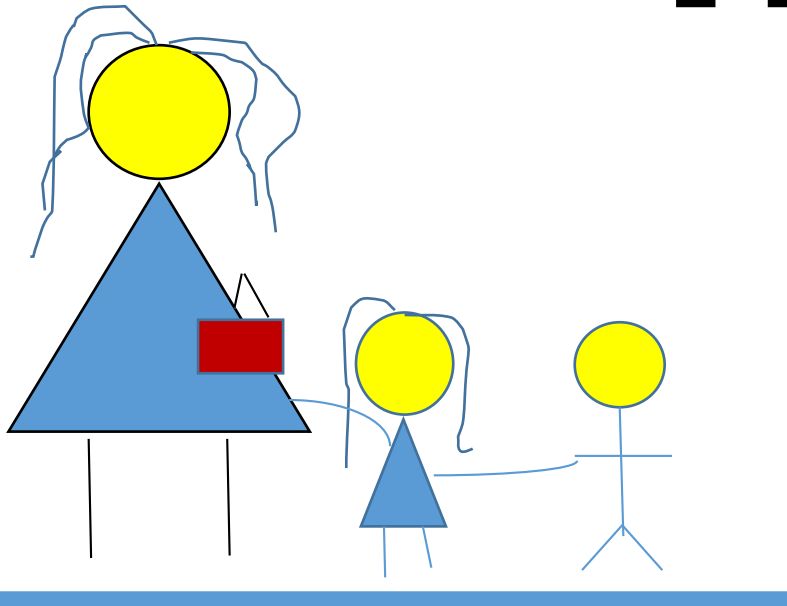


Actions For Workers Who Need Support For Childcare

By

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Philippine SOMSWD Leader



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Outline of Presentation:

I. Situationer

II. Laws and Policies

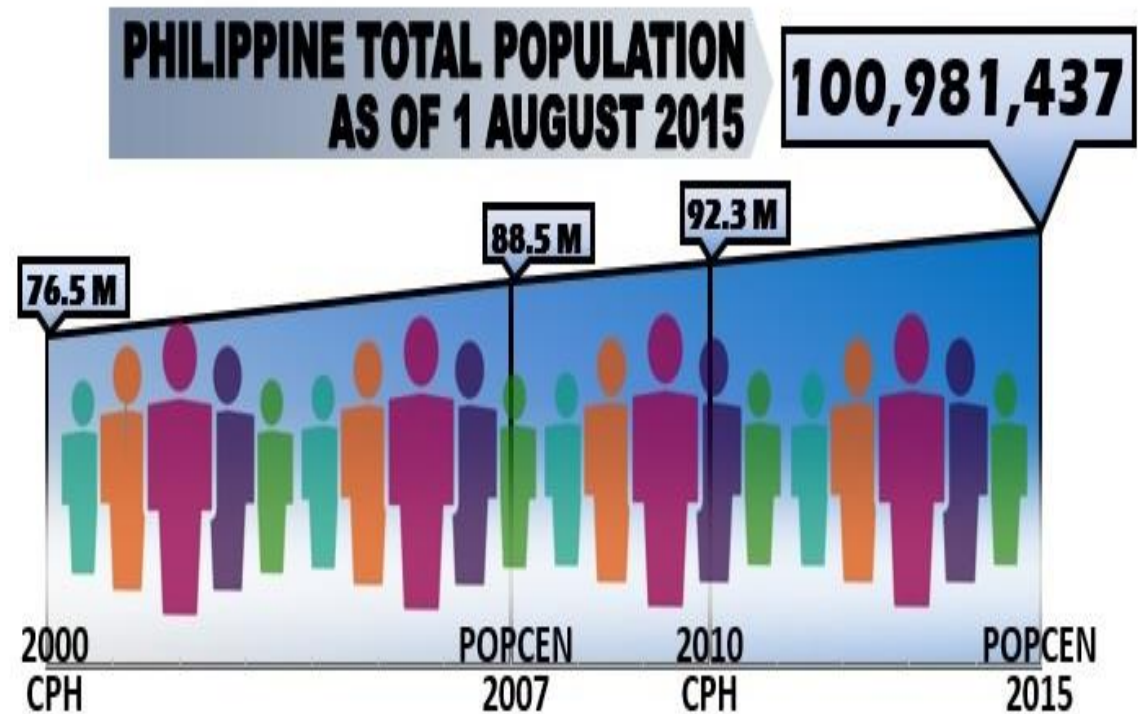
III. Programs and Services

The Philippines

- An archipelago in Southeast Asia consisting of more than 7,100 islands
- Filipino and English are the official languages but 187 other native dialects are spoken all over the country
- The country houses some of the top tourist destinations in the world such as pristine beaches and breathtaking landscapes



According to the 2015 Census of Population and Housing, the total population in the Philippines is at 100,981,437 persons.





50.6%



49.4%

•Of the total population, 50.6 % was male while 49.4 % was female. This resulted in a sex ratio of 102 males for every 100 females. The same sex ratio was reported in 2010. This means that **males outnumbered females**.

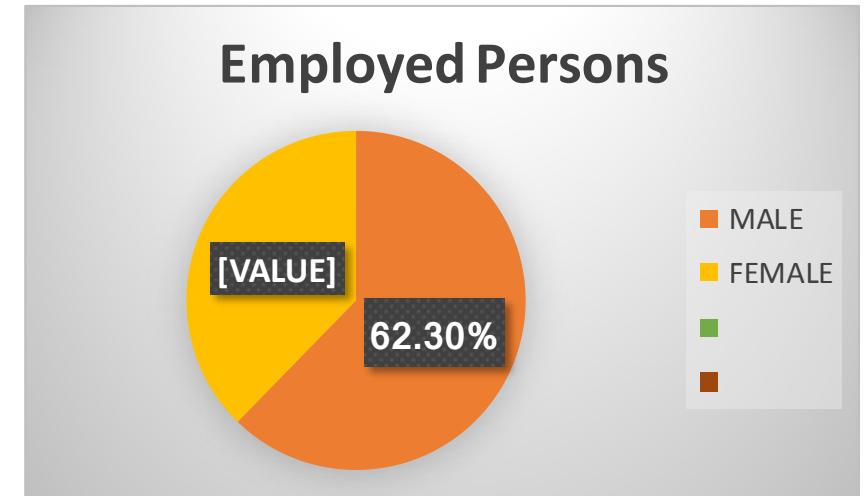


Children below 18 years of age comprised 37.99 %

Based on the household population, ages below 18 years old are accounted at a total of 38,363,884

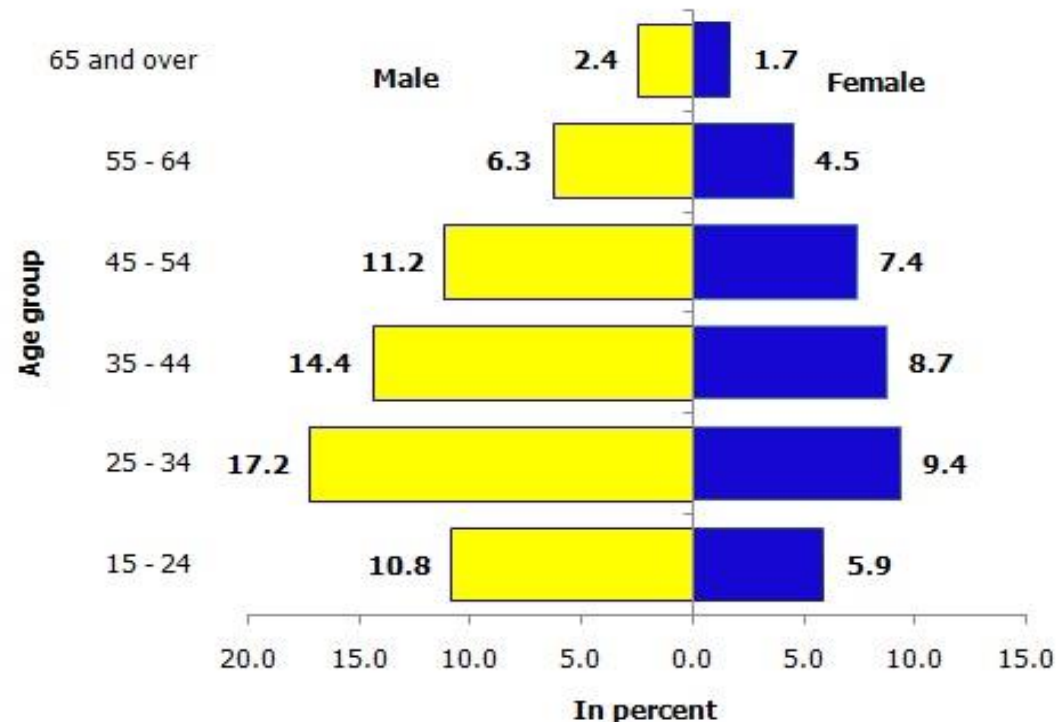
LABOR STATISTICS (as of January 2017)

- 3 in 5 persons age 15 years old and above are in the labor workforce or 69.4 million
- Of the 69.4 million, 42 million were in the labor force
- Of the 39.3 million employed persons in January 2017, 62.3 percent were males while 37.7 percent were females.
- 6 in 10 employed are full time workers



LABOR STATISTICS (as of January 2017)

FIGURE 3 Percent Distribution of Employed Persons by Sex and Age Group: January 2017



Source: Philippine Statistics Authority, January 2017 Labor Force Survey

- Most working women in the Philippines are in age group of 25-44 years old
- Men-women employment participation signifies gap

Woman- as a mother and a worker



Photo credits: GMA News Online

Expansion of roles and responsibilities:

- ✓ **Homemaking responsibilities**
- ✓ **Economic providers**

LAWS and POLICIES

- 1987 Constitution – Article II, Sections 12 and 14; Article XIII, Section 14 Article XV, Section 3
- Presidential Decree 442 or the Labor Code of the Philippines - provisions on employment of women and protection against discriminatory acts
- Republic Act 10151 – An Act Allowing the Employment of Women Night Workers
- Republic Act 8282 – Social Security Act of 1997 provision on Maternity Benefit
- Republic Act 6982 – provision on Maternity Benefit for sugar workers

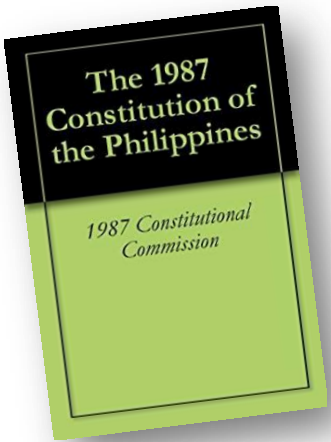
LAWS and POLICIES

- Republic Act 9241 – PhilHealth Benefits
- Republic Act 8187 – An Act Granting Paternity Leave of Seven (7) Days
- Republic Act 10028 – An Act Expanding the Promotion of Breastfeeding
- Republic Act 9710 – The Magna Carta of Women
- Republic Act 8972 – The Solo Parents’ Welfare Act of 2000

LAWS and POLICIES

- Republic Act 7160 - 1991 Local Government Code
- Republic Act 6972 – Barangay-Level-Total Development and Protection of Children Act
- Executive Order No. 340
- Presidential Decree 603 – Child and Youth Welfare Code
- Republic Act 8980 – The Early Childhood Care and Development Act
- Republic Act 10410 – The Early Years Act

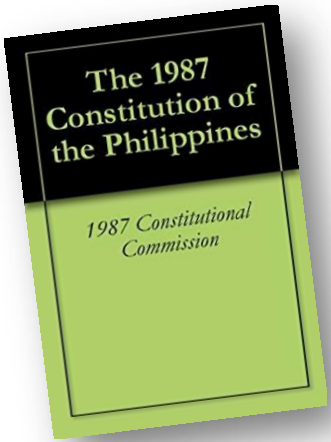
Constitutional Provisions



- Section 12, Article II – The State recognizes the sanctity of family life and shall protect and strengthen the family as a basic autonomous social institution. It shall equally **protect the life of the mother and the life of the unborn from conception**. The natural and primary right and duty of parents in the rearing of the youth for civic efficiency and the development of moral character shall receive the support of the Government.
- Section 14, Article II – The State recognizes the **role of women in nation-building**, and shall ensure the **fundamental equality** before the law of women and men.

Constitutional Provisions

- Section 14, Article XIII – The State shall **protect working women by providing safe and healthful working conditions, taking into account their maternal functions, and such facilities and opportunities** that will enhance their welfare and enable them to realize their full potential in the service of the nation.
- Section III, Article XV – The **right of children to assistance**, including **proper care and nutrition** and **special protection** from all forms of neglect, abuse, cruelty, exploitation and other conditions pre-judicial to their development.



Labor Code of the Philippines Provisions

Prohibited stipulation against marriage and acts of discrimination concerning reproductive function of women

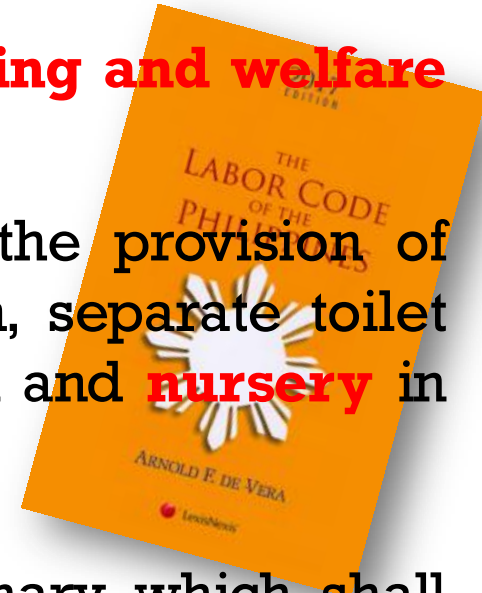
- Unlawful for the employer to:
 - Require as a condition of employment or continuation of employment that a woman employee shall not get married, or to stipulate expressly or tacitly that upon getting married, a woman employee shall be deemed resigned or separated, or to actually dismiss, discharge, discriminate or otherwise prejudice a woman employee by reason of her marriage.
 - Discharge such woman on account of her pregnancy, or while on leave or in confinement due to her pregnancy.
 - Discharge or refuse the admission of such women upon returning to her work for fear that she may again be pregnant.



Labor Code of the Philippines Provisions

Safety and Health Standards, facilities for women and family planning and welfare services

- Standards to ensure safety and health of women employees and the provision of facilities by private establishment such as seats proper for women, separate toilet rooms and lavatories for men and women, dressing room for women and **nursery** in the workplace for the benefit of the women employees.
- Requirement to private establishments to maintain a clinic or infirmary which shall provide **free family planning services** to the employees and include the application or use of contraceptive pills and intrauterine device.
- Requirement to private establishment employing 200 or more workers to establish **Family Welfare Committees** and provide family welfare services to workers under the 10 Dimensions: Reproductive Health & Responsible Parenthood, Medical Health Care, Nutrition, Spirituality & Value Formation, Housing, Education/Gender Equality, Sports & Leisure, and Environment Protection, Hygiene and Sanitation (DOLE Department Order No. 56-03)



Labor Code of the Philippines Provisions

Equal employment opportunity

- Labor Code provision on prohibition of night work for women was totally lifted by **Republic Act 10151** which is considered as a landmark legislation.
- Law provides for alternative measures to night work for pregnant and nursing employees which includes transfer to day work before and after childbirth for a period of at least sixteen weeks, divided before the time and after childbirth.
- Law also provides for extension of maternity leave where transfer to day work is not possible, a woman employee may be allowed to extend, as recommended by a competent physician, her maternity leave, without pay or using leave credits of worker, if any



Labor Code of the Philippines Provisions

Maternity Benefit

- Labor Code provision on maternity benefit was superseded by the Social Security Act of 1954 and amended by Republic Act 8282
- Social Security System (SSS) provides meaningful protection to members againsts the hazards of maternity
- Cash entitlement amount to a daily maternity benefit equivalent to 100% of female member average daily salary credit for 60 days (normal delivery) or 78 days (caesarian delivery)
- Paid only for the first four deliveries or miscarriages



Republic Act 6982 or the Social Amelioration Program Act of 1991

- Aims to improve the socio-economic conditions of sugar workers and their families.
- Program component include a Sugar Workers Maternity Benefit Program providing female sugar workers with financial assistance or cash benefit to defray expenses incurred at the time of delivery, abortion or miscarriage, on top of the SSS maternity benefit, if female sugar worker is a SSS member.
- Covers first four deliveries, abortions or miscarriage

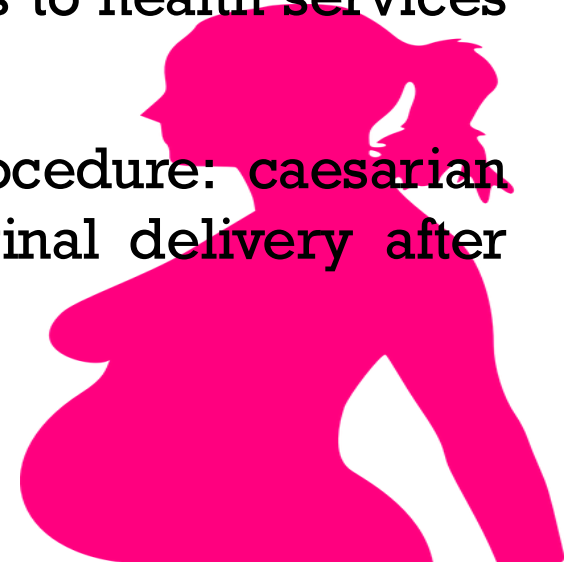


Republic Act 9241 or An Act Instituting a National Health Insurance Program for all Filipinos (PhilHealth)

- **Maternity Care Package (MCP)** covers essential health services during antenatal period, entire stages of labor, normal delivery and immediate post-partum period including follow-up visits within the first 72 hours and 1 week after delivery. Package rates depend on the type of health care institution
- **Newborn Care Package (NCP)** ensures that newborns have access to health services within the first hours of life and this is paid to the health care facility.
- Other methods of delivery are also covered depending on procedure: caesarian section, complicated vaginal delivery, breech extraction and vaginal delivery after caesarian section



PhilHealth
Your Partner in Health



Republic Act 8187 or An Act Granting Paternity Leave

- Provides seven days with full pay to all married male employees in the private and public sectors for the first four deliveries of the legitimate spouses with whom he is cohabiting.
- Purpose of the law is for the husband to lend support to his wife during her period of recovery and in nursing of the newly born child.

Republic Act 10028 or an Act Expanding the Promotion of Breastfeeding

- Adopts a national policy to encourage, protect and support the practice of breastfeeding. Requires establishments to set up lactation or breastfeeding stations in the workplace and public places such as malls or airport
- Provides for a compensable lactation break time of 40 minutes to lactating working mothers, on top of other breaks for every eight hour period to breastmilk or express milk.



Breastfeeding Stations in Metro Manila





Republic Act 9710 or The Magna Carta of Women

- **Comprehensive health services and health information and education** covering all stages of a woman's life cycle, and which addresses the major causes of women's mortality and morbidity, including access to among others, **maternal care to include pre-natal services, delivery and post-natal services to address pregnancy and infant health and nutrition, promotion of breastfeeding and proper nutrition for lactating mothers**, responsible, ethical, legal, safe and effective methods of family planning, and encouraging healthy lifestyle activities to prevent diseases.
- **Special Leave Benefits for Women** – a woman employee having rendered continuous aggregate employment service of at least six months for the last twelve months shall be entitled to a special leave benefit of two months with full pay based on her gross monthly compensation following surgery caused by gynecological disorders.

Republic Act 8972 or The Solo Parents Welfare Act of 2000

- Benefits include:
 - Flexible Work schedule
 - No Discrimination at Work
 - Parental Leave
 - Educational benefits
 - Housing benefits
 - Medical Assistance



Department of Social Welfare and Development



**SOLO PARENT KA BA O
MAG ISANG NAGPAPALAKI NG ANAK?**

KUNG OO, MAY SOLO PARENT ID KA NA BA?

Malaki ang maitutulong ng pagkakaroon ng Solo Parent ID para sa kagalingan, kabuhayan, at para sa proteksyon ng mga magulang na mag-isang nagpapalaki ng mga anak.

Republic Act 7160 or the 1991 Local Government Code

- Cognizant of the primary role of Local Government Units in the development and growth of communities, vested in the latter the exercise of delivery functions, among them the delivery of health and welfare services and the implementation of programs and project on primary health care, maternal and child care, among others.

Republic Act 6972 or An Act Establishing a Day Care Center

- Day Care centers shall be instituted in every barangay (village) instituting a total development and protection of children program
- DSWD shall formulate the criteria for the selection, qualifications, training and accreditation of day care workers and the standards for the implementation of the total development and protection of children program.

Executive Order 340

- Directs national government agencies and government owned and controlled corporations to provide Day Care Services for under-five children of their employees

Presidential Decree 603

- To ensure that the standards of day care service are met, the DWSD under the Child and Youth Welfare Code is mandated to license and accredit such arrangements

Barangay Day Care Centers



Philippine Airforce Day Care facilities



Republic Act 8980 or The Early Childhood Care and Development Act

- Enacted in 2000, established a National System for Early Childhood Care and Development that is comprehensive, integrative and sustainable through complementary strategies.
- Defines a full range of health, nutrition, early education and social services programs that provide for the holistic needs of children 0-6 years old, and supports and educate parents in their roles as primary caregivers.

Republic Act 10410 or The Early Years Act

- Enacted in 2013, changing the definition of early childhood from 0-6 years to 0-8 years old, the latter declared as the first crucial stage of educational development.
- Delineated the functions of the ECCD Council as the responsible agency for the education and care of children ages 0-4 and the Department of Education for children 5-8 years old.

PROGRAMS and SERVICES



Day Care Service

- Provision of supplementary parental care to the 0-5 year old children of parents who find it difficult to fully take care of their children during part of the day because of work or some other reasons.
- Provided in Day Care Centers, Child Minding Centers and Supervised Neighborhood Plays if the centers are not physically available.



Objectives

- To assist less privileged families, especially, the working mothers, to provide their malnourished children of pre-school age with opportunity to develop a strong foundation of positive attitudes and values of the society where they live.
- To enable the pre-school child to develop self-confidence, self-expression and self-discipline adapted to his stage of growth and development.
- To enable the child to understand and relate his brothers and sisters, his peer/playmates, parents and other adults in his family, and all others in his social and physical environment.
- To provide the malnourished pre-school child with opportunities for improved health through supplemental feeding.
- To provide custodial care for the pre-school child during the absence of the mother when no better substitute arrangement is available.



Modalities

Day Care Centers (now referred to as Child Development Centers) – are community or workplace facilities for children 3 to 5 years old.

Child Minding Centers – are for children ages 0 to 3 years old, focusing on child’s development according to their individual needs and socio-cultural background. It utilizes the delivery of complementary and integrative services for health care, nutrition, early childhood learning, sanitation and cultural activities. Located near the workplace of the parents.

Supervised Neighborhood Play – are for children 2 to 5 years old. It provides children with early childhood enrichment activities together with older children of various ages but should have a maximum of 10 members. It utilizes play as an approach in providing early stimulation activities that are developmentally appropriate for each target ages of children in the community.





PANTAWID FAMILYANG PILIPINO PROGRAM

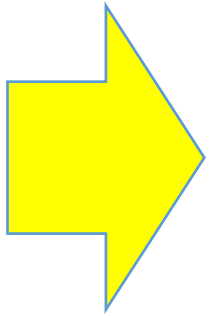
An investment in human capital that ensures children belonging to poor households, aged 0-18, grow up healthy and stay in school.

Pantawid Pamilya improves children's access to some key health care services

Pantawid households spend more on education

Pantawid Pamilya beneficiaries prioritize spending for basic family needs

Pantawid Pamilya parents have better outlook on their children's future



CENTER-BASED SERVICES

Reception Study Center for Children (RSCC)

- provides alternative family care to abandoned, neglected and/or surrendered children 0-6 years of age
- Services include social, home life, health, dietetic, educational, psychological, recreational and other cultural activities, and spiritual enrichment
- The DSWD maintains a total of 11 RSCCs nationwide



CHILD FRIENDLY SPACES

- A child rights programming approach that supports well being of children amidst disasters.
- Places designed and operated in a participatory manner, where children affected by natural disasters or conflict can be provided with a safe environment, where integrated programming including play and recreation
- Important through out crises, from emergency to recovery





**Thank you for your
kind attention!**