Wages and Productivity Boards (RTWPPBs) have reviewed and revised minimum wage rates for DWs

Strategy: Conduct consultations

Intermediate Objective 5.2. 100% compliance with minimum wage rates

Strategy: Information dissemination on where to complain/ report violations

Questions/Concerns/Recommendations Raised during Plenary Presentation:

1. Concern: Most domestic workers do not know where to go when they have complaints or concerns. DOLE's regional offices are usually far from where they work. There are existing *Kasambahay* Desks at the barangay level.
 - a. Question: How can services be brought nearer to domestic workers?
 - b. Recommendation: Can the grievance mechanism, at the least, be brought to the barangay level? This would entail capacity building for the *Kasambahay* Desk Officers on handling grievances.
 - c. Recommendation: The SEADO could be maximized in handling cases of labor disputes; this is one mechanism. Their presence in the areas where domestic workers are should be ensured.
2. Concern: With regards to the data base, registration happens at the *Kasambahay* Desk at the barangay. The data is submitted to Public Employment Service Office (PESO), which submits the data to DILG. DILG shares the lists to DOLE and relevant social service agencies.

- a. Question: How do we reconcile the database through these sources?
 - b. Recommendation: Maximize and start on the Skills Registration System for building the database on domestic workers.
3. It was observed that not all the groups were able to incorporate the priorities identified during the assessment session on Day 1 into their plans.

Response: There are cross-cutting areas of work identified in the session yesterday, such as having unified ways of working with the LGUs that should be integrated into the plan. Addressing this matter should be discussed in the next steps.

EMPLOYMENT GROUP

NAME	ORGANIZATION
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Elisa Mojana	DOLE RO 7
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Rachel Angeles	POEA
Vic Darapiza	ECOP
Catherine Aquino	ALLWIES
Elena Casura	ALU
Maria Cristina Asencio	UNITED

Outcome	Intermediate Objective	Strategy	1	2	3	4	5	6
1. Domestic Worker -Employer relationship formalized through written employment contracts	By 2022, 80% of the 43,000 barangays have conducted awareness campaigns to HH employers and DWs	Information, Education, and Communication both to employers and DWs - Awareness about BK - what are their rights, obligations, privileges and benefits - Process of hiring (provide a qualifier regarding terms and conditions) <i>Indicator: # of barangay who have</i>	✓	✓	✓	✓	✓	✓

Outcome	Intermediate Objective	Strategy	1	2	3	4	5	6
		conducted awareness campaigns/orientations or lay fora to household employers and domestic workers about their rights and obligations under the Batas Kasambahay, the value of registration (SSS, Philhealth, PAG-IBIG, etc), and providing a written contract  By 2022, 40% of the 43,000 barangays/ community have enhanced capacity to implement issuance of contractual agreements Increased % of DWs hired through the private employment agencies (PEA) Revised standard employment contract considering the type of service, competency-based pay scale (live in, live out, multiple employer DWs)						
		Dialogue between DILG and DOLE to operationalize and come up with a JMC about the awareness of implementation of BK law in the local level including mandatory requirements for HH employers and DWs) Creation of EO/AO and JMC between DILG-DOLE mandating issuance of contract Issuance of ordinance regulating contracts management by the barangay Dialogue with PEAs regarding the feasibility of hiring process for direct applicants through PEA DOLE to review and revisit the current contract template to craft a fit-for-purpose contractual agreement Standards in terms of: job description, pay scale Development of guidelines to operationalize the hiring process and provision of contract depending on the type of service, particularly for live out and multiple employer DWs (the guideline includes live in DWs	✓	✓				
			✓	✓				
			✓	✓	✓	✓	✓	✓
			✓					
			✓	✓				

Outcome	Intermediate Objective	Strategy	1	2	3	4	5	6
	Established database system to include profiles and demographics of: - PEAs - HH employers (according to wealth quintiles) - DWs (according to pay scale, job description, competencies of DWs) across regions - Contracts issued (with and without contracts) An annual increase of 5% in the number of contracts provided by employers to DWs based on the number of registered DWs in the barangay as of April 2014	only) - Sub-contracted work Development of competency-based pay scale Determine base line information in terms of: # of DWs/Employers with contracts; profiles of DWs (live in, live out, multiple employer DWs) Establishment of database	✓	✓	✓			
2. Domestic workers are skilled, certified and/or have completed basic education Lead Agency: DepEd, CHED, TESDA (in partnership with NGOs, organizations with similar programs)	By 2022, 50% of the registered DWs have undergone orientation on Skills Training and Competency Development Services By 2022, a number of registered DWs as of 2014 are equipped with the necessary skills: - Certification through TESDA - Completed Basic Education or through ALS - Competed Core Competency Program for DWs	Develop advocacy plan and program for HH employers regarding skills and competency-based capability building for DWs <i>Indicators:</i> Number of HH employers and DWs who have undergone orientation Strengthen the advocacy concerning the training regulations for DWs ○ Identify access points for training and competency-based capability building ○ Rollout Certification Program/Modules, IEC and advocacy plan and program to the local level	✓	✓				
			✓	✓	✓	✓	✓	✓

Outcome	Intermediate Objective	Strategy	1	2	3	4	5	6
		Indicators: ○ Number of training materials developed ○ Number of campaigns conducted ○ Target population reached						

OUTCOME 1:

Domestic Worker-Employer relationship formalized through written employment contracts

Immediate Objectives

1. By 2022, 80% of the 43,000 barangays have conducted awareness campaigns to household employers and domestic workers

Strategy: Information, Education, and Communication both to employers and domestic workers

- Awareness about BK - what are their rights, obligations, privileges and benefits
- Process of hiring (provide a qualifier regarding terms and conditions)

Completion Timeline: Six years

Suggested Indicator: Number of barangay who have conducted awareness campaigns or forum to household employers and domestic workers about the rights and obligations under the K Law and the value of registration in the barangay where the employer resides and registration to social security protections offices (eg. SSS, PhilHealth and Pag-IBIG) and providing a written contract to DW and furnishing a copy to the barangay where the employer resides.

2. By 2022, 40% of the 43,000 barangays/ community have enhanced capacity to implement issuance of contractual agreements

Strategy: Dialogue between DILG and DOLE to operationalize and come up with a JMC about the awareness of implementation of BK law in the local level including mandatory requirements for household employers and domestic workers)

Completion Timeline: Two years

3. Increased % of domestic workers hired through the PEAs

Strategy

- a. Creation of EO/AO and JMC/JMO between DILG and DOLE mandating the issuance of written contract

- Issuance of ordinance regulating (guidelines and procedures) contracts management by the barangay

Completion Timeline: Two years

- b. Dialogue with PEAs regarding the feasibility of hiring process for direct applicants through PEA

Completion Timeline: Six years

- 4. Revised standard employment contract considering the type of service, competency-based pay scale (live in, live out, multiple employer domestic workers)

Strategy

- a. DOLE to review and revisit the current contract template to craft a fit-for-purpose contractual agreement
 - Standards in terms of: job description, pay scale
 - In language or dialect that the *kasambahays* understand

Completion Timeline: One year

- b. Development of guidelines to operationalize the hiring process and provision of contract depending on the type of service, particularly for live out and multiple employer domestic workers (the guideline includes live in domestic workers only)
 - Sub-contracted work

Completion Timeline: Two years

- c. Development of competency-based pay scale

Completion Timeline: Three years

- 5. Established database system to include profiles and demographics of the following:

- PEAs
- Household employers (according to wealth quintiles and level of education)
- Domestic workers (according pay scale, job description, competencies of domestic workers)
- Contracts issued (with and without contracts)
- Compensation/salary rates of *kasambahays* across regions

Strategy: Determine base line information in terms of, # of domestic workers/Employers with contracts; profiles of domestic workers (live in, live out, multiple employer domestic workers)

Completion Timeline: Three years

- 6. An annual increase of 5% in the number of contracts provided by employers to domestic workers based on the number of registered domestic workers in the barangay as of April 2014

Strategy: Establishment of database to provide information regarding profiles and demographics of registered domestic workers and household employers

Completion Timeline: Six years

The law stipulates issuance of contract whichever mode a DW is hired, whether direct hiring or through PEA. After a year of implementing the K Law, only around 1,200 DWs have registered based on the DOLE report as of April 2014. The data did not account those with issued contracts or any form of written agreement. The challenges root from the ground level, how to and who will encourage the household employers and the domestic workers to come into a formal written

agreement. More importantly, how can we motivate them to register the contract to the barangay? While the law mandated household employers to register their domestic workers and furnish a copy of the employment contract to the barangay where the employer resides, the guidelines and procedures on how to operationalize this has not been developed or crafted. POEA added that perhaps the three social protection agencies can require DWs to provide a copy of their contracts during enrolment. Conversely, the group deliberated that copy of contract may not be required during registration. However, it will be required once they became a member, for example, after a month of membership or when they claim or avail for a service/benefit.

DOLE suggested moving towards facilitating the hiring process of the “direct hire domestic workers” consistently through PEAs in order to ensure contract issuance. Additionally, hiring through PEA ensures a “win-win situation” - the employer can be assured that the DW is competent and went through skills training and orientation, be secured about any criminal offense of the worker because PEAs normally conduct background investigation; and the DW is warranted for the amount of pay to receive and for any undue treatment.

In the assumption that hiring through PEAs promotes the issuance of a contract, the following are hindering factors affecting outcome 1:

- Weak information campaign
 - Employers do not see the value of issuing contracts for their protection. Strengthening information campaign on how to help household employers and DWs about informed decision-making and knowledge on value-added benefits of hiring through PEAs.
- The salary of DW in the agency is competency-based. Hence, the employers prefer hiring directly due to low salary offer.
- Domestic workers themselves are resistant about contract issuance and/or registration in the social protection agencies because there is no assurance they will stay long in the employer
- The DILG has pivotal role in the implementation
- There are no clear guidelines in issuing a contract for live out and DW with multiple-employers. The guideline should define the type of domestic workers, particularly for live out and multiple-employer DWs. The contract should include the frequency and scope of work of the worker.

OUTCOME 2:

Domestic workers are skilled, certified and/or have completed basic education

Lead Agency: DepEd, CHED, TESDA (in partnership with NGOs, organizations with similar programs)

Immediate Objectives

1. By 2022, 50% of the registered domestic workers have undergone orientation on Skills Training and Competency Development Services

Strategy: Develop advocacy plan and program for household employers regarding skills and competency-based capability building for domestic workers

Completion Timeline: Two years

Suggested Indicator: Number of household employers and domestic workers who have undergone orientation

2. By 2022, a number of registered domestic workers as of 2014 are equipped with the necessary skills:

- Certification through TESDA
- Completed Basic Education or through ALS
- Competed Core Competency Program for domestic workers

Strategy: Strengthen the advocacy concerning the training regulations for domestic workers

- Identify access points for training and competency-based capability building

Completion Timeline: Six years

- Rollout Certification Program/Modules, IEC and advocacy plan and program to the local level

Completion Timeline: Two years

Suggested Indicators:

- Number of training materials developed
- Number of campaigns conducted
- Target population reached

The group recognized the value of setting up a database system to help provide the demographics and understand the landscape covered by the law. According to DOLE, the report they receive from the region submitted by PEAs indicates solely a “count” of the number of DWs with contracts. Albeit hard copies of the contracts are available, these are not entered into a system and are only counted manually to provide a report to DOLE. A good example of an existing database is United’s. The United Domestic Workers of the Philippines currently have approximately 800 members across NCR (includes Bataan). All basic profile information of the members is stored in the computer.

The proposed database system should feed information from the barangay, processed and validated in between (municipality/city, province, or region) and include the following:

- Number of PEAs
- Number of Household employers (according to wealth quintiles)
- Number of domestic workers
 - According pay scale, job description and competencies
 - According to contracts issued (with and without contracts)

The DILG and DOLE would need to coordinate closely on how to operationalize the implementation plan and to devise a method on how to conduct survey from the barangay level. The local government unit has a pivotal role in meeting outcome 1, therefore, the DOLE should push for the inclusion of the K Law in the DILG agenda.

For the indicator of objective 2 (outcome 2), the group assented to measure the number of orientations and not the number of enrolments because the number of enrolments is demand driven. If the DW went through the orientation, it buys the assumption that they are informed of better alternatives such as, setting up a small business or pursuing further skills enhancement, or a higher level of education.

There was also a recommendation to tap the Human Resource Division of private companies in conducting orientation on K Law to reach out to more household employers, as part of their Corporate Social Responsibility agenda.

A quite contentious proposal was brought to the table for discussion and to determine the degree on how implementable contract issuance is. That is, to pilot test the execution of contract among government employees with DWs starting with the DOLE employees.

SOCIAL PROTECTION GROUP

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Social Protection							
Outcome	Intermediate Objective	Strategy	1	2	3	4	5
1. Workplace-related illness and accidents of domestic workers are prevented	1.1 Greater awareness of occupational safety, risks, hazards and how these can be avoided *No baseline for level of awareness *Issue: how to establish a baseline and set a	A. Mainstream DW health issues in the local health development plan		✓	✓	✓	✓
		B. Localize OSH tips – integrate it in the Family Development Sessions (DSWD), government livelihood programs, micro-finance institutions, and local ordinances		✓			

	target?	C. All Orientations for household employers and DWs should include OSH tips (come-ons: ride on interesting topics) <i>Note: Integrated, unified approach among government agencies and other stakeholders (handling orientations and pooling of resources, importance of TWG regional) – communication plan as activity</i>	✓	✓	✓	✓	✓	✓
	1.2. Creation of database and OSH profiles of domestic workers	A. Establishment of a database and OSH profiles of DWs via: A.1. Work with PSA to develop methods for data profiling (13th National Statistical Convention); implement A.2. Work with DOH and their local health offices on profiling and establishment of baseline awareness B. OSH Center research on specific risks in DW sector	✓	✓				
	1.3. Reduced unsafe practices and working conditions in the workplace	- Improve OSH instrument -adopt OSH standard - Clear enforcement, jurisdiction, and monitoring						
2. Domestic workers are able to cope with vulnerabilities due to loss of employment, illnesses, accidents, calamities, old age	2.1 Increase coverage rate of domestic workers under SSS, PhilHealth, Pag-IBIG by 15% per annum <i>*This contributes to the Social Protection Floor</i>	A. Improvement of benefits/ enhancement of return to premiums via: -Crafting of benefit programs that are relevant to the specific needs of the DWs for PagIBIG and PhilHealth (e.g., low cost housing, loyalty card/ discount card program, no balance billing) B. Continued awareness and one-stop shop information campaigns. Strategic entry point: homeowners associations, offices, PTAs, ECOP local chapters, Philippine Chamber of Commerce Industry (PCCI). *Partnership between agencies	✓	✓	✓	✓	✓	✓

		*Seal of Governance						
		C. Improved Registration Process:						
		C.1. Financial support to barangays to become the principal gateway		✓				
		C.2. Phase 2 of KURS – online reporting or data sharing/ central database between the 3 social security agencies		✓				
		D. Simplified requirements and procedures -Retool front liners (explain that birth certificates are not needed for registration)	✓	✓				
		E. Study on the extent and nature of vulnerabilities of domestic workers and their families	✓	✓	✓	✓	✓	✓
		<u>POLICY ISSUES</u>						
		F. Provision of alternative solution to the arrears concern for SSS						
		F.1. Filing of documents/ groundwork		✓				
		F.2. Cost benefit/ feasibility study for legislative support		✓				
		F.3. Continued advocacy by the workers associations and	✓					
		G. Solution for payment of premiums for domestic workers with multiple employers -State Insurance Fund -Employers Compensation Commission (ECC) -PhilHealth						

OUTCOME 1. Workplace-related illness and accidents of domestic workers are prevented

The primary concern of the group under this Outcome was the prevention of OSH risks and hazards. It is important to first be aware of the risks and hazards present in the workplace in order to anticipate and plan how these could be avoided. However, there is no baseline data/ Occupational Safety and Health (OSH) profile on the domestic work sector – on extent of specific risks and hazards in the sector, on level of awareness of risks and hazards in domestic work, on who have been exposed to, or have suffered from, work-related illnesses. Planning should always be based on data for it to be responsive and the establishment of a database enables clear target setting. It was suggested that the intermediate objective would be the establishment of the OSH profile of domestic workers, whether direct or hired through agency.

One of the provisions of *Batas Kasambahay* states that an employer may require a medical exam prior to the engagement of a domestic worker. This is not mandatory especially for direct hires, but based on the principle of prevention, it would be good to see the baseline health condition of the worker. It was suggested that the intermediate objective should thus be related to the health status of the DWs prior to hiring. OSH profiling was deemed ideal, but it was argued that there is no body mandated to collect this type of data.

There was no seen contradiction between awareness-building/advocacy on pre-employment health check and the establishment of OSH profiling. Advocacy can stand on its own. All domestic workers should be reached through campaigns, with or without the existence of a database. However, a scientific approach in pursuing domestic workers through data basing would indeed be helpful in future target setting. In the absence of a database, targets may still be set – urban areas or economic centers with a high concentration of domestic workers, such as Metro Manila, Cebu, and Davao, may be the focus of advocacy campaigns. When the database is completed, targets may be adjusted and expanded to include other areas. DOLE has already reached out to the Philippine Statistics authority (PSA) for assistance on this.

The intermediate objectives for Outcome 1 are:

- 1.1. Greater Awareness of occupational safety, risks, hazards and how these can be avoided, and
- 1.2. Establishment of database on OSH profile of the domestic workers

There is said to be two major areas of prevention, one is the eradication of unsafe workplace and second, eradication of unsafe acts. At present, there are OSH standards for commercial buildings, but no OSH standards for households, only OSH Tips/ advisory. Because of the employer-employee relationship, the household is now considered a workplace and the removal of unsafe conditions is based on the idea that there should be standards (and not just tips) for household safety. It was then proposed that there be a third intermediate objective:

- 1.3. Reduced unsafe practices and working conditions in the workplace

However, it would be difficult to comply with OSH standards because the household is also a private space and cannot easily be penetrated. DOLE does not encompass the household and its jurisdiction is limited to the inspection of formal workplaces. If standards are to be set, there is currently no implementing body for these standards as of yet. Further, the OSH Tips are developmental in nature and may be revised when data is established in the future. In fact, other countries did not ratify ILO Convention 189 due to strict OSH standards. The OSH Tips is actually a part of DOLE's strategy, as it is considered a soft approach in ensuring workplace safety.

The third intermediate objective was placed and parked as an issue, as the sanctity of the home proves to be a hindrance in the formation and implementation of OSH standards. Nevertheless, it was discussed that the K Law itself is already a standard and labor inspection is not the only means of enforcing standards. The household is considered to be a workplace, but it is also a private space which makes labor inspection dependent on permission of the householder or authority from the court. But the law is enforced in other ways; i.e. through promotion, information, advocacy, meeting employers and workers outside the home.

Intermediate Objective 1.1. Greater Awareness of occupational safety, risks, hazards and how these can be avoided

Strategy A. Mainstream DW health issues in the local health development plan

Strategy B. Localize OSH tips – integrate it in the Family Development Sessions (DSWD), government livelihood programs, micro-finance institutions, and local ordinances

Strategy C. All Orientations for household employers and domestic workers should include OSH tips (come-ons: ride on interesting topics)

Partnership with the DOH and its local health offices will help in creating awareness of domestic work OSH Tips and is hoped to increase mainstream discourse on domestic work health issues in the local health development plans. This is aligned with the thrust of DOLE to make occupational health a public health issue. For this, the first year would have to be devoted to groundbreaking coordination with LGUs.

The Family Development Sessions of the DSWD was identified as a venue where localized OSH tips may be integrated. OSH Tips deal with general household safety and the *Pantawid Pamilyang Pilipino Program* (4Ps) beneficiaries at times are recruited for domestic work. Moreover, government livelihood programs, micro-finance institutions, and local ordinances may also be tapped for advocacy campaigns, thereby increasing awareness.

Employers were identified as the ones responsible in orienting the worker on OSH Tips. As such, there is also a need to first orient employers on this. Employer participation is however limited, and it was suggested that OSH Tips be shared under the guise of more interesting topics such as crime prevention where the PNP may be invited to join.

With this, there should be one individual government approach to all orientations. It should be packaged together and spearheaded by a specific group for a standardized, holistic approach, thereby making it more cost-efficient. This unified approach would also greatly benefit with the establishment of regional TWGs.

Drafting of a communication plan may be one of the activities that could be done for this strategy. Under this, social marketing may be integrated as part of the continuous efforts. It was suggested that YouTube videos may be produced that can be accessed anytime and anywhere.

Intermediate Objective 1.2. Creation of database and OSH profile of domestic workers

Strategy A. Establishment of a database and OSH profiles of DWs via:

- Work with PSA to develop methods for data profiling (13th National Statistical Convention)
- Work with the DOH and their local health offices on profiling and establishment of baseline awareness

- Implementation

Strategy B. OSH Center research on specific risks in DW sector

Identified strategies under the creation of database would be working with PSA on methodology and DOH for assistance on baseline data. It was shared that DOLE had already started discussions with the PSA, requesting assistance in the development of methods for domestic work OSH profiling. The 13th National Statistical Convention 2016 will be important in the set timeline for this to be started.

The second strategy would be for OSH Center research to conduct more research on specific risks on the domestic work sector. Currently, there are existing and ongoing researches for health hazards on the informal sector. Target of research study outline and implementation on selected areas of domestic work will be on the first year.

Intermediate Objective 1.3. Reduced unsafe practices and working conditions in the workplace

Strategy A. Improve the OSH instrument, from OSH tips to clear OSH standards

Strategy B. Clear jurisdiction and monitoring

The original statement for this intermediate objective was “eradication” of unsafe practices and working conditions in the workplace.” It was discussed and agreed that eradicate might be unrealistic by 2022 and was restated as “reduced” unsafe practices and working conditions in the workplace.”

Identified strategies for this parked outcome would be the improvement of the OSH tips to OSH standards, and the establishment of clear enforcement, jurisdiction, and monitoring of these standards. There was no consensus in the group about this last proposed strategy. Although domestic workers do face OSH risks, which should be prevented, enforcing standards through conventional workplace inspection was not seen as feasible. Promotional and educational measures oriented to employers and domestic workers seemed more feasible. As regards enforcement, labor inspection visits could be done without necessarily entering the house premises but by meeting the parties outside the home. The Philippine also enforces the law through complaints and dispute settlement mechanisms.

OUTCOME 2. Domestic workers are able to cope with vulnerabilities due to loss of employment, illnesses, accidents, calamities, old age

At the most basic level, the intermediate objective should be to increase coverage rate of domestic workers. At the onset, the target was pegged at 100% since the K Law states that all DWs must be covered. This is not aspirational or ideal, but mandated by law. Upon further examination, however, 100% coverage might be a long-term outcome, rather than a target to be achieved by 2022.

It was also argued that actual coverage (or compliance with the law) is not only a function of enforcement procedures. There are barriers to compliance that would need to be addressed. In fact, to date, no country has achieved 100% coverage even amongst the formal sector. The international standard is 80% coverage. In the end, it was agreed that though the long-term outcome should be 100% coverage, there should be a progressive target and the intermediate objective be stated as:

Intermediate objective 2.1. Increase coverage rate of domestic workers under SSS, PhilHealth, Pag-IBIG by 15% per annum

This intermediate objective will feed into the Social Protection Floor for domestic workers, the purpose of which is to establish a minimum guarantee of the national government to address the risks and vulnerabilities of a specific sector. The domestic work sector has been excluded from the Social Protection Floor for the longest time.

The hindering factors to compliance should be addressed in the strategy. As presented by Pag-IBIG Fund, there are four elements for successful social security coverage: (1) knowledge, (2) accessibility and ease of registration, (3) accessibility and ease of payment, and (4) services are considered worthwhile vis-à-vis transaction cost.

Identified barriers were lack of will on the part of both DW and employer or lack of appreciation of the benefits of compliance, affordability or ability to pay, lack of awareness of the benefits, and cumbersome registration process including requirements, payment process, and SSS arrears concern. Formulated strategies were categorized according to the identified barriers to compliance.

Strategy A. Improvement of benefits/ enhancement of return to premiums via crafting benefit programs that are relevant to the specific needs of domestic workers for Pag-IBIG and PhilHealth (e.g., low cost housing, loyalty card/ discount card program, no balance billing)

Cost and affordability of the contribution to SSS, PhilHealth and Pag-IBIG were possible barriers to domestic worker registration. For example, ordinary workers, micro entrepreneurs, and self-employed constitute majority of employers. There are employers who are not even registered themselves. In relation to this, it was suggested that coverage rate may already be increased if the target is concentrated on the 20% who belong to the higher-income bracket or in big cities with high concentration on domestic workers in NCR, CALABARZON, and Cebu.

While targeting high-income bracket employers, cost-benefit analysis study may be done to find a way to help lower-income bracket employers to comply. It was shared that there are different schemes in other countries to assist lower income brackets, such as tax credits or separate scheme for social security for domestic workers.

To reduce the relative cost of the premium, one approach would be to increase the benefits or enhance the return to premiums. The premium cost cannot be currently changed, so the approach would be to develop the return on investments. Benefit programs more relevant to needs (such as housing loans at PhP 200,000 instead of PhP 1 Million) are to be continuously crafted and implemented, specifically for Pag-IBIG and PhilHealth.

Strategy B. Continued awareness and one-stop shop information campaigns. Strategic entry point: homeowners' associations, offices, PTAs, ECOP local chapters, Philippine Chamber of Commerce Industry (PCCI)

There is still a lack of awareness, especially among employers of domestic workers, of the benefits of SSS, PhilHealth and Pag-IBIG registration. One suggested strategy was holding mobile "one-stop

shop” centers in strategic points where employers of domestic workers are concentrated, such as homeowners’ associations, PTAs, government offices.

This unified approach to the communication should be started on the first year and should be continuously implemented in the next six years as a concentrated effort to increase awareness and ease the registration process for both employer and DWs.

Strategy C. Improved Registration Process

- **Financial support to barangays to become the principal gateway**
- **Phase 2 of KURS – online reporting or data sharing between 3 social security agencies/ central database**

Registration was cited as one of the most difficult barriers to increasing social protection coverage. The intent of the KURS was to allow registration with one agency to lead to registration in the two other agencies. However, the KURS had gaps. Since employers are the ones to register their DWs, even if the worker wanted to, and was in the position to, register themselves, authorization from the employer is still needed.

KURS has also become a hindrance because employers are afraid of one-time registration where SSS arrears will appear on their record. However, there are no estimates on unregistered employers with possible arrears or the estimated amount of arrears that need to be settled. It was suggested that learning from migrant amnesty might shed light on how to handle this concern. There will always be costs – to government, workers, and employers. Knowing the costs to each sector and looking for solutions/compromise would be the only way to resolve the issue and move forward.

Upon adjustments in the current KURS system, Phase 2 will commence in the second year as a means of establishing a central database among the three social agencies.

Enforcement of social security registration was identified as a non- issue to compliance. There are clear, existing enforcement measures where penalties are not only limited to fines, but also imprisonment. For established organization/employers, yearly compliance checks serve as the basis for registration enforcement. But for domestic workers, there is no data to base enforcement on. Because non-compliance in the domestic work sector is difficult to detect, employers have to be encouraged to register and to believe that the program is beneficial. As such, promotional campaigns should be the main focus for the first two years. Enforcement cannot take a big role in the strategy.

The social security agencies expressed willingness to provide financial support to barangays if these would serve as the primary gateway to unified registration. This would be a big step in promoting and ensuring registration at local level. It was affirmed that DOLE was interested in partnering with the social agencies, as they are currently studying schemes for an integrated approach. The DILG might also be asked to include “K Law compliance or implementation” as one of requirements for LGUs to obtain the “Seal of Governance”.

Strategy D. Simplified requirements and procedures

- **Retool front liners (explain that birth certificates are not needed for registration)**

It is not well known that registration requirements have already been relaxed for all social security agencies. A birth certificate is not required for registration. If the worker has no existing birth certificate, there are two other levels of documents which may be presented – either one alternative primary document or two secondary documents. Front-liners will be retrained/ retooled to address misperception regarding requirements for registration and complicated process of registration.

Strategy E. Study on the extent and nature of vulnerabilities of domestic workers and their families

Looking at the outcome, there are existing mechanisms that address illnesses, accidents, calamities, loss of employment, and old age. All members of the social institutions may avail of benefits as long as they are members of the institution. Under Employees' Compensation Commission (ECC), if pensioner, grievance may be provided in advance.

However, there is little or no information on the extent and pattern of vulnerabilities of domestic workers and their families. It was shared that when the outcome was rephrased last year, this need for more data also came up. While there is existing data on the number of domestic workers, there is not enough information on the socio-economic profiles of their families (how many have children, how many are bread winners, what the living conditions are, among others).

For the next six years, the plan should include the conduct of a study on the extent and pattern of vulnerabilities of domestic workers and their families (profile of domestic workers) to better assess needs and come up with strategies to help them. In planning for the next six years, there could be a more detailed plan of action based on the study conducted.

POLICY ISSUES

There were two crucial policy issues that came up during the discussions: the issue of arrears and penalty charges for late SSS registration, which discourage employers from registering and regularizing domestic workers employed for many years; and eligibility of, and payment procedures for domestic workers with multiple employers under the State Insurance Fund (ECC) and PhilHealth systems.

Strategy F. Provision of alternative solution to the problem of arrears and penalty for late SSS registration

- **Filing of documents/ groundwork**
- **Cost benefit/ feasibility study for legislative support**
- **Continued advocacy by the workers' associations and other partners**

The SSS arrears issue is a policy issue that can only be addressed by Congress. However, the SSS could be proactive in looking for a solution to this big problem. Legislation is needed but advocates are also essential, much like DOLE and trade unions advocated for the K Law.

The arrears issue post cost concerns to employers, SSS, and the worker. If the late registration is condoned and previous unpaid premiums waived, the worker would lose in benefits. On the other

hand, employers are unable to settle huge penalties, which was regarded as the principal hindrance to SSS registration. However, if the unpaid premiums and penalty charges are waived but workers' benefits corresponding to actual years of service are retained, the SSS capital fund would be hurt.

However, no factual analysis has yet been done to estimate the numbers involved - how many employers and workers, and the amounts of unpaid premiums and penalties. The SSS should conduct a feasibility study/ statistical analysis to provide estimates on which to base alternative proposals and their feasibility. The study will lay the groundwork on estimates of penalties to be endorsed for condonation and will serve as technical support for legislation. Filing of documents in Congress and feasibility studies is targeted for the second year.

In addition, a resolution from the Tripartite Industrial Peace Council (TIPC) has been endorsed to the Senate but remains dormant. This is something SSS can look into, as there is currently no body lobbying for the resolution.

Even during the first year however, workers' associations and other partners are recommended to continue advocacy campaigns.

Strategy G. Solution to payment of premiums for domestic workers with multiple employers
State Insurance Fund (ECC)
• PhilHealth

Live-out domestic workers with multiple employers constitute a sizable share of domestic workers but their eligibility to access SSS, PhilHealth and Pag-Ibig was not clear. It was clarified that under SSS guidelines, employers and workers of this category of domestic workers could contribute based on actual hours with each of multiple employers. However, this was not the case under the State Insurance Fund (ECC), and PhilHealth. These institutions are employer-specific and recognize only one employer per worker. While the contribution to SIF forms part of employer contribution to SSS, there was no way that they would be able to sift through SSS payment and toggle multiple employers. PhilHealth also only allowed one employer in their system.

SIF and PhilHealth insurance are socialized, premiums are prorated according to income. This principle behind socialized insurance may seem unfair for those paying higher, but is deemed acceptable. Thus, there should be no issue if all employers would pay flat-rate premiums, should it be mandated by law.

There was no agreement on strategies or possible action steps to address this concern, but the group consensus was this is an important policy issue that would need to be presented in plenary.

SOCIAL DIALOGUE GROUP

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Social Dialogue								
Outcome	Intermediate Objective	Strategy	1	2	3	4	5	6
1. Improved and sustained harmonious employer-kasambahay working relationship	DWs and their unions and associations are equipped with negotiations skills to sustain harmonious relationship with employers	Leadership training for DWs and their unions and associations	✓	✓	✓	✓	✓	✓
	Increased participation of employers in activities related to decent work for domestic workers	Tailor-fit Labor Relations, Human Relations and Productivity (LHP) seminar and advocacy activities in DW-employer context		✓				
	SEADOs in all regions are trained and competent in handling DW-related requests for assistance and complaints	Continuous capacity building for SEADOs (include monitoring, re-entry action plans)	✓	✓	✓	✓	✓	✓
		Awards system/ recognition/ incentives for employers (individual and groups), DWs (individual and groups), stakeholders, TWGs and ITCs				✓	✓	✓
2. Sustained partnership of domestic workers' & household	K Law reviewed	Island-wide conferences with tripartite partners ++ on K Law and Decent work for domestic workers		✓				

Social Dialogue								
Outcome	Intermediate Objective	Strategy	1	2	3	4	5	6
employers' organizations towards promotion, compliance and effective implementation of Batas Kasambahay and other related laws	Social accords (framework agreement, MOUs, CBA, VCGP etc) with monitoring mechanisms are signed between DW unions/associations and DW household employers' organizations	Consultation workshops with DWs and employers Regular DW TWG meetings				✓		
3. Organized domestic workers and household employers represented and participated in decision-making processes	Domestic Workers Industry Tripartite Council established in the national level and all regional levels (10 regions represented in this workshop will have a DW ITC by year6)	Inclusion of the kasambahay sector in the regional Tripartite Industrial Peace Council (TIPC) and Industry Tripartite Council (ITC) – Domestic Work Sector ITC (with good practices)						✓
	Regional DW TWGs established as the executive arm of ITCs	Replication of DW TWG in the region (inclusive representation with employers, DILG, HLURB, SSS, PhilHealth, Pag-IBIG, PCW, social partners, PEAs, PESO, PNP Women's Desk, DOJ)						✓
4. Domestic workers are unionized and organized	DW unions and associations are registered	Continue mobilization and organization of kasambahay and household employers			✓			
	DWs are represented in decision-making bodies and processes of unions DW unions are federated	Registration of DWs' organizations						
5. Household employers' organized and confederated	DW household employer organizations are registered Employers are represented in decision-making bodies and processes of	Formation of DW employers' associations from among homeowner's associations and DW organizations			✓			

Social Dialogue								
Outcome	Intermediate Objective	Strategy	1	2	3	4	5	6
	employers organizations							
General strategies: - Capacity Building as a general strategy under Social Dialogue (includes development of training manuals for barangay, capacity building for stakeholders such as government, workers, social partners; crafting of local ordinances and local programs; etc) - Joint information campaigns - Research on feasibility of different social dialogue mechanisms - Appropriation and mobilization of resources								

Group members first reviewed all recommendations by other groups from Workshop 1 and considered if there were items that may be included under Social Dialogue. The items identified were included in the table presented above.

Following are highlights of the group's discussion that resulted to the presented table:

Outcome 1: Improved and sustained harmonious employer-kasambahay working relationship:

Domestic workers who can negotiate their salaries and other work conditions have a fairer chance in establishing a harmonious working relationship with their employers and so the consequent objective is to equip DWs with negotiation skills through the conduct of leadership training activities to DW unions and associations.

Increase participation of employers in activities related to the advocacy on decent work for domestic workers because if employers become more aware about the K Law, its provisions and its aim to protect and strengthen the employer-DW relationship, they would be more compliant to it and they would aim to contribute to harmonizing their relationship with their workers. One strategy to achieve the objective was to tailor fit the existing LHP to employer-DW context as this has been in use for a number of years now but only for those in the formal employment sector.

One mechanism in government which could be maximized to help in harmonizing DW-employer relationship is the SEADO and in the next six years, it would be crucial to make them more competent, by means of capacity-building, in handling DW-related request for assistance and complaints.

Implementation of an awards and recognition system for employers and DWs (whether individual or groups), stakeholders, TWGs and ITCs will help in reinforcing efforts in improving and sustaining the harmonious relationship of employers and DWs.

Outcome 2: Sustained partnership of domestic workers' and household employers' organizations towards promotion, compliance and effective implementation of Batas Kasambahay and other related laws

Review of the Kasambahay Law to include provisions concerning issues of live-out DWs and payment scheme for contribution of those with multiple employers. A proposed strategy for this was to conduct island-wide conferences with stakeholders.

Target the signing of social accords such as framework agreements, MOUs, CBA, VCGP etc, as manifestation of sustained partnership between DWs and employers. It was suggested to be done through consultations and regular meetings of DW TWGs that will help establish and advocate their use by 2020.

Outcome 3: Organized domestic workers and household employers represented and participating in decision-making processes

Establish the DW ITC and the DW TWG as its executive arm as these two groups are important avenues for representation of both DW and employers. By 2022, 10 regions would already have ITCs and TWGs. The TWG should include representatives from DILG, HLURB, SSS, PhilHealth, PagIBIG, PCW, and other social partners, PEAs, PESO, PNP Women's Desk and DOJ.

Outcome 4: Domestic workers are unionized and organized

Registration, representation to decision-making bodies and federation of DW associations or unions can be targeted by 2018 as these are crucial activities in ensuring achievement of the outcome.

Outcome 5: Household employers organized and confederated

Same objectives as those under outcome 4.

General strategies:

Across all intermediate objectives, there are cross-cutting strategies that may be applied such as capacity building which would include development of training manuals and targeting key stakeholders; joint information campaigns among partners so as to maximize resources; research on feasibility of different social dialogue mechanisms to ensure that all avenues are exhausted; and appropriation and mobilization of resources for all targeted activities.

GENERAL CONCLUSIONS

The highlights of the Workshop conclusions and proposals are as follows:

1. The eight areas of work in implementing K Law deemed successful by participants are: (i) **dispute settlement** as there was observable increase in number of settled cases; (ii) **information dissemination**, with the increase in number of convergence activities and greater commitment from among partner agencies in sustaining these activities; (iii) **organizing of DWs and employers**, as evidenced by the presence of 3 DW associations formed by trade unions and civil society organizations and the continuous dialogue with employers through region-wide consultations; (iv) **increase in minimum wage of DWs in 4 regions, unified registration system** through the conduct of regular one-stop-shop activities with all social protection agencies; (v) **institutionalization of some K Law provisions**, such as information campaigns, training activities for DWs and the convenorship role of DOLE in regional TWGs; (vi) **awareness among employers**, particularly in Iloilo and Davao due to the dissemination of an employer's guidebook; and (vii) **provision of services for DWs**, such as financial support to members of DW organizations, registration of DWs to government social protection mechanisms and protocols for rescue for abused DWs.
2. The areas of work that need improvement are: (i) **participation of DWs and employers in advocacy activities and in availing social protection benefits** due to a number of issues including downloading of information to target participants and lack of social marketing tools to reach out to a wider audience, misinterpretation or misinformation about responsibilities on and coverage in social protection mechanisms, slow pace of harmonizing systems and policies of the 3 social protection agencies etc.; (ii) **monitoring of K Law compliance**, particularly for DOLE as they have limited mandate to check on private households; (iii) **saturation of areas for information dissemination campaign** mainly due to limitations in resources and dearth of information on DW and employer profile; (iv) lack of **local ordinances and local mechanisms** that are essential in reaching out to DWs and employers at the grassroots level; and (v) **coordination among stakeholders**, which is affected by changes in political leadership and their governance priorities and resource limitations.
3. Areas of work that should be the focus of efforts in the next 6 years are: (i) **development of IEC and training materials for DWs, employers and other key stakeholders** focusing not only on awareness-raising about the law and its provisions but also on each one's role in implementing it; (ii) **formation, activation and funding of institutional mechanisms in national and local levels**, particularly the *Kasambahay* desk, TWGs and DW ITCs ; (iii) **continued organizing of DWs and employers**, including their registration as formal entities; (iv) **review and amendment of K Law and other policies**, specifically about SSS' retroactive payment policy, the K Law's coverage of live out DWs and its guidelines in securing, safekeeping and monitoring of DW-employer work contracts; (v) **strengthening of services for DWs**, such as the unified registration system; and (vi) **partnership development**, particularly with PEAs.
4. Under each of the four decent work pillars, the Workshop planning identified the following key intermediate objectives:

DECENT WORK PILLAR	INTERMEDIATE OBJECTIVES under each OUTCOME
Rights at Work	On DW empowerment: - All regions have organized DWs and are represented in ITCs - All TIPCs have adopted VCGO for DW sector On elimination of child labor in domestic work: - Zero incidence of employment of children below 15 y.o - All 15-17 y.o. CDW are protected and are in school On elimination of forced labor: - All PEAs are fully compliant with policies and standards - All barangays and other community stakeholders are mobilized, trained and actively monitoring compliance with the law - All LGUs have database and registry of DWs On protection of DWs from abuse and exploitation: - All newly-hired DWs underwent orientation/ received information on their rights, the K Law, and how to seek help - All regions have existing mechanisms for the operationalization of rescue and reintegration/ rehabilitation On appropriate wages for DWs: - All regional Tripartite Wage Boards have reviewed and revised minimum wage rates for DWs - 100% compliance with minimum wage rates
Employment	On formalization of employer-DW relationship through written employment contracts: - By 2022, 80% of the 43,000 barangays have conducted awareness campaigns to HH employers and DWs - By 2022, 40% of the 43,000 barangays/ community have enhanced capacity to implement issuance of contractual agreements - Revised standard employment contract considering the type of service, competency-based pay scale (live in, live out, multiple employer DWs) - Established database system to include profiles and demographics of: - PEAs - HH employers (according to quintiles) - DWs (according to pay scale, job description, competencies of DWs) - Contracts issued (with and without contracts) - An annual increase of 5% in the number of contracts provided by employers to DWs based on the number of registered DWs in the barangay as of April 2014 On DWs being skilled, certified and having completed basic

DECENT WORK PILLAR	INTERMEDIATE OBJECTIVES under each OUTCOME
	education: - By 2022, 50% of the registered DWs have undergone orientation on Skills Training and Competency Development Services - By 2022, a number of registered DWs as of 2014 are equipped with the necessary skills: - Certification through TESDA - Completed Basic Education or through ALS - Completed Core Competency Program for DWs
Social Protection	On prevention of workplace-related illness and accidents: - Greater Awareness of occupational safety, risks, hazards and how these can be avoided - Creation of database on OSH profile of the domestic workers - Reduced unsafe practices and working conditions in the workplace - Increase coverage rate of domestic workers under SSS, PhilHealth, Pag-IBIG by 15% per annum On ability of DWs to cope with vulnerabilities due to loss of employment, illnesses, accidents, calamities and old age: - Increase coverage rate of DWs under SSS, PhilHealth, Pag-IBIG by 15% per annum
Social Dialogue	On improved and sustained harmonious employer-kasambahay working relationship: - DWs and their unions and associations are equipped with negotiations skills to sustain harmonious relationship with employers - SEADOs in all regions are trained and competent in handling DW-related requests for assistance and complaints - Increased participation of employers in activities related to decent work for domestic workers On sustained partnership of DW and employers' organizations towards promotion, compliance and effective implementation of Batas Kasambahay and other related laws: - K Law reviewed by 2018 - Social accords (framework agreement, MOUs, CBA, VCGP etc) with monitoring mechanisms are signed between DW unions/associations and DW household employers' organizations On representation of organized DWs and employers in decision-making processes: - Domestic Workers Industry Tripartite Council established in the national level and all regional levels (10 regions represented in this workshop will have a DW ITC by year6)

DECENT WORK PILLAR	INTERMEDIATE OBJECTIVES under each OUTCOME
	- Regional DW TWGs established as the executive arm of ITCs On organizing and unionizing of DWs: - DW unions and associations are registered - DWs are represented in decision-making bodies and processes of unions - DW unions are federated On organizing and confederation of household employers: - DW household employer organizations are registered - Employers are represented in decision-making bodies and processes of employers' organizations

The TWG, in coordination with DOLE, will convene a small technical group consisting of representatives of the TWG member organizations and mandated government agencies as soon as possible after the May 9 Election Day in order to consider the outputs of the DW TWG Assessment and Planning Workshop, and finalize the TWG draft Action Plan 2017-2022 and the Technical Note to be submitted for inclusion in the Philippine Labor and Employment Plan 2017-2022.

Using the Workshop results as inputs, the small technical group will prioritize areas of action, consolidate common areas, and clean up duplications and inconsistencies; agree on milestones and timeline; and identify outputs, activities and resource requirements.

ANNEXES

- A. Powerpoint Presentations
- B. Reference Materials for Participants
- C. Facilitators' Guide
- D. List of Participants
- E. Minutes of Meetings
- F. About the Technical Team
- G. Selected Photos from the Workshop